

# VISHAL MEGA MART LIMITED

(Formerly known as Vishal Mega Mart Private Limited)

Corporate & Regd. Office: 5<sup>th</sup> Floor, Platinum Tower, Plot No. 184

Udyog Vihar, Phase – 1, Gurugram, Haryana-122016, India.

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CIN: L51909HR2018PLC073282

**Date: September 03, 2025**

To <b>National Stock Exchange of India Ltd.,</b> Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051 NSE Scrip Symbol: VMM	To <b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 Scrip Code: 544307
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Dear Sir/ Madam,

**Subject: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2024-25, along with an Independent Reasonable Assurance Report on the BRSR Core Indicators, provided by Grant Thornton Bharat LLP.

The BRSR also forms an integral part of the Annual Report of the Company for the Financial Year 2024-25, which is available on the website of the Company at <https://aboutvishal.com/>.

You are kindly requested to take the same on your record.

Thanking you.

For **Vishal Mega Mart Limited**

\_\_\_\_\_  
**Rahul Luthra**  
**Company Secretary & Compliance Officer**  
**ICSI Membership No: F9588**

*Encl: As above*

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L51909HR2018PLC073282
2.	Name of the Listed Entity	VISHAL MEGA MART LIMITED
3.	Year of incorporation	2018
4.	Registered office address	Plot No. 184, Fifth Floor, Platinum Tower, Udyog Vihar Phase-1, Gurugram Haryana, India -122016
5.	Corporate address	Plot No. 184, Fifth Floor, Platinum Tower, Udyog Vihar Phase-1, Gurugram Haryana, India - 122016
6.	Email	<a href="mailto:secretarial@vishalwholesale.co.in">secretarial@vishalwholesale.co.in</a>
7.	Telephone	+91 124- 4980000
8.	Website	<a href="http://www.aboutvishal.com">www.aboutvishal.com</a>
9.	Financial year for which reporting is being done	FY 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital as on March 31, 2025 (in Crore)	₹ 4,597
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Rahul Luthra Telephone: +91-124-4980000 Email: <a href="mailto:secretarial@vishalwholesale.co.in">secretarial@vishalwholesale.co.in</a>
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).	Consolidated
14.	Name of assurance provider	Grant Thornton Bharat LLP
15.	Type of assurance obtained	Reasonable Assurance Business Responsibility and Sustainability Report – Core Attributes

### II. Products or Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Retail Sales - Through online and physical stores	Apparel	44
2		General Merchandise	28
3		Fast Moving Consumer goods	28

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

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Apparel	47711	44
2	General Merchandise	47592, 47593, 47594, 47613, 47630, 4764, 47713	28
3	Fast Moving Consumer goods	4721, 47222	28

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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	714	1	715
International	0	0	0

\*All retail stores and Distribution centers are reported as plants.

19. Markets served by the entity:

a.	No. of locations	
	<b>Locations</b>	<b>Number</b>
	National (No. of States)	30 (which includes two Union Territories)
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	The Company did not have any exports during FY 2024-25.
c.	A brief on types of customers	Vishal Mega Mart primarily targets middle and lower middle-income households in India, a demographic that has seen significant growth in recent years. With the number of middle-income households rising to approximately 225 million by 2023, Vishal Mega Mart aims to cater to the needs of this expanding segment, which is estimated to include around 945 million individuals. The store positions itself within the aspirational retail market, appealing to consumers who seek products that balance high quality with affordability. This market is a key part of India's retail landscape and is projected to continue growing robustly. Vishal Mega Mart's focus is on providing an organized retail experience that offers a wide assortment of goods, competitive pricing, and a commitment to quality, which is increasingly sought after in densely populated urban areas and untapped markets where organized retail is gaining ground.

### IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	18,029	12,758	71	5,271	29
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total Employees (D+E)</b>	<b>18,029</b>	<b>12,758</b>	<b>71</b>	<b>5,271</b>	<b>29</b>
<b>Workers</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total Employees (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

b. Differently abled employees and workers:

Sl. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	629	525	83	104	17
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	629	525	83	104	17
<b>Differently abled Workers</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	75%	72%	74%	89%	93%	90%	104%	92%	101%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

**V Holding, Subsidiary and Associate Companies (including joint ventures)**

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

Sl. No	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
1	Samayat Services LLP	Holding	-	N
2	Airplaza Retail Holdings Private Limited	Subsidiary	100	Y
3	Vishal E-Commerce Private Limited	Subsidiary	100	Y

**VI CSR details**

24. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in Crore ₹)	₹ 10,716
(iii)	Net Worth (in Crore ₹)	₹ 6,426

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

**VII Transparency and Disclosures Compliances**

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

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 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.vishalmegamart.com/en-in/terms.html#privacypolicy&amp;id=terms">https://www.vishalmegamart.com/en-in/terms.html#privacypolicy&amp;id=terms</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes, <a href="https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf">https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf</a>	0	0	-	0	0	-
Shareholders	Yes, <a href="https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf">https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf</a>	1,968	0	-	0	0	-
Employees and workers	Yes, <a href="https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf">https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf</a>	100	0	-	127	0	-
Customers	Yes, <a href="https://www.vishalmegamart.com/en-in/terms.html#privacypolicy&amp;id=terms">https://www.vishalmegamart.com/en-in/terms.html#privacypolicy&amp;id=terms</a>	81,482	0	-	56,106	0	-
Value Chain Partners	Yes, <a href="https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf">https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf</a>	0	0	-	0	0	-
Others (please specify)		0	0	-	0	0	-

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

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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R-Risk / O-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	Supply Chain Management and Sourcing	Risk	Ineffective supply chain management poses a significant threat to VMM. Problems like unreliable suppliers, poor labor practices, and failure to adhere to environmental regulations can interrupt inventory flow, increase expenses, and damage the brand’s image. Such challenges could result in supply shortages, regulatory fines, and diminished customer trust, which would jeopardize operational stability and impede long-term growth of the Company.	Enhancing and reinforcing logistics within the supply chain to minimize emissions is essential. Additionally, initiatives like local sourcing, diversifying suppliers, and establishing a strong supply chain risk management system can further bolster the sustainability of the supply chain.	Negative Implication

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sl. No	Material issue identified	Indicate whether risk or opportunity (R-Risk / O-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)
2	Regulatory Compliance	Risk	Statutory compliance is critical to the Company's continued operations. Failure to adhere to the required regulatory obligations may result in penalties, fines, and other legal consequences.	<ul style="list-style-type: none"> <li>- Cultivating an ethical organisational culture with an emphasis on transparency and compliance.</li> <li>- Conducting routine risk assessments to identify and address potential compliance risks</li> </ul>	Negative Implication
3	Consumer Behavior and Market Trends	Opportunity	Actively engaged customers are more likely to develop brand loyalty, resulting in repeat purchases and positive word-of-mouth referrals. Satisfied shoppers enhance the brand's reputation and contribute to increased sales. By prioritizing customer experience, embracing digital trends, and fostering long-term relationships, the Company can gain a competitive edge. Ultimately, customer-centric strategies drive sustainable growth and build lasting connections with consumers.	-	Positive Implication
4	Business Continuity and Operational resilience	Risk	Business continuity is crucial for securing the long-term viability of an organization. By proactively preparing for possible disruptions, VMM can reduce risks, sustain operational resilience, and foster customer trust. Adhering to legal obligations, ensuring financial stability, managing the supply chain effectively, and prioritizing employee well-being are all vital components of sustainable business practices. Ultimately, maintaining business continuity enhances brand reputation and provides a competitive edge.	The Company will develop and establish a Business Continuity Plan (BCP) that covers various aspects of Environment, Social, Governance and Critical IT infrastructure throughout the organization. Disaster Recovery (DR) sites are set up to ensure seamless operations during disruptions. These sites are regularly tested, and the outcomes are evaluated to identify any required improvements. Our policies and programs are designed to effectively manage unforeseen disasters or challenges that may impact our business.	Negative Implication

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sl. No	Material issue identified	Indicate whether risk or opportunity (R-Risk / O-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)
5	Ethics and Transparency	Risk	Managing the company's day-to-day operations in an ethical manner (e.g., ethical marketing, lobbying, anti-bribery measures etc.)	- Development of Code of Conduct - Development of policies, programs and mechanisms to avoid unethical practices	Negative Implication
6	Sustainability and climate	Opportunity	Minimising GHG emissions and increase the proportion of renewable energy in the total energy mix of Company's operations is an opportunity to contribute towards positive environmental impact.	-	Positive Implication
7	Data privacy and cybersecurity	Risk	The Company risks economic and reputational losses, as well as diminishing customer trust, due to insufficient data security and privacy protections.	The deployment of robust information security systems and the enactment of stringent policies for handling sensitive customer data.	Negative Implication

### 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	
<b>Policy and Management processes</b>											
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	c. Web Link of the Policies, if available	<a href="https://aboutvishal.com/?content=Policies&amp;Codes&amp;id=25">https://aboutvishal.com/?content=Policies&amp;Codes&amp;id=25</a>									
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)						No				
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.						NA				
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.						No				

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

**Governance, Leadership, and Oversight**

7.	Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements	<p>Dear Stakeholders,</p> <p>At Vishal Mega Mart, we are committed to growing responsibly by integrating sustainability into the core of our business. Our focus spans environmental stewardship, social responsibility, and strong governance.</p> <p>In line with our commitment to sustainability, we invest in the development of our teams through training programmes that enhance essential skills across various areas. Our workplace culture emphasizes well-being, inclusivity, and accountability, supported by comprehensive health and safety measures and transparent grievance mechanisms.</p> <p>Governance remains a cornerstone of our approach. We have strengthened controls around data privacy, anti-corruption, and compliance, with regular oversight by our dedicated CSR and sustainability committee.</p> <p>As we look ahead, we remain focused on building a future-ready, responsible business that delivers long-term value to our customers, employees, partners, and the wider community. Thank you for your continued support.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility & Sustainability Committee								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, Corporate Social Responsibility & Sustainability Committee								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other committee									Frequency (Annually/Half Yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Periodically or as and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									The Company is in compliance with applicable laws and regulations.								
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9	No								

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	P1, P3, P5	100
Key Managerial Personnel	2	P1, P3, P5	100
Employees other than BoD and KMPs	29	All Principles	100
Workers	-	-	-

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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

\*This is not applicable as there are no reported fines/penalties beyond the material threshold as per Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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
	NA

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

Yes, Weblink - <https://aboutvishal.com/resources/media/files/f1332247-adf1-40c6-b896-dd964d9bb9cd.pdf>

Vishal Mega Mart Limited (VMM) has instituted an Anti-Bribery and Anti-Corruption Policy that underscores its commitment to maintaining high legal and ethical standards in business operations. The policy applies to all VMM employees and associates, governing their conduct with government officials and business partners. It is grounded in legal frameworks like the Prevention of Corruption Act and the Prevention of Money Laundering Act, ensuring adherence to both Indian and international regulations. The policy strictly prohibits any form of inducements, including gifts, entertainment, facilitation payments, and commercial bribery. It also mandates accurate accounting and record-keeping to prevent transaction mischaracterization. VMM ensures thorough vetting of third-party intermediaries based on legitimate business needs. Employees must understand and comply with the policy, with non-compliance potentially leading to termination. Inquiries and concerns about the policy are to be directed to VMM's Legal Department, overseen by the CFO and General Counsel.

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 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

NA

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

	FY 2024-25	FY 2023-24
Number of days of accounts payable	64	77

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

9. Open-ness of business:

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

Parameters	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4%	4%
	b. Number of trading houses where purchases are made from	39	37
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	69%	65%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0	0
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/ Total Investments made)	0	0

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

**Essential Indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D			NA
Capex			

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

Yes

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

The company manages its supply chain by verifying ethical practices through factory visits, focusing on human rights, safety, and fair trade. It also promotes environmental responsibility by encouraging the use of recycled and sustainable products within its supply network. This approach aims for both social and environmental accountability in its sourcing.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste**

We continuously strive to minimize our waste generation. For plastic packaging waste, we implement source segregation, ensuring that the material is disposed of safely through authorized local vendors. Similarly, electronic waste (e-waste) is also disposed of securely through authorized vendors. Battery waste is managed through a buy-back policy, where it is returned to the battery provider for proper management.

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

YES

Details: VMM is in the process of establishing mechanisms for waste collection in line with applicable Extended Producer Responsibility (EPR) norms.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	12,758	12,758	100	12,758	100	-	-	464	4	0	0
Female	5,271	5,271	100	5,271	100	5,271	100	-	-	99	2
<b>Total</b>	<b>18,029</b>	<b>18,029</b>	<b>100</b>	<b>18,029</b>	<b>100</b>	<b>5,271</b>	<b>100</b>	<b>464</b>	<b>3</b>	<b>99</b>	<b>1</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0	0	0	-	-	0	0	0	0
Female	0	0	0	0	0	0	0	-	-	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.15%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority. (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority. (Y/N/N.A.)
PF	100	0	Y	100	0	Y
Gratuity	100	0	Y	100	0	Y
ESI	100% of Applicable employees	0	Y	100% of Applicable employees	0	Y
Others – EDLI	100	0	Y	100	0	Y

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

**3. Accessibility of workplaces**

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

**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

<https://aboutvishal.com/?content=Policies&Codes&id=25>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	90%	-	-
Female	93%	53%	-	-
<b>Total</b>	<b>94%</b>	<b>57%</b>		

**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	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, Vishal Mega Mart Limited has established a Grievance Redressal Policy to ensure a transparent, fair, and supportive environment for all employees, workers, and external stakeholders. Developed in line with our core values, the policy provides a structured, confidential platform for reporting and resolving concerns without fear of retaliation.  It covers workplace behaviour and ethical practices. Grievances can be submitted through multiple channels, including an online portal and e-mail. The Company ensures timely acknowledgment (within 3 days), impartial investigation, and regular updates.
Other than Permanent Employees	NA

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

Category	FY 2024-25			FY 2023-24		
	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)
<b>Total Permanent Employees</b>	18,029	0	0	15,571	0	0
- Male	12,758	0	0	11,291	0	0
- Female	5,271	0	0	4,280	0	0
<b>Total Permanent Workers</b>	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Male	12,758	12,758	100	12,758	100	11,291	11,291	100	11,291	100
Female	5,271	5,271	100	5,271	100	4,280	4,280	100	4,280	100
<b>Total</b>	<b>18,029</b>	<b>18,029</b>	<b>100</b>	<b>18,029</b>	<b>100</b>	<b>15,571</b>	<b>15,571</b>	<b>100</b>	<b>15,571</b>	<b>100</b>
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	12,758	10,719	84	11,291	9,879	87
Female	5,271	4,306	82	4,280	3,615	84
<b>Total</b>	<b>18,029</b>	<b>15,025</b>	<b>83</b>	<b>15,571</b>	<b>13,494</b>	<b>87</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

10. Health and safety management system

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?  
Yes, Occupational health and safety management system covers all employees of the company.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
VMM's structured approach ensures an efficient response to incidents, prioritizing the safety and well-being of all individuals involved. All Personnel specially in the store and distribution are trained on safe material handling, fire hazards and crowd management.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)  
Yes
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)  
Yes.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

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

Safety Incident/Number	Category	FY 2024-25*	FY 2023-24*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.31	0.14
	Workers	NA	NA
Total recordable work-related injuries	Employees	13	4
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

*\*Including in the contract workforce*

**12. Describe the measures taken by the entity to ensure a safe and healthy work place**

Employees and workers are trained to report all incidents immediately. The incident reporting mechanism begins with the immediate reporting of any incident to the store manager. Following this, the injured individual will receive emergency assistance from the nearest healthcare facility to ensure their well-being. Additionally, the insurance provider will be notified to facilitate any necessary claims or support. The store manager is responsible for reporting the incident to the relevant personnel in the HR department for further action and documentation. Finally, the number of lost days resulting from the incident will be calculated for record-keeping and analysis.

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

	FY 2024-25			FY 2023-24		
	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			
Health & Safety			Nil			

**14. Assessment for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	NA
Working conditions	NA

**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**

NA

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

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

Vishal Mega Mart has identified essential stakeholders, both internal and external, through a systematic process of peer assessment and analysis of stakeholder groups that could influence the company’s business operations, as well as those affected by its activities. The Company is committed to actively engaging with these stakeholders to understand their primary expectations and develop strategic plans to address these needs.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal communications - Town hall and Conclave - Rewards and Recognition programs - Employee engagement/ satisfaction surveys - Annual appraisal meetings - Employee engagement initiatives	Others – Regularly	- Employee welfare programs - Skill development - Adherence to the Regulatory Norms - Corporate policies - Training & professional development
Shareholders/ Investors	No	- Email - Annual General Meeting - Press Releases - Investor Meetings	Others – Regularly	- Financial performance and business outlook
Customers	No	- Advertisements - Pamphlets, - Website - In-Store Communication - Helpdesk	Others – Regularly	- Details regarding current offers and promotions - Prompt and effective resolution of issues - Collection of feedback on the services provided by the Company
Business Partners/ Associates	No	- Email - Website - Conference Calls - One-on-one meetings	Others – Regularly	- Provision of materials and services - Evaluating supplier performance and addressing any inquiries - Keeping abreast of changing industry trends and applicable best practices - Engaging in discussions regarding sustainability criteria
Regulatory Bodies	No	- Meetings - Conferences - Facility visits by Government/ Regulatory officials - Official Communications - Statutory Publications	Quarterly/ Annually	- Compliance with relevant laws and regulations - Prompt response to any requested information
Local Community	No	- Community welfare programs - Project assessment reviews	Others – Regularly	- Community safety and development - Engagement and communication

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

**Principle 5: Businesses should respect and promote human rights**

**Essential Indicator**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers (B)	% (B/A)	Total (C)	No. of employees/workers (D)	% (D/C)
<b>Employees</b>						
Permanent	18,029	18,029	100	15,571	15,571	100
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>18,029</b>	<b>18,029</b>	<b>100</b>	<b>15,571</b>	<b>15,571</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Permanent	18,029	12,638	70	5,391	30	15,571	11,039	71	4,532	29
Male	12,758	8,070	63	4,688	37	11,291	7,280	64	4,011	36
Female	5,271	4,568	87	703	13	4,280	3,759	88	521	12
Other than Permanent	NA					NA				
Male	NA					NA				
Female	NA					NA				
<b>Workers</b>										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	NA					NA				
Male	NA					NA				
Female	NA					NA				

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 3. Details of remuneration/salary/wages

#### a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	3	-	2	35,00,000
Key Managerial Personnel	3	3,18,21,250	0	NA
Employees other than BoD and KMP	12,755	1,65,035	5,271	1,39,435
Workers	-	-	-	-

\*The remuneration of a Director who is also a KMP is not included in the total remuneration for BOD.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	20%	19%

### 4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

Vishal Mega Mart Limited has established a Grievance Redressal Policy to ensure a transparent, fair, and supportive environment for all employees, workers, and external stakeholders. Developed in line with our core values, the policy provides a structured, confidential platform for reporting and resolving concerns without fear of retaliation.

It covers workplace behaviour and ethical practices. Grievances can be submitted through multiple channels, including an online portal and e-mail. The Company ensures timely acknowledgment (within 3 days), impartial investigation, and regular updates.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual Harassment	1	0	-	2	0	-
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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees/workers	0.02	0.05
Complaints on POSH upheld	1	2

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

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

All cases are handled with due confidentiality with no consequences to the complainant.

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

Yes

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100% assessed by the entity
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

NA

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

<b>Parameter</b>	<b>Unit</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>For Renewable Sources</b>			
Total Electricity Consumption (A)	GJ	436	441
Total Fuel Consumption (B)	GJ	0	0
Energy Consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>436</b>	<b>441</b>
<b>For Non-Renewable Sources</b>			
Total Electricity Consumption (D)	GJ	4,92,992	4,03,204
Total Fuel Consumption (E)	GJ	95,144	76,764
Energy Consumption through other sources (F)	GJ	463	279
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>5,88,599</b>	<b>4,80,247</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>5,89,035</b>	<b>4,80,688</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/Revenue from operations)	<b>GJ/₹</b>	<b>0.0000055</b>	<b>0.0000054</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP)	<b>GJ/US\$</b>	<b>0.00011</b>	<b>0.00012</b>
<b>Energy intensity in terms of physical output</b>			
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes. GT Bharat LLP

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Parameter	Unit	FY 2024-25	FY 2023-24*
<b>Water Withdrawal by source (in kilolitres)</b>			
(i) Surface Water	kL	-	-
(ii) Ground Water	kL	-	-
(iii) Third party Water	kL	16,844	-
(iv) Sea Water/Desalinated Water	kL	-	-
(v) Others	kL	1,03,327	-
<b>Total volume of water withdrawal (in kilolitres) (i+ ii+ iii+ iv+ v)</b>	kL	1,20,171	-
<b>Total volume of water consumption (in kilolitres)</b>	kL	1,20,171	-
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations)	kL/₹	0.0000011	-
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	kL/US\$	0.000023	-
<b>Water intensity in terms of physical output</b>	-	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes. GT Bharat LLP

\*Note: The company is in the process of establishing methods to measure and calculate water consumption pattern and its corresponding data for years prior to its public listing.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2024-25*	FY 2023-24*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface Water			Vishal Mega Mart's operations are primarily retail-oriented, with no requirement for industrial or process-related water use. Water consumption is limited to domestic purposes such as drinking, sanitation, and cleaning activities at our stores, offices, and distribution centers. Given the nature and scale of water use, wastewater generated is domestic in character and discharged through local municipal sewage networks or captive soak pits, depending on the availability of local infrastructure. As water usage is minimal and not integral to core business processes, centralized data on water withdrawal and discharge is not currently maintained. However, Vishal Mega Mart remains committed to regulatory compliance and adopts good water management practices across its facilities to ensure responsible discharge and support resource efficiency.
- No treatment			
- With treatment – please specify level of treatment			
(ii) To Ground Water			
- 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			
<b>Total water discharged (in kiloliters)</b>			

\*We are currently establishing systems to monitor and report the data on water discharge.

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

Yes. GT Bharat LLP

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

NO

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	VMM is in the process of establishing systems for monitoring of air emissions.		
SOx			
Particulate Matter (PM)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Other – please specify			

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

NO

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	17,158	5,722*
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	99,592	80,214
<b>Total Scope 1 and Scope 2 emissions</b>	Metric tonnes of CO <sub>2</sub> equivalent	1,16,750	85,936
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/₹	0.0000011	0.00000096
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/US\$	0.000023	0.000022
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	

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

Yes. GT Bharat LLP

\*Fugitive emissions were not considered for FY 2023-24

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

Yes, the Company operates a facility in Hyderabad that is powered by renewable energy generated from an on-site rooftop solar power plant. This initiative reflects our commitment to sustainable operations and reducing our carbon footprint.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Parameter	Unit	FY 2024-25	FY 2023-24*
<b>Total Waste generated (in metric tonnes)</b>			
Plastics (A)	MT	2,697	-
E-Waste (B)	MT	06	-
Bio-Medical Waste		0	-
Construction and Demolition Waste (D)		0	-
Battery Waste	MT	08	-
Radioactive Waste (F)		0	-
Other Hazardous waste. Please specify, if any. (G)		0	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	11,124	-
<b>Total (A+B + C + D + E + F + G + H)</b>	MT	13,835	-
<b>Waste intensity per rupee of turnover</b> (Total waste consumed/Revenue from operations)	MT/₹	0.00000013	-
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste consumed/ Revenue from operations adjusted for PPP)	MT/US\$	0.0000027	-
<b>Waste intensity in terms of physical output</b>		NA	-
Waste intensity (optional) – the relevant metric may be selected by the entity		NA	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of Waste</b>			
(i) Recycled	-	-	-
(ii) Re-used	-	-	-
(iii) Other recovery operations	-	-	-
<b>Total</b>	-	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of Waste</b>			
(i) Incineration		0	-
(ii) Landfilling		0	-
(iii) Other disposal operations	MT	13,835	-
<b>Total</b>	<b>MT</b>	<b>13,835</b>	<b>-</b>

\*Note: The company is in the process of establishing methods to measure and calculate waste generation pattern and its corresponding data for years prior to its public listing.

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

Yes. GT Bharat LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

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
NA					

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sl. 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
NA				

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicator

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

One

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

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Retail Association of India	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
NA		

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### Principle 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicator

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-Link
NA					

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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
NA						

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

We have established an email communication channel on our website for stakeholders to share anonymous feedback, which is reviewed by a dedicated team. Key inputs are shared with the Management Team to drive improvements aligned with our values.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	76%	60%
Directly from within India	100%	100%

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 2024-25	FY 2023-24
Rural	0.94%	0.74%
Semi-urban	14.65%	12.31%
Urban	61.79%	60.50%
Metropolitan	22.63%	26.45%

(Place to be categorized as per RBI Classification System – Rural, Semi-urban, Urban, and Metropolitan)

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

#### Essential Indicator

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

VMM has implemented a comprehensive grievance redressal mechanism to receive and respond to consumer complaints and feedback. Customers can raise concerns by visiting their nearest VMM store, where staff members are equipped to assist with complaint resolution and product returns. Additionally, customers can reach out to the customer care team through multiple channels, including WhatsApp, email, and the customer care phone number provided on company's website ([www.vishalmegamart.com](http://www.vishalmegamart.com)). For unresolved concerns requiring further attention, VMM has appointed a dedicated Grievance Officer, whose contact details are available on the website to ensure timely and effective resolution.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	Vishal Mega Mart sources products from reputed third-party vendors, manufacturers, and distributors for direct sale. We ensure appropriate labeling compliance across the vendor ecosystem, covering statutory content, sustainable sourced products, safety, and handling instructions.
Safe and responsible usage	100% of our apparel products carry wash care labels, providing instructions for safe and responsible usage.
Recycling and/or safe disposal	Vishal Mega Mart sources products from reputed third-party vendors, manufacturers, and distributors for direct sale. We ensure appropriate labeling compliance across the vendor ecosystem, covering statutory content, safety, and handling instructions.

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	81,482	0	-	56,106	0	-

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	0	-
Forced recalls	0	-

**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**

Policy Available: Yes

Web link: <https://aboutvishal.com/?content=Policies&Codes&id=25>

**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.**

NA

**7. Provide the following information relating to data breaches**

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN VISHAL MEGA MART LIMITED 'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR) FOR FY 2024-25

#### To the Board of Directors of Vishal Mega Mart Limited ("the Holding Company") Gurugram, Haryana, India

- We have been engaged to perform a reasonable assurance engagement for Vishal Mega Mart Limited ("the Holding Company") and its wholly owned subsidiary, "Airplaza Retail Holdings Private Limited" (the Holding Company and its wholly owned subsidiary together referred to as "the Group") vide our engagement letter dated April 28, 2025, in respect of the agreed sustainability information listed below (the "Identified Sustainability Information") in accordance with the criteria stated below. This Identified Sustainability Information is included in the Business Responsibility and Sustainability Report (BRSR) of the Group for the financial year ended March 31, 2025. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

#### Identified Sustainability Information

- The Identified Sustainability Information for Financial Year 2024-2025 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> <li>Total energy consumption (in Joules or multiples)</li> <li>% of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul>
Water footprint	Principle 6 – 3	<ul style="list-style-type: none"> <li>Total water consumption</li> <li>Water consumption intensity</li> </ul>
	Principle 6 – 4	<ul style="list-style-type: none"> <li>Water Discharge by destination and levels of Treatment</li> </ul>
Greenhouse (GHG) footprint	Principle 6 – 7	<ul style="list-style-type: none"> <li>Greenhouse gas emissions (Scope 1 and Scope 2 emissions)</li> <li>GHG Emission Intensity (Scope 1 + 2)</li> </ul>
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	<ul style="list-style-type: none"> <li>Details related to waste generated by the entity (category wise)</li> <li>Waste intensity</li> <li>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</li> <li>For each category of waste generated, total waste disposed by nature of disposal method</li> </ul>
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	<ul style="list-style-type: none"> <li>Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue</li> </ul>
	Principle 3 – 11	<ul style="list-style-type: none"> <li>Details of safety related incidents:                             <ul style="list-style-type: none"> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)</li> <li>Total recordable work-related injuries</li> <li>No. of fatalities</li> <li>High consequence work-related injury or ill-health (excluding fatalities)</li> </ul> </li> </ul>
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Attribute	Principle	Key Performance Indicator
Enabling Inclusive Development	Principle 8 – 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

- Boundary of the report covers Vishal Mega Mart Limited (including all stores, warehouses & corporate office) and its wholly owned subsidiary Airplaza Retail Holdings Private Limited.
- Our reasonable assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for the financial year ended March 31, 2025 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any opinion thereon.

### Criteria

- The criteria used by the Holding Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'Criteria'):
  - Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11 November 2024 and SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28 March 2025; and
  - SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 read with BRSR Core Reporting Standard formulated by Industry Standards Forum.

### Management's Responsibilities

- The Holding Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

### Inherent limitations

- The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

### Practitioner's Independence and Quality Control

- We have complied with the independence and other ethical requirements of International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants ('IESBA') which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

9. Our firm applies International Standard on Quality Management (ISQM) 1, “Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements” which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Practitioner's Responsibility**

10. Our responsibility is to express a reasonable assurance in the form of an opinion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained. We conducted our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information (‘ISAE 3000 (Revised)’) issued by the International Auditing and Assurance Standards Board (‘IAASB’). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria.
11. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Holding Company’s use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.
12. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
13. Given the circumstances of the engagement, in performing the procedures listed above, we:
- Performed walkthrough and discussion with individual data owners for understanding business processes and data management processes at corporate office and stores of the Holding Company.
  - Visited the corporate office at Gurugram and stores at New Delhi, Noida and Gurugram for data and document verification.
  - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
  - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Group to support relevant performance disclosures within our scope.
  - Evaluated the suitability and application of the Criteria and that the Criteria have been applied appropriately to the subject matter.
  - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
  - Re-performed calculations to check accuracy of claims,
  - Reviewed data from independent sources, wherever available,
  - Reviewed data, information about sustainability performance indicators and statements in the report.
  - Reviewed and verified information/ data as per the Criteria;
  - Reviewed accuracy, transparency and completeness of the information/ data provided;
14. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### Exclusions:

15. Our reasonable assurance engagement scope excludes the following and therefore we do not express an opinion on the same:
- Aspects of the BRSR and data/information (qualitative or quantitative) other than the Identified Sustainability Information.
  - Operations of the Group other than those mentioned in Identified Sustainability Information section above.
  - Data and information outside the defined reporting period.
  - Data related to Group's financial performance, strategy and other related linkages expressed in the Identified Sustainability Information.
  - The Group's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Group and assertions related to Intellectual Property Rights and other competitive issues.
  - Mapping of the Identified Sustainability Information with the reporting frameworks other than those mentioned in Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

### Opinion

16. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for the financial year ended March 31, 2025 is prepared in all material respects, in accordance with the Criteria.

### Other Matter

17. The information pertaining to the financial year ended March 31, 2024, included as comparative information in the Identified Sustainability Information, has been certified by the management and was not been subjected to either limited/ reasonable assurance engagement.

Our opinion is not modified with respect to this matter.

### Restriction on use

18. Our reasonable assurance report has been prepared and addressed to the Board of Directors of the Holding Company at the request of the Holding Company solely, to assist the Group in reporting on the Group's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Holding Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

### Grant Thornton Bharat LLP

#### Abhishek Tripathi

Partner

Dated: August 13, 2025

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

Noida - 201301,

Uttar Pradesh, India