VISHAL MEGA MART LIMITED
(Formerly known as Vishal Mega Mart Private Limited)
Corporate & Regd. Office: 5th Floor, Platinum Tower, Plot No. 184
Udyog Vihar, Phase – 1, Gurugram, Haryana-122016, India.
Phone: +91-124-4980000 Fax: +91-124-4980001
Email: secretarial@vishalwholesale.co.in, Website: www.aboutvishal.com

CIN: L51909HR2018PLC073282

Date: August 24, 2026

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

Dear Sir/ Madam,

Subject: Business Responsibility & Sustainability Report ('BRSR') for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility & Sustainability Report ('BRSR') of the Company for the Financial Year 2025-26, along with an Independent Reasonable Assurance Report on the BRSR Core Indicators, issued by Grant Thornton Bharat LLP.

The BRSR also forms an integral part of the Annual Report of the Company for the Financial Year 2025-26, 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
Digitally signed by Rahul Luthra
Date: 2026.08.24 12:22:19 +05'30'

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	**E-mail**	secretarial@vishalwholesale.co.in
7	**Telephone**	+91 124-4980000
8	**Website**	www.aboutvishal.com
9	**Financial year for which reporting is being done**	FY 2025-26
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, 2026 (In Crore ₹)**	₹ 4,673
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: secretarial@vishalwholesale.co.in
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 Reporting – 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 physical stores and online platform	Apparel	44
2		General Merchandise	29
3		Fast Moving Consumer goods	27

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	29
3	Fast Moving Consumer goods	4721, 47222	27

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	813	1	814
International	0	0	0

All retail stores and distribution centres are reported as plants.

19. Markets served by the entity:

a.	No. of locations	
	Locations	**Number**
	National (No. of States)	28 States and 2 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 2025-26
c.	A brief on types of customers	Vishal Mega Mart continues to primarily serve India's young middle income and aspirational youth, a segment that remains one of the fastest growing consumer groups in the country. As this demographic expands with rising disposable incomes, deeper market penetration of organized retail, and increasing aspirations for latest merchandise with better quality, Vishal Mega Mart is rightly positioned to be the preferred destination for aspirational and value-focused high-quality products and capture this opportunity.

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)
			Employees			
1.	Permanent Employees (D)	21,913	14,501	66	7,412	34
2.	Other than Permanent Employees (E)	0	0	0	0	0
3.	**Total Employees (D+E)**	**21,913**	**14,501**	**66**	**7,412**	**34**
			Workers			
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total Workers (F+G)**	**0**	**0**	**0**	**0**	**0**

b. Differently abled employees and workers

Sl. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
			Employees			
1.	Permanent Employees (E)	969	741	76	228	24
2.	Other than Permanent Employees (F)	0	0	0	0	0
3.	**Total Employees (E+F)**	**969**	**741**	**76**	**228**	**24**

Sl. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Workers					
4	Permanent (G)	0	0	0	0	0
5.	Other than Permanent (H)	0	0	0	0	0
6.	**Total Differently Abled Employees (G+H)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and percentage of females	
			No. (B)	% (B/A)
1.	Board of Directors	8	2	25
2.	Key Management Personnel	3	0	0

**Mr. Gunender Kapur, Managing Director and Chief Executive Officer is included in both, Board of Directors and Key Management Personnel.*

22. Turnover rate for permanent employees and workers

	FY 2025-2026			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	83%	85%	84%	75%	72%	74%	89%	93%	90%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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.	Airplaza Retail Holdings Private Limited	Subsidiary	100	Yes
2.	Vishal E-Commerce Private Limited	Subsidiary	100	Yes

VI CSR details

24.	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii) Turnover (in Crore ₹)	₹ 12,906
	(iii) Net Worth (in Crore ₹)	₹ 7,438

**The above figures (Turnover and Net worth) are mentioned on consolidated basis.*

VII Transparency and Disclosures Compliances

Stakeholder group from whom complaint is received	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
Communities	Yes https://www.vishalmegamart.com/enin/terms.html#privacypolicy&id=terms	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf	0	0	-	0	0	-
Shareholders	Yes https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf	13	0	-	1,968	0	-
Employees and workers	Yes https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf	158	0	-	100	0	-
Customers	Yes https://www.vishalmegamart.com/enin/terms.html#privacypolicy&id=terms	94,575	0	-	81,482	0	-
Value Chain Partners	Yes https://aboutvishal.com/resources/media/files/7ef2f51f-d3c8-40b2-9814-d3570febd069.pdf	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	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	Inefficiencies within the supply chain represent a material risk for VMM. Dependence on suppliers that fail to meet reliability, labour compliance, or environmental standards can disrupt inventory availability, elevate operating costs, and adversely affect the Company's reputation. Such vulnerabilities may lead to product shortages, regulatory non compliance consequences, and erosion of customer confidence, ultimately affecting operational continuity and constraining VMM's long term growth prospects.	Strengthening logistics across the supply chain to reduce emissions remains a critical priority. Advancing measures such as increasing local sourcing, broadening the supplier base, and implementing robust supply chain risk management frameworks will further enhance resilience and support long term sustainability objectives.	Negative Implication

Sl. 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)
2.	Regulatory Compliance	Risk	Adherence to statutory and regulatory requirements is fundamental to the Company's continued operations. Any lapse in meeting mandatory compliances may result in regulatory penalties, legal consequences, and operational disruptions, thereby affecting the Company's overall governance and business continuity.	- Promoting an ethical organisational culture grounded in transparency, accountability, and adherence to compliance requirements. - Undertaking periodic risk assessments to proactively identify, evaluate, and mitigate potential compliance-related risks.	Negative Implication
3.	Consumer Behaviour and Market Trends	Opportunity	Actively engaged customers are more likely to demonstrate loyalty, resulting in repeat purchases and positive word of mouth referrals. High customer satisfaction enhances the Company's brand reputation and contributes to stronger sales performance. By prioritizing customer experience, embracing digital engagement trends, and fostering long term relationships, the Company can strengthen its competitive position. Ultimately, a customer centric approach supports sustained business growth and builds enduring consumer trust.	-	Positive Implication
4.	Business Continuity and Operational resilience	Risk	Ensuring business continuity is essential for safeguarding the long term sustainability of the organisation. By proactively preparing for potential disruptions, VMM can mitigate risks, maintain operational resilience, and reinforce customer confidence. Key elements supporting continuity include adherence to legal and regulatory requirements, sound financial management, effective supply chain oversight, and prioritisation of employee well being. Collectively, these practices strengthen brand reputation and help the Company sustain a competitive advantage.	The Company will establish a comprehensive Business Continuity Plan (BCP) encompassing key Environmental, Social, Governance, and critical IT infrastructure aspects across the organisation. Disaster Recovery (DR) sites are maintained to ensure uninterrupted operations during disruptions, with periodic testing conducted to evaluate performance and identify required enhancements. The Company's policies and procedures are designed to effectively manage unforeseen events and operational challenges, thereby supporting organisational resilience and continuity.	Negative Implication
5.	Ethics and Transparency	Risk	Conducting the Company's daily operations in an ethical and responsible manner, including adhering to ethical marketing practices, ensuring transparent and compliant stakeholder engagement, and implementing stringent anti-bribery and anti-corruption measures.	- Establishment of a comprehensive Code of Conduct to guide ethical behaviour across all levels of the organisation. - Formulation of policies, programs, and mechanisms designed to prevent unethical practices and promote a culture of integrity and accountability.	Negative Implication

Sl. 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)
6.	Sustainability and climate	Opportunity	Minimising greenhouse gas emissions and increasing the share of renewable energy within the Company's overall energy mix presents a significant opportunity to strengthen its positive environmental impact and advance long term sustainability objectives.	-	Positive Implication
7.	Data privacy and cybersecurity	Risk	The Company faces potential economic and reputational risks arising from inadequate data security and privacy safeguards, which may also erode customer confidence and trust.	Implementation of robust information security systems along with stringent policies governing the management and protection of 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
Policy and Management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available*	https://aboutvishal.com/?content=Policies&Codes&id=25								
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)	Yes								
4.		Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA								
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	No								
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

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	Dear Stakeholders, At Vishal Mega Mart, we remain committed to responsible growth by embedding sustainability at the core of our business operations. Our approach is guided by the principles of environmental stewardship, social responsibility, and strong governance. We continue to invest in the development of our workforce through structured training programmes that build essential capabilities across functions. Our workplace culture prioritizes well being, inclusivity, and accountability, supported by robust health and safety practices and transparent grievance redressal mechanisms. Governance remains central to our sustainability agenda. We have further strengthened our frameworks for data privacy, anti corruption, and regulatory compliance, supported by regular oversight from our Corporate Social Responsibility & Sustainability Committee. As we look ahead, we remain dedicated to building a responsible, future ready organisation that creates long term value for our customers, employees, partners, and the communities we serve. We appreciate your continued support.								
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								

**Certain policies intended for internal stakeholders are accessible through the Company's internal portal.*

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.		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No								

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)	NA								
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 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)									
Any other reason (please specify)									

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.

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	18	The Company carries out familiarization programmes on a periodic basis for its directors (including Independent Directors), Key Managerial Personnel (KMP) and other Senior Management Personnel (SMP), as required under the SEBI Listing Regulations and the Companies Act, 2013. During such Familiarization programmes, the Directors, KMPs and SMPs are updated on matters relating to the industry, business overview and updates, regulatory updates applicable on the Company, risk factors and their mitigation, Environment Social and Governance (ESG) factors, information technology including cyber security and Corporate Social Responsibility initiatives. In addition to above familiarization programmes, several trainings were also conducted for Board, KMPs and SMPs including but not limited to trainings on Prevention on Sexual Harassment of Women (POSH), Fire Safety Trainings, and others.	100%
Key Management Personnel	22		100%

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
Employees other than BODs and KMPs	32	The Company conducts periodic training programmes for employees to reinforce ethical practices, transparency, and accountability. These include trainings on Human Resources Code of Conduct, POSH, legal and regulatory compliance, Prevention of Insider Trading (PIT), and cybersecurity, along with awareness on whistle-blower mechanisms and workplace health and safety measures. Additionally, training initiatives cover responsible resource and waste management, customer service excellence, and employee wellbeing, to embed sustainable and responsible practices in day-to-day operations. These programmes enhance employee awareness of ethical standards, strengthen compliance, and promote a culture of integrity, sustainability, and stakeholder focus across the organization.	100%
Workers	NA	NA	NA

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

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

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.**

   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, the Company has an anti-corruption and anti-bribery policy which is accessible at the following weblink - https://aboutvishal.com/resources/media/files/f1332247-adf1-40c6-b896-dd964d9bb9cd.pdf

Vishal Mega Mart Limited (VMM) has implemented a comprehensive Anti Bribery and Anti Corruption Policy that reflects its commitment to the highest legal and ethical standards. The policy applies to all employees and associates, guiding their interactions with government authorities, business partners, and third party intermediaries. It is aligned with applicable legal frameworks, including the Prevention of Corruption Act and the Prevention of Money Laundering Act, and incorporates relevant international standards.

The policy strictly prohibits all forms of improper influence such as gifts, entertainment, facilitation payments, or commercial bribery and requires accurate accounting and transparent record keeping to prevent any misrepresentation of transactions. VMM conducts due diligence on third party intermediaries to ensure engagements are based on legitimate business requirements. All employees are expected to understand and comply with the policy, with violations subject to disciplinary action, including termination. Queries or concerns regarding the policy are directed to the Legal Department, under the oversight of the Chief Financial Officer 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:**

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	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 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 2025-26	FY 2024-25
Number of days of accounts payable*	56	60

*Calculations are based on the SEBI Industry Standards for BRSR Core reporting dated December 20, 2024. The data for FY 2024-25 has been restated accordingly to make it comparable.

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases*	4%	4%
	b. Number of trading houses where purchases are made from	52	39
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	54%	69%

Parameter	Metrics		FY 2025-26	FY 2024-25
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	NA	NA
	b.	Number of dealers /distributors to whom sales are made	NA	NA
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
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

** Percentage of concentration of purchases and sales with trading houses =*
*(Total purchases from trading houses in tradeable goods/ total purchases of tradeable goods)*100*

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 and its impact	% age of persons in value chain covered by the awareness programmes
The Company undertakes vendor sensitisation initiatives on key ESG aspects, including environment and social management, responsible waste disposal practices, minimisation of wastage, adoption of 5R principles, sustainable sourcing and waste reduction . These programmes support the Company's commitment to ethical conduct and long-term sustainability in its business operations.		

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.

The Company has established processes under its Code of Conduct for the Board of Directors and Senior Management to effectively identify, disclose and manage conflicts of interest. Directors submit disclosures and declarations about their interests in other companies/entities and bodies corporate at the first Board Meeting after appointment, at the first Board Meeting of each financial year and whenever there is a change, which are placed before the Board for review and noting. Senior Management provides declarations in compliance with Regulations 26(5) and 26(6) of the SEBI Listing Regulations confirming the absence of potentially material conflict-of-interest transactions during the year. Directors interested in any agenda item in the meetings of the Board of Directors, abstain from deliberation and voting on such matters, ensuring transparency and integrity in decision-making.

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	NA		
Capital Expenditure (CAPEX)			

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

To support sustainable growth, VMM continuously strengthens its supply chain by partnering with vendors that meet recognized environmental and social compliance standards, including HIGG FSLM Verification, HIGG FEM Verification, and Sedex Members Ethical Trade Audit (SMETA). Sustainable sourcing remains a key priority, with a focus on materials such as 100% GOTS-certified organic cotton, 100% recycled rayon, and other recycled fabrics. VMM ensures that all vendors uphold ethical practices across human rights, labour standards, occupational health and safety, environmental stewardship, and ethical business conduct. The Company further encourages its partners to integrate these principles throughout their operations, fostering a responsible and resilient supply chain.

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

25% (Only products marketed under proprietary brands is considered)

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.**

VMM is committed to consistently reducing the amount of waste we produce. Plastic packaging waste is managed through segregation at the source, ensuring it is handled and disposed of responsibly by authorized local vendors. Similarly, electronic waste (e-waste) is securely processed through certified vendors. Battery waste is managed through a buy-back arrangement, whereby used batteries are returned to the supplier for appropriate disposal and 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.

The Company is registered as a Brand Owner with Central Pollution Control Board (CPCB) under the Plastic Waste Management Rules, 2016, for disposal of waste generated due to plastic packaging.

Company's waste collection plan is in line with the EPR plan submitted to CPCB. We are also taking several initiatives at our stores and distribution centres to reduce plastic usage. One of such initiative is using less micron plastic bags for packing loose items which are 100% biodegradable. We also collaborate with vendors and scrap dealers for proper disposal of waste at stores and distribution centres. We ensure to have our continued commitment to reduce plastic usage and protecting and preserving the environment.

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?**

Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)
As the Company does not undertake in-house manufacturing and operates on third-party contract manufacturing, a formal life cycle assessment of its products has not been conducted.				

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

Sl. No.	Name of the product	Description of the risk	Action Taken
NA			

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).

The Company does not undertake any in-house manufacturing activities and operates through contract manufacturing arrangements with third-party vendors. As a result, the waste generated directly by the Company is minimal in nature. The limited waste generated primarily comprises recyclable packaging materials associated with retail and logistics operations. The Company encourages responsible waste handling and recycling practices across its operations and vendor ecosystem.

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	NA			NA		
E-waste						
Hazardous waste						
Other waste						

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

NA

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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	14,501	14,501	100	14,501	100	0	0	499	3	0	0
Female	7,412	7,412	100	7,412	100	7,412	100	0	0	126	2
Total	**21,913**	**21,913**	**100**	**21,913**	**100**	**7,412**	**100**	**499**	**2**	**126**	**1**
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.15%	0.14%

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

Sr. No.	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100	0	Y	100	0	Y
2.	Gratuity	100	0	Y	100	0	Y
3.	ESI	100% of Applicable employees	0	Y	100% of Applicable employees	0	Y
4.	Others - EDLI	100	0	Y	100	0	Y

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

Yes, the Company is committed to fostering an inclusive, accessible, and supportive workplace for differently abled employees. The Company's premises are designed to promote ease of access and mobility through the provision of ramps, lifts or elevators, clear signage, and accessible sanitation facilities. Employees are provided with necessary workplace support and assistance to ensure they can perform their roles effectively and safely. Through these initiatives, the Company aims to create an equitable work environment that enhances accessibility, independence, well-being, and overall employee experience for differently abled individuals.

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

The Company is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with respect and dignity. We provide equal employment opportunities and prohibit discrimination based on disability, gender, caste, religion, age (within legal limits), marital status, nationality, ethnicity, geographic origin, sexual orientation, or any other protected characteristic.

This commitment is reflected across all stages of employment, including recruitment, compensation, promotions, transfers, and professional development, with all decisions based solely on merit, qualifications, skills, and performance. We also strive to create an accessible and supportive work environment for differently abled employees through appropriate infrastructure, accommodations, and workplace support. By embracing diversity across age groups, genders, abilities, and backgrounds, we foster a culture of inclusion, innovation, and equal opportunity for all.

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%	80%	NA	NA
Female	93%	49%	NA	NA
Total	**95%**	**54%**	**NA**	**NA**

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers		NA
Other than Permanent Workers		NA
Permanent Employees		Yes, Vishal Mega Mart Limited has implemented a Grievance Redressal Policy designed to uphold a transparent, fair, and supportive environment for employees, workers, and external stakeholders. The policy provides a structured and confidential mechanism for reporting concerns without fear of retaliation and covers workplace conduct, ethical practices, and related matters. Employees have various means and channels for registering their grievances, including but not limited to: 1. A Helpline number of which access is with Vigilance and Ethics Officer 2. Mailbox 3. Townhall meetings with Senior Management and Leadership Team, specifically Managing Director and Chief Executive Officer 4. Direct access to Chairperson of Audit Committee via email, in exceptional circumstances
Other than Permanent Employees		NA

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	21,913	0	0	18,029	0	0
Male	14,501	0	0	12,758	0	0
Female	7,412	0	0	5,271	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

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	14,501	14,501	100	14,501	100	12,758	12,758	100	12,758	100
Female	7,412	7,412	100	7,412	100	5,271	5,271	100	5,271	100
Total	**21,913**	**21,913**	**100**	**21,913**	**100**	**18,029**	**18,029**	**100**	**18,029**	**100**
					Workers					
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	14,501	14,501	100	12,758	10,719	84
Female	7,412	7,412	100	5,271	4,306	82
Total	**21,913**	**21,913**	**100**	**18,029**	**15,025**	**83**
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

10. Health and safety management system:

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

Yes

What is the coverage of such system?

Occupational health and safety management system covers all employees of the Company. The Company has a properly designed training programme under the Occupational Health and Safety Management System keeping in view the precautions and readiness required in case of emergency situations. All employees across India are required to undergo a range of mandatory training programs covering areas such as fire & electrical safety, emergency preparedness, hazards and their types, risks, unsafe conditions & acts, near misses, PPEs, safe house-keeping practices & basic first-aid etc. These training sessions are conducted by qualified professionals with relevant expertise, who provide comprehensive guidance and ensure that employees are adequately trained to respond effectively in emergency situations.

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

VMM follows a structured incident response approach focused on ensuring the safety and well-being of all individuals. Employees, especially those in stores and distribution centres, are regularly trained in safe material handling, fire safety and crowd management practices. Additionally, as a part of safety management and hazard prevention preparedness, periodic review is conducted to ensure premise's safety management, emergency preparedness and hazard prevention & mitigation on the PDCA (Plan-Do-Check-Act) cycle. Clear protocols and standard procedures guide swift and coordinated responses during emergencies. This preparedness helps minimize risks and enhances response efficiency. Overall, the approach fosters a strong culture of safety and accountability across the organization.

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

Yes, Employees are regularly encouraged and trained to identify, report, and address unsafe conditions, near misses, and workplace incidents through established reporting mechanisms and appropriate communication channels. These reporting processes enable timely investigation, corrective action, and continuous monitoring until resolution, helping to mitigate risks and maintain a safe working environment. In addition, periodic emergency preparedness and mock evacuation drills are conducted to ensure employees are familiar with emergency response protocols and evacuation procedures.

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

Yes

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.08	0.31
	Workers	NA	NA
Total recordable work-related injuries	Employees	4	13
	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

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

The Company adopts a precautionary approach through its occupational health and safety training programs to proactively minimize risks. Employees receive fire safety training, participate in regular evacuation mock drills, and are familiarized with evacuation plans displayed across stores. Training also includes the proper use of emergency exits and fire extinguishers. Personnel, particularly those working in stores and distribution centres, are trained in safe material handling, fire safety protocols, and effective crowd management practices to ensure preparedness and minimize risk. These initiatives enhance readiness and enable quick, coordinated responses during emergencies. They also help employees identify potential hazards early and take preventive action. Overall, the approach strengthens a culture of safety and awareness across the organization.

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					
Health & Safety	Nil					

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

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

LEADERSHIP INDICATORS

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

a. Employees (Yes/No):

Yes. The Company provides financial and social security benefits to all employees through insurance and statutory welfare schemes. These include coverage under the Employees' Deposit Linked Insurance (EDLI) Scheme, Group Term Life (GTL) Insurance based on employee bands, and statutory benefits such as Provident Fund, Gratuity, and ESI, as applicable under law. In the unfortunate event of an employee's death during service, the Company extends support to the employee's family members. Additionally, provisions are in place for vesting of unvested ESOPs of the deceased employee in favour of the employee's nominated family members, in accordance with applicable policies.

b. Workers (Yes/No): NA

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

The Company promotes and facilitates compliance with applicable statutory and labour laws across its value chain, including vendors and contract manufacturers, by incorporating relevant compliance obligations within its business and legal agreements. Value chain partners are contractually required to adhere to all applicable labour and employment regulations.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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	NA	NA	NA	NA
Workers	NA	NA	NA	NA

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).

The Company undertakes regular skill upgradation and capacity-building initiatives for its Head Office and store employees across India to enhance their competencies and long-term employability. Training programmes cover areas such as soft skills, communication, and personality development, in addition to functional capabilities. These initiatives are designed to support continuous learning and career progression within the organisation.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	VMM promotes compliance with health, safety, and fair labour practices across its vendor ecosystem, at the time of vendor onboarding and renewal of their registrations. As part of vendor onboarding and renewal process, vendors are required to formally acknowledge and sign contractual commitments confirming adherence to applicable health, safety, and labour standards. Verification at vendor premises is also conducted by Company personnel prior to vendor onboarding and at the time of renewal of their registrations. Together, these measures enable VMM to maintain effective oversight and foster continued adherence to its expectations regarding safe, ethical, and responsible working conditions.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

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:

At Vishal Mega Mart, we believe that proactive stakeholder engagement is essential to building business and creating wealth for all in the long term. Keeping in view our beliefs on stakeholder engagement, we identify our key internal and external stakeholders through a structured assessment process that involves discussions and deliberations with the top management and Heads of Departments to determine and evaluate groups capable of influencing the Company's operations, as well as those impacted by its activities. The Company remains committed to active and continuous engagement with these stakeholders to understand their expectations and to integrate these insights into strategic planning and decision making processes, by way of the following engagement programmes:

- Employee townhalls and surveys on HR Touch points for feedbacks and suggestions for improvement
- Customers feedback mechanisms
- Frequent meetings with Value Chain Partners on their perspectives regarding the processes
- Online and Offline grievance redressal platforms
- Interactions with Regulatory Authorities and industry forums.

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 - Townhall 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

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
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

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   The Company has established robust processes for engaging consultations between the stakeholders and the Board of Directors. The Board is regularly apprised of key matters through industry overview, material developments, regulatory updates, Corporate Social Responsibility (CSR) Annual Action Plans, and the status of CSR initiatives. A comprehensive compliance report covering adherence to the applicable laws on the Company is placed before the Board on a quarterly basis for its review and deliberation. The Company also promotes awareness on ESG-related topics amongst its internal and external stakeholders through periodic advisories and communications on areas such as Prevention of Sexual Harassment of Women (POSH), waste management, fire safety, and reduction of plastic usage. Additionally, the Stakeholders' Relationship Committee of the Board reviews investor grievances and monitors the status of their resolution during its meetings.

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.**

   The Company firmly believes in maintaining open communication with its stakeholders by valuing their views and considering their suggestions for implementation, wherever appropriate, with the objective of achieving overall organisational improvement, including enhanced performance on the ESG front. The Company periodically reviews and updates its internal policies and practices based on feedback received from stakeholders, including employees. Feedback is gathered through multiple channels such as HR questionnaires and surveys, HR touchpoints, exit interviews, and anonymous inputs shared during periodic townhall interactions with management. The Company encourages open communication and constructive suggestions from stakeholders. Inputs received are evaluated holistically and implemented to the extent feasible, keeping in view the collective interests of all stakeholders.

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

   The Company engages with its stakeholder groups through transparent communication of its CSR Policy and CSR initiatives, which are disclosed on the Company's website and updated periodically. The Company also directly interacts with beneficiaries of its CSR projects through ground-level engagement and impact assessment activities. Multiple grievance redressal mechanisms are available to stakeholders, including communication through email, telephone, and the Company's website, ensuring accessibility and timely resolution of concerns.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-26			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	21,913	21,913	100	18,029	18,029	100
Other than Permanent	0	0	0	0	0	0
Total Employees	**21,913**	**21,913**	**100**	**18,029**	**18,029**	**100**
Workers						
Permanent	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0
Total Workers	**0**	**0**	**0**	**0**	**0**	**0**

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

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	21,913	14,562	66	7,351	34	18,029	12,638	70	5,391	30
Male	14,501	7,961	55	6,540	45	12,758	8,070	63	4,688	37
Female	7,412	6,601	89	811	11	5,271	4,568	87	703	13
Other than Permanent	NA					NA				
Male										
Female										
Workers										
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										
Female										

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	5	0	2	35,00,000
Key Managerial Personnel	3	3,60,86,018	0	0
Employees other than BoD and KMP	14,498	1,63,245	7,412	1,02,402
Workers	NA	NA	NA	NA

**The remuneration of 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 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	23%	20%

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, VMM provides a confidential and structured mechanism for employees and external stakeholders to report concerns related to unethical practices or human rights violations. Any unethical practices or human rights violations are reported to the vigilance and ethics officer/chairperson of the audit committee maintaining confidentiality and ensuring timely resolution. VMM also encourages its value chain partners to adhere to these principles in a structured manner, fostering a transparent and responsible business environment.

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

Vishal Mega Mart Limited has implemented a Grievance Redressal Policy to ensure a transparent, fair, and supportive environment for employees, workers, and external stakeholders. The policy provides a structured and confidential mechanism for reporting concerns without fear of retaliation and addresses matters related to workplace conduct and ethical practices. Grievances may be submitted through multiple channels, including an email, customer care number and whatsapp as mentioned on Company's website. The Company ensures timely acknowledgment, conducts impartial investigations, and provides regular updates to facilitate effective resolution.

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

Category	FY 2025-26			FY 2024-25		
	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	-	1	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 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.01	0.02
Complaints on POSH upheld	1	1

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, human rights requirements form part of our business agreements and contracts. Binding clauses connected with compliances relating to labour laws and other statutory laws are covered under the business agreements.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
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 9 above.**

    NA

LEADERSHIP INDICATORS

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

   The Company is committed to upholding human rights and operates in compliance with applicable laws, regulations, policies, and procedures. It respects and promotes human rights in line with all applicable laws. The Company periodically reviews its business processes to identify and mitigate potential human rights risks. During the reporting period, no business processes were identified as requiring modification arising from human rights–related grievances.

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

   The Company monitors and addresses this aspect through its internal review.

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?**

   The Company is committed to creating an inclusive and accessible environment for persons with disabilities (PWDs). The Company's premises are equipped with ramps or elevators, supported by clear signage, along with appropriate sanitation facilities. Additional services include priority billing and dedicated assistance from store staff. Support is also provided from store entry to parking areas. These measures aim to enhance accessibility, mobility, and the overall customer experience for PwDs.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Vishal Mega Mart regularly monitors its value chain partners through structured onboarding and contractual requirements. As part of its arrangement the Company requires its partners to comply with applicable legal, ethical, and sustainability standards in accordance with the terms of their contractual arrangements. The Company also encourages and monitors its value chain partners through adherence to recognized standards such as SEDEX-approved vendor frameworks, along with certifications like HIGG and SMETA to ensure social compliance. Vendor organisations are required to comply with applicable labour laws and ethical business practices. This structured approach enables ongoing evaluation and strengthening of a responsible, transparent and sustainable value chain.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Parameters	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	1,505	436
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	1,505	436
From non-renewable sources			
Total electricity consumption (D) (KWh)	GJ	5,94,877	4,92,992
Total fuel consumption (E)	GJ	1,37,293	95,144
Energy consumption through other sources (F)	GJ	409	463
Total energy consumed from non- renewable sources (D+E+F) (KWh)	GJ	7,32,578	5,88,599
Total energy consumed (A+B+C+D+E+F)	GJ	7,34,083	5,89,035
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR	0.0000057	0.0000055
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/USD	0.00012	0.00011
Energy intensity in terms of physical output			
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, Grant Thornton 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 targetshave not been achieved, provide the remedial action taken, if any.**

   NA

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

Parameter	Unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	kL	-	-
(ii) Groundwater	kL	-	-
(iii) Third party water	kL	23,104	16,844
(iv) Seawater / desalinated water	kL	-	-
(v) Others	kL	1,25,523	1,03,327
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**kL**	**1,48,627**	**1,20,171**
Total volume of water consumption (in kilolitres)	**kL**	**1,48,627**	**1,20,171**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kL/INR	0.0000012	0.0000011
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kL/USD	0.000023	0.000023
Water intensity in terms of physical output			
Water intensity (optional) – the relevant metric may be selected by the entity			

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

Yes, Grant Thornton Bharat LLP

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

<table>
<tr><th>Parameter</th><th>FY 2025-26</th><th>FY 2024-25</th></tr>
<tr><td colspan="3">Water discharge by destination and level of treatment (in kilolitres)</td></tr>
<tr><td>(i) To Surface water</td><td colspan="2" rowspan="16">Vishal Mega Mart's operations are primarily retail-oriented and do not involve industrial or process-related water consumption. Water usage is largely confined to domestic needs, including drinking, sanitation, and cleaning across its stores, offices, and distribution centres. As a result, the wastewater generated is domestic in nature and is disposed of through municipal sewage systems or on-site soak pits, depending on the availability of local infrastructure.

Given the limited and non-critical role of water in its core operations, centralized monitoring of water withdrawal and discharge is not currently in place. Nevertheless, the Company remains committed to meeting all regulatory requirements and continues to implement responsible water management practices across its facilities to promote efficient use of resources.</td></tr>
<tr><td>- No treatment</td></tr>
<tr><td>- With treatment – please specify level of treatment</td></tr>
<tr><td>(ii) To Groundwater</td></tr>
<tr><td>- No treatment</td></tr>
<tr><td>- With treatment – please specify level of treatment</td></tr>
<tr><td>(iii) To Seawater</td></tr>
<tr><td>- No treatment</td></tr>
<tr><td>- With treatment – please specify level of treatment</td></tr>
<tr><td>(iv) Sent to third-parties</td></tr>
<tr><td>- No treatment</td></tr>
<tr><td>- With treatment – please specify level of treatment</td></tr>
<tr><td>(v) Others</td></tr>
<tr><td>- No treatment</td></tr>
<tr><td>- With treatment – please specify level of treatment</td></tr>
<tr><td>Total water discharged (in kilolitres)</td></tr>
</table>

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, Grant Thornton Bharat LLP

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

NA

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	mg/m_3	NA	NA
SOx	mg/m_3	NA	NA
Particulate matter (PM)	mg/m_3	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	mg/m_3	NA	NA
Others – please specify	PPM	NA	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.

No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	**Metric tonnes of CO_2 equivalent**	24,051	17,158
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	**Metric tonnes of CO_2 equivalent**	1,17,353	99,592
Total Scope 1 and Scope 2 emission	**Metric tonnes of CO_2 equivalent**	**1,41,404**	**1,16,750**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	**Metric tonnes of CO_2 equivalent/INR**	0.0000011	0.0000011
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)	**Metric tonnes of CO_2 equivalent/ USD**	0.000022	0.000023
Total Scope 1 and Scope 2 emission intensity in terms of physical output		**NA**	**NA**
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		**NA**	**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, Grant Thornton Bharat LLP

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

Yes, the Company operates 3 facilities in Telangana and 8 facilities in Karnataka that are 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.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)			
Plastic waste **(A)**	MT	3,281	2,697
E-waste **(B)**	MT	07	06
Bio-medical waste **(C)**		NA	0
Construction and demolition waste **(D)**		0	0
Battery waste **(E)**	MT	07	08
Radioactive waste **(F)**		NA	0
Other Hazardous waste. Please specify, if any. **(G)**		0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	12,985	11,124
Total (A+B + C + D + E + F + G+ H)	**MT**	**16,280**	**13,835**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/INR	0.00000013	0.00000013
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/USD	0.0000026	0.0000027
Waste intensity in terms of physical output		-	-
Waste intensity (optional) – the relevant metric may be selected by the entity		-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	MT	7	-
(ii) Re-used		-	-
(iii) Other recovery operations	MT	7	-
Total	**MT**	**14**	**-**
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	MT	0	0
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	16,266	13,835
Total	**MT**	**16,266**	**13,835**

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, Grant Thornton Bharat LLP

10. **Briefly describe the waste management practices adopted in your establishments. Describethe 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.**

Given the operations of the VMM, there is no usage of hazardous and toxic chemicals in products or processes. The waste generated such as e-waste, battery waste, plastic waste and other non-hazardous waste is disposed in the prescribed mechanisms through authorized vendors.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as nationalparks, 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:

NA

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

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:

NA

LEADERSHIP INDICATORS

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

Water consumption at the Company's premises is largely limited to essential uses such as drinking, personal hygiene, and routine housekeeping. Wastewater generated from these activities is appropriately disposed of through municipal sewage networks.

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

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Parameter	FY 2025-26	FY 2024-25
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**NA**	**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.

No

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

   The Company currently monitors and reports its greenhouse gas emissions under Scope 1 and Scope 2 in line with applicable requirements.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

   No

3. **With respect to the ecologically sensitive areas reported at Question 10 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.**

   NA

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:**

   The Company actively integrates environmental sustainability considerations across its operations by focusing on resource efficiency and waste management. The Company undertakes initiatives such as reducing plastic waste using 100% biodegradable, low-micron plastic alternatives for packaging loose items and ensures proper waste disposal practices. It has also implemented measures like installation of solar panels, air curtains, and soak pits for water harvesting to enhance energy efficiency and conserve natural resources. These efforts reflect the Company's commitment to minimizing its environmental footprint and promoting sustainable operations.

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

   The Company has a comprehensive Business Continuity Management Policy covering people, facilities and critical IT infrastructure across its operations. Critical Disaster Recovery applications have been identified to support continuity of business processes and are tested periodically to assess effectiveness and identify areas for improvement. These measures strengthen the Company's preparedness and resilience in responding to unforeseen disruptions or hazards.

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?**

   The Company actively engages with its vendors to encourage the adoption of environmentally responsible practices across their operations. The Company promotes sourcing of products that are economically viable while being environmentally sustainable. Periodic training programmes and engagement sessions are conducted with vendors to strengthen awareness on ESG aspects such as waste management, reduction of plastic usage, use of organic or sustainable raw materials, and adoption of the 5R principles. These initiatives support end-to-end sustainability across the Company's supply chain.

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

   NA

8. **Green Credits generated or procured:**

   a. By the listed entity:

      None

   b. By the top ten value chain partners (based on purchase and sales value)

      None

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

ESSENTIAL INDICATORS

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

1. **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	

LEADERSHIP INDICATORS

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

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify	Web Link, if available
			NA		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

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

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

Sl. No	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	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 input is 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 local or small-scale suppliers:**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers*	85%	76%
Directly from within India	100%	100%

**Percentage of input material sourced from local or small-scale suppliers =*

*(Total purchases from MSME vendors in tradeable goods/ total purchases of tradeable goods)*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 2025-26	FY 2024-25
Rural	1.08%	0.94%
Semi-urban	19.21%	14.65%
Urban	59.38%	61.79%
Metropolitan	20.33%	22.63%

(Place to be 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):**

NA

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

S.no	State	Aspirational District	Amount Spent in ₹
NA			

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?**

   NA

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

   The Company strives to promote local products and support local businesses, enabling them to compete effectively with minimal entry costs. Vendors are evaluated based on the Company's defined quality standards. VMM collaborates with a broad network of Micro, Small and Medium Enterprises (MSMEs) across India and sourced approximately 85% of its purchases directly from MSMEs and small producers during FY 2025–26.

   To ensure equal opportunity, merchandise vendors are given access to engage with the merchandise team at designated intervals, allowing them to showcase and onboard their products where feasible. The Company's procurement principles for onboarding new vendors and products are applied consistently, including those from marginalized and vulnerable groups.

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**

   NA

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.**

   NA

6. **Details of beneficiaries of CSR Projects.**

S.no	CSR Project*	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1.	Education & Enhancement of Livelihood Programme 4.0	14,025	100
2.	Apprenticeship Programme	2,040	100

**For details relating to Corporate Social Responsibility initiatives undertaken by the Company, please refer page no. 46-49 of this Annual Report.*

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

ESSENTIAL INDICATORS

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 the Company's website (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.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	VMM 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

	FY 2025-26		Remarks	FY 2024-25		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	
Others	94,575	0		81,482	0	

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

	Number	Reasons for recall
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.

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

NIL

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

0

c. Impact, if any, of the data breaches

NA

LEADERSHIP INDICATORS

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

   Details of all our services is available on our website: https://www.vishalmegamart.com/

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

   The Company engages in educating consumers on the responsible usage of products and services through clear product labelling and guidance provided by trained store staff. The Company operates a pan India retail network, offering products directly to customers through its stores, with a majority of products sourced from reputed third party vendors, manufacturers, and distributors. The Company regularly engages with its vendor ecosystem to promote compliance with applicable statutory requirements. It seeks to ensure that products sold carry appropriate and mandatory information relating to product content, safety, usage, handling, and other consumer disclosures, thereby enabling informed purchasing decisions.

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

   Customers will be notified of any potential disruption or discontinuation of services through appropriate communication channels, including our website, official social media platforms, and notice boards at all store locations, as applicable.

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 operates across multiple locations throughout India, delivering products to customers via its store network. A majority of these products are procured from established third-party vendors, manufacturers and distributors. The Company maintains ongoing engagement with its vendor ecosystem to ensure adherence to applicable statutory requirements, including proper product labelling related to composition, safety, usage, handling, and other prescribed disclosures.

   Customer satisfaction is a central priority for the Company. Store personnel actively engage with customers to understand their experiences and gather feedback on products and services, which is used to drive continuous improvement. Additionally, customers are encouraged to share their feedback through various available communication channels, enabling the Company to further enhance service quality and overall customer experience.

Independent Practitioner's reasonable assurance report on Identified Sustainability Information in Vishal Mega Mart Limited's Business Responsibility and Sustainability Report (BRSR) for FY 2025-26

To,
The Board of Directors
Vishal Mega Mart Limited ("the Holding Company")
Plot No. 184, Fifth Floor, Platinum Tower Udyog Vihar,
Phase-1 Gurugram, Haryana - 122016 India

1. 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 4th May 2026, 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 31 March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

2. The Identified Sustainability Information for the financial year ended 31 March 2026 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	• Total energy consumption (in Joules or multiples) and energy intensity • % of energy consumed from renewable sources • Energy intensity measured as joules or multiples / revenue from operations adjusted for purchasing power parity
Water footprint	Principle 6 – 3	• Total water consumption • Water consumption intensity
	Principle 6 – 4	• Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	• Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	• Details related to waste generated by the entity (category wise) • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations • For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	• Spending on measures towards well-being of employees and workers (including permanent and other than permanent) – cost incurred as a % of total revenue of the company
	Principle 3 – 11	Safety related incidents: • Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) • Total recordable work-related injuries • No. of fatalities • High consequence work-related injury or ill health (excluding fatalities)

Attribute	Principle	Key Performance Indicator
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
Enabling Inclusive Development	Principle 8 – 4	• Percentage of input material (inputs to total inputs by value) sourced from MSMEs suppliers 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

3. Boundary of the report covers Vishal Mega Mart Limited and its wholly owned subsidiary Airplaza Retail Holdings Private Limited (including all stores, warehouses & corporate office).

4. Our reasonable assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2026 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

5. 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 (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30 January 2026 and BRSR Core Reporting Standard formulated by Industry Standards Forum.

Management's Responsibilities

6. 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

7. 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

8. We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') 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 and we have and have the required competencies and experience to conduct this assurance engagement.

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 and 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.

11. 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.

12. A reasonable assurance engagement involves 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.

13. 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.

14. 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 for data and document verification.
    - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Holding Company to support relevant performance disclosures within our scope.
    - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the subject matter.
    - Selected key parameters and representative sampling, based on statistical sampling tables and agreeing claims to source information to check accuracy 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 BRSR Framework.
    - Assessed the appropriateness of calculations used for estimation of water consumption data for branches to arrive at total annual data.

15. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Exclusions

16. Our reasonable assurance engagement scope excludes the following and therefore we do not express an opinion on the same:

    - Operations of the Group other than those mentioned in the paragraph 2 and 3 above on Scope of Assurance

- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., 01 April 2025 to 31 March 2026.
- Data related to the Group Company's financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Group.
- Assertions related to Intellectual Property Rights and other competitive issues
- Mapping of the Identified Sustainability Information with 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

17. 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 31 March 2026 is prepared in all material respects, in accordance with the Criteria.

Other matter(s)

18. The information pertaining to the financial year ended 31 March 2026, included as comparative information in the Identified Sustainability Information, has been certified by the management and was not subjected to limited / reasonable assurance engagement.

    Our opinion is not modified with respect to this matter.

Restriction on use or distribution

19. 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 Company in reporting on the Company'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 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
Date : 27/07/2026
Place : Grant Thornton Bharat LLP
Unit No.2, Second Floor,
BPTP Capital City, Plot No. 2B, Sector 94,
Noida, Uttar Pradesh – 201301, India