Devyani International Limited

July 23, 2026

To,

National Stock Exchange of India Ltd. Exchange Plaza, Block G, C/1, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051 Email: cmlist@nse.co.in **Symbol: DEVYANI**	**BSE Limited** Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Email: corp.relations@bseindia.com **Security Code: 543330**

Subject: Notice of 35th Annual General Meeting and Annual Report of the Company for the Financial Year ended March 31, 2026

Dear Sir/Madam,

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), please find enclosed the following:

1. Annual Report (including Business Responsibility and Sustainability Report) of the Company for the Financial Year ended March 31, 2026; and

2. Notice of the 35th Annual General Meeting of the Company scheduled to be held on **Friday, August 14, 2026 at 11:00 A.M. (IST)** through Video Conferencing/ Other Audio-Visual Means facility, pursuant to the circulars issued by the Ministry of Corporate Affairs and the provisions of the SEBI Listing Regulations.

You are requested to kindly take the same on record.

Yours faithfully,
For Devyani International Limited

Pankaj Virmani

Pankaj Virmani
Chief Sustainability Officer & Company Secretary

Encl: *As above*

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L15135HR1991PLC143853
2.	Name of the Listed Entity	Devyani International Limited
3.	Year of incorporation	1991
4.	Registered office address	Plot No.- 18, Sector-35, Gurugram-122004, Haryana
5.	Corporate address	Plot No.- 18, Sector-35, Gurugram-122004, Haryana
6.	E-mail	**companysecretary@dil-rjcorp.com**
7.	Telephone	+91-124-4566300
8.	Website	**https://dil-rjcorp.com**
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11.	Paid-up Capital	Rs 1,532.94 Mn
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pankaj Virmani, Chief Sustainability Officer & Company Secretary **pankaj.virmani@dil-rjcorp.com** +91-124-4566300
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):	Standalone basis
14.	Name of assessment or assurance provider	DEKRA Testing, Inspection & Certification India Private Limited
15.	Type of assessment or assurance obtained	Reasonable assurance for BRSR Core KPIs and limited assurance on other selected indicators

II. Products/ Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Operator of Quick Service Restaurant (QSR)	Food, Beverages and Restaurant business	98.12%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Food & Beverage Service Activities	Division 56	98.12%

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	Not applicable	2	2
International	Not applicable	3**	3**

**Our operations consist of 1,758 Stores, 15 Warehouses and 1 Commissary*

***Operated through subsidiaries in Nepal, Nigeria and Thailand*

19. Markets served by the entity:

a. Number of locations

Locations	Value (in numbers)
National (Number of States and Union Territories)	33
International (Number of Countries)	3*

**Operated through subsidiaries*

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

The contribution of exports as a percentage of the total turnover of Devyani International Limited is 0.99%

c. A brief on types of customers:

We serve a broad and diverse customer base across geographies and channels, including retail consumers seeking quick-service food and beverages through dine-in, takeaway, and delivery channels. Our offerings resonate with urban and semi-urban segments—students, young professionals, families, and working individuals—who value convenience, affordability, speed, and consistency. Our brands connect with younger audiences through their modern, social dining experience, while also addressing value-conscious consumers through targeted pricing, localised menus, and promotions. Our varied menu and efficient service model position us as a preferred choice for corporate and institutional customers. We also cater to travellers and transit consumers through strategically located outlets at airports and highways, while maintaining a strong presence in high-footfall destinations such as malls and shopping centres.

IV. Employees

20. Details as at the end of Financial Year (FY 2025-26):

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	15,955	11,094	70%	4,861	30%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**15,955**	**11,094**	**70%**	**4,861**	**30%**
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

b. Differently abled Employees and workers (FY 2025-26):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	255	187	73%	68	27%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total Employees (D+E)**	**255**	**187**	**73%**	**68**	**27%**
Differently abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F+G)**	**-**	**-**	**-**	**-**	**-**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	3*	-	-

** Includes two board members*

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	96%	85%	93%	101%	93%	99%	107%	95%	103%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	RJ Corp Limited*	Holding	Nil	No
2.	Devyani International (Nepal) Private Limited	Subsidiary	100%	No
3.	RV Enterprizes Pte. Limited	Subsidiary	87%	No
4.	Devyani International DMCC	Subsidiary	51%	No
5.	Devyani RK Private Limited	Subsidiary	51%	No
6.	Sky Gate Hospitality Private Limited	Subsidiary	100%	No
7.	Devyani PVR INOX Private Limited	Subsidiary	51%	No
8.	Devyani International (Nigeria) Limited	Step Down Subsidiary	Nil	No
9.	White Snow Company Limited	Step Down Subsidiary	Nil	No
10.	Blackbriar Co., Ltd.	Step Down Subsidiary	Nil	No
11.	Yellow Palm Co., Ltd.	Step Down Subsidiary	Nil	No
12.	Restaurants Development Co., Ltd.	Step Down Subsidiary	Nil	No
13.	Blackvelvet Hospitality Private Limited	Step Down Subsidiary	Nil	No
14.	Say Chefs Eatery Private Limited	Step Down Subsidiary	Nil	No

** RJ Corp Limited holds 57.98% equity shares in Devyani International Limited*

VI. CSR DETAILS

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**

ii. Turnover (in ₹): 35,726.42 Mn

iii. Net worth (in ₹): 15,048.05 Mn

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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 Community members can reach us by emailing their grievances to our Compliance Officer at **companysecretary@dil-rjcorp.com**	0	0	None	0	0	None
Investors (Other than Shareholders)	Yes **https://dil-rjcorp.com/contact-information/**	0	0		0	0	
Shareholders	Yes **https://dil-rjcorp.com/wp-content/uploads/2025/02/shareholders-rights-policy.pdf** Through Share Transfer Agent. **https://dil-rjcorp.com/contact-information/** In addition, Shareholders can also raise their grievances through SCORE and ODR platform.	0	0		1	0	
Employees and Workers*	Yes **https://dil-rjcorp.com/wp-content/uploads/2025/02/human-rights-and-equal-opportunity-policy.pdf**	64	2		13	5	
Customers	Yes Through Company and brand portals **https://dil-rjcorp.com/wp-content/uploads/2025/02/customer-grievance-redressal-policy.pdf**	1,65,248	27		1,54,255	10	
Value Chain Partners	Yes Value Chain Partners can raise their grievances as per the Policy **https://dil-rjcorp.com/wp-content/uploads/2025/02/supplier-code-of-conduct.pdf**	0	0		0	0	

**Increase in Employees and Workers complaints is attributable to increased awareness to employees on grievance mechanism and introduction of new grievance mechanism tool*

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.

We actively engage with our stakeholders to identify and discuss risks and opportunities related to ESG aspects. In the FY2024-25, we conducted a comprehensive double materiality assessment to identify and prioritise ESG topics that are most relevant to our business and stakeholders. Each material topic has been mapped to associated risks and opportunities, along with defined action plans to strengthen our performance, enhance resilience, and create long-term value.

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1	Restaurant food safety and quality	Risk	Any compromise in food safety and quality may result in customer dissatisfaction, along with regulatory scrutiny, notices, and penalties.	We uphold rigorous hygiene standards from preparation to storage by strictly following SOPs. Our stores are regularly evaluated by franchisors, third-party agencies, and regulators, while all critical raw materials are sourced from GFSI-compliant suppliers.	Negative
2	Business Ethics, Governance	Opportunity	Robust governance and ethical conduct strengthen stakeholder confidence, enhance the Company's credibility, and support long-term growth. Upholding integrity and maintaining transparency is fundamental to creating enduring value for all stakeholders.	Not applicable	Positive
3	Energy Management & Climate Action	Opportunity	Adopting energy-efficient operations and renewable energy reduces costs and emissions, while strengthening brand appeal through climate actions.	Not applicable	Positive
4	Menu Innovation and Nutrition	Opportunity	Understanding evolving consumer tastes and health preferences helps expand the customer base while driving the development of innovative offerings that enhance loyalty and repeat orders.	Not applicable	Positive
5	Waste Management	Risk	Inadequate waste management can result in non-compliance with regulatory requirements, and improper disposal practices may lead to environmental contamination of soil, water, and air.	We are committed to minimising our waste through responsible and sustainable practices. Our Environment and Waste Management Policy reflects this commitment, and guides a comprehensive approach focused on waste reduction, segregation, timely disposal, hygiene standards and regulatory compliance.	Negative

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
6	Water Conservation	Opportunity	We remain committed to prudent water management and conservation practices across our operations. Efficient utilisation of water helps optimise operational costs while strengthening our reputation as an environmentally responsible enterprise.	Not applicable	Positive
7	Economic Contribution	Opportunity	Our commitment to responsible growth enables long-term success by generating employment, strengthening market presence, and supporting the economy, driving resilience and shared value.	Not applicable	Positive
8	Sustainable Packaging	Opportunity	Adopting sustainable packaging helps preserve natural resources by decreasing the demand for fresh raw materials.	Not applicable	Positive
9	Human Rights	Risk	Neglecting human rights results in workforce dissatisfaction, operational setbacks, and reduced stakeholder confidence.	We maintain a robust grievance mechanism supported by our Human Rights and Equal Opportunity Policy to address employee concerns, ensuring fair, confidential, and timely resolution while fostering a culture of trust and transparency.	Negative
10	Employee Training & Development and Talent Management	Opportunity	By prioritising employee development through diverse training platforms and talent management, we cultivate a high-performing workforce that accelerates innovation, enhances productivity, and secures long-term competitive success.	Not applicable	Positive
11	Diversity & Equal Opportunity	Opportunity	We foster a diverse and inclusive workplace with equal opportunities, enabling our employees to innovate, thrive, and contribute to stronger business performance.	Not applicable	Positive

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
12	Employee Health, Safety & Wellbeing	Risk	Ensuring employee health, safety, and well-being is critical, as neglect in these areas can drive dissatisfaction, reduce productivity, and increase workplace risks.	We prioritise employee health and safety through a comprehensive Health and Safety Policy, backed by strong systems and continuous training. Regular audits and feedback ensure risks are effectively addressed, creating a safer, healthier, and more productive workplace.	Negative
13	Responsible Supply Chain	Risk	Potential disruptions and increase in raw material costs may lead to the unavailability of certain menu options.	We maintain a diversified supplier base, conduct regular risk assessments, and implement contingency plans to manage potential disruptions, ensuring the consistent availability of raw materials and smooth, uninterrupted operations.	Negative
14	Information Security & Data Privacy	Risk	Information security and data privacy threats can result in financial loss, reputational harm, legal consequences, and operational disruption.	We maintain a robust information security framework, including encryption, access controls, and regular vulnerability assessments, while fostering a strong data privacy culture through employee training, regulatory compliance, and clear data handling policies.	Negative
15	Responsible Marketing and Customer Management	Risk	Inappropriate marketing strategies and gaps in customer management within the highly competitive environment can lead to reputational damage, loss of customer loyalty, and increased exposure to regulatory scrutiny.	We are committed to ethical and responsible marketing, ensuring transparency and integrity across all customer interactions. Our Responsible Marketing Policy governs all marketing activities and ensures adherence to applicable laws and standards. Furthermore, comprehensive customer service and grievance redressal systems are in place to address concerns effectively, fairly, and in a timely manner.	Negative

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://dil-rjcorp.com/policies/**								
2.	Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		• Food Safety and Standards Authority of India (FSSAI) • Forest Stewardship Council (FSC) • Roundtable on Sustainable Palm Oil (RSPO) • Rainforest Alliance • Food Safety System Certification (FSSC 22000) / Global Food Safety Initiative (GFSI) • Good Agricultural Practices (GAP) • Central Institute of Petrochemicals Engineering & Technology (CIPET)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.		We remain committed to embedding ESG principles across our operations. Our commitment is reflected in responsible business practices, including efforts to minimise environmental impact, and ensuring a safe and inclusive workplace where every employee feels valued and adherence to the highest standards of ethics and governance. Our commitment includes: • Capacity enhancement of solar panels in 26 stores in the next two years. • Advancing circular packaging solutions by reducing plastic usage and increasing the adoption of recyclable and sustainable packaging materials. • Promoting responsible water management by improving water-use efficiency, reducing consumption, and ensuring effective wastewater treatment and reuse. • Achieve 33% representation of women in the workforce by FY 2026-27 • Food Safety: Creating positive stakeholder impact through YUM! programs and food safety capability building. • Strengthening responsible sourcing practices through enhanced supplier engagement, certification, traceability, and sustainability standards across the value chain. • Respecting and promoting human rights by fostering fair labour practices, preventing discrimination and harassment, ensuring safe working conditions. • Achieve 100% completion of Compliance Trainings on POSH, Health and Safety, Code of Conduct, Human Rights, Diversity & Equal Opportunity in addition to the Induction, Product and process trainings. • Maintaining a culture of integrity through strong governance frameworks, ethical business conduct, transparency, and proactive risk management								

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We remain committed to continuously enhancing our ESG performance to create long-term value for our stakeholders. Our performance against specific commitments and priorities are outlined below: • Capacity enhancement of solar installations across 26 stores is currently underway. • Achieved 100% eco-friendly packaging across operations. • Women represent 30% of the total workforce. • 100% of restaurants have FoSTaC-certified Restaurant General Managers. • 100% of stores were assessed related to human rights aspects. • EMS coverage (basis verification by the Company's own specialists) extends to 100% of our restaurants. • Reported zero stakeholder complaints related to unfair trade practices, irresponsible advertising, or anti-competitive conduct.
Governance, leadership and oversight		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Embedding sustainable practices is both a core responsibility and a strategic driver of long-term value creation and business resilience. As we progress in our ESG journey, we have continued to strengthen our focus on minimising environmental impact, fostering a safe, inclusive, and high-performing workplace, and upholding the highest standards of ethics and governance. Building on our efforts, we remain committed to enhancing our ESG performance through measurable actions and transparent disclosures, enabling our stakeholders to effectively track our progress and long-term impact.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Manish Dawar, Whole-time Director (President & Group CEO)(w.e.f. 1st April 2026) and Mr. Pankaj Virmani, Chief Sustainability Officer & Company Secretary
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.	Our Board-level CSR and ESG Committee provides strategic guidance and oversight on sustainability and ESG-related matters. Chaired by Independent Director, Dr. Ravi Gupta, the Committee oversees key policies, initiatives, and the overall ESG strategy. At the management level, our ESG Steering Committee ensures effective execution of the ESG agenda by regularly reviewing progress against key metrics, keeping our strategy on track and aligned with long-term value creation.

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	Our CSR and ESG Committee reviews performance against above policies and plans follow up action									Half yearly by Board-level CSR and ESG Committee and quarterly by the ESG Steering Committee								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	P1	P2	P3	P4	P5	P6	P7	P8	P9	We diligently monitor the compliance requirements set by regulatory authorities, ensuring they are met well in advance of their deadlines								
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									

		P1	P2	P3	P4	P5	P6	P7	P 8	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.	The policies and processes thereto are reviewed periodically by internal auditors and external auditors.								

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

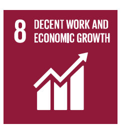
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

UN SDG linkages



Key stakeholders impacted

- Investors
- Regulatory and government bodies

Key material issues addressed

- Business Ethics, Governance
- Economic Contribution

Essential Indicators

P1.E1. 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	4	Key business developments, sustainability initiatives, regulatory updates, review of policies and procedures, environmental and social management, governance and ethics, and ESG risk integration.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	273*	Training programs include POSH, code of conduct, health and safety, human rights, environment and waste management, insider trading regulations, induction, process and product training	100%
Workers	Not applicable		

**Note: These are different topics on which trainings were provided during the financial year 2025-26.*

P1.E2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year in the following format:

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

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

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

P1.E3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

P1.E4. 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.

We have an Anti-Bribery and Anti-Corruption Policy in place, applicable across the Company, including its subsidiaries, affiliates, associates, and group entities. The Policy outlines key provisions such as the definition of bribery, guidelines for ethical conduct during contracting, approval requirements for certain expenditures, and mandatory training for employees interacting with government entities, government officials, private parties, and intermediaries. It also incorporates a robust whistle-blower mechanism, encouraging employees to report any instances of bribery or corruption. The Policy applies to all directors, officers, and employees of the Company, reinforcing our commitment to ethical business practices and zero tolerance for corruption. The Policy is available at: **https://dil-rjcorp.com/wp-content/uploads/2024/06/Anti-Bribery-Policy.pdf**

P1.E5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Not applicable	Not applicable

P1.E6. Details of complaints with regard to conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

P1.E7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

P1.E8. Number of days of accounts payables

	FY 2025-26	FY 2024-25
Number of days of accounts payables	55.89	47.03

P1.E9. 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	-	-
	b.	Number of trading houses where purchases are made from	-	-
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	-	-
	b.	Number of dealers / distributors to whom sales are made	-	-
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	2.23%	0.91%
	b.	Sales (Sales related parties / Total Sales)	1.37%	0.45%
	c.	Loans & advances (Loans & advances given to related parties /Total loans & advances)	72.12%	0%
	d.	Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

P1.L1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Supplier code of conduct	31.55%

P1.L2. 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.

We have established processes to identify and manage potential conflicts of interest involving members of the Board. Provisions relating to conflicts of interest are embedded in our Code of Conduct, which requires Board members to avoid situations where they may have a direct or indirect interest that conflicts, or may potentially conflict, with the interests of the Company.

The Board Members shall inter-alia annually affirm about their non-involvement in a situation in which they may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company. Additionally, any potential conflict of interest is disclosed by the concerned Board member and reviewed by the Board of Directors, ensuring transparency and appropriate oversight.

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

UN SDG linkages

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Key stakeholders impacted

- Suppliers & Value Chain Partners
- Business Partners

Key material issues addressed

- Responsible Supply Chain
- Sustainable Packaging

Essential Indicators

P2.E1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-26	FY 2024-25	Details of improvements in Environmental and social impacts
R&D	-	-	We remain committed to developing menu options and packaging that not only offer delicious choices but also reduce our environmental footprint, while promoting healthier eating habits.
Capex	-	-	We have implemented several initiatives to enhance use of clean energy. Select restaurant locations are equipped with solar panels, and we periodically renovate our outlets to incorporate energy-efficient installations across both front-of-house and back-of-house operations.

P2.E2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

We are committed to the sustainable sourcing of our input materials, guided by our Supplier Code of Conduct, Sustainable Sourcing Policy and Animal Welfare Policy. These policies underpin our procurement practices and ensure responsible sourcing across our operations. We have also aligned our approach with that of our franchisors to maintain consistency and uphold high sustainability standards.

As part of our sustainable sourcing practices, we prioritise procuring coffee from Rainforest Alliance-certified producers, oil from RSPO-certified suppliers, and fresh produce such as lettuce and tomatoes from Global G.A.P.-certified local farms, while adhering to guidelines on the use of cage-free eggs. We partner with suppliers who uphold strong environment, health, and safety (EHS) standards at their facilities. In addition, we use bio-compostable garbage bags and prioritise sourcing from FSSC 22000-compliant organisations to ensure high standards of food safety and sustainability.

The Supplier Code of Conduct, Sustainable Sourcing Policy and Animal Welfare Policy are available at:
https://dil-rjcorp.com/policies/

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

At present, ~63% of our input materials are sourced sustainably.

P2.E3. 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.

Given the perishable nature of food products, which are meant for consumption within a short timeframe, practices such as reuse, reclamation, or end-of-life disposal of products are not relevant to us.

P2.E4. 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.

Extended Producer Responsibility (EPR) is applicable to us, and we hold a valid registration as an importer under Rule 13(2) of the Plastic Waste Management Rules, 2016 (as amended). This enables us to manage plastic waste from packaging in line with our approved EPR Action Plan. Our practices are aligned with the EPR plan submitted to regulatory authorities, ensuring proper segregation, storage, and recycling or disposal through established vendors in compliance with applicable regulations.

Leadership Indicators

P2.L1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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

P2.L2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

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

P2.L3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

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

P2.L4. 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)	Not applicable					
E-waste						
Hazardous waste						
Other waste						

P2.L5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

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

UN SDG linkages

Key stakeholders impacted

- Management
- Employees

Key material issues addressed

- Employee Training & Development and Talent Management
- Diversity & Equal Opportunity
- Employee Health, Safety & Wellbeing

Essential Indicators

P3.E1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	11,094	1,242	100%	11,094	100%	-	-	4,426	40%	-	-
Female	4,861	122	100%	4,861	100%	4,861	100%	-	-	-	-
Total	**15,955**	**1,364**	**100%**	**15,955**	**100%**	**4,861**	**30%**	**4,426**	**28%**	**-**	**-**
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	Not applicable										
Female											
Total											
Other than Permanent Workers											
Male	Not applicable										
Female											
Total											

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.17%	0.20%

P3.E2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

	FY 2025-26			FY 2024-25		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not applicable	Yes	100%	Not applicable	Yes
Gratuity	100%	Not applicable	Not applicable	100%	Not applicable	Not applicable
ESI	91%*	Not applicable	Yes	76.5%*	Not applicable	Yes

**Remaining 9% employees in FY2025-26 and 23.5% employees in FY2024-25 are covered under health insurance provided by the Company*

P3.E3. 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.

We remain committed to fostering an inclusive work environment. Our offices and commissaries are equipped with ramps, handrails, elevators, accessible restrooms, meeting spaces, and ergonomic workstations to ensure ease of access for differently abled employees and visitors.

Similarly, our stores are designed with ergonomic settings to support differently abled employees. We also ensure that such employees are deployed at locations with accessible infrastructure, including ground-floor outlets or premises with elevators, ramps, and other necessary facilities.

P3.E4. 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.

We provide equal opportunities to all employees and qualified job applicants. Our Human Rights and Equal Opportunity Policy and our Code of Conduct ensure that no individual is discriminated against on the basis of age, colour, disability, origin or place of birth, nationality, religion, marital status, race, gender, or sexual orientation. Employment decisions are based on merit, performance, ability, and potential, with opportunities for development and advancement aligned with business needs.

For more details refer to: **https://dil-rjcorp.com/wp-content/uploads/2025/02/human-rights-and-equal-opportunity-policy.pdf** and **https://dil-rjcorp.com/wp-content/uploads/2021/08/Code-Of-Conduct-For-Board-Of-Directors-and-Senior-Management.pdf**

P3.E5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	74%	Not applicable	
Female	87%	29%		
Total	**97%**	**63%**		

P3.E6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	-
Other than Permanent Workers	-
Permanent Employees	We have a robust grievance redressal mechanism for our employees, enabling them to raise concerns through a dedicated email channel at **employeegrievance@dil-rjcorp.com**. All grievances are addressed in a fair and confidential manner, with outcomes communicated to the concerned employee. We periodically review our processes to prevent recurrence and further strengthen our grievance management framework. In line with our POSH Policy, we have an established mechanism for the prevention, prohibition, and redressal of sexual harassment and other forms of gender-based violence. This reinforces the Company's commitment to providing a safe, respectful, and inclusive workplace that is free from gender-based discrimination. Additionally, our Vigil Mechanism Policy and Whistleblower Mechanism actively encourage and provide channels for reporting of any behaviour or actions that violate our established codes and policies.
Other than Permanent Employees	-

P3.E7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

	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	None					
Male						
Female						
Total Permanent Workers						
Male						
Female						

Note: Our employees do not have membership in association(s) or Unions recognised by the listed entity.

P3.E8. 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	11,094	11,094	100%	11,094	100%	10,512	10,139	96%	10,139	96%
Female	4,861	4,861	100%	4,861	100%	4,290	4,110	96%	4,110	96%
Total	**15,955**	**15,955**	**100%**	**15,955**	**100%**	**14,802**	**14,249**	**96%**	**14,249**	**96%**
Workers										
Male	-									
Female										
Total										

P3.E9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	11,094	11,094	100%	10,512	10,512	100%
Female	4,861	4,861	100%	4,290	4,290	100%
Total	**15,955**	**15,955**	**100%**	**14,802**	**14,802**	**100%**
Workers						
Male	-					
Female						
Total						

P3.E10. Health and safety management system:

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

We foster a strong culture of health and safety across all our operations, supported by our comprehensive Health and Safety Policy and a robust health and safety management framework. Our policies and protocols are designed to provide a safe and healthy workplace for our employees while ensuring the well-being of our customers and other stakeholders. These protocols govern all aspects of our operations, including equipment handling, food preparation, customer service, and emergency preparedness, and outline requirements relating to risk assessments, audits, inspections, and the periodic maintenance of equipment and safety devices, To reinforce our commitment to workplace safety, we conduct regular audits and inspections, either internally/ through third parties, across critical risk areas, including fire safety, electrical systems, kitchen operations, equipment handling, food safety, and guest-facing spaces. This structured review mechanism enables us to proactively identify potential hazards and implement timely corrective actions, thereby strengthening safety standards and operational excellence across our restaurants and facilities.

Our approach is further supported by regular training and awareness programmes that equip employees with the knowledge and skills required to perform their roles safely and responsibly. Through continuous engagement, monitoring, and improvement initiatives, we promote a proactive safety culture and strive to maintain a safe operating environment.

Our Health and Safety Policy is available at: **https://dil-rjcorp.com/policies/**

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

We adopt a proactive approach to workplace health and safety by identifying potential hazards and assessing risks across both routine and non-routine activities within our operations. Regular health and safety assessments, audits, workplace inspections, and operational reviews are conducted across our stores, warehouses and commissary, to identify workplace hazards, evaluate associated risks, and implement appropriate control measures.

Work-related hazards are identified through multiple channels, including incident investigations, near-miss reporting, workplace observations, audit findings, and employee feedback. Information captured through our integrated store incident management system is regularly reviewed to identify trends and recurring risks. Identified hazards are assessed using a structured risk assessment framework that considers the likelihood and potential severity of harm, enabling effective prioritization and mitigation of risks.

For non-routine activities, such as major maintenance work, installation or replacement of equipment, store renovations, and new store openings, dedicated risk assessments are conducted before work commences. These assessments evaluate potential safety risks associated with the activity and establish appropriate mitigation measures, safe work procedures, and control plans to ensure safe execution.

Corrective and preventive actions arising from risk assessments, audits, incidents, and employee feedback are tracked and monitored for timely closure and effectiveness. This ongoing process supports continuous improvement in hazard identification, risk management, and workplace safety performance.

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

Our store incident management system enables employees to record and report work-related hazards including unsafe acts, unsafe conditions and near misses. These hazards are systematically tracked to ensure timely action and resolution. Employees are also empowered to remove themselves from work situations that they perceive as unsafe, without fear of reprisal. Identified hazards and associated risks are assessed, resulting in necessary enhancements to facilities and Standard Operating Procedures (SOPs). Any changes implemented are communicated to employees through appropriate channels, supported by training programs and awareness sessions to reinforce safe work practices and help prevent the recurrence of similar incidents. Insights from these evaluations, along with feedback and employee interactions, are continuously leveraged to enhance our systems and strengthen workplace safety.

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

Our employees have access to non-occupational medical and healthcare services, supporting their overall well-being. We promote holistic health through a range of initiatives, including preventive health check-ups, regular medical camps, and wellness programs that encourage physical fitness and healthy lifestyle choices. In addition, we provide access to counselling and mental health support services.

P3.E11. 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	0.43
	Workers	-	-
Total recordable work-related injuries	Employees	4	17
	Workers	-	-
Number of fatalities	Employees	1	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**Includes the contract workforce*

P3.E12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Recognising our employees as our most valuable asset, we place the highest priority on their health and safety. Our comprehensive Health and Safety Policy is designed to ensure a safe and healthy workplace by preventing accidents, promoting well-being, and ensuring compliance with applicable regulatory standards.

With a significant portion of our workforce operating in stores, robust safety measures are embedded across all operational touchpoints to maintain a safe working environment. Key initiatives include:

- Installation of fire protection systems at our stores, including gas leak detection and control systems, kitchen hood automatic suppression systems, fire extinguishers, and sprinklers.
- Regular safety awareness programs covering emergency preparedness, including periodic evacuation drills, fire safety training, and first-aid training.
- Implementation of standard operating procedures (SOPs) for the appropriate use of personal protective equipment (PPE), such as masks, gloves, hair coverings, and protective clothing.
- Provision of scheduled breaks to employees to prevent fatigue and promote overall well-being.
- Regular inspection and preventive maintenance of equipment and safety systems to ensure operational reliability and minimise risks.
- Deployment of incident reporting and monitoring mechanisms to promptly identify, address, and prevent recurrence of safety issues.

P3.E13. 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	2	0	-	0	0	-
Health & Safety	2	0	-	0	0	-

P3.E14. Assessments for the year:

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

includes our stores, warehouses and commissary

P3.E15. 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.

Not applicable

Leadership Indicators

P3.L1. 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).

We have extended group personal accident insurance benefits to our employees in the event of death.

P3.L2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We consistently ensure compliance with all applicable statutory requirements related to deductions and deposits. Our internal teams, supported by external experts, periodically review these processes to ensure effectiveness and compliance. Guided by our core value of financial discipline and the expectations outlined in our Supplier Code of Conduct, we encourage our value chain partners to comply with applicable statutory obligations and demonstrate accuracy, transparency, and timeliness in their financial and business dealings.

P3.L3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	1	0	0	0
Workers	Not applicable			

P3.L4. 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)

None.

P3.L5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	46.10%
Working Conditions	46.10%

P3.L6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable

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

UN SDG linkages

Key stakeholders impacted

- Investors
- Media

Key material issues addressed

- Business Ethics, Governance
- Information Security & Data Privacy

Essential Indicators

P4.E1. Describe the processes for identifying key stakeholder groups of the entity.

We recognise stakeholder engagement as a critical element of our business, enabling us to build trust, strengthen decision-making, and incorporate diverse perspectives into our operations. Our key stakeholder groups are identified in consultation with management, based on their relevance to our business, level of influence, and the extent to which they are impacted by our activities. This structured approach helps ensure that our strategies, priorities, and actions remain responsive to stakeholder expectations while supporting long-term business objectives. Our key stakeholders include Management, Customers, Investors, Employees, Communities, Suppliers and Value Chain Partners, Business Partners, Regulatory and Government Bodies, Media, and Banks. We engage with these stakeholders through a variety of formal and informal channels to understand their perspectives, address concerns, and foster meaningful dialogue. We remain committed to continually strengthening our stakeholder engagement practices to enhance transparency, deepen trust, and create sustainable long-term value for all stakeholders.

Our stakeholder engagement Policy is available at: **https://dil-rjcorp.com/policies/**

P4.E2. 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
Management	No	Internal meetings, reports, reviews	Ongoing	Business performance and growth, business strategy, financial results, risk management, ESG strategy and performance
Customers	No	Customer surveys, consumer calls and feedback, grievance helpline, marketing and advertising, electronic communication, website and social media, leadership visits	Ongoing	Food quality, dining experience, food services, pricing, customer feedback

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
Investors	No	Shareholders' meetings, emails and newspaper notices, quarterly investor presentations and earnings calls, investor conferences, press releases, stock exchange and website disclosures, Annual Report	Ongoing	Business performance and growth, business strategy, financial results, risk management
Employees	No	Intranet portal, townhalls, emails and written communication, training and development programmes, performance management system, cultural events, rewards and recognition	Ongoing	Talent management, employee engagement, training and skill development, career development
Communities	No	CSR initiatives, community development programmes and events	Ongoing	Employment (including NAPS), meals distribution, support to underprivileged communities
Suppliers & Value Chain Partners	No	Supplier/vendor meetings, calls, emails, in-person interactions, supplier audits and feedback	Ongoing/ Annually	Procurement and product innovation, quality and contractual compliance, food safety, business continuity, timely payments
Business Partners	No	Regular formal and informal meetings, information exchange, market and store visits	Ongoing	Business performance and growth, business strategy, financial results, risk management
Regulatory and government bodies	No	Regulatory filings and returns, correspondence and meetings, industry associations	Ongoing	Licences and approvals, statutory compliance submissions
Media	No	Press releases, regulatory disclosures, written communications, interviews, social media	Ongoing	Corporate communications, business updates and announcements
Banks	No	Meetings, written communications, financial disclosures, bank portals	Ongoing	Deposits, credit facilities, liquidity management

Leadership Indicators

P4.L1. 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.

As part of our stakeholder engagement framework, we regularly engage with our stakeholder identified above (ref. P4 E2) to understand their perspectives on economic, environmental, and social matters.

Feedback is gathered through various channels, including reviews, surveys, meetings, consultations, and engagement platforms, and is consolidated by management for presentation to the CSR & ESG Committee. Key stakeholder concerns, material topics, and recommendations are reviewed by the Committee and, where relevant, escalated to the Board for strategic guidance and oversight.

Based on these discussions, action plans are developed and implemented by the respective functions, with progress monitored through established governance mechanisms. Key outcomes are communicated to stakeholders, ensuring transparency, accountability, and continuous improvement.

P4.L2. 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.

We regularly engage with stakeholders to identify, assess, and manage key environmental and social topics that are material to our business. Insights gathered through customer feedback, employee engagement, investor interactions, supplier discussions, community outreach, and regulatory consultations are considered as part of stakeholders' engagement process.

Building on the double materiality assessment conducted last year, stakeholder inputs have helped shape our focus areas, including food safety and quality, employee well-being, waste management, packaging sustainability, regulatory compliance, etc. These insights are incorporated into relevant policies and operational initiatives, with each material topic linked to identified risks, opportunities, and action plans. Progress against these priorities is reviewed periodically through our ESG governance framework to drive continual improvement in sustainability performance.

P4.L3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

We engage with stakeholders that may include people from vulnerable or marginalised groups, such as employees, suppliers and value chain partners, customers, NAPS etc. Through regular interactions and feedback mechanisms, we address their needs and concerns. We provide employees with training on health, safety, and skill development; promote awareness of legal, social, and ethical business practices among suppliers and value chain partners; and support vocational training and apprenticeship programs under the National Apprenticeship Promotion Scheme (NAPS) to enhance employability. For our customers, we foster an inclusive experience guided by the principles of compassion, respect, dignity, and care. Feedback received across these stakeholder groups is used to strengthen our programs and practices.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

UN SDG linkages

Key stakeholders impacted

- Employees
- Management
- Suppliers & Value Chain Partners

Key material issues addressed

- Employee Health, Safety & Wellbeing
- Human Rights
- Diversity & Equal Opportunity

Essential Indicators

P5.E1. 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	15,955	15,955	100%	14,802	14,249	96%
Other than permanent	-	-	-	-	-	-
Total Employees	**15,955**	**15,955**	**100%**	**14,802**	**14,249**	**96%**

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)
Workers						
Permanent	Not applicable					
Other than permanent						
Total Workers						

P5.E2. 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	**15,955**	**9,713**	**61%**	**6,242**	**39%**	**14,802**	**8,714**	**59%**	**6,088**	**41%**
Male	11,094	6,112	55%	4,982	45%	10,512	5,531	53%	4,981	47%
Female	4,861	3,601	74%	1,260	26%	4,290	3,183	74%	1,107	26%
Other than Permanent	Not applicable									
Male										
Female										
Workers										
Permanent	Not applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

P5.E3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in ₹ Mn)	Number	Median remuneration/ salary/ wages of respective category (in ₹ Mn)
Board of Directors (BoD)*	9	1.8	1	1.60
Key Managerial Personnel	1	9.99	0	-
Employees other than BoD and KMP**	4,426	0.32	1,108	0.25
Workers	Not applicable			

** Includes 2 Key Managerial Personnel.*

***Full time employees only*

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	22.59%	20.97%

P5.E4. 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)

We respect and promote human rights across our operations. We remain guided by values that promote compassion and respect, ensuring every individual is treated with dignity and care. Our Human Resources (HR) Department serves as the nodal function for addressing human rights–related impacts and grievances arising from business activities. Employees may report concerns to the HR Department, which handles them in a fair, confidential and appropriate manner, balancing the interests of impacted individuals and the organisation.

P5.E5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have established mechanisms to address grievances related to human rights issues across our workforce and value chain. Employees, contractors, service providers, and other stakeholders are encouraged to report concerns or suspected violations of our Human Rights Policy through designated grievance channels. Employees may report concerns via email at **employeegrievance@dil-rjcorp.com**, while external stakeholders may report concerns at **grievancesupport@dil-rjcorp.com**.

All complaints are handled confidentially and reviewed by the Human Resources Department in a fair and impartial manner. Reported concerns are investigated, appropriate corrective actions are taken wherever required, and underlying issues are addressed to prevent recurrence. We also periodically review and strengthen our grievance redressal processes to support an effective human rights framework.

P5.E6. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	11	0	None	13	5	None
Discrimination at workplace	5	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	7	0		0	0	
Other human rights related issues	0	0		0	0	

P5.E7. 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)	11	13
Complaints on POSH as a % of female employees/ workers	0.24%	0.29%
Complaints on POSH upheld	5	1

P5.E8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

We address complaints related to discrimination and harassment with the highest level of confidentiality. Our Human Rights and Equal Opportunity Policy, along with the Vigil Mechanism Policy, incorporates provisions to prevent any adverse consequences for complainants. Accordingly, we ensure that individuals raising such concerns are protected from threats, intimidation, retaliation, or victimisation.

Any adverse consequence against individuals who report such complaint(s) is strictly prohibited, and those targeting him/her are liable to face disciplinary action from the Company. We also ensure that the complainant's employment status or career progression remain unaffected when he/she reports any incident of discrimination or harassment.

P5.E9. Do human rights requirements form part of your business agreements and contracts?

Yes. As per the applicable laws, relevant human rights provisions form part of our business agreements and contracts. In addition, our Supplier Code of Conduct, applicable to all suppliers and value chain partners, reinforces our commitment to human rights by requiring compliance with principles relating to the prohibition of child and forced labour, non-discrimination, fair employment practices, freedom of association, and safe and healthy working conditions. Suppliers are also expected to comply with applicable labour and human rights laws and uphold ethical business practices.

P5.E10. Assessments for the year:

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

**includes our stores, warehouses and commissary*

P5.E11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not applicable, as there were no significant concerns identified during the assessments conducted by the Company.

Leadership Indicators

P5.L1. Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.

During the current reporting period, we continued to operationalise our Human Rights & Equal Opportunity Policy by strengthening its implementation across the organisation. Regular awareness sessions and training programmes were conducted to enhance employee understanding and adherence to the policy.

We further streamlined our grievance redressal mechanism, ensuring greater accessibility and responsiveness through dedicated reporting channels. Based on the learnings from grievances received, we have refined our internal processes and controls to enable more effective and timely resolution. We also periodically review our practices to enhance preventive measures and mitigate the risk of recurrence of similar concerns.

P5.L2. Details of the scope and coverage of any Human rights due diligence conducted.

During the year, we conducted Human Rights Due Diligence (HRDD) to identify, assess, and manage human rights risks across our operations. The due diligence covered key human rights areas such as forced and child labour, non-discrimination, equal opportunity, fair working conditions, health and safety, and dignity at workplace. The outcomes were reviewed at the management level, leading to the strengthening of human rights policies, enhancement of awareness initiatives, and improvements in systems, processes, and grievance redressal mechanisms.

P5.L3. 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?

In line with our commitment to ensuring accessibility for differently abled individuals, as outlined in Principle 3, we strive to provide a comfortable and inclusive experience for all visitors, including customers, at our stores. Our stores located within malls, offices, and buildings are equipped with necessary accessibility features such as elevators, ramps, handrails, and designated seating areas.

For standalone stores, we ensure that differently abled visitors are appropriately assisted and provided with suitable seating arrangements to ensure convenience and ease of access.

P5.L4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	46.10%
Discrimination at workplace	46.10%
Child Labour	46.10%
Forced Labour/Involuntary Labour	46.10%
Wages	46.10%

P5.L5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable

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

UN SDG linkages

Key stakeholders impacted

- Employees
- Management
- Communities
- Business Partners
- Regulatory and government bodies

Key material issues addressed

- Waste Management
- Water Conservation
- Sustainable Packaging
- Energy Management & Climate Action

Essential Indicators

P6.E1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (GJ)	1,447.35	1,354.52
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)	**1,447.35**	**1,354.52**
From non-renewable sources		
Total electricity consumption (D) (GJ)	4,27,499.23	4,03,397.75
Total fuel consumption (E) (GJ)	3,21,790.84	2,86,864.40
Energy consumption through other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**7,49,290.07**	**6,90,262.15**
Total energy consumed (A+B+C+D+E+F)	**7,50,737.42**	**6,91,616.67**
Energy intensity per million rupees of turnover (Total energy consumption/ Revenue from operations in million rupees) (GJ/₹ Mn)	21.01	20.65

Parameter	FY 2025-26	FY 2024-25
Energy intensity per million rupees of turnover adjusted for Purchasing Power Parity* (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/USD Mn)	427.41	426.62
Energy intensity in terms of physical output (Total energy consumption/Number of orders) (GJ/Order)	0.0110	0.0106
Energy intensity (Total energy consumption/Number of stores) (GJ/store)	427.04	415.64

**The revenue from operations has been adjusted using the International Monetary Fund's (IMF) latest PPP conversion factors for India: 20.34 for 2026 and 20.66 for 2025.*

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above.

P6.E2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, we are not a designated consumer of the PAT scheme.

P6.E3. Provide details of the following disclosures related to water:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	10,89,212.48	11,89,105.20
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater harvesting)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**10,89,212.48**	**11,89,105.20**
Total volume of water consumption (in kilolitres)**	**2,17,842.50**	**2,37,821.04**
Water intensity per million rupees of turnover (Total Water consumed / Revenue from operations) (KL/ ₹ Mn)	6.10	7.10
Water intensity per million rupees of turnover adjusted for Purchasing Power Parity* (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/USD Mn)	124.02	146.70
Water intensity in terms of physical output (Total water consumption/ Number of orders) (KL/order)	0.0032	0.0036
Water intensity (Total water consumption/Number of stores) (KL/store)	123.91	142.92

**The revenue from operations has been adjusted using the International Monetary Fund's (IMF) latest PPP conversion factors for India: 20.34 for 2026 and 20.66 for 2025.*

*** Water discharged is considered as 80% of the water withdrawn from source based on NITI Aayog report "Urban Wastewater Scenario in India" August 2022. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed.*

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above

P6.E4. Provided the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment (in kilolitres)	4,02,710.26	4,39,807.22
- With treatment – please specify level of treatment (in kilolitres)	1,63,850.60 (Tertiary Treatment) 3,04,809.12 (Primary Treatment)	1,19,861.40 (Tertiary Treatment) 3,91,615.55 (Primary Treatment)
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment		-
Total water discharged (in kilolitres)	**8,71,369.98**	**9,51,284.16**

** Water discharged is considered as 80% of the water withdrawn from source based on NITI Aayog report "Urban Wastewater Scenario in India" August 2022. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed.*

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above

P6.E5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Our water conservation efforts are guided by our Environment and Waste Management Policy. We focus on reducing water consumption through the adoption of water-efficient technologies, optimisation of operational usage, and exploration of recycling opportunities.

While a zero liquid discharge mechanism has not been implemented at our facilities, our discharge levels remain within prescribed regulatory limits. Additionally, our stores reuse RO reject water for non-potable purposes as part of our water conservation initiatives. We also continue to review and enhance our water management practices to improve efficiency and minimise environmental impact.

P6.E6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	3.17	2.36
SOx	MT	0.66	0.44
Particulate Matter (PM)	MT	0.58	0.41
Persistent organic pollutants (POP)		-	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- please specify			

P6.E7. 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	36,843.47	28,363.09
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	84,312.35	81,463.94
Total Scope 1 and Scope 2 emissions intensity per million rupees of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e/ ₹ Mn	3.39	3.28
Total Scope 1 and Scope 2 emission intensity per million rupees of turnover adjusted for Purchasing Power Parity* (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	tCO_2e/ USD Mn	68.98	67.75
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 emissions /Number of orders)	tCO_2e/order	0.0018	0.0017
Total Scope 1 and Scope 2 emission intensity (Total Scope 1 and Scope 2 emissions /Number of stores)	tCO_2e/store	68.92	66.00

**The revenue from operations has been adjusted using the International Monetary Fund's (IMF) latest PPP conversion factors for India: 20.34 for 2026 and 20.66 for 2025.*

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above.

P6.E8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

We aim to reduce greenhouse gas (GHG) emissions across our operations. Our Environment and Waste Management Policy reinforce our approach to environmental protection and minimisation of carbon emissions across our stores and offices. During the year, we undertook several initiatives to reduce our GHG footprint, including:

- Use of clean energy through installation of solar panels
- Deployment of electric fryers
- Adoption of energy-efficient infrastructure such as LED lighting
- Optimisation of HVAC systems
- Optimisation of kitchen equipment usage to enhance energy efficiency
- Implementation of preventive maintenance practices to minimise energy losses
- Enhancement of insulation and refrigeration efficiency

P6.E9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	329.55	520.70
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	18.06	9.20
Radioactive waste (F)	-	-

Parameter	FY 2025-26	FY 2024-25
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	6,019.55	5,855.06
Waste cooking oil	897.59	843.91
Paper waste	1,688.54	1,866.70
Food waste	3,433.42	3,144.45
Total (A+B + C + D + E + F + G + H)	**6,367.16**	**6,384.96**
Waste intensity per million rupees of turnover (Total waste generated / Revenue from operations) (MT/₹ Mn)	0.18	0.19
Waste intensity per million rupees of turnover adjusted for Purchasing Power Parity* (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD Mn)	3.62	3.94
Waste intensity in terms of physical output (Total waste generated / Number of orders) (MT/order)	0.00009	0.00010
Waste intensity (Total waste generated/Number of stores) (MT/store)	3.62	3.84
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	4,347.26	853.11
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**4,347.26**	**853.11**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling**	2,019.90	5,541.05
(iii) Other disposal operations	-	-
Total	**2,019.90**	**5,541.05**

**The revenue from operations has been adjusted using the International Monetary Fund's (IMF) latest PPP conversion factors for India: 20.34 for 2026 and 20.66 for 2025.*

***Waste is handed over to authorised vendors of local government bodies.*

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above.

P6.E10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We follow sustainable waste management practices, focusing on reducing, reusing, and recycling materials across our operations to minimise environmental impact. Our Environment and Waste Management Policy outlines our approach to responsible waste handling.

We have established a robust framework supported by standard operating procedures (SOPs) for waste management, including segregation, food waste reduction, recycling, and minimisation initiatives across our stores.

Select waste management initiatives undertaken during the year include:

- 100% of our used cooking oil sent to biofuel industry.
- E-waste and battery waste are collected and disposed off through authorised recyclers.
- Segregation of wet and dry waste at stores, reinforced through regular employee training, with subsequent disposal through authorised waste vendors approved by local government bodies.
- Deployment of an automated forecasting tool that analyses order expectancy across all our restaurants. Powered by advanced data analytics and machine learning, this tool leverages historical sales data, seasonal patterns, and contextual factors to accurately predict customer demand. By aligning daily food preparation with these predictive insights, we are able to reduce overproduction and waste in our back-of-house kitchens – enhancing both resource efficiency and sustainability outcomes.

We follow preventive approach to the use of hazardous or toxic chemicals. Chemicals used for store cleaning and maintenance, hygiene, and pest control are handled, stored, and utilised in accordance with prescribed safety procedures and industry standards.

P6.E11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

P6.E12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

P6.E13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we are compliant with applicable laws, regulation, and guidelines.

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

Leadership Indicators

P6.L1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

i. Name of the area: As per the Central Ground Water Authority categorisation, for all stores/offices located in water stress areas

ii. Nature of operations: Quick Service Restaurants

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	-	-
(ii) Groundwater	-	-
(iii) Third party water	4,09,708.28	3,93,449.86
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	**4,09,708.28**	**3,93,449.86**
Total volume of water consumption (In kilolitres)	**81,941.66**	**78,689.97**
Water intensity per million rupees of turnover (Water consumed / turnover) – (KL/₹ Mn)	2.29	2.35
Water intensity (in terms of employees)	5.14	5.32
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	2,11,219.90	1,81,226.48
- With treatment – please specify level of treatment	31,516.12 (Tertiary Treatment) 85,030.60 (Primary Treatment)	6,671.69 (Tertiary Treatment) 1,26,861.72 (Primary Treatment)
Total water discharged (in kilolitres)	**3,27,766.62**	**3,14,759.89**

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above.

P6.L2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

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	1,32,000.27	1,22,781.51
Total Scope 3 emissions intensity per million rupees of turnover (Total Scope 3 GHG emissions / Revenue from operations)	tCO_2e/ ₹ Mn	3.69	3.67
Total Scope 3 emissions intensity per million rupees of turnover adjusted for Purchasing Power Parity* (PPP) (Total Scope 3 GHG emissions/ Revenue from operations adjusted for PPP)	tCO_2e/ USD Mn	75.15	75.74

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions intensity in terms of physical output (Total Scope 3 emissions /Number of orders)	tCO_2e/order	0.00193	0.00188
Total Scope 3 emissions intensity (Total Scope 3 emissions /Number of stores)	tCO_2e/store	75.09	73.79

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.

*The revenue from operations has been adjusted using the International Monetary Fund's (IMF) latest PPP conversion factors for India: 20.34 for 2026 and 20.66 for 2025.

An independent assurance has been carried out by DEKRA Testing, Inspection & Certification India Private Limited on the FY 2025-26 indicators in the table above.

P6.L3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable as per the response to Question 11.

P6.L4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative
1.	Energy-efficient Operations and Renewable Energy	We continued to implement energy conservation measures across our restaurants, including the adoption of LED lighting, optimisation of HVAC systems, and use of energy-efficient kitchen equipment. Building on our sustainability initiatives, few of our KFC flagship stores continue to operate as a sustainable outlet, incorporating eco-friendly and vernacular materials. Locally sourced wood, recycled tiles, low-VOC paints, and natural clay tiles have been utilised in its construction to minimise the store's carbon footprint.	Energy-efficient Operations
2.	Sustainable Sourcing	We continue to prioritise sourcing from suppliers who adhere to sustainable practices. By collaborating with partners committed to reducing their carbon footprint and adopting environmentally responsible farming and production methods, we contribute to lowering emissions across the value chain. We have established procedures for sustainable sourcing, which continue to be strengthened to promote sustainable practices throughout our supply chain.	Sustainable Sourcing
3.	Green stores	Our select stores have been designed in alignment with the IGBC green-building principles, incorporating eco-friendly design principles aimed at optimising energy efficiency and minimising environmental impact.	Energy efficient stores
4.	Environmental Management System (EMS)	100% of our stores, warehouses, and commissaries have undergone internal verification against our Environmental Management System (EMS), aligned with internationally recognised standards, by specialist(s) from our corporate office.	EMS aligned facilities

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative
5.	Food waste management	Our key initiatives involve the deployment of an automated forecasting tool that analyses order expectancy across all our restaurants. Powered by advanced data analytics and machine learning, this tool leverages historical sales data, seasonal patterns, and contextual factors to accurately predict customer demand. By aligning daily food preparation with these predictive insights, we are able to reduce overproduction and waste in our back-of-house kitchens – enhancing both resource efficiency and sustainability outcomes.	Resource efficiency
6.	Cooling oil waste management	100% of our used cooking oil was sent for recycling.	Resource efficiency
7.	Sustainable packaging	100% of paper-based packaging is made from FSC-certified fibre sourced from responsibly managed forests and recycled content.	Resource efficiency

P6.L5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

We have a robust business continuity and disaster management framework to safeguard employees and ensure uninterrupted operations during adverse events, including natural and human-induced disruptions. Our Business Continuity Plan (BCP), supported by our Data Backup and Recovery Policy, enables the timely resumption of critical processes, protection of information and personnel, and operational resilience during crises. Key features of our Business Continuity and Disaster Management Plan include:

- Safeguarding human life and organisational assets
- Store-level emergency preparedness protocols, including fire safety
- Defined recovery time objectives (RTO) and recovery point objectives (RPO) for restoration of critical operations
- Monitoring and maintenance of cold chain systems to prevent food spoilage
- Contingency plans for workforce availability, including cross-training for critical roles
- Timely and structured emergency response mechanisms at Company level
- Standardised SOPs for incident management and recovery
- Periodic testing of disaster recovery plans to ensure effectiveness
- Coordination with internal and external stakeholders for crisis management and recovery
- Regular review and updating of BCP frameworks to address evolving risks

P6.L6. 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.

Not applicable

P6.L7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

46.10% of our value chain partners, measured by the value of business conducted, were assessed for environmental impacts during the reporting period.

P6.L8. How many Green Credits have been generated or procured:

a. By the listed company

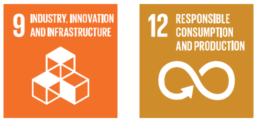
None

b. By the top 10 (in terms of value of purchases and sales, respectively) value chain partners

Not applicable

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

UN SDG linkages



Key stakeholders impacted

- Business Partners
- Regulatory and government bodies
- Media

Key material issues addressed

- Business Ethics, Governance
- Responsible Marketing and Customer Management

Essential Indicators

P7.E1. **a. Number of affiliations with trade and industry chambers/ associations.**

1

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

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

P7.E2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

P7.L1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			None		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

UN SDG linkages

Key stakeholders impacted

- Employees
- Management
- Communities
- Business Partners
- Suppliers & Value Chain Partners

Key material issues addressed

- Economic Contribution
- Responsible Supply Chain

Essential Indicators

P8.E1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

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

P8.E2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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

P8.E3. Describe the mechanisms to receive and redress grievances of the community.

We have a robust grievance redressal mechanism to receive and address community concerns. We actively engage with local communities through visits and meetings to understand their grievances and take appropriate actions within defined timelines.

Community members may also raise concerns by reaching out to our Compliance Officer at **companysecretary@dil-rjcorp.com**. We ensure transparent, responsive, and ongoing communication with communities, with a focus on building positive and sustainable relationships. Grievances are tracked and reviewed periodically to ensure effective closure and continuous improvement. Insights from community feedback are also used to strengthen our processes and enhance our social impact initiatives.

P8.E4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	14.99%	18.09%
Sourced directly from within India	99.38%	99.93%

P8.E5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	0%	0.51%
Semi-urban	1.05%	1.60%
Urban	24.70%	16.18%
Metropolitan	74.25%	81.71%

(Place categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

Leadership Indicators

P8.L1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	

P8.L2. 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 ₹)
We engage with NAPS which may belong to aspirational districts. They work in our stores which fall under aspirational districts			

P8.L3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

We don't have a preferential procurement policy.

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

Not applicable

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

Not applicable

P8.L4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None				

P8.L5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective Action Taken
Not applicable		

P8.L6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Empowering apprentices through knowledge sharing under the National Apprenticeship Promotion Scheme (NAPS)	>550	Not measured

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

UN SDG linkages

Key stakeholders impacted

- Employees
- Management
- Media
- Investors
- Suppliers & Value Chain Partners

Key material issues addressed

- Restaurant Food Safety & Quality
- Information Security & Data Privacy
- Responsible Marketing and Customer Management

Essential Indicators

P9.E1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Anchored in our "Customer First" philosophy, we are committed to continuously enhancing the customer experience across all our brands. Our Customer Grievance Redressal Policy outlines the standards and guidelines governing customer interactions and provides a clear, accessible mechanism for customers to share feedback or raise concerns related to their restaurant experience. To ensure grievances are addressed promptly and effectively, we follow a structured resolution process that promotes transparency and accountability. In parallel, we actively gather customer insights through various feedback channels to better understand evolving expectations, preferences, and areas for improvement. These insights help us refine our offerings, strengthen service quality, and deliver a consistently superior customer experience.

We frequently deploy Automated Guest Experience Surveys (GES), enabling customers to rate our outlets on parameters such as hospitality, cleanliness, and food via post-visit SMS. Feedback is further captured through our digital platforms, including brand websites and social media channels, where customer queries and concerns are closely monitored and addressed in a timely manner.

Overall, feedback is systematically analysed to identify recurring trends and improvement opportunities, and the insights generated are integrated into operational and training interventions to drive continuous improvement and maintain high levels of customer satisfaction.

P9.E2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

P9.E3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others – Customer Complaints	1,65,248	27	-	1,54,255	10	-

P9.E4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

P9.E5. 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.

We ensure a strong cybersecurity environment through proactive risk management and continuous monitoring to safeguard organisational data and information systems. Our cybersecurity framework is designed to address data privacy and information security risks through comprehensive controls and mitigation strategies aligned with industry standards and best practices.

The framework encompasses key domains, including cyber risk assessment, asset and configuration management, identity and access management, secure application development, incident detection and response, and employee awareness. Key measures implemented to mitigate cybersecurity risks include:

- Assessment and prioritisation of cyber threats based on potential impact and likelihood
- Regular training programmes to build employee awareness on secure practices, including password management and safe use of store applications
- Implementation of strict access controls to ensure authorised use of systems and applications
- Tested incident response plan to enable timely and effective action against cyber threats
- Periodic vulnerability assessments and security audits to identify and address control gaps
- Continuous monitoring of systems and networks to detect and respond to potential security incidents

P9.E6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable

P9.E7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

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

Nil

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

P9.L1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Our product related information can be viewed on our official website (**https://dil-rjcorp.com**) and official social media platforms namely Facebook (Meta) & Instagram.

Specific product related information is available on the respective websites of

- KFC India **– https://online.kfc.co.in/**
  - Instagram: **https://www.instagram.com/kfcindia_official/**
  - Facebook: **https://www.facebook.com/KfcRestaurant/**
- Pizza Hut India – **https://www.pizzahut.co.in/**
  - Instagram: **https://www.instagram.com/pizzahut_india/**
  - Facebook: **https://www.facebook.com/pizzahutindia/**
- Costa Coffee India – **https://www.costacoffee.in/**
  - Instagram: **https://www.instagram.com/costacoffeeindia/**
  - Facebook: **https://www.facebook.com/CostaCoffee/**
- Vaango **– https://vaango.in/**
  - Instagram: **https://www.instagram.com/vaango_india/**
  - Facebook: **https://www.facebook.com/vaangoIndia**
- Biryani By Kilo **– https://biryanibykilo.com/**
  - Instagram: **https://www.instagram.com/biryanibykilo**
  - Facebook: **https://www.facebook.com/biryanibykilo**

P9.L2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Guided by our core value of "Customer First," we place strong emphasis on ensuring the safety and well-being of our customers. We provide access to detailed nutritional information, including allergen details, for all menu items through materials available at our stores, enabling customers to make informed choices.

At the point of service, customers are informed about handling precautions, including hot food and beverages. We regularly disseminate information on the safe and responsible use of our products through our official website and social media platforms. Additionally, our marketing and communication practices are governed by a Responsible Marketing Policy, ensuring accurate product disclosures and non-misleading communication.

P9.L3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not applicable, as none of our products fall under the category of essential services.

P9.L4. 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)

We comply with applicable regulations for the display of product-related information to ensure transparency and informed customer choices.

In addition, we frequently deploy Automated Guest Experience Surveys (GES), enabling customers to rate our outlets on parameters such as hospitality, cleanliness, and food via post-visit SMS. Survey responses are systematically analysed and addressed to enhance service quality and drive customer satisfaction.

INDEPENDENT ASSURANCE STATEMENT

INDEPENDENT REASONABLE ASSURANCE OF BRSR CORE AND LIMITED ASSURANCE OF BRSR DISCLOSURES REPORT TO DEVYANI INTERNATIONAL LIMITED ON NON-FINANCIAL IN THE BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR 2025 - 26

To,
The Board of Directors,
Devyani International Limited
Plot No.- 18, Sector-35, Gurugram-122004, Haryana

We ("DEKRA Testing, Inspection and Certification India Private Limited" or "DEKRA") have undertaken an assurance engagement for Devyani International Limited ("the Company" or "DIL") on DIL's Sustainability Information. Our engagement incorporate reasonable assurance to BRSR Core (Annexure I - Format of BRSR Core) and limited assurance to BRSR Format (Annexure II - Business Responsibility and Sustainability Reporting Format) other than BRSR Core, as per SEBI Circulars dated July 12, 2023 in the Business Responsibility & Sustainability Report (the "BRSR" or the "Report") for the year ended March 31, 2026. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included. This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and experts, as per SEBI mandated Circular July 12, 2023.

Reporting Requirement - Standard/Framework

The disclosures of Sustainability Information are prepared by DIL in accordance with the requirements as mentioned under;

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023; and
- SEBI Circulars (SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122 dated July 12, 2023; SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 and clarifications thereto issued by SEBI.
- Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard.

Professional Standards Applied

We performed the assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Scope, Boundary & Limitation

Scope

The scope of work includes the reasonable assurance to BRSR Core (Annexure I - Format of BRSR Core) disclosures and limited assurance to BRSR Format (Annexure II - Business Responsibility and Sustainability Reporting Format) disclosures[1] other than BRSR Core in the BRSR.

Boundary

The reporting boundary of the Sustainability Information on a standalone basis includes operations through its Corporate Office & Commissary in Gurugram and 1,758 stores & 15 warehouses across India.

Limitations

We conducted reasonable assurance to BRSR Core disclosures and limited assurance to BRSR Format disclosures[1] other than BRSR Core, as defined within the Business Responsibility and Sustainability Reporting (BRSR) framework. Certain limitations inherent to the subject matter and the assurance process were identified, as detailed below;

- Assurance engagement did not include procedures related to the Report's prospective information, encompassing targets, expectations, and ambitions. Consequently, no assurance conclusion is offered regarding such prospective information. Additionally, matters pertaining to Intellectual Property Rights and competitive issues are outside the scope of this assurance

[1] Refer "Summary of the Work we Performed as the Basis for our Assurance Opinion" for detail mapping of disclosures.

- DEKRA's assurance process proceeded without any limitations impacting the defined scope.
- Data verification was conducted by DEKRA using a sampling methodology. The reporting organization, DIL, bears sole responsibility for the authenticity of all data presented.
- DEKRA accepts no responsibility for any reliance placed on the BRSR Report by any person or third party.
- DEKRA did not evaluate the Company's financial data or performance. DEKRA referenced financial figures from the audited financial reports, and DIL will be responsible for the appropriate application of this financial data. DEKRA assumes no liability for the accuracy or completeness of the financial data contained within the Company's audited financial report.
- This assurance statement's applicability is restricted to the context defined by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 (July 12, 2023) and the Industry Standards for BRSR Core reporting, as specified in SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 (December 20, 2024).
- The assessment is limited to data and information within the defined Reporting Period. Any data outside the period is not considered within the scope of assurance.
- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Legal compliance is outside the scope of this assurance. The Company retains full responsibility for compliance with all relevant laws and regulations.
- This assurance is based on the assumption that the Company's data is complete, sufficient, and authentic.

Inherent Limitation

Inherent limitations in preparing the Company's BRSR information require the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and metrics.

Responsibilities for the DIL's Management

Management of the Company is responsible for:

- Selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable laws and regulations related to reporting the Sustainability Information, if any, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the reporting requirement.
- The preparation and fair presentation of the Sustainability Information in accordance with the SEBI BRSR Framework.
- Designing, implementing and maintaining internal control relevant to the preparation and retention of the Sustainability Information in accordance with the SEBI BRSR Framework, to enable the preparation of such information that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Company's sustainability reporting process.

Our Responsibility

We are responsible for:

- Planning and performing the engagement to obtain desired assurance about whether the Sustainability Information is free from material misstatement, due to fraud or error;
- Forming an independent opinion, based on the evidence we have obtained; and
- Reporting our opinion to the Board of Directors of DIL.

As we are engaged to form an independent opinion on the Sustainability Information as prepared by the management of the Company, we are not involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Our Independence, Quality Control and Statement of Competency

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. DEKRA applied Internal Quality Control and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners, engineers, and experts, in particular, to assist with determining the reasonableness of DIL's Sustainability Information. DEKRA assurance team, to the best of our knowledge, was not involved in any non-audit/ non-assurance work with the Company and its entities that could lead to any Conflict of Interest. DEKRA was not involved in the preparation of any statements or data included in the Report except the Assurance Statement for the DIL. DEKRA maintained complete impartiality during the assurance process. We did not provide any services to DIL in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Summary of the Work we Performed as the Basis for our Assurance Opinion

This assurance engagement involves performing procedures to obtain evidence about the Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error, in the Sustainability Information. In making those risk assessments, we considered internal control relevant to DIL's preparation of the Sustainability Information. This assurance engagement also includes:

- Verified disclosures mapped during the evaluation, as tabulated below;

Particulars	Indicators	
SECTION A: General Disclosures	20, 21, 22, 25	
SECTION B: Management and Process Disclosures	–	
SECTION C: Principles	**Essential**	**Leadership**
Principle 1 (P1): Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	E1, E2, E5, E6, E8^R, E9^R	L1
Principle 2 (P2): Businesses should provide goods and services in a manner that is sustainable and safe.	E2(b)	–
Principle 3 (P3): Businesses should respect and promote the well-being of all employees, including those in their value chains.	E1(a), E1(b), E1(c)^R, E2, E5, E7, E8, E9, E11^R, E13, E14	L3, L5
Principle 4 (P4): Businesses should respect the interests of and be responsive to all its stakeholders.	–	–
Principle 5 (P5): Businesses should respect and promote human rights.	E1, E2, E3(a), E3(b)^R, E6, E7^R, E10	L4
Principle 6 (P6): Businesses should respect and make efforts to protect and restore the environment.	E1^R, E3^R, E4^R, E6, E7^R, E9^R	L1, L2, L7
Principle 7 (P7): Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	-	-
Principle 8 (P8): Businesses should promote inclusive growth and equitable development.	E4^R, E5^R	-
Principle 9 (P9): Businesses should engage with and provide value to their consumers in a responsible manner.	E2, E3, E4, E7(a)^R, E7(b)^R	-

Note: In the above disclosure mapping, disclosures with Reasonable Assurance are provided with superscript "R" and disclosures with Limited Assurance are without any superscript.

- Evaluating the suitability in the circumstances of DIL's use of the Standard/Framework, as the basis for preparing the Sustainability Information;
- Evaluating the appropriateness of measurement and evaluation methods, reporting policies used and the reasonableness of estimates made by DIL;
- DEKRA conducted interviews with key representatives, including data owners and decision-makers from different functions of DIL;
- DEKRA performed sample-based reviews of the mechanisms for implementing Sustainability-related policies and data management (qualitative and quantitative); and
- Evaluating the disclosures in, and overall presentation of, the Sustainability Information.

Assurance Methodology

Our approach was risk-based and directed our effort towards the Sustainability Information of DIL. We sought to establish whether the reported non-financial information within our assurance scope was reliable and whether the underlying data systems, controls and information flows were adequate to support it. Our risk-based evidence-gathering procedures included, but were not limited to, the following:

- **Review of records and data:** We inspected records, datasets and supporting evidence underlying the Essential and Leadership Indicators for assurance and examined the related management-approach narratives and reported performance data.
- **Discussions with responsible personnel:** We held discussions, on-site and remotely, with the personnel who own the data and operate the relevant processes, so as to corroborate the reported data and test the qualitative assertions.
- **Assessment of processes and controls**: We examined how the data is captured, consolidated and reported, and walked through the principal controls relied upon – including preparer -reviewer checks, SAP and system-based access and capture controls, the allocation of data ownership for each indicator, and the levels of management approval applied before the figures are reported.
- **Corroborative testing:** For the indicators and Core attributes within scope, we performed calculations, traced reported data to source records, carried out analytical comparisons and tested supporting documentation. For the reasonably assured Core attributes this extended to computing Scope 1 and Scope 2 emissions from underlying energy data, agreeing energy figures to utility records and renewable-energy evidence, tracing water-consumption and discharge figures to source records, agreeing the Lost Time Injury Frequency Rate and related safety data to incident registers and human-resource records, and agreeing waste quantities to disposal records and contractor confirmations.
- **Use of Estimates:** A number of the BRSR Core KPIs cannot be measured directly and are therefore reported on an estimated basis – typically recycled-waste quantities and water discharge. Where estimation was involved, we concentrated on whether the method adopted was appropriate and applied consistently, whether the underlying assumptions were reasonable, and whether the supporting data was sound, having regard to the Industry Standards on Reporting of BRSR Core and to industry-accepted factors. For intensity KPIs expressed on a turnover-adjusted (Purchasing Power Parity) basis; we checked that the conversion factor used corresponded to the relevant reporting year and had been applied consistently. We found the estimated element of each affected KPI to be immaterial relative to the reported total, and it did not alter our conclusion on the selected KPIs taken as a whole.
- **Sampling and Materiality:** Samples were chosen on a risk basis, giving weight to sites contributing materially to the reported environmental and safety figures, to KPIs carrying higher inherent risk because of estimation, and to the Core attributes and selected BRSR indicators, which were sampled more intensively given the reasonable-assurance level applied to them. For the sampled disclosures we applied a materiality threshold suited to non-financial assurance, informed by accepted practice under ISAE 3000 (Revised), by the inherent risk of each KPI – with emissions, water, LTIFR and fatalities receiving heightened attention and lower-risk items tested at threshold – and by the sensitivity of particular KPIs to investors, regulators and affected communities. Regulatory significance under the SEBI BRSR Core, estimation uncertainty and relevance to overall ESG performance could displace the quantitative threshold where relevant. For indicators where any single error carries weight – fatalities, permanent disabilities, POSH complaints upheld, regulatory non-compliances and customer data breaches – we treated any occurrence, misstatement or omission as material regardless of size.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. Our verification process includes, desk reviews, multiple onsite visits to DIL's Corporate Office and multiple online audits.

Assurance Conclusion

BRSR Core (Reasonable Assurance): In our opinion, DIL's Sustainability Information as BRSR Core attributes (Key Performance Indicators (KPIs) / metrics under 9 ESG attributes) as described under the 'Summary of the work we performed as the basis for our assurance conclusion' and reported in the Business Responsibility & Sustainability Report for the year ended March 31, 2026 is prepared, in all material respects, in accordance with the Reporting Requirement - Standard/Framework.

BRSR Report (Limited Assurance): Based on the procedures we have performed as described under the 'Summary of the work we performed as the basis for our assurance conclusion' and the evidence we have obtained, nothing has come to our attention that causes us to believe that DIL's Sustainability Information in the Business Responsibility & Sustainability Report of the annual reporting for the year ended March 31, 2026 is not prepared, in all material respects and in accordance with the Reporting Requirement - Standard/Framework.

Purpose and Restriction on Distribution and Use

Our Assurance Report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

Kanwaldeep Singh Sachdev
General Manager Audit Division

Vivek Nigam
Head Sustainability Services

DEKRA Testing, Inspection & Certification India Private Limited

Certificate No. : **DEKRABRSR2026C02R0**
Date : **July 19, 2026**
Place : **Pune**
Email : **vivek.nigam@dekra.com**