



30th May 2026

To Listing Department The National Stock Exchange of India Limited Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai 400051 Symbol: TRENT	To Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400001 Scrip Code: 500251
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Dear Sir / Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report ('BRSR') of the Company for the financial year 2025-26, along with the Independent Practitioners' Reasonable Assurance Report on the BRSR Core Indicators, provided by BDO India Services Private Limited, which also forms part of the Integrated Annual Report for the financial year 2025-26.

The BRSR Report is also available on the Company's website at www.trentlimited.com.

Thank you.

For Trent Limited

Krupa Anandpara
Company Secretary
Membership No.: A16536

Encl: As above

Business Responsibility & Sustainability Report

for the year 2025-26

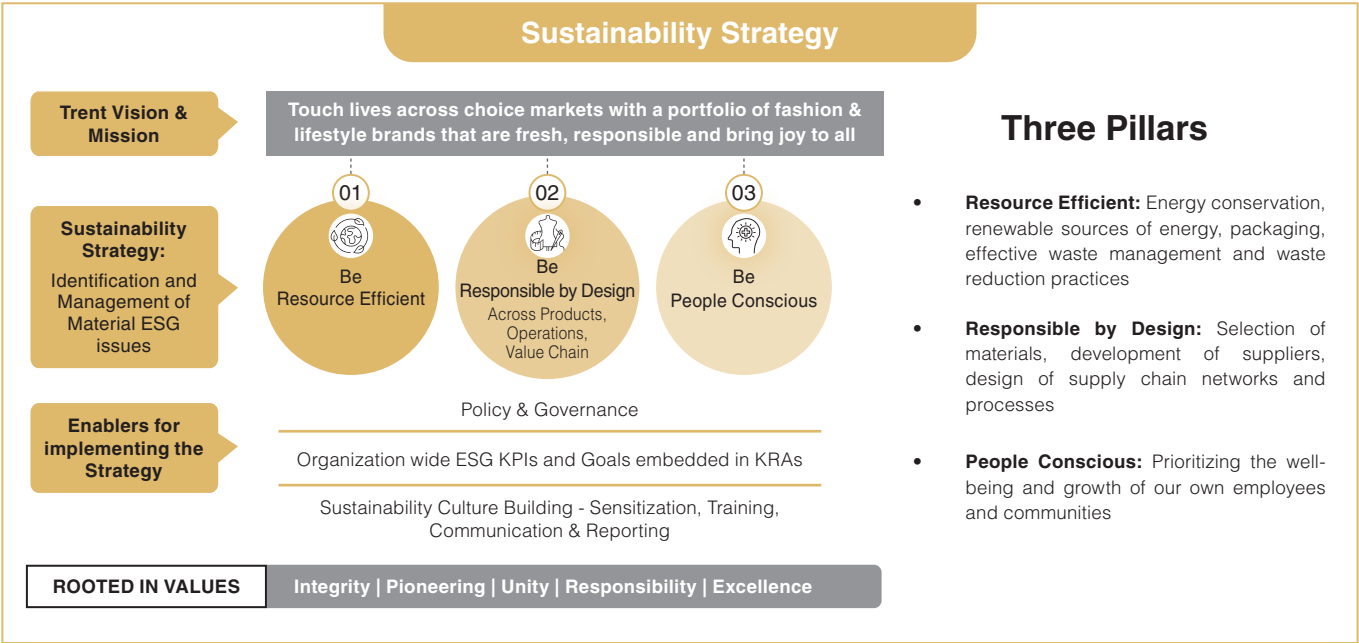
The Tata Group's culture inherently embraces sustainability as a foundational value that is embedded in the strategic plans and operations of each of its companies. Being part of the Tata Group, the Company is equally committed towards this front and strives to create enduring impacts on the environmental, social, and economic ecosystems that sustain our business and maximize value creation for all its stakeholders.

While we place strong emphasis on expanding our brand presence to meet evolving customer needs, we are responsible as both an employer and a market player. Our commitment to nurturing a diverse portfolio of growth initiatives is reflected through our efforts to establish responsible practices across the value chain. We aim to develop a compelling portfolio of lifestyle brands, prioritizing responsible growth to meet the demands of the market.

Our sustainability strategy is anchored in our overarching vision: ***Touch lives across choice markets with a portfolio of fashion & lifestyle brands that are fresh, responsible and bring joy to all.*** This vision propels us towards a future where sustainability forms an inherent part of everything we do, shaping our operations and driving positive impact across the value chain.

This strategy is underpinned by three strategic ESG pillars, namely, ***Be Resource Efficient, Be Responsible by Design and Be People Conscious.*** Each of these pillars addresses key material issues identified by the business and its stakeholders. Under these three pillars, we delve into forays of energy management, emission reductions, waste management, principles of circularity, product selection, fabric traceability, ethical supply chain, as well as social considerations such as people well-being, diversity & inclusion and community development. These pillars serve as guiding principles for our operations and business practices, ensuring that our efforts are directed towards creating long-term value for the business and its stakeholders.

Our sustainability agenda is driven by the Company through an internal sustainability team consisting of cross-functional expertise under the oversight of the Corporate Social Responsibility and Sustainability ('CSR&S') Committee and the Board. The Risk Management Committee oversees our ESG risks and mitigation actions. Compliance is followed in letter and spirit integrating the Tata Code of Conduct into every facet of the business.



SECTION A: GENERAL DISCLOSURES

I. Details

1.	Corporate Identity Number ('CIN') of the Listed Entity:	L24240MH1952PLC008951
2.	Name of the Listed Entity:	Trent Limited
3.	Year of incorporation:	1952
4.	Registered office address:	Bombay House, 24, Homi Mody Street, Fort, Mumbai - 400001, Maharashtra, India
5.	Corporate address:	Trent House, G - Block, Plot No. C-60, Bandra Kurla Complex, Bandra (East), Mumbai - 400051, Maharashtra, India
6.	E-mail:	Investor.relations@trent-tata.com
7.	Telephone:	022-6700 8090 / 022-6665 8282
8.	Website:	www.trentlimited.com
9.	Financial year for which reporting is being done:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited and the National Stock Exchange of India Limited
11.	Paid-up Capital:	₹ 35.55 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:	Ms. Krupa Anandpara Tel: 022-6700 8090 Email: krupa.anandpara@trent-tata.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The Environmental, Social and Governance disclosures made in this Report are on a standalone basis i.e. for Trent Limited
14.	Name of assurance provider:	BDO India Services Private Limited
15.	Type of assurance obtained:	Reasonable Assurance of BRSR Core

II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Retail Sales – Through Physical and Online	Apparel	86.05%
		Non-Apparel	13.95%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Retail Sale of Readymade Garments etc.	47711	86.05%

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III. Operations

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

Location	Number of plants	Number of offices	Total
National	1,280 stores* (318 cities)	29 offices (9 cities) (includes sourcing offices, distribution centres, corporate offices)	1,309 (318 cities)
International**	6 stores** (3 cities)	1 office**	7

Note: The Company does not undertake any manufacturing activity.

* For the purpose of BRSR reporting, 1,175 stores operated by the Company have been considered. The stores operated by franchise are not considered.

**Includes 6 stores operated by Trent Global Trading LLC, UAE and 1 branch office in Spain operated by Trent Global Holdings Limited, Mauritius, wholly owned subsidiaries of the Company.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	27 States and 4 Union Territories
International (No. of Countries)	1

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

Exports contribute 0.21% to the total Turnover.

c. A brief on types of customers:

The Company operates a portfolio of retail concepts. **Westside**, the Company's leading lifestyle concept, offers own branded fashion apparel, beauty and cosmetic products, footwear and accessories for women, men and children, along with a wide range of home furnishings & decor. It offers a differentiated portfolio of exclusive brands that are in sync with latest fashion trends, appealing to a wide spectrum of style conscious consumers across defined customer segments. **Zudio**, offers function and fashion at irresistible prices for women, men and children. Zudio has evolved into a rapidly growing concept that appeals to all with a deep commitment to being accessible across facets - fashion, reach and lifestyle. **Samoh**, a premium and contemporary concept, offers differentiated and elevated occasion wear for women and men. It caters to those who appreciate luxurious and modern take on cherished designs and motifs from the Indian hinterland and aims to provide a compelling touch of luxury and sophistication to its customers while they shop for their special moments and lifestyle events. **Burnt Toast**, curated exclusively for Gen Z and Gen Alpha customers, offers a lifestyle proposition, a celebration of self-expression and community, where style becomes a shared experience and conversations. From bold apparel to statement accessories, this brand inspires the young to live authentically, with style that transcends fashion and aspirations.

IV. Employees

As the Company accelerates its expansion into newer and emerging markets, it continues to build a diverse workforce that contributes to its growth and resilience. As a socially and culturally inclusive organization, it fosters a work environment where individuals from different backgrounds are well respected, valued and supported in their professional journey.

The Company's policies and practices are designed to promote diversity and inclusion. The dedication to nurturing diversity within the Company begins at the highest levels. As on the date of Report, over one-third of our employees across functions comprise women and we continue to work to promote diversity throughout the organization.

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As an Equal Opportunity Employer, our employee policies advocate equality and diversity. We ensure equal opportunities for all our employees and eligible job applicants, without any unfair discrimination based on factors such as disability, race, caste, religion, or other personal, social, cultural, demographic or economic characteristics, as protected by applicable laws. While recruiting, developing and promoting our employees, we strive for our decisions to be based on performance, merit, competence and potential.

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent Employees (D)	31,226	19,561	62.64	11,665	37.36
2.	Other than Permanent Employees (E)*	7,191	4,593	63.87	2,598	36.13
3.	Total Employees (D+E)	38,417	24,154	62.87	14,263	37.13
Workers						
4.	Permanent Workers (F)					
5.	Other than Permanent Workers (G)			NIL		
6.	Total Workers (F+G)					

*Other than permanent employees include workforce hired through third-party contracts.

b. Differently abled employees and workers*:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent Employees (E)	518	399	77.03	119	22.97
2.	Other than Permanent Employees (F)	0	0	0	0	0
3.	Total Employees (E+F)	518	399	77.03	119	22.97
Workers						
4.	Permanent Workers (G)					
5.	Other than Permanent Workers (H)			NIL		
6.	Total Workers (G+H)					

*Basis the disclosures made by employees.

Note: The Company also shares manpower resources with the subsidiaries and joint venture companies through service arrangements. Since such employees are accounted for in the respective subsidiaries / joint venture companies, they are not considered for this Report.

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57
Key Management Personnel	3	1	33.33

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22. Turnover rate for permanent employees and workers (in percentage)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	64.46	50.23	59.28	56.98	44.64	52.64	73.21	54.87	66.85
Permanent Workers	Not Applicable								

V. Holding, subsidiary and associate companies (including joint ventures)

23. Names of holding / subsidiaries / associate companies / joint ventures

Sr. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a 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.	Fiora Business Support Services Limited	Subsidiary	100.00	Yes
2.	Nahar Retail Trading Services Limited ('Nahar')	Subsidiary	100.00	Yes
3.	Booker India Limited ('BIL')*	Subsidiary	51.00	No
4.	Fiora Hypermarket Limited**	Subsidiary	0.00 (100% held by BIL)	No
5.	Trent Global Holdings Limited (Mauritius) ('TGHL')	Subsidiary	100.00	No
6.	Trent Global Trading LLC (Dubai)	Subsidiary	0.00 (100% held by TGHL)	Yes
7.	Trent Foundation	Subsidiary	100.00	No
8.	Netria Property Holdings Limited***	Subsidiary	0.00 (100% held by Nahar)	Yes
9.	Trent Hypermarket Private Limited	Joint Venture	50.00	No
10.	Trent MAS Fashion Private Limited	Joint Venture	50.00	No
11.	Massimo Dutti India Private Limited	Associate	20.00	No
12.	Inditex Trent Retail India Private Limited	Associate	20.00	No

* THPL Support Services Limited ('TSSL') was merged with BIL with effect from 1st February 2026 pursuant to the Scheme of Amalgamation of TSSL with BIL as approved by the National Company Law Tribunal, Mumbai bench.

** Fiora Hypermarket Limited was merged with Fiora Online Limited with effect from 1st December 2025 pursuant to the Scheme of Amalgamation of Fiora Hypermarket Limited with Fiora Online Limited ('Scheme') as approved by the National Company Law Tribunal, Mumbai bench. Subsequently, the name of Fiora Online Limited was changed to Fiora Hypermarket Limited in accordance with the aforementioned Scheme.

*** Netria Property Holdings Limited has been incorporated as a wholly owned subsidiary of Nahar on 4th September 2025.

Note: The Company does not have any material subsidiary during FY 2025-26.

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VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
(ii) Turnover (₹): 19,701.41 Crore
(iii) Net worth (₹): 7,702.80 Crore

VII. Transparency and Disclosures Compliances

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

At Trent, fostering a safe environment encompasses providing stakeholders with the opportunity to voice concerns and grievances related to the workplace and business practices. Emphasizing transparent communication, we have provided channels and mechanisms for the stakeholders to facilitate timely and effective reporting and resolution.

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			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the Year	Remarks
Community	Yes https://trentlimited.com/pages/tcoc	NIL	-	-	NIL	-	-
Investors (other than shareholders)	Yes https://trentlimited.com/pages/contact-us-new	NIL	-	-	NIL	-	-
Shareholders	Yes https://trentlimited.com/pages/contact-us-new	48	5	4 complaints resolved subsequently and 1 was under review	33	1	Subsequently resolved
Employees	Yes https://docs.trent-tata.com/Whistleblower_Policy.pdf	279	21	20 complaints resolved subsequently and 1 was under review	266	18	Subsequently resolved
Customers*	Yes https://www.westside.com https://www.zudio.com https://www.samoh.in	3,01,943	115	Subsequently resolved	2,24,715	43	Subsequently resolved
Value Chain Partners	Yes https://docs.trent-tata.com/VendorCode_of_Conduct.pdf	292	73	Subsequently resolved	149	4	Subsequently resolved

*The number of grievances has increased in the context of growing online business.

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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 format

Refer Annexure I

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								
b. Has the policy been approved by the Board? (Yes / No) -	Yes								
c. Web link of the policies, if available	https://trentlimited.com/pages/policies Some policies which are meant for internal stakeholders are available at the Company's internal portal.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	The Tata Code of Conduct forms part of all vendor contracts and has been a significant guiding factor for all our business relationships. Additionally, the Vendor Code of Conduct covering the above principles has been extended to the merchandise vendors.								
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SMETA*	BIS# FSC**	SMETA*	-	SMETA*	SMETA*	-	-	BIS# ISO 27001:2022
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability goals and targets have been defined across near- to medium-term horizons. Action plans are tracked for deployment. For more details, refer Annexure II.								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	Refer Annexure II								

*SMETA (Sedex Members Ethical Trade Audit) for merchandise vendors.

#BIS – Bureau of Indian Standards for footwear

**FSC – Forest Stewardship Council

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements		We continue to pursue business growth while strengthening long-term resilience, ensuring our strategy remains aligned with responsibilities toward people and the planet. Our sustainability agenda is guided by three pillars: Be Resource Efficient, Be Responsible by Design and Be People Conscious, which inform decisions across the organization. Resource efficiency is a core focus area. We invest in renewable energy and energy-efficient solutions across stores and distribution centres, including IoT-enabled systems and efficient infrastructure. Rooftop solar installations meet over one-third of electricity demand at three distribution centres. Sustainable logistics remains a strategic priority. We continue efforts to reduce emissions from garment shipments while advancing circular waste management practices. Initiatives such as reusable plastic totes replacing single-use cardboard boxes support waste reduction and operational efficiency. Product stewardship is driven by the Be Responsible by Design pillar. We integrate responsible materials across our apparel portfolio to embed environmental and social considerations throughout the product lifecycle. This is reinforced by our Vendor Code of Conduct, which sets clear standards for ethical and responsible practices across the value chain. Our social commitments are guided by the Be People Conscious pillar. We focus on employee wellbeing, capability development and workplace safety while fostering an inclusive work environment. Fair hiring practices and certified health and safety systems underpin safe, compliant, and supportive workplaces.						
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).		Managing Director						
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.		Oversight of the Company's ESG risks, performance and strategy is integral to our governance structure, with the Board of Directors playing a pivotal role. Comprising Independent Directors, Non-Independent Non-Executive Directors (including the Chairman) and the Managing Director, the Board ensures that sustainability considerations are integrated into our decision-making processes. Additionally, various members of the Board serve on Committees dedicated to CSR, sustainability and stakeholder relations. The following Board Committees play a significant role in driving the sustainability agenda of the Company as well as providing governance oversight - 1. CSR & Sustainability ('CSR&S') Committee: The CSR&S Committee of the Board oversees the corporate social responsibility and sustainability initiatives of the Company. The CSR&S Committee recommends the annual business plan for such initiatives to the Board for its approval. The CSR&S Committee also receives regular updates on the performance of the Company against such annual action plan.						

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	2.	Risk Management Committee: The Risk Management Committee assists the Board in fulfilling its oversight responsibilities regarding risk management including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information technology, cyber security and compliance risks. The Committee ensures that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company and reviews the adequacy of the risk management practices and actions deployed by the management in respect of identification, impact assessment, monitoring, mitigation and reporting of key risks to the achievement of business objectives.							
	3.	Stakeholders Relationship Committee: This Committee considers and resolves the grievances of the shareholders, debenture holders and other security holders of the Company.							
	4.	Audit Committee: This Committee oversees governance agenda around financial reporting, auditing standards, internal controls and also oversees governance of Related Party Transactions.							
		The Company's Senior Management team also plays a pivotal role in planning and execution of the sustainability KPIs. The Board of Directors periodically reviews the KPI's performance.							
10. Details of review of NGRBCs by the Company:									
Performance against policies and follow up action		Review undertaken by: (Director / Committee of the Board / Any other Committee - please specify)				Functional heads regularly review the performance of the Company against various policies and related objectives. Key aspects of such reviews are also updated to the Board and various Board Committees from time to time.			
		Frequency of review: (annually / half yearly / quarterly / any other - please specify)				Ongoing basis			
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances		Review undertaken by: (Director / Committee of the Board / Any other Committee - please specify)				The Company remains in compliance with the existing regulations as applicable and a Compliance Certificate on applicable laws is provided by the Managing Director / Chief Financial Officer / Company Secretary to the Audit Committee / Board of Directors.			
		Frequency of review: (annually / half yearly / quarterly / any other - please specify)				Quarterly basis			
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.		Yes, the processes and compliances undergo periodic review by the Internal Auditors. The Company periodically undergoes assessment under the Business Excellence Assessments conducted as part of the Tata Business Excellence Model ('TBEM') framework, which is based on the Malcolm Baldrige National Quality Award Model of USA. As part of the assessment, all key policies and their working are evaluated by a group of trained external assessors, which is translated into a score.							

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes / No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
The entity does not have the financial or / human and technical resources available for the task (Yes / No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)									

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Sustainability at Trent begins with doing business ethically, steered by high standards of governance. Aligned with the principles of the Tata Group, our governance framework adheres to the Tata Code of Conduct ('TCoC'), reflecting our dedication to integrity and transparency.

The TCoC serves as an ethical roadmap and guidance for how each Tata group company and their employees must conduct business. Enshrined in the TCoC are 5 values i.e. Integrity, Responsibility, Excellence, Pioneering and Unity, articulated by the Group's founder, which are the bedrock of the Tata Group's ethos and to which each of us is committed.

In addition to adhering to the principles outlined in the TCoC, Trent's operational framework is bolstered by a comprehensive set of governance policies. These policies, meticulously crafted and regularly updated by the Senior Management team and periodically reviewed by the Board, serve as foundational pillars that underpin our operations and guide decision-making processes.

A brief description of some of these policies is provided below. The said Company policies are available on the website of the Company at <https://trentlimited.com/pages/policies>

Whistleblower Policy: This policy serves as a platform for employees, customers, suppliers and other stakeholders to express concerns related to unethical business conduct or actions that may be perceived as inconsistent with Tata values.

Anti-Bribery and Anti-Corruption Policy: This policy is designed to safeguard the Company against involvement in any bribery, facilitation payments or corruption, even unintentional.

Anti-Money Laundering Policy: The purpose of this policy is to prevent the Company from being involved in any form of money laundering, even unintentional.

Dividend Distribution Policy: This policy guides decision making with respect to distributing dividends while ensuring fairness, sustainability and consistency in distributing profits to shareholders.

Remuneration Policy: This policy provides a framework for the remuneration of Directors, Key Managerial Personnel and other Senior Managerial employees of the Company.

Code of Corporate Disclosure Practices: This outlines the requirement for the Company to ensure timely, adequate, uniform and universal dissemination of information and disclosure of Unpublished Price Sensitive Information, in compliance with the regulations.

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Materiality Policy: This policy ensures that events and information that the Board considers significant and warranting disclosure are reported to the stock exchanges within an appropriate timeframe. It provides guidelines to determine and publicly share events or information that could have a material impact on the Company's performance and share price.

Trent's Environment, Social and Governance ('ESG') Policies focus on its environmental and social commitments as well as corporate social responsibilities. These policies are crafted based on the nine principles of the Business Responsibility and Sustainability under the National Guidelines on Responsible Business Conduct. These policies are also aligned with the industry best practices, designed to mitigate risks and act as key enablers of Trent's sustainability strategy across the three pillars.

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors ('BoD')	On going – Multiple Programs throughout the year	Periodic updates are provided to the Board of Directors on the TCoC, relevant regulatory changes in the areas of Ethics & Governance, Health & Safety, CSR & Sustainability, Prevention of Insider Trading, Strategy, and other Legal and Regulatory compliance matters. Details of familiarization programs conducted for the Independent Directors are available on the website of the Company at https://trentlimited.com/pages/policies	100.00
Key Managerial Personnel ('KMP')	On going – Multiple Programs throughout the year	Awareness programs are arranged for KMPs in the areas of Ethics, Governance, TCoC, Insider Trading regulations and Policies.	100.00
Employees other than BoD and KMPs	On going – Multiple Programs throughout the year	Mandatory remote and physical sessions are conducted throughout the year on various topics such as Health & Safety, TCoC, Anti-Bribery and Anti-Corruption Policies, Prevention of Insider Trading, Conflict of Interest, Prevention of Sexual Harassment Policies, etc., for employees across all levels. In addition, employees are provided skill upgradation training as per their job requirements. An online portal is used to assign individual e-learning modules regularly to employees for facilitating skill upgradation and other topics.	100.00
Workers	Not Applicable		

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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):**

Type	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes / No)
Monetary					
Penalty / Fine by the Company			NIL		
Settlement			NIL		
Compounding fee			NIL		
Non-Monetary					
Imprisonment			NIL		
Punishment			NIL		

3. **Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case details	Name of the regulatory / enforcement agencies / judicial institutions
	Not Applicable

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief: if available, provide a web-link to the policy:**

Yes, the Company has an Anti-Bribery and Anti-Corruption ('ABAC') Policy, which is available on the website of the Company at <https://trentlimited.com/pages/policies>. The purpose of the ABAC Policy is to ensure that the Company conducts its operations and business activities in consonance with applicable laws and with the highest ethical standards. It aims to prevent the Company's involvement in any activity relating to bribery, facilitation payments or corruption, even unintentional.

The ABAC Policy is applicable to all individuals working at all levels and grades, including Directors, Senior Managers, officers, other employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, interns, seconded staff, casual workers, agency staff, agents, business partner, service providers and such other relevant persons, third parties or companies associated with the Company, including those acting 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	FY 2024-25
Directors	NIL	NIL
KMPs		
Employees		
Workers	Not Applicable	

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	NIL	-	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.

Not Applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables*	24.09	21.36

*Average Accounts payable is considered in the above formula in accordance with the Annual Financial Statements for the respective years.

9. Openness of business

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

The Company has adopted a Policy for Related Party Transactions. In terms of the said policy, all the related party transactions are in the ordinary course of business and on arm's length basis and are approved by the Audit Committee (Independent Directors), Board and shareholders, wherever required.

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of purchases	a. Purchases from trading houses as % of total purchases	7.40	5.39
	b. Number of trading houses where purchases are made from	1,924	1,788
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	37.09	64.47
Concentration of sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.06	0.04
	b. Sales (Sales to related parties / Total Sales)	0.05	0.06
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.98	-
	d. Investments (Investments in related parties / Total Investments made)	0.73	0.71

Business Responsibility & Sustainability Report

Leadership Indicators

1. Awareness programmes conducted for 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
On going interactions throughout the year	The Company conducted capability-building sessions for the key vendors sensitizing them and creating awareness about the Business Responsibility and Sustainability reporting and our sustainability KPIs. Apart from that, there were engagements on topics like Vendor Code of Conduct, brand expansion, fabric mill week success story, supplier evaluation, parameter (OTIF, Compliance, Quality, Design Capability, Speed to Market), journey to store readiness, sustainability, warehouse callouts, performance and supplier growth, Fabric quality & Testing Manual Walk through, new initiatives - hard tags, supplier KPI's, Product Life Cycle Management Tool ('PLM'), etc.	100.00

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No) If yes, provide details of the same.

Yes, the Code of Conduct requires all Directors of the Company to act in the best interests of the Company and ensure that they do not enter into any transaction or business or personal association which may involve any conflict of interest with the operations of the Company. In case of any actual or potential conflicts of interest, the concerned Director is required to make appropriate disclosures of such conflicts and seek appropriate approvals as required under the applicable law and as per the Company's policies. The Company receives general disclosure of interest from the Directors with regard to the entities in which they are interested. The Directors also submit an annual declaration confirming adherence to the Code of Conduct.

PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

At Trent, responsible fashion forms an important aspect of our product design and sourcing practices. Our approach reflects a growing shift among consumers and stakeholders towards thoughtful purchasing decisions that balance style with environmental and social considerations.

As part of this approach, we are progressively integrating materials with improved sustainability attributes across our product range. These include recycled fibres, traceable and responsibly sourced, obtained through multiple supply channels. An increasing portion of our assortments is developed using such materials. By strengthening our approach to responsible sourcing, we aim to encourage practices that minimize environmental impact and support the long-term well-being of local communities, while reinforcing our commitment to sustainable operations.

Business Responsibility & Sustainability Report

Essential Indicators

- 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.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Not Applicable
Capex (%)	2.78	5.24	This includes: 1) Installation of Internet of things ('IoT') in stores, for efficient cooling and energy savings. 2) Rooftop solar installation 3) Replacing one-time use cardboard boxes with plastic totes. 4) Implementation of RFID that helps with management and inventory efficiencies.

- Does the entity have procedures in place for sustainable sourcing? (Yes / No)**

Yes, the Company follows responsible sourcing practices with a focus on reducing environmental impacts across its value chain. We continue to invest in strengthening and modernizing our supply chain network to support long-term and sustainable business growth.

Supplier onboarding and evaluation are guided by clearly defined standards, with assessments aligned to the SMETA four pillars covering labour practices, health and safety, environmental performance and business ethics. Integrating these dimensions into our supplier assessments enables us to develop a resilient and responsible supply base. The Trent Vendor Code of Conduct, which is aligned with the Tata Code of Conduct, sets out expectations for vendors and business partners across areas such as human rights, labour standards, occupational health and safety, environmental protection and ethical business conduct. Vendors are encouraged to adopt and embed these practices across their operations. Compliance with the Trent Vendor Code of Conduct, along with engagement through SEDEX audits, supports continuous improvement and collaborative partnerships aimed at raising standards across the supply chain.

During the year, we continued to undertake initiatives to improve operational efficiency through optimized sourcing strategies, thoughtful selection of fabrics, rationalization of supplier networks and strengthened social compliance processes. The use of technology to monitor production processes and quality milestones further supports transparency, consistency and oversight within our supply chain operations.

- If yes, what percentage of inputs were sourced sustainably?**

We buy 93% of our products, which follow sustainable practices on labour standards, health & safety, environmental assessments and business ethics laid by SMETA.

- 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.**

The Company has adopted circular waste management practices by recycling or repurposing waste generated from its operations, with certain materials being reintegrated into day-to-day activities. Key waste management approaches include:

- Plastics (including packaging):** Plastic and cardboard packaging used during product handling is removed prior to sale, as products are offered to customers without packaging except in very few cases. For responsible disposal, the Company works with an Extended Producer Responsibilities ('EPR') registered recycling partner to manage plastic waste and ensure recycling of paper and cardboard materials.
- E-waste:** Electronic waste generated across operations is disposed of through an authorized e-waste handler, ensuring compliance with safe and environmentally sound disposal norms.

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c. Other waste: To reduce packaging waste, the Company has transitioned from single-use cardboard boxes to reusable plastic totes within its supply chain, enabling repeated use and supporting more efficient, lower-impact logistics operations. These totes significantly reduce the need for carton packaging and support more efficient, lower-impact logistics operations.

4. Whether Extended Producer Responsibility ('EPR') is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, take steps to address the same.

Yes, the Company is registered as a Brand Owner and Importer on the Central Pollution Control Board ('CPCB') EPR portal and its waste collection processes are aligned with the EPR plan submitted to CPCB.

The Company has implemented multiple measures to ensure responsible management of plastic waste generated across its stores and distribution centres. We work closely with authorized vendors for systematic waste collection and recycling. In support of circularity, we procure biodegradable bags, recycled cardboard, and paper materials from these partners. In addition, recycled paper tags are adopted for product labeling.

Overall, our waste management efforts are focused on reducing environmental impact through responsible material choices, organized disposal mechanisms, and increased use of recyclable and eco-friendly alternatives across operations.

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?

The Company has undertaken a LCA for a single product composed of 100% cotton.

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments ('LCA') or through any other means, briefly describe the same along-with action taken to mitigate the same.

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

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not Applicable		

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

(in Tonne)

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)*	-	292.43	621.39	-	76.99	580.68
E-waste	-	3.46	-	-	13.18	-
Hazardous Waste	-	-	-	-	-	-
Other Waste [#]	-	985.00	11,849.35	-	2,323.27	10,393.57

*Plastic includes compostable plastic used for packaging, which cannot be recycled.

[#]Increase in waste generation in line with the increase in operations

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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
	NIL

PRINCIPLE 3 - BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Trent is committed to fostering a safe, inclusive and supportive workplace that promotes the physical, mental, social and professional well-being of all employees, including those across its value chain. Employee well-being remains a core element of the Company’s people strategy and long-term business sustainability.

The Company follows people-centric practices that enhance quality of life, support continuous development and address the diverse needs of its workforce. This commitment is underpinned by a comprehensive framework of policies covering health and safety, equal opportunity, prevention of discrimination, prevention of sexual harassment, whistleblower protection and employee engagement.

Well-being Initiatives and Employee Benefits

Trent has implemented a comprehensive suite of initiatives aimed at holistic employee well-being, including:

- **Education Support** - Financial assistance is provided to employees who wish to pursue further education or skill enhancement, reinforcing a culture of lifelong learning and capability building.
- **Creche Facilities** - Creche facilities are made available close to the workplace for children between 6 months and 5 years of age, enabling working parents to balance professional and caregiving responsibilities.
- **Health and Medical Support** - Employees have access to a full-time on site doctor for medical consultations. Additionally, Trent provides a 24x7 Employee Assistance Program (‘EAP’) and facilitates on site counselling sessions on request to support mental and emotional well-being.
- **Health and Fitness Programs** - Structured health and fitness initiatives, including the Fit & Fun program, are conducted at workplaces to promote physical fitness, preventive healthcare and employee engagement.
- **Support for Women Employees** - The Company has policies and practices to support women transitioning back into the workplace after maternity leave or career breaks, enabling continuity and sustained career progression.
- **Safe and Inclusive Workplace practices** - In line with its zero-tolerance stance on discrimination, Trent has implemented a gender-neutral Prevention of Sexual Harassment (‘POSH’) Policy. Women centric travel policies are also in place to ensure safety during official travel.

Employee Engagement and Outcomes

The Company regularly assesses employee sentiment and engagement through structured surveys. The consistently positive outcomes over the last three Employee Engagement Surveys reflect strong employee trust, confidence in leadership and alignment with organizational values.

The 2025–26 Employee Satisfaction Survey reflected high levels of engagement, with a majority of employees reporting strong engagement. The survey recorded a response rate of over 90%, one of the highest in the retail industry. Our survey score of 88% have also ranked among the highest in the retail industry, highlighting the strength of our workplace culture and employee experience.

Trent remains committed to continuously strengthening its employee wellbeing ecosystem by:

- Expanding access to health, mental well-being and development programs

Business Responsibility & Sustainability Report

- Enhancing grievance redressal mechanisms through technology and independent oversight
- Deepening inclusion, equity and safety across its workforce and value chain
- Using employee feedback and engagement insights to drive continuous improvement

Through these efforts, we aim to build a resilient, inclusive, and future-ready workforce aligned with responsible business conduct and sustainable growth.

Essential Indicators

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

Category	Total (A)	% of Employees 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)
Permanent employees											
Male	19,561	19,561	100.00	19,561	100.00	-	-	19,561	100.00	19,561	100.00
Female	11,665	11,665	100.00	11,665	100.00	11,665	100.00	-	-	11,665	100.00
TOTAL	31,226	31,226	100.00	31,226	100.00	11,665	37.36	19,561	62.64	31,226	100.00
Other than Permanent employees											
Male	4,593	4,593	100.00	2	0.04	-	-	-	-	-	-
Female	2,598	2,598	100.00	2	0.08	2,598	100.00	-	-	-	-
TOTAL	7,191	7,191	100.00	4	0.06	2,598	36.13	-	-	-	-

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

Category	Total (A)	% of Employees 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)
Permanent workers											
Male											
Female											
TOTAL											
Other than Permanent workers											
Male											
Female											
TOTAL											

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of Total Revenue of the Company	0.12	0.12

2. Details of Retirement benefits

Benefits	FY2025-26			FY2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes / No / Not Applicable)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes / No / Not Applicable)
PF	100.00	Not Applicable	Y	100.00	Not Applicable	Y
Gratuity	100.00		Y	100.00		Y
ESI	83.39		Y	84.16		Y
Others, please specify	-		-	-		-

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.

Being committed to the inclusion of all persons in our activities, we have ensured that our stores and offices are accessible to those who are differently abled, as per the requirements of The Rights of Persons with Disabilities Act, 2016. Our premises are generally equipped to facilitate the easy movement of the differently abled.

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, the Company has an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the same is available on the website of the Company at <https://trentlimited.com/pages/policies>. In addition, the Tata Code of Conduct incorporates key equal opportunity principles. The policy covers the Company's intent to eliminate all forms of unlawful discrimination, bullying and harassment of people with disabilities.

The Company is dedicated to offering equal employment opportunities and fostering an inclusive workplace culture where all employees are treated with respect and dignity. We aim to ensure that our workforce reflects the diversity of society and actively promote fair representation of individuals with disabilities within our staff. Our diversity footprint is vast, encompassing a rich array of experiences across age groups, genders and backgrounds.

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

As we focus on providing a supportive work environment, one benefit stands out for its significance in fostering support for our colleagues during important life transitions is parental leave. We help women transition back into workplace post maternity.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99.40	77.58	Not Applicable	
Female	91.58	72.73		
Total	97.26	76.92		

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes. Trent has established multiple accessible, confidential and independent grievance redressal mechanisms for employees including third party staff and vendors, to raise concerns without fear of retaliation.
Other than Permanent Employees	<u>Grievance Reporting Channels</u> Employees and others may raise concerns through the following channels: • Independent third party managed mechanisms for POSH, ethics and whistleblower complaints • Dedicated email channels: - o ethics@trent-tata.com - o trent@ethicshelpline.co.in - o POSH@trent-tata.com • Dedicated Toll free Ethics Hotline: 1800 200 9350 • Townhalls and leadership forums • Direct engagement with functional heads, Human Resources or designated ethics officials • Audit Committee Chairman

Redressal Process and Governance

All reported grievances are formally acknowledged and assigned to an appropriate investigating team. Investigations are conducted in a fair, confidential and time-bound manner. Based on investigation findings and recommended actions, cases are reviewed and approved by the competent authority in accordance with the Company's Consequence Management Matrix.

Corrective and disciplinary actions, where applicable, are implemented in a consistent and transparent manner.

Protection Against Retaliation

Trent maintains a strict non-retaliation policy. Any form of retaliation against employees who raise concerns in good faith is strictly prohibited. Individuals found to be engaging in retaliatory actions are subject to appropriate disciplinary measures.

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7. Membership of employees and worker in association(s) or unions recognized by the listed entity

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

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	19,561	19,561	100.00	19,561	100.00	18,040	18,040	100.00	14,325	79.40
Female	11,665	11,665	100.00	11,665	100.00	9,847	9,847	100.00	8,856	89.94
TOTAL	31,226	31,226	100.00	31,226	100.00	27,887	27,887	100.00	23,181	83.12
Workers										
Male										
Female										
TOTAL										

*Only permanent employees have been considered.

The Company's commitment to building a future ready workforce is driven through two distinct yet complementary Learning & Development ('L&D') strategies - one designed for corporate teams and the other for store teams, each catering to unique capability needs.

• Corporate L&D Strategy

The corporate framework is built on three strategic pillars. The first pillar strengthens the talent pipeline through cohort based programs that promote peer learning, cross functional exposure and scalable capability development. Initiatives like Reimagine and the HomeGrown Trainees program nurture high potential and early career talent. The second pillar focuses on deepening functional expertise through targeted programs. The third pillar enhances leadership capability through Tata Group-led programs and customised interventions that build strategic thinking, people management and influencing skills. Internal expert led sessions are also converted into e-learning modules, improving onboarding and institutional knowledge.

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• Store L&D Strategy

The store L&D framework is structured around three pillars - functional training, behavioural training and leadership development, all delivered through classroom learning, on-floor exposure, Zlearn and Seekho modules. It includes structured onboarding, talent development, leadership pathways and AI enabled learning tools such as an internal AI bot, micro learning nudges and multilingual translation support.

Trainings on Safety

Timely and regular safety training is essential for minimizing workplace accidents and ensuring employee well-being. These sessions provide valuable insights into their working environment, potential hazards and effective prevention measures. As a critical component of the identification and management of workplace risks, all employees undergo Health and Safety training as part of the induction process upon joining the Company. Additionally, they are trained to use the Safety Reporting System to raise timely alerts about unsafe conditions through iSafe, the Company's Incident Reporting application.

Moreover, the Company's associates are regularly trained to ensure they understand the process and importance of reporting all incidents and injuries to the Health and Safety team. This proactive approach helps to prevent unsafe behavior, address unsafe conditions in the workplace and reduce the likelihood of occurrence of adverse incidents. Key safety training programs provided to employees include Women's Safety Training, Two-Wheeler Safety Training and Fire & First Aid Safety Training. In addition, stores colleagues are assigned periodic H&S training modules through Trent's various e-learning platforms Seekho (Westside), Zlearn (Zudio) and SuccessFactors (for offices and other locations). Employees are also imparted training on the Tata Group's Accelerated Reduction in Repeat Events ('ARRE') initiative, which enhances H&S awareness and promotes continuous improvement. Our focus areas include air quality monitoring, water quality testing, ergonomics review, quarterly servicing of air conditioning filters, and ensuring that workplace illumination levels consistently meet or exceed compliance standards.

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

Category	FY 2025-26			FY 2024-25		
	Total Employees (A)	Number of employees / workers for whom performance and career development review was taken (B)	% (B/A)	Total Employees (C)	Number of employees / workers for whom performance and career development review was taken (D)	% (D/C)
Employees**						
Male	19,561	16,069	82.15	18,040	15,647	86.74
Female	11,665	9,496	81.41	9,847	8,610	87.44
TOTAL	31,226	25,565	81.87	27,887	24,257	86.98
Workers						
Male						
Female						
TOTAL						

* The Company has conducted review meetings for all eligible employees. Employees who join on or after 1st January are eligible for performance reviews in the next cycle.

**Only permanent employees have been considered.

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Recognizing the significance of regular performance appraisals in driving professional growth and increasing levels of excellence, the Company follows a structured and comprehensive performance management process. The process focuses on three core areas:

- Aligning organizational strategic priorities with individual goals and deliverables
- Inculcating a culture of continuous feedback, coaching and support
- Differentiating performance through rewards and recognition

Rather than focusing solely on past performance, our performance management system adopts a competency-based approach. It emphasizes on creating individual development plans designed to enhance employee capabilities and drive sustained high performance.

Alongside performance review discussions, which offer our colleagues an avenue to share feedback, the Company has also implemented multiple other communication and feedback platforms. These include external surveys which facilitate continuous improvement.

10. Health and safety management system:

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

Yes, the Company has implemented an Occupational Health and Safety Management System, which covers its entire operations and all employees, to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees.

The Company has adopted Health & Safety Policy aligned with the Tata Group Retail Safety Standards, as well as regulations such as the Shops and Establishment Act and the National Building Code for Office / Warehouse / Commercial Buildings. Additionally, we incorporate best practices recommended by subject matter experts and the Tata Group's centralized safety team. This policy also extends to external contractors and third-party service providers who work at our sites. Our Leadership Team conducts monthly reviews of safety-related initiatives, chaired by the Managing Director, to ensure continuous improvement.

Our Health & Safety Management System empowers us to proactively identify risks through the Hazard Identification and Risk Assessment ('HIRA') approach. A specialized cross-functional team conducts periodic HIRA at all locations to identify any potential risk ensuring safety and well-being at workplace. We prioritize both internal and external safety audits to uphold our commitment to safety excellence. Internally, our senior management team conducts quarterly audits at each location, ensuring thorough oversight and accountability. Additionally, certified external auditors perform electrical safety audits across our facilities. All audit observations are meticulously documented using our iSafe platform, facilitating prompt action and continuous improvement.

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

Hazard Identification and Risk Assessment ('HIRA') are undertaken periodically through HIRA approach and actions are taken to mitigate the risks identified. The Company has a detailed system for Internal and External Safety Audits which is mentioned in the H&S Manual. Additionally, the following audits are undertaken:

- Internal Audit: Quarterly Audits are conducted and safety scores are tracked across the organization.
- External Audit: Regular electrical audits by the external auditors of all locations are conducted annually and the reports are shared with the relevant teams.

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c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Employees are trained on and encouraged to identify and promptly report unsafe conditions as well as incidents via the iSafe portal. This comprehensive reporting system enables incidents to be tracked until resolution, ensuring swift action to mitigate risks and safeguard employee well-being.

Business continuity drills and what if scenario drills are conducted across warehouses to enhance employee response and awareness. Periodic mock drills are conducted at all other locations to ensure that all employees are aware of evacuation procedure in case of emergency.

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

All employees of the Company have access to non-occupational medical and healthcare services. The following policies have been formulated for the betterment of all employees.

- Group Personal Accident Policy
- Health Insurance Policy
- Critical Illness Policy
- Group Term Life Insurance Policy
- Contingency Loan Policy (for medical emergencies)

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate ('LTIFR') (per one million-person hours worked)	Employees	0.01	0
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	3	0
	Workers	Not Applicable	
No. of fatalities	Employees	0	0
	Workers	Not Applicable	
High consequences for work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	

*Only Permanent employees have been considered.

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

The Company fosters an environment that ensures a safe and healthy workplace for all employees and third-party employees who work in our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective.

The Health & Safety ('H&S') Policy is applicable across all locations, serves as a comprehensive statement addressing essential work-related issues. It is complemented by our manual, which meticulously identifies and addresses the specific requirements outlined in the Tata Group Retail Safety Standard Codes of Practice.

The Health & Safety Manual provides a robust framework for creating a safe and healthy workplace. It emphasizes managing hazards and identifying risks through Hazard Identification and Risk Assessment ('HIRA') methodologies.

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Every new employee undergoes a Health & Safety induction as part of their general onboarding training. Specific Induction Training Decks are formulated according to the job location of the employees. H&S Training modules are available on e-learning platforms accessible to all employees. We ensure that all incidents are promptly reported using iSafe portal.

To further enhance awareness, we conduct structured training programs such as ARRE, aligned with Tata Group standards. Regular communication on various Health & Safety topics is disseminated to all employees monthly.

In addition to proactive measures, we conduct mock drills at specified intervals to assess and improve our emergency response capabilities. Our Leadership Team conducts monthly reviews of safety-related initiatives, chaired by the Managing Director, to ensure continuous improvement.

The Company issues work permits for critical on-site activities to third party service providers, which ensures vendors with relevant qualifications and experience execute work on-site.

Periodic internal and external audits are conducted to guarantee a safe and healthy workplace environment for all our employees, reflecting our unwavering commitment to safety excellence.

Trent has undergone an assessment based on the Tata Health and Safety Management System ('THSMS') framework by the Tata Group Health & Safety team and the key opportunities identified are reviewed regularly by Safety Committee, on a monthly basis.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		NIL	-		NIL	-
Health & Safety	215	0	Includes potential unsafe situations reported by Employees	118	0	Includes potential unsafe situations reported by Employees

Note: Over the past year, we have expanded our footprint by opening new stores. Alongside this growth, we have placed strong emphasis on encouraging and reporting incident reporting across all locations by actively promoting safety culture through positive reinforcement and consistent communication. As a result, the number of reported incidents has risen vis-à-vis the previous year.

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and Safety practices	100*
Working Conditions	

*Assessment done by the Company.

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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.

Electrical hazards continue to remain one of the key risks for the Company. Monthly preventive maintenance activities are carried out to address the electrical hazards at all stores and distribution centres. Thermography scanning is conducted at all stores, distribution centres and offices, to enhance safety of electrical equipment.

External electrical audits are conducted annually across all locations to ensure compliance and safety standards are upheld consistently. Lockout-Tagout kits have been deployed across organization to safeguard employees while they perform servicing and maintenance on electrical systems.

Periodic inspection of the stores are conducted to assess compliance with the fire sprinkler norms and emergency exit requirements, supported by system-driven daily inspection tasks. Glass safety films have been installed across locations to mitigate risks associated with sliding door breakage.

Additionally, portable sprinkler systems have been installed in high-risk areas such as electrical panel rooms, UPS rooms, etc. These have also been installed in hypercare stores where fire sprinklers were not available.

Further strengthen workplace safety, a subject matter expert ('SME') has been engaged to implement pedestrian segregation measures at one of the warehouses, reducing man-machine interaction risks. Fall arrestor systems have been installed to support safe working on fragile roofs at a warehouse where solar installations have been completed.

All impulse counters have been securely grouted to eliminate the risk of accidental trips.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees: Yes

(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.

The vendors are responsible for adherence to various statutes required for their operations. The vendors are mandated to pay all statutory dues to their employees (such as PF, ESI etc.) within the stipulated time through contracts. The Company conducts a social audit of its merchandise vendors through SEDEX Members Ethical Trade Audit ('SMETA'). The scope of which includes audit of statutory dues deductions and deposits as stipulated by local governmental laws such as PF, gratuity, insurance, ESI, taxes and other obligations.

Business Responsibility & Sustainability Report

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Question 11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Health & Safety incidents are recorded on an internal 'iSafe' portal and categorized as near misses (low and high potential), fire, medical treatment and first aid cases. Critical incidents are thoroughly examined during monthly Safety Committee meetings, where root cause analyses are conducted and appropriate actions are devised to mitigate their recurrence.

	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	FY 2024-25	FY 2025-26	FY 2024-25
Employees	NIL	NIL	Not Applicable	Not Applicable
Workers			Not Applicable	

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices*	93
Working Conditions*	93

*Merchandise vendors considered basis SMETA audit.

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.

There were no material risks / concerns arising from the SMETA assessments for health & safety practices and working conditions of our merchandise vendors; however, discrepancies highlighted by the auditors were resolved by the vendors.

PRINCIPLE 4 - BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

We recognize the importance of stakeholder engagement in shaping our sustainability strategy and advancing our sustainability agenda. We believe that having a pulse of our stakeholders' opinions is pivotal to creating shared value.

We are committed to maximizing the positive impacts and minimize and mitigate the adverse impacts of our products, operations and practices on all our stakeholders. Through ongoing dialogue with a diverse range of stakeholders, including our employees, investors, shareholders, suppliers, business partners and community members, we gain valuable insights into their expectations, shared concerns and priorities.

Business Responsibility & Sustainability Report

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company employs an extensive process for identifying and prioritizing key stakeholder groups, recognizing their influence on organizational decisions and activities. The approach is aligned with our strategy planning process and involves a comprehensive analysis of both internal and external stakeholders, ensuring a strong understanding of their impact. Our operating teams support the stakeholder identification process due to their proximity with the eco-system. This process is overseen by the management, underscoring the strategic importance placed on stakeholder identification and engagement. By engaging with the stakeholders, we not only align our decisions with diverse perspective but also ensure long-term value creation.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement (annually / half yearly / quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	- Trent Talk - Townhalls and Conclaves - Rewards and Recognition programmes - Employee engagement and satisfaction survey - Performance review meetings - Grievance Redressal forums	Ongoing	- Fair treatment and well-being - Protecting and upholding human rights - Training and professional development
2.	Suppliers and Vendors	No	- Periodic vendor communications - Vendor engagements - Periodic assessments and feedback - Grievance Redressal Forums	Ongoing	- Upholding human rights - Fair dealings

Business Responsibility & Sustainability Report

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement (annually / half yearly / quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
3.	Customers: Existing and Potential	No	- Digital channels - Social media - Company website - Customer satisfaction feedback - Exclusive customer events - Customer loyalty programmes	Ongoing	- Impactful experiences: safe, convenient and delightful - High quality at affordable price points - Positive brand experience - Protecting customer privacy
4.	Communities: NGOs and marginalized groups	Yes	- Corporate Social Responsibility initiatives - Local engagement activities - Grievance Redressal forums	Ongoing	- Sustainable socio-economic development - Improved quality of life - Enhancing livelihood through focus on Education, Employability, Employment and Entrepreneurship
5.	Shareholders: Institutional and Retail Investors	No	- Annual General Meetings - Investor meets and quarterly presentations - Annual Report and financial disclosures - Company website - Press releases and media stories - Stock Exchange and SEBI disclosures - Shareholder Grievance Redressal forums - Investor call, e-mails and letters	Ongoing	- Ethical governance disclosures - Transparency - Quick and satisfactory grievance redressal

Business Responsibility & Sustainability Report

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement (annually / half yearly / quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
6.	Government and Regulatory bodies	No	- Policy advocacy - Government forums / conferences	Need based	- Compliance with the applicable laws and regulations - Timely filings and disclosures of all relevant information as per mandates - Work towards the overall improvement of the industry, contributing to the objectives of the concerned government ministry

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 engages with the stakeholders on economic, environmental and social topics. Feedback from stakeholder consultations, as outlined in our stakeholder identification process, is carefully deliberated by the management. The CSR&S Committee and the Board are kept informed about pertinent developments and feedback is sought from Board members to ensure a collaborative and informed decision-making process.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultations play a pivotal role in shaping the Company's approach to ESG topics. The insights garnered from these consultations contribute to the development and refinement of our policies and activities. On a continuous basis, the feedback received acts as a compass, guiding our efforts in addressing concerns, improving sustainability practices and aligning our activities with the expectations and values of our diverse stakeholders.

Additionally, we had collaborated with the Tata Sustainability Group ('TSG') for an exhaustive materiality assessment for the Company, to identify topics that hold significant importance for both the business and its stakeholders. Following the detailed discussions with TSG, the Company conducted materiality assessment engaging 47 internal leaders and 220 external stakeholders. This process helped us identify six key sustainability topics that became the key drivers to align our business objectives and stakeholder expectations. Our materiality process follows the Indian regulatory framework (NGRBC) and the Global Reporting Initiative ('GRI') framework.

Business Responsibility & Sustainability Report

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

We actively engage with vulnerable and marginalized sections of society through our CSR interventions, for fostering sustainable development. For instance, the 'Cotton, Agriculture and Regeneration for Adaptation ('CARA') initiative through its nature-based, regenerative, agricultural approach is aimed towards advancing sustainable cotton farming. The vision of this project is to enhance the resilience, productivity and income stability of ~3,000 tribal cotton-growing households through regenerative agriculture practices, efficient resource use and to strengthen community institutions.

Chandrapur district in Maharashtra faces acute water stress due to groundwater overextraction and inadequate soil and water conservation infrastructure. In partnership with Collectives for Integrated Livelihood Initiatives ('CInI'), the programme strengthens water security across vulnerable rural communities in the Mul and Pombhurna blocks. Guided by Village Water Security Plans, it adopts an integrated approach combining water conservation and harvesting interventions such as gabion structures, field bunding, desiltation of tanks, ponds and nalas and the construction and restoration of check dams. Sustainable practices like drip irrigation and mulching further enhance water use efficiency and farm resilience.

Additionally, our CSR programs extend to education, employability, entrepreneurship and essential enablers like health and ensuring environmental stability, impacting around 5,700 beneficiaries. Through skill training and creating entrepreneurship opportunities for more than 300 women, our programs addresses development concerns that are of priority to communities, especially women.

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Our Human Rights Policy is guided by international standards and principles, including, but not limited to United Nations Guiding Principles on Business and Human Rights and the Tata Code of Conduct in promoting and upholding human rights within our organization and across all our professional interactions.

We are committed to respecting and protecting the human rights of all the stakeholders we engage with, regardless of whether they are employees or external stakeholders such as suppliers and community members. We have instituted appropriate grievance redressal mechanism to address complaints and concerns, including those related to ethical conduct and prevention of sexual harassment.

Essential Indicators

1. Employees and workers who have been provided with training on human rights issues and policy(ies) of the entity, in the following format:

We strive to foster a safe workplace that is free of any form of discrimination, violence, harassment and other hurtful and disruptive behaviors. In our efforts to promote a safe workplace, we conduct regular workshops and awareness sessions to sensitize employees on topics related to human rights.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	31,226	31,226	100.00	27,887	27,887	100.00
Other than permanent	7,191	7,191	100.00	8,252	8,252	100.00
Total Employees	38,417	38,417	100.00	36,139	36,139	100.00
Workers						
Permanent						
Other than permanent						
Total Workers						

Not Applicable

Business Responsibility & Sustainability Report

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

100% of employees and workers of the Company are paid more than or equal to the minimum wage, as applicable in their respective jurisdiction.

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	19,561	6,175	31.57	13,386	68.43	18,040	4,081	22.62	13,959	77.38
Female	11,665	271	2.32	11,394	97.68	9,847	2,170	22.04	7,677	77.96
Other than Permanent										
Male	4,593	4,513	98.26	80	1.74	5,795	5,746	99.15	49	0.85
Female	2,598	2,589	99.65	9	0.35	2,457	2,451	99.76	6	0.24

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

Not Applicable

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

(amount in ₹ Lakhs)

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors ('BoD')*	4	94.62	2	65.87
Key Managerial Personnel	2	1,074.17	1	213.63
Employees other than BoD and KMP**	19,559	2.23	11,664	2.17
Workers		Not Applicable		

*Considered remuneration to Non-Executive Directors of FY 2025-26 which includes sitting fees for FY 2025-26 and commission for FY 2024-25 paid in FY 2025-26. Non-Executive Directors associated with the Company for the full year have been considered for determining the median remuneration.

**Only Permanent employees have been considered.

Business Responsibility & Sustainability Report

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	35.35	31.94

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 Company has designed focal points responsible for addressing human rights impacts or issues caused by or contributed to by the business.

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

We have zero-tolerance for any breaches of human rights and we strive to protect and promote these rights for all our employees and other stakeholders. We have established an internal mechanism to address grievances. Employees or stakeholders can voice and discuss their concerns they may have with their functional heads, the human resources team or designated ethics officials. For example, during regular open house town hall sessions with the Managing Director, employees are encouraged to convey their grievances, issues, concerns across any matter that they wish to speak up. Feedback thus taken is acted upon and necessary remediation measures are instituted. Any complaints or instances filed through the ethics redressal mechanism, functional heads or third-party portal are promptly taken up by the relevant individuals or committees.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	17	3	1 resolved subsequently and 2 are under review	26	1	Subsequently Resolved
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour / Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human Rights related issues	0	0		0	0	

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH')	17	25
Complaints on POSH as a % of female employees/workers	0.12	0.20
Complaints on POSH upheld	11	18

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

We encourage employees to report matters without any fear of victimization, discrimination or disadvantage. As a part of the TCoC, the Company maintains zero-tolerance approach towards any form of retaliation against any individuals who reports legitimate concerns. Anyone involved in such retaliatory actions is subject to appropriate disciplinary measures. The Whistleblower Policy adopted by the Company further ensures that no unfair treatment is meted out to a whistleblower solely on account of having reported a Protected Disclosure under the said policy. The policy can be accessed through the link: https://docs.trent-tata.com/Whistleblower_Policy.pdf

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

Yes, human rights requirements are integral component of all our business agreements and contracts, through various elements of the TCoC. These elements serve as a foundational framework, ensuring that our business practices align with ethical standards and respect for human rights.

10. Assessments for the year:

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

*Assessment done by the Company.

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

There were no material risks / concerns arising from the above assessments.

Leadership Indicators

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

During the reporting period, there have not been any instances of human rights grievances or complaints necessitating a modification or introduction of a specific business process. However, the Company remains proactive in addressing human rights considerations through ongoing efforts. Regular refresher human rights training programs are conducted to keep employees abreast of relevant issues, fostering awareness and sensitivity within the organization.

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

Human Rights due-diligence has not yet been conducted.

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?

Being committed to the inclusion of all persons in our activities, we have ensured that our stores and offices are accessible to those who are differently abled, as per the requirements of The Rights of Persons with Disabilities Act, 2016. Our premises are generally equipped to facilitate easy movement of the differently abled.

Business Responsibility & Sustainability Report

4. Details on assessment of value chain partners:*

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced / involuntary labour	
Sexual harassment	93
Discrimination at workplace	
Wages	

*Merchandise vendors considered basis SMETA audit.

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

There were no material risks / concerns arising from the above assessments.

PRINCIPLE 6 - BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Environment protection is a core value of the Tata Group and is embedded in our approach to building responsible brands. Our commitment to preserving natural resources is guided by the Company's Environmental and Sustainability Policy. We recognize the significant impact business activities can have on the environment and society and accordingly, strive to operate responsibly by reducing our environmental footprint and creating long-term value for our shareholders, communities and the planet.

Our efforts are focused on optimizing energy use, increasing the adoption of renewable energy and lowering carbon emissions. Energy consumption across operations largely relates to lighting, cooling and connected loads. In addition to conserving energy, we emphasize improving energy efficiency through the implementation of structured energy management initiatives aimed at reducing overall power usage. Systems are in place to monitor and assess energy performance, supporting our goal of lowering emissions. We also promote efficient use of resources across sourcing, product development, packaging and other operational areas to enable a gradual shift from linear practices to more circular business models.

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (in Giga Joules)		
Total electricity consumption (A)	2,805.14	2,975.16
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,805.14	2,975.16
From non-renewable sources (in Giga Joules)		
Total electricity consumption (D) (Grid)	12,19,598.72	8,58,699.36
Total fuel consumption (E)	37,392.83	37,276.79
Energy consumption through other sources (F)	3,727.95	2,792.81
Total energy consumed from non-renewable sources (D+E+F)	12,60,719.5	8,98,768.96
Total energy consumed (A+B+C+D+E+F) (in Giga Joules)*	12,63,524.63	9,01,744.12

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Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	64.13 GJ/crore	54.04 GJ/crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Giga Joules/crore USD) (Total energy consumed / Revenue from operations adjusted for PPP#)	1,304.48	1,091.52
Energy intensity in terms of physical output	0.0021 GJ/product	0.0021 GJ/product
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

*For FY 2024-25, the reporting boundary for Energy consumption and GHG emissions (Scope 1 and Scope 2) has been revised to exclude Shop-in-Shop ('SIS') stores. SIS stores operate under Trent Hypermarket Pvt. Ltd. are therefore outside the standalone reporting boundary of the Company. Prior-year information has been restated, where applicable, to ensure consistency and comparability with the revised reporting boundary.

#PPP source: International Monetary

Over the past year, our energy consumption and associated emissions have increased, reflecting the addition of new stores, the expansion of existing formats and the overall scale-up of operations. Encouragingly, our energy intensity per product has remained stable, indicating that efficiency measures are helping offset the impact of growth. While this increase is a natural outcome of business momentum, it also underscores the importance of managing resources responsibly.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency.

Yes, reasonable assurance was conducted by BDO India Services Private Limited.

2. Does the entity have any sites / facilities identified as designated consumers ('DCs') under the Performance, Achieve and Trade ('PAT') Scheme of the Government of India? (Yes / No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, none of the facilities have been identified as designated consumers ('DCs') under the Performance, Achieve and Trade ('PAT') Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	6,96,907.056	5,85,482.04
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,96,907.056	5,85,482.04
Total volume of water consumption (in kilolitres)	6,96,907.056	5,85,482.04
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	35.37 kL/Crore	35.08 kL/Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity ('PPP') (kL per Crore USD) (Total water consumption / Revenue from operations adjusted for PPP#)	719.49 kL/Crore USD	708.69 kL/Crore USD
Water intensity in terms of physical Output	1.16 L/product	1.37 L/product
Water intensity (optional) - the relevant metric may be selected by the Entity	-	-

The increase in water consumption during the reporting period is primarily attributable to the expansion in the number of stores and an increase in employee headcount compared to the previous year.

#PPP source: International Monetary

Business Responsibility & Sustainability Report

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency.

Yes, reasonable assurance was conducted by BDO India Services Private Limited.

4. Provide the following details related to water discharged:

The Company operates in the retail fashion industry, sourcing garments from external vendors, designing them in-house and distributing them through distribution centres to stores. The water withdrawal sources are primarily from third party and ground water sources. However, we remain diligent in our water conservation efforts across our stores, office premises and distribution centres.

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of Treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of Treatment		
(iii) To Seawater		
- No treatment		
- With treatment - please specify level of Treatment		-*
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of Treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of Treatment		
Total water discharged (in kilolitres)		

*Since, water usage is primarily for human consumption, we do not collate information on water discharge.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency - Not Applicable

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

No. The Company does not have any manufacturing units.

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

Not relevant as the Company does not have any stack emissions.

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox			
Sox			
Particulate matter ('PM')			
Persistent organic pollutants ('POP')			-*
Volatile organic compounds ('VOC')			
Hazardous air pollutants ('HAP')			
Others - please Specify			

*Not relevant as the Company does not have any stack emissions.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency - Not Applicable

Business Responsibility & Sustainability Report

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

As the Company does not operate manufacturing units, emissions are generated largely from electricity / fuel purchased for our stores, distribution centres and offices.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,246.03	6,893.14
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	2,40,621.82	1,74,483.82
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Tonnes CO ₂ / Crore	12.53	10.87
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#)	Tonnes CO ₂ / crore USD	254.86	219.55
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Kg CO ₂ / product Output	0.41	0.42
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

*The emission generation increase is on account of increased energy consumption, which is correlated with store count and footfall. For FY 2024-25, the reporting boundary for Energy consumption and GHG emissions (Scope 1 and Scope 2) has been revised to exclude Shop-in-Shop ('SIS') stores. SIS stores operate under Trent Hypermarket Pvt. Ltd. and are therefore outside the standalone reporting boundary of the Company. Prior-year information has been restated, where applicable, to ensure consistency and comparability with the revised reporting boundary.

#PPP source: International Monetary

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency.

Yes, reasonable assurance was conducted by BDO India Services Private Limited.

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

Yes, in our pursuit of carbon emission reduction, we are actively involved in a range of Greenhouse gas ('GHG') emission reduction initiatives and projects. Some of the key endeavors include:

- Renewable Energy Procurement: We have adopted a comprehensive approach to implement renewable energy generation at our 3 distribution centres.
- As of FY26, a total of 733 stores has adopted IoT solutions, enabling improved monitoring, data-driven decision-making and identification of opportunities for energy optimization and emission reduction.

Business Responsibility & Sustainability Report

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

The packaging of apparel and accessories involves considerable use of resources, notably plastic and cardboard, which are used primarily as packing material for the distribution process. The Company is committed to reducing consumption of these resources and ensuring responsible disposal practices.

Waste generated within the Company's operations encompasses various touchpoints including logistics and transport, distribution centres, retail stores and product end-of-life. Waste arising from our operations largely comprises plastics, cardboard, fabric and metal which are non-hazardous and e-waste which qualifies as hazardous waste.

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	913.82	657.67
E-waste (B)	3.45	13.18
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)	Metal: 205.56 Cardboard: 11777.12 Other mixed waste: 851.67	Metal: 184.4 Cardboard: 11,734.63 Other mixed waste: 795.87
Total (A+B + C + D + E + F + G+ H)*	13,751.63	13,387.71
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.69 Tonne/crore	0.80 Tonne/crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity ('PPP') (tonnes/Crore USD) (Total waste generated / Revenue from operations adjusted for PPP#)	14.19	16.21
Waste intensity in terms of physical output	0.02 kg/product	0.03 kg/product
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		
(i) Recycled	1,280.89	2,350.97
(ii) Re-used	-	-
(iii) Other recovery operations	Composting+ incineration with energy recovery: 408.28	Composting+ incineration with energy recovery: 293.57
Total	1,689.17	2,644.54
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	12,062.46	10,743.17
(iii) Other disposal operations	-	-
Total	12,062.46	10,743.17

Business Responsibility & Sustainability Report

*The waste management data includes information from the standalone reporting boundary as well as Shop-in-Shop ('SIS') locations. While SIS stores fall outside the Company's primary operational control, waste management at these locations is overseen through vendor contracts managed by the Company. Accordingly, in the interest of transparency and comprehensive waste-stream accountability, waste volumes from SIS locations have been included in this disclosure.

#PPP source: International Monetary

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency.

Yes, reasonable assurance was conducted by BDO India Services Private Limited.

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 waste.

To ensure responsible handling of plastic waste arising from our retail and warehouse operations, the Company has put in place a structured waste collection and recycling mechanism through empaneled vendors. In compliance with regulatory requirements, the Company is registered on the CPCB Extended Producer Responsibility ('EPR') portal as a brand owner and importer, demonstrating our commitment to accountable waste management practices.

Sustainability and circularity are integral to our packaging decisions. We actively source compostable packaging materials and favor recycled paper and cardboard from our suppliers wherever feasible. As part of our transition towards environmentally preferable alternatives, recycled paper tags are adopted for product identification, thereby reducing reliance on virgin materials.

Efficient use of resources remains a key focus area for the Company. Our waste management framework is built around minimizing waste generation, extending material life through reuse and repurposing and maximizing recycling. A centralized system enables effective monitoring, segregation, and traceability of waste streams across operations. Hazardous waste is managed and disposed of exclusively through authorized service providers, while non-hazardous waste is routed for recycling or subjected to environmentally safe disposal methods.

In addition, the Company has taken decisive steps to reduce paper and packaging waste within its logistics operations. Traditional single-use cardboard boxes are being progressively replaced with reusable plastic totes for intranetwork transportation. The expanded adoption of totes has resulted in a notable reduction in paper consumption, improved handling efficiency and repeated reuse across supply cycles, making them an effective solution in minimizing packaging waste while supporting sustainable logistics practices.

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:

The Company does not have any material operations in / around ecologically sensitive areas.

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

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

Business Responsibility & Sustainability Report

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 (Yes / No). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with the applicable environmental law / regulations / guidelines in India

Sr. 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
			NIL	

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; (ii) Nature of operations; (iii) Water withdrawal, consumption and discharge in the following format:

The Company is a retail organization that operates distribution centres, stores and offices. Water withdrawal, consumption and discharge is only for the purpose of domestic use, which is supplied by the respective municipal authorities and local water suppliers. There is no water withdrawal, consumption and discharge in areas of water stress.

Parameter	FY2025-26	FY2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(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		
- 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)		

Not Applicable

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No) If yes, name of the external agency. – Not applicable

Business Responsibility & Sustainability Report

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

The Company will be undertaking Scope 3 emissions estimation based on GHG protocol for relevant categories.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent		
Total Scope 3 emissions per rupee of turnover			Not Applicable
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.

The Company does not have any operations in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Implementation of IoT	We have deployed cutting-edge technologies such as IoT smart lighting systems at our pilot stores and optimized our operations by leveraging IoT ('IoT') systems in 733 technology to automate asset management processes.	Internet of Things ('IoT') systems in 733 stores

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

Yes. The Company has established a comprehensive Business Continuity Plan ('BCP') and Disaster Recovery ('DR') Plan to ensure the safety of employees, protection of facilities and continuity of critical IT infrastructure across the organization. This framework covers all enterprise-critical systems and applications, supported by a dedicated disaster recovery setup to manage potential disruptions.

The effectiveness of the BCP and DR arrangements is regularly validated through scheduled testing exercises, which help assess preparedness levels and strengthen overall resilience.

Further details on the Tata Group's disaster management framework, applicable to all Tata Group companies, can be referred to at: <https://www.tatasustainability.com/pdfs/Highlights/TataDisasterResponseGuidelines.pdf>

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

SEDEX audits indicated scope for improvement around waste management. Corrective actions identified during the audit process are being implemented, focusing on increased awareness, improved training initiatives and continued compliance with applicable regulations across supplier operations.

Business Responsibility & Sustainability Report

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

93% of the value chain partners were assessed for environmental impacts as part of SMETA audit.

8. a. Green credits generated or procured by the entity

None

b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

None

PRINCIPLE 7 - BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

We are members of several industry organizations and participate actively in key events, responsibly contributing to charting the industry's growth path. Where appropriate, we undertake policy advocacy through trade and industry chambers and associations or other similar platforms.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.

The Company has below affiliations / memberships with trade and industry chambers / associations.

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.

Sr. No.	Name of the trade and industry chambers /associations	Reach of trade and industry chambers / associations (State / National)
1.	Retailers Association of India	National
2.	Federation of Indian Chamber of Commerce & Industry	
3.	Bombay Chamber of Commerce	
4.	Bombay First	State

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
	None	

Leadership Indicators

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

The Company engages with esteemed industry bodies representing our interests in response to matters affecting the retail sector.

Sr. 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
			Not Applicable		

Business Responsibility & Sustainability Report

PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Rooted in the founding philosophy of the Tata Group, our commitment to giving back to society is deeply ingrained in our organizational ethos, thus making it an integral part of the 'Be People conscious' pillar of our Sustainability strategy. We are committed to creating social value for marginalized communities, working to improve the lives of those we work among. The Company's CSR programs are developed and implemented for sustainable development in areas that contribute to the nation's socio-economic development.

To effectively support this development, our CSR strategy primarily focuses on the areas of education, employability, entrepreneurship and essential enablers like healthcare. Through Affirmative Action, we also empower women and youth from scheduled castes and scheduled tribes. The initiatives are carried out in conjunction with local NGOs and government institutions.

Essential Indicators

- Details of Social Impact Assessments ('SIA') of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web-link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families ('PAFs')	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

- Describe the mechanisms to receive and redress grievances of the community.**

Our comprehensive grievance redressal mechanism extends to all stakeholders, including communities in the vicinity of where we operate. Community members can reach out to us through the third-party contact information provided on the website, ensuring an open channel for communication.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

The Company does not engage in manufacturing directly; however, we collaborate with vendors to produce apparels and other retail products. As a result, there is no direct involvement in input material procurement. The final products, bearing our brands, are sold by the Company.

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / small Producers (%)	11.39	17.29
Directly from within India (%)	95.12	90.54

Business Responsibility & Sustainability Report

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

Location	FY 2025-26	FY 2024-25
Rural (%)	0.00	0.00
Semi-urban (%)	4.90	0.66
Urban (%)	22.23	11.37
Metropolitan (%)	72.88	87.97

(Categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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 designated aspirational districts as identified by government bodies:**

Sr. No.	State	Aspirational District	Amount spent (₹ in Lakhs)
1.	Bihar	Araria	9.90
2.	Jammu and Kashmir	Baramulla	1.72
3.	Maharashtra	Gadchiroli	3.44
4.	Jharkhand	Hazaribagh	1.72
5.	Jammu and Kashmir	Kupwara	1.72
6.	Bihar	Muzaffarpur	12.70
7.	Jharkhand	Ranchi	6.18
8.	Karnataka	Yasgir	1.72

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups (Yes / No) - No
 (b) From which marginalized / vulnerable groups do you procure - Not Applicable
 (c) What percentage of total procurement (by value) does it constitute - Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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		

Business Responsibility & Sustainability Report

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Crafting a Better Planet (Implementing Partner: Banyan Tree Foundation)	75	100
2.	Education and Nutrition Program for Children (Implementing partner: Children of the World India Trust)	130	100
3.	Nursing care to abandoned infants dealing with trauma, disease and disability (Implementing partner: Children of the World India Trust)	5	100
4.	Skilling & Supportive Infrastrucutre for Oncology Personnel (Implementing Partner: Tata Cancer Care Foundation)	-	-
5.	Sustainable Water Conservation and Security Initiative (Implementing Partner: Collectives for Integrated Livelihood Initiatives)	794	31.61
6.	Training Educators in Montessori Education (Implementing Partner: Training Educators in Montessori Education)	440	96.36
7.	Trent Scholar Apprenticeship Program Construct (Implementing Partner: SathiRe Social Impact Solutions Pvt. Ltd.)	-	-
8.	Trent Scholar Doctoral Fellowship – Energy Optimization (Implementing Partner: IITB-Monash Research Academy)	1	-
9.	Trent Scholar English for Future Career Readiness (Implementing Partners: Leap For Word & Speech Debate India Pvt. Ltd.)	1618	100
10.	Trent Scholar Graduate Program in Premier Universities (Implementing partner: Karta Initiative India Foundation)	111	100
11.	Trent Scholar- Apprenticeship Program (Implementing Partner: Direct Implementation)	2194	44.62
12.	Trent School (Implementing partner: Trent Foundation)	-	-
13.	Apparel and Bag Designing Project (Implementing Partner: Bhansali Trust)	134	100
14.	Cotton, Agriculture and Regeneration for Adaption (Implementing Partner: Collectives for Integrated Livelihood Initiatives)	278	100

PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Trent is dedicated to engaging with customers responsibly, creating value through a commitment to transparency and quality. The high standards of product quality underscore the Company's dedication to delivering reliable and satisfactory offerings to its customers. In an effort to empower and engage with our customers, the Company ensures that all relevant information about its products is readily accessible.

Essential Indicators

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

The Company has implemented a comprehensive and structured customer grievance redressal mechanism designed to ensure seamless accessibility and timely resolution. Customers can log complaints, share feedback and communicate service experiences through multiple channels, including social media. Inputs received via social platforms are systematically monitored, captured, categorized and relevant feedback is initiated for appropriate action.

Business Responsibility & Sustainability Report

To reinforce accountability and service excellence, Service Level Agreements ('SLAs') are tracked on a continuous basis. This real time monitoring provides clear visibility into response timelines and resolution performance, reflecting our commitment to operational discipline and customer responsiveness.

Through the integration of diversified communication touchpoints and proactive oversight of customer interactions, the Company remains focused on enhancing service quality, addressing concerns with agility and strengthening overall customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NIL
Safe and responsible usage	100% apparel carry wash care label, which contains instructions for safe & responsible usage.
Recycling and / or safe disposal	NIL

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	1	0	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices*	3	36 (considering cases filed in previous years)	#	9	33 (considering cases filed in previous years)	#
Others**	3,01,943	115	Subsequently resolved	2,24,715	43	Subsequently resolved

*Pertain to offering carry bags at cost to customers

#These matters are sub-judice and awaiting resolution.

**The complaints increased in the context of our growing online business.

Business Responsibility & Sustainability Report

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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 Cyber Security Governance Framework and a Data Privacy Policy. The Data Privacy Policy is available on our brand websites.

In today's digital age, safeguarding information privacy has become a paramount concern for businesses. The Company recognizes the importance of ensuring the security and privacy of the data entrusted to us by our customers, employees and stakeholders.

As part of our commitment to responsible design, data privacy forms an integral aspect of our approach to information security.

During their interactions with us, customers entrust us with their personal information and we handle this data with the utmost care and security. Similarly, our employees and other stakeholders rely on us to maintain the confidentiality and integrity of their information. In alignment with our broader sustainability strategy, our efforts to enhance information security practices aim to instill trust and confidence among all those who interact with the Company.

Given that cyber-attacks have a significant impact on business, we have established an Information Security Policy and implemented security measures.

Information Security Management System:

With a focus on enhancing information security and maintaining stakeholders' trust, we have established an information security management system across the organization. This system enables prompt implementation of information security measures, allowing us to safeguard all information assets held by the Company and adhere to relevant laws, regulations and policies related to information security. We have also put in place a plan for the system to be reviewed and improved regularly.

Development of internal information security-related policies:

Our Information Security Policy provides guidelines to handle not only personal information but also other information assets. It also serves to make all employees and business partners aware of strict measures that will be taken against information leaks and other security incidents.

Implementation of appropriate information security measures:

We have implemented organizational, physical, technological and security management measures so that our information assets are not subjected to unauthorized access, destruction, leakage or alteration. These measures will be adjusted and adapted when technological and social needs arise.

Handling Information Security incidents:

The Company has a defined Incident Management Policy as well as a cyber crisis management plan to handle information / cyber security related incidents. Industry standard technologies are also in place to ensure that risks of such incidents are mitigated.

Protection of personal data:

We believe we have a responsibility to protect the personal data of our customers, business partners, employees and others. We not only publish our principles for the protection of personal data, but we also ensure the appropriate handling of personal data through e-learning, internal audits and other activities. We are in process of aligning with the Digital Personal Data Protection Act, 2023.

Business Responsibility & Sustainability Report

Implementation of internal information security audits:

We regularly conduct internal information security audits to verify that security measures are functioning effectively, in accordance with relevant laws and internal regulations and policies. We also conduct annual cyber security maturity assessments to assess ourselves in relation to the industry benchmark.

Enhancement of information security awareness:

Our employees, contract employees and third parties are provided security education / training so that everyone dealing with our information assets can maintain their integrity. Also, we continue to train our employees to respond to changing information security circumstances.

Moreover, the Company has earned an ISO 27001:2022 certification, signifying the importance we give to information security and the effectiveness of our Information Security Management System. Additionally, our adherence to Payment Card Industry Data Security Standard ('PCI DSS') compliance further underscores our efforts to maintain the highest standards of data protection.

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.

Not Applicable

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: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicators

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

Comprehensive information on all products offered by the Company is accessible on our website: <https://trentlimited.com>
We leverage various social media and digital platforms to disseminate engaging information about our diverse range of products.

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

The wash care label affixed to our products serves as a guide for safe and responsible use.

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

Owing to the nature of our retail / apparel business, we do not provide any 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. 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)

The Company displays all requisite production information on the product as per the applicable laws.

Yes, customer surveys, customer data analytics and other customer research were carried out during the year, based on business need.

Business Responsibility & Sustainability Report

Annexure I

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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.	Human Rights	Risk	Protecting human rights across our workforce and supply chain	- Raising awareness through training and communication across the Company and its supplier network - Alignment of the Trent Vendor Code of Conduct and vendor assessments with the SMETA framework to ensure compliance	Negative
2.	Talent and workforce	Risk and Opportunity	- Expanding the talent pool in a competitive market by building a relevant and future-ready workforce - Strengthening Engagement and retention of critical talent - A skilled, future-ready workforce enables stronger strategic execution, fosters innovation and enhances product design to support business growth	- Strengthen talent and performance management to enhance organisational capacity and capability - Build teams for future growth while ensuring robust succession pipelines for critical roles. Nurture young talent - Develop structured career pathways and clearly defined leadership success profiles - Continuous and consistent long term incentive programmes that align individual performance with organisational success	Negative and Positive
3.	Sustainable Supply Chain and Transparency	Risk and Opportunity	- Promoting ethical and responsible practices across the supply chain - Compliance with regulations governing emissions from business operations - Enhanced supply chain efficiency and transparency help mitigate operational risks and enable long-term cost advantages	- Establish uniform compliance standards across the supplier value chain through adoption of SMETA guidelines and the Trent Vendor Code of Conduct - Promote the use of recycled and recyclable materials wherever feasible across the value chain - Assess environmental impact across operations and develop strategies to effectively reduce and mitigate it	Negative and Positive

Business Responsibility & Sustainability Report

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	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)
4.	Sustainable Products and Services	Opportunity	- Integrating environmental and social considerations across the product lifecycle - Expanding responsibly sourced product offerings	-	Positive
5.	GHG Emissions and Energy Consumption	Risk	- Rising energy costs and continued dependence on fossil fuels for store operations - Evolving climate regulations and mandatory disclosures related to emissions and energy consumption	- Establish a baseline for energy consumption and GHG emissions across all operations - Define energy efficiency benchmarks for different store formats and operational processes - Drive energy efficiency initiatives by adopting solutions such as LED lighting, DX inverter air conditioners and IoT-based monitoring systems to optimise energy use and minimise waste - Expand the use of renewable energy through rooftop solar installations and sourcing green power	Negative
6.	Packaging and Waste	Risk	- Regulatory obligation to manage post-consumer packaging waste under Extended Producer Responsibility ('EPR') requirements - Availability of cost-effective and sustainable packaging alternatives - Waste management processes resulting in incremental operational costs	- Collaboration with authorised waste management agencies to ensure compliant disposal and effective recycling - Identify and minimise the use of hard-to-recycle packaging materials across operations - Adopt circular solutions to enable recovery and reuse of packaging waste	Negative

Business Responsibility & Sustainability Report

Annexure II

Pillar	Goals / Targets	Progress: FY 2024-25	Progress: FY 2025-26
Be Resource Efficient	Replace the use of fossil fuel-based energy with renewable energy by 50% of intensity per sq. ft. and reduce consumption by 10% per sq. ft. by FY 2026-27	Installation of IoT in additional 283 stores in FY25, which will help in establishing base line	- We have installed Internet of Things (IoT) systems in 700+ stores, enabling a more uniform customer experience and helping us establish a consistent operational baseline - The Company has adopted a focused approach towards energy transition, with emphasis on solar integration and improved energy utilisation - Rooftop solar installations meet over one-third of electricity demand at three distribution centres. We have completed a baseline assessment of our energy consumption and are actively progressing towards achieving our FY 2026-27 sustainability goals
	Eliminate non-recyclable packaging materials across value chain by FY 2027-28	Recycle: Over 20% of our waste is traceable and processed, marking an important milestone towards achieving 100% waste recycling by 2028 Reduce: Transition to durable, reusable totes, replacing cardboard cartons for transit between DC and stores	Recycle: About 70% of our plastic waste is traceable and processed, marking a key milestone in our journey towards 100% waste recycling by 2028 Reduce: We are transitioning to durable, reusable totes in place of cardboard cartons for transit between distribution centres and stores
Be Responsible by Design	100% vendor alignment with Trent Vendor Code of Conduct ('VCoC') by FY 2026-27	98% of merchandise vendors have adopted the Trent Vendor Code of Conduct	100% of our suppliers have adopted the Trent VCoC
	100% vendor assessment against SEDEX SMETA 4-Pillar Standards (Labour Health & Safety Environment Business Ethics) by FY 2026-27	91.3% of product suppliers by value are compliant with SMETA 4 pillar standards	93% of our suppliers (by value) are compliant with SMETA 4-pillar standards
Be People Conscious	Strengthen and improve the Employee Well-being Index	Ongoing positive feedback on employee engagement indicators, supported by the initiative of integrating a Human Rights Framework with all the stakeholders i.e. employees and partners in the value chain	- Positive momentum across employee engagement indicators - Integration of a Human Rights Framework across employees and value chain partners - Continued focus on well-being, inclusion and safe workplaces

Independent Assurance Statement

To,
Trent Limited
Trent House, G-Block, Plot No. 60,
Beside Citi Bank, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051

Independent Assurance Statement to Trent Limited on select non-financial sustainability disclosures in the Business Responsibility and Sustainability Report for the financial year 2025-26.

Introduction and objective of engagement

Trent Limited (the 'Company') has developed its **Business Responsibility and Sustainability Report (BRSR) 2025-26** (the 'Report') based on the BRSR reporting guidelines, including the BRSR Core indicators prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

BDO India Services Private Limited ("BDO India") was engaged by the Company to provide independent assurance on the non-financial information of the BRSR Core indicators of the Report that includes the Company's performance for the period 1st April 2025 through 31st March 2026.

The Company's responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

BDO's responsibilities

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

Assurance standard

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

Scope & boundary of assurance

We have assured non-financial information of the BRSR Core indicators¹ in the Report, pertaining to the Company's performance for the period 1st April 2025 through 31st March 2026.

The reporting scope and boundary cover the Company's operations. Verification of non-financial sustainability performance data, based on our professional judgment was conducted at the following sites, on a sample basis:

- Corporate Office- BKC, Wadala office 28th Floor
- Sourcing Office, Bangalore
- Distribution Centre- Lonikand (WD18), Jaipur (WD31), Vapi (WD14)
- Delhi Guest House
- Stores
- Westside (W236), Chennai, Tamil Nadu
- Zudio (ZE02), Dubai, UAE
- Zudio (Z714), Jaipur, Rajasthan
- Utsa (U025), Bangalore, Karnataka
- Zudio (Z086), Hyderabad, Telangana
- Westside (W313), Hyderabad, Telangana

¹SEBI vide SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

Independent Assurance Statement

Assurance methodology

Our assurance process entails conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion / omission of relevant information / data in the Report. Our review process included:

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

Limitations and exclusions

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

The assurance scope excludes:

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

Our observations

We have reviewed the disclosures in the "Report" for the reporting period from 1st April 2025 through 31st March 2026. The disclosures of the Company, covered under the 'Scope and boundary of assurance', are fairly reliable.

Our conclusions

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

Our assurance team and independence

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

For **BDO India Services Private Limited**

Indra Guha

Partner | Sustainability & ESG
Business Advisory Services

Gurugram, Haryana
22nd April 2026