JFL/NSE-BSE/2026-27/39

July 31, 2026

**BSE Limited**
P.J. Towers, Dalal Street
Mumbai – 400001
**Scrip Code: 533155**

**National Stock Exchange of India Limited**
Exchange Plaza, Bandra Kurla Complex
Bandra(E), Mumbai – 400051
**Symbol: JUBLFOOD**

**Sub: Business Responsibility and Sustainability Report for FY 2025-26 of Jubilant FoodWorks Limited ("the Company")**

**Ref: Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Listing Regulations, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for FY 2025-26. The BRSR also forms part of Integrated Annual Report of the financial Year 2025-26, submitted to the Stock Exchanges.

Kindly take the same on record.

Thanking you,

For **Jubilant FoodWorks Limited**

MONA AGGARWAL

Digitally signed by MONA AGGARWAL
Date: 2026.07.31 22:24:02 +05'30'

**Mona Aggarwal**
**Company Secretary and Compliance Officer**
*Investor E-mail id: investor@jublfood.com*

Encl: A/a

# Business Responsibility and Sustainability Report FY25-26

# Annexure-E

# Business Responsibility and Sustainability Report

## A SECTION:

## GENERAL DISCLOSURES

### I. Details

| Sr. No. | Description | Details |
|---|---|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L74899UP1995PLC043677 |
| 2. | Name of the Listed Entity | Jubilant FoodWorks Limited (JFL/Company) |
| 3. | Year of incorporation | 1995 |
| 4. | Registered office address | Plot No. 1A, Sector 16-A, Gautam Buddha Nagar, Noida – 201 301, U.P., India |
| 5. | Corporate address | 15th Floor, Tower E, Skymark One, Plot No. H -10/A Sector 98, Noida- 201301, U.P., India |
| 6. | E-mail | investor@jublfood.com |
| 7. | Telephone | +91 120 6927500 |
| 8. | Website | www.jubilantfoodworks.com |
| 9. | Financial year for which reporting is being done | Financial Year 2025-26 |
| 10. | Name of the Stock Exchange(s) where shares are listed | Equity shares are listed on<br>a. BSE Limited (BSE)<br>b. National Stock Exchange of India Limited (NSE) |
| 11. | Paid-up Capital | Rs. 1,319.69 million |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Ms. Suman S. Hegde<br>Executive Vice President and Chief Financial Officer<br>investor@jublfood.com |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | The disclosures made under this report are on standalone basis. |
| 14. | Name of assurance provider | TÜV SÜD South Asia Pvt Ltd. |
| 15. | Type of assurance obtained | Reasonable Assurance |

### II. Products/services

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

| Sr. No. | Description of Main Activity | Description of Business Activity | Entity Turnover (%) |
|---|---|---|---|
| 1. | Food and beverage service | Food and beverage services provided by restaurants | 100 |

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

| Sr. No. | Product/Service | NIC Code | Total Turnover Contributed (%) |
|---|---|---|---|
| 1. | Food and beverage service | 56 | 100 |

## 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 | 8 | 15 | 23 |
| International | - | - | - |

*Note: a. The Company is also present through subsidiaries, please refer section "About Us" in the Integrated Annual Report .*

*b. Number of offices includes: One registered office, two corporate offices, five city offices, and seven regional offices in India.*

### 19. Markets served by the entity:

#### a. Number of locations

| Locations | Number |
|---|---|
| National (No. of States) | 28 States and 6 Union Territories |
| International (No. of Countries) | - |

*Note: The Company is also present through subsidiaries, please refer section "About Us" in the Integrated Annual Report.*

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

The Company's contribution of exports is around 0.07% of the total turnover.

#### c. A brief on types of customers:

The Company serves a diverse range of consumers through its food offerings across different brands through a concerted omni-channel strategy.

## IV. Employees

### 20. Details as at the end of Financial Year:

#### a. Employees and Workers (including differently abled):

| Sr.No. | Particulars | Total (A) | Male | | Female | | Other | |
|---|---|---|---|---|---|---|---|---|
| | | | No. (B) | % (B/A) | No. (C) | %(C/A) | No. (H) | % (H/ A) |
| | **EMPLOYEES** | | | | | | | |
| 1 | Permanent (D) | 11,160 | 8,733 | 78% | 2,427 | 22% | - | - |
| 2 | Other than Permanent (E) | - | - | - | - | - | - | - |
| **3** | **Total Employees (D+E)** | **11,160** | **8,733** | **78%** | **2,427** | **22%** | **-** | **-** |
| | **WORKERS** | | | | | | | |
| 4 | Permanent (F) | 344 | 244 | 71% | 100 | 29% | - | - |
| 5 | Other than Permanent (G) | 25,405 | 14,722 | 58% | 10,683 | 42% | - | - |
| **6** | **Total Workers (F+G)** | **25,749** | **14,966** | **58%** | **10,783** | **42%** | **-** | **-** |

#### b. Differently abled Employees and Workers:

| Sr.No. | Particulars | Total (A) | Male | | Female | | Other | |
|---|---|---|---|---|---|---|---|---|
| | | | No.(B) | % (B / A) | No. (C) | % (C / A) | No. (H) | % (H/ A) |
| | **DIFFERENTLY ABLED EMPLOYEES** | | | | | | | |
| 1 | Permanent (D) | - | - | - | - | - | - | - |
| 2 | Other than Permanent (E) | - | - | - | - | - | - | - |
| **3** | **Total Employees (D+E)** | **-** | **-** | **-** | **-** | **-** | **-** | **-** |
| | **DIFFERENTLY ABLED WORKERS** | | | | | | | |
| 4 | Permanent (F) | - | - | - | - | - | - | - |
| 5 | Other than Permanent (G) | 46 | 43 | 93% | 3 | 7% | - | - |
| **6** | **Total Workers (F+G)** | **46** | **43** | **93%** | **3** | **7%** | **-** | **-** |

### 21. Participation/Inclusion/Representation of Women

| Particulars | Total (A) | No. and Percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors | 10 | 2 | 20 |
| Key Management Personnel* | 2 | 2 | 100 |

*Excludes Chief Executive Officer and Managing Director*

### 22. Turnover rate for permanent employees and workers

| Particulars | FY 25-26 | | | FY 24-25 | | | FY 23-24 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 45% | 32% | 42% | 42% | 32% | 40% | 29% | 25% | 28% |
| Permanent Workers | 24% | 20% | 23% | 34% | 25% | 32% | 51% | 30% | 46% |

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

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

| Sr. 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. | Jubilant FoodWorks Lanka (Pvt.) Limited | Subsidiary | 100% | No |
| 2. | Jubilant FoodWorks Bangladesh Limited | Subsidiary | 100% | No |
| 3. | Jubilant Foodworks Netherlands B.V | Subsidiary | 100% | No |
| 4. | Jubilant FoodWorks International Luxembourg | Subsidiary | 100%[1] | No |
| 5. | Jubilant FoodWorks International Investments Limited | Subsidiary | 100% | No |
| 6. | DP Eurasia B.V. | Subsidiary | 93.65%[2] | No |
| 7. | Pizza Restaurantlari A.Ş. | Subsidiary | 93.65%[2] | No |
| 8. | Pizza Restaurants LLC[3] | Subsidiary | - | No |
| 9. | Fidesrus B.V. | Subsidiary | 93.65%[2] | No |
| 10. | Fides Food Systems B.V. | Subsidiary | 93.65%[2] | No |
| 11. | Hashtag Loyalty Private Limited[4] | Associate | - | No |
| 12. | Wellversed Health Private Limited | Associate | 27.81% | No |
| 13. | Roadcast Tech Solutions Private Limited | Associate | 42.55% | No |

*Notes:*

*1. Indirect subsidiary of the Company, held through Jubilant FoodWorks International Investments Limited holding 99% of the share capital (remaining 1% is held by the Company directly) as at 31 March 2026.*

*2. Indirect subsidiary of the Company, held through Jubilant Foodworks Netherlands B.V. holding 93.65% of the share capital as at 31 March 2026.*

*3. Ceased to be a step-down subsidiary of the Company w.e.f. July 10, 2025 on account of transfer of its entire stake.*

*4. Ceased to be an Associate of the Company w.e.f February 20, 2026 on account of sale of entire stake (31.66%) .*

## VI. CSR Details

### 24.

| | |
|---|---|
| Whether CSR is applicable as per section 135 of Companies Act, 2013 | Yes |
| Turnover (in INR) | 68,562 million |
| Net Worth (in INR) | 25,398 million |

## 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 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|---|
| | | 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 | Weblink | 0 | 0 | - | 0 | 0 | - |
| Investors (Other than shareholders) | Weblink | 0 | 0 | - | 0 | 0 | - |
| Shareholders | Weblink | 13 | 0 | - | 4 | 0 | - |
| Employees and workers | Weblink | 150* | 0 | - | 80 | 34 | - |
| Customers | Weblink | 21,974 | 0 | - | 11,447 | 72 | - |
| Value Chain Partners | Weblink | 0 | 0 | - | 0 | 0 | - |
| Others (please specify) | - | 0 | 0 | - | 0 | 0 | - |

** Excluding POSH (Prevention of Sexual Harassment) complaints*

*Note:*

*The Company has implemented dedicated grievance redressal mechanisms and impartial review channels to address concerns raised by all stakeholders. Specialized committees are responsible for objectively reviewing each grievance to ensure prompt and equitable resolutions.*

**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 per the following format**

The Company aims to enhance risk visibility by adopting a unified 'one view of risk' approach. This provides management with a holistic perspective, leading to more informed decisions and improved oversight.

The Company has identified and prioritized material sustainability topics that pose risks and/or opportunities to the business.

Below is a list of these material issues, categorized by their financial implications and mitigation actions taken to address the associated risk.

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 1 | Food Safety | Opportunity | **Opportunity:**<br>• The Company has developed sustainable systems and processes for ensuring the highest standards of food safety and hygiene that results in increased consumer satisfaction and helps in attracting and retaining the customers | **To address this risk:**<br>• The Company has instituted stringent quality processes, standards and parameters that adhere to FSSAI norms across all sectors, including Restaurants, SCCs, Warehouses, Vendors, etc. | **Positive:**<br>• Higher sales due to increased brand loyalty and customer retention |

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | Risk | **Risk:**<br>• The Company operations involve various stages, from sourcing ingredients to food preparation and service, where potential food safety hazards may arise.<br>• These food safety incidents may:<br>- Impact the well-being of consumers<br>- Erode the brand reputation leading to loss of consumer trust and loyalty<br>- Result in regulatory repercussions, including fines or sanctions<br>- Disrupt normal business operations, causing temporary closures, product recalls or supply chain disruptions<br>• Therefore, inability to adhere to prescribed food safety standards or any contamination of food product poses a significant risk to the Company. | • Periodic testing of food products and regular food safety reviews are conducted to ensure sustained compliance and effectiveness<br>• The Company is highly committed in procuring raw materials from suppliers certified under GFSI program<br>• Regular training and awareness sessions are carried out for restaurant and SCC staff on adherence to quality norms<br>• The Company is actively monitoring and reducing food related customer complaints | • Cost savings in production, transportation and inventory management due to reduced waste, optimized processes, and enhanced supply chain efficiency<br>**Negative:**<br>• Product recall and disposal costs<br>• Costs related to finding alternative suppliers, renegotiating contracts or even temporary production halts<br>• Penalties for non-compliance with food safety regulations<br>• Legal fees, settlements and damages due to lawsuits from affected consumers or regulatory bodies |
| 2 | Health, Safety and Wellbeing | Opportunity<br><br>Risk | **Opportunity:**<br>• Safety and well-being of its employees and delivery associates is of high importance to the Company and a cornerstone of its operational priorities<br>• Ensuring a secure and supportive workplace environment, fosters productivity, loyalty and enhances workforce morale<br>**Risk:**<br>• Given the nature and scale of the business, which involves a large workforce daily engaged in food preparation, delivery logistics, and interaction with diverse urban environments, ensuring workforce safety is paramount.<br>• Health, safety and wellbeing is considered as critical because of following reasons:<br>- Unsafe working conditions and lack of support for employee well-being can lead to low morale and productivity, violation of employee rights and high attrition | **To mitigate health and safety risks, several measures have been undertaken:**<br>• The Company has systematically identified potential safety hazards at SCCs and restaurants and has ensured that adequate safety measures are implemented in compliance with applicable occupational health and safety regulations<br>• Additionally, the management has established a safety review process to ensure that employees comply with safety measures<br>• All reported cases undergo a comprehensive review and corrective and preventive actions are implemented as necessary<br>• To enhance employee awareness and preparedness, regular safety training and communications are carried out | **Positive:**<br>Increased workforce morale, satisfaction and retention leading to:<br>• Enhanced productivity and improved service resulting in better customer satisfaction, positively impacting sales and profitability<br>• Reduced costs associated with recruiting, training, and onboarding new employees<br>**Negative:**<br>• Costs associated with medical treatment, rehabilitation, claims management and increased insurance premiums<br>• Fines and penalties due to non-compliance with Occupational Health and Safety regulations |

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | - Employee casualty can be subject to negative publicity and a loss of customer trust and confidence, which can impact the Company's reputation<br>- Poor employee safety and well-being can lead to increased health care costs and compensation claims, which can have a significant financial impact on the organization | • Each Company location maintains a first response plan and details of nearby medical facilities for emergency cases<br>• The Company ensures that all employees and workers are covered by insurance policies, including medical, accident cover etc. to provide financial support in case of unforeseen incidents | • Litigation and settlement costs |
| 3 | Business Ethics | Opportunity<br><br>Risk | **Opportunity:**<br>Upholding the highest ethical standards present an opportunity for:<br>• Differentiation and competitive advantage<br>• Enhancement of brand reputation<br>• Fostering trust among stakeholders<br>• Reinforce commitment to long-term value creation and sustainable growth<br>**Risk:**<br>• In today's increasingly interconnected and scrutinized business environment, maintaining a steadfast commitment to ethical conduct is paramount. While the Company has a strong track record of upholding ethical principles, it's essential to remain vigilant and proactive in addressing emerging ethical challenges.<br>• These ethical challenges can impact:<br>- Culture of ethical behaviour across all levels of the organization<br>- Compliance with evolving regulatory frameworks<br>- Company reputation on being associated with any perceived ethical lapses. | **The Company has been practicing high standards of good governance and ethics by having:**<br>• Clear ethical guidelines and code of conduct that outline expected behaviour for employees and vendors<br>• Robust and effective framework for reporting of statutory compliances and review on a periodic basis<br>• Confidential Whistle blower channels for employees to report unethical behaviour or concerns without fear of retaliation<br>• Regular training sessions and educational programs to raise awareness about ethical issues<br>• Effective oversight mechanisms, such as independent audits, compliance committees and Board Committees to monitor adherence to ethical guidelines | **Positive:**<br>• Enhanced collaboration, partnerships, and business opportunities leading to improved operations, access to new markets and strategic alliances that drive growth and innovation<br>**Negative:**<br>• Costs related to legal investigations and lawsuits<br>• Fines, penalties, and increased regulatory oversight<br>• Impact on sales and profitability due to negative publicity |

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 4 | ESG Framework and Sustainable Business Conduct | Opportunity<br><br>Risk | **Opportunity:**<br>Ensuring a robust ESG framework helps in:<br>• Cost reduction opportunities through waste minimization and efficient use of resources<br>• Creation of a responsible brand image attracting environmental conscious customers<br>• Increased investor confidence<br>**Risk:**<br>• In today's dynamic business environment, there is a growing emphasis on Environmental, Social, and Governance (ESG) considerations in business operations.<br>• As a result, it is essential to recognize the risk associated with evolving landscape of ESG frameworks and regulations and also acknowledge the changing expectations of stakeholders, including investors, regulators, and communities.<br>• The risk can impact the Company in following ways:<br>- Non-compliance with statutory requirements resulting in adverse action by regulators<br>- Negative publicity related to sustainable business practices resulting in reputational damage | **The Company has established clear pathway to address this risk through following:**<br>**a) ESG framework:**<br>• Review of business processes to identify material focus areas and to establish objectives and targets<br>• Periodic tracking and review of actual achievement against targets<br>• Define reporting format, content and matter in line with statutory requirements and industry best practices<br>**b) Human Rights:**<br>• Create and implement a Policy specifying the human right standards and principles supported by the organization.<br>• Communicate Human Rights principles to suppliers / partners through Supplier Code of Conduct outlining clear expectations<br>• Establish formal channels for reporting of concerns by employees (POSH, Whistle Blower etc.)<br>• Carry out frequent employee communication around Human Rights policy and channels available for reporting concerns<br>**c) Waste Management:**<br>• Tie-up with certified vendor for waste pick-up and disposal<br>• Streamline the process for waste disposal / recycle / reuse in phased manner ensuring compliance with statutory requirements and sustainable practice | **Positive:**<br>• Cost savings and better resource utilization due to improved operational efficiency<br>• Higher sales volume due to increased brand loyalty from customers supporting businesses that prioritize sustainability and social responsibility<br>**Negative:**<br>• Legal liabilities, fines and penalties due to non-compliance with ESG regulations<br>• Impact on sales and profitability due to negative publicity related to ESG issues |

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | | • Periodic review to identify waste recycle / reuse / reduction opportunities, defining action plan and ensuring implementation<br>**d) Environment:**<br>• Create and implement Environment Policy specifying Company's commitment and initiatives undertaken towards reducing:<br>- Carbon footprint<br>- Water wastage<br>- Impact of Company's operations on environment<br>• Ensure Energy Management System ('EMS') is installed at all SCCs and restaurants for real time remote monitoring of electricity consumption and providing actionable information for optimizing energy usage. | |
| 5 | Cyber Security | Opportunity<br><br><br><br>Risk | **Opportunity:**<br>The Company has a robust Cyber security framework which helps in:<br>• Increased availability of ordering platforms<br>• Increased consumer confidence<br>**Risk:**<br>• Cyber security threats have emerged as an important risk to consider across industries as organisations are moving to newer touchpoints such as social, mobile computing and cloud computing<br>• Hacking, ransomware, social engineering and other cyber-attacks are some of the ever-present threats to data security and system availability | **The Company has undertaken following measures to address the Cyber Security risk:**<br>• Robust information systems and processes to protect business information, including personal information of customers, employees and business partners, while it is collected, processed, consumed and stored in various internal and external systems<br>• As mandated by RBI Guidelines on Regulation of Payment Aggregators and Payment Gateways, the Company does not store any Customer Card details like Card Number, CVV Number, Card Expiry Date etc. on systems | **Positive:**<br>• Cost savings and better resource utilization due to improved operational efficiency<br>• Higher sales resulting from seamless customer experience due to minimized downtime<br>**Negative:**<br>• Ransom payments<br>• Regulatory fines<br>• Revenue loss due to operational disruption<br>• Costs associated with restoring systems and data recovery |

| Sr. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity. (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| | | | • Cyber security threats may lead to:<br>- Leakage of Company or consumer or employee information<br>- Business disruption<br>- Financial losses<br>- Reputational damage | • Alignment with well-known Cyber Security best practices and frameworks including NIST CSF and ISO 27001. Migration to the latest ISMS Standard ISO 27001:2022 to keep up to date with global standards for information security. Company is now certified for latest version of PCI-DSS i.e. V4.0. This is as per annual process with Certifications attested by the Payment Card Industry accredited Auditors, inline with Industry Standards.<br>• Regular assessment of Company's Cyber Security Maturity w.r.t. NIST CSF is done to constantly improve Company's cyber security posture and strengthen the digital assets of the Organisation<br>• Constant improvement of cyber security processes and technologies, raising employee awareness and embedding security in day to day functions<br>• Agile, prompt and scalable cyber security team which monitors digital infrastructure and business information 24x7 to respond to cyber threats. Working with the Industry Cyber Security Consulting Partners, OEMs and Leading Cyber-security technologies available.<br>• Recovery drills to ensure preparedness and speedy recovery in case of any disaster. | • Costs associated with litigation, settlements, and regulatory investigations |

# B SECTION:

## 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 | Weblink | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | • Member of I-SPOC (Sustainable Palm Oil Coalition of India)<br>• ISO 27001<br>• FSSC 22000: Certification scheme for food safety management systems consisting of the following elements: ISO 22000:2018, ISO/TS 22002-1:2009<br>• Global Standard Food Safety<br>• Great Place to Work<br>• Food Safety Management System (FSMS)<br>• ISO 14001-2015<br>• ISO 45001- 2018<br>• National Accreditation Board for Testing and Calibration Laboratories, quality and food safety laboratory, assessed and accredited in accordance with the standard ISO/IEC 17025:2017<br>• Indian Green Building Council – Gold<br>• Information Security Management System – ISO/IEC 27001:2022<br>• TNFD (Taskforce on Nature-related Financial Disclosures) adopter | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any | The Company has set Sustainability goals that are in line with the UN SDGs and the NGRBC's 9 Principles, addressing key issues discovered during the materiality assessment. For relevant details, please refer to Page Nos. 22 & 23 of this Integrated Annual Report. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | The Company monitors the sustainability performance regularly and reports to the Board on Half yearly basis. For relevant details, please refer to Page Nos. 16-19 of this Integrated Annual Report. | | | | | | | | |
| **Governance, leadership and oversight** | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements<br>Please refer to Chairmen's message (Page No. 4) in the Integrated Annual Report | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies) | Ms. Suman S. Hegde, Executive Vice President and Chief Financial Officer | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes,provide details | Yes, the Company has Sustainability and Corporate Social Responsibility (SCSR) Committee of the Board with following members: | | | | | | | | |

| Name of the Member(s) | Designation |
|---|---|
| Ms. Deepa M. Harris | Chairperson |
| Mr. Shamit Bhartia | Member |
| Ms. Aashti Bhartia | Member |
| Mr. Ashwani Windlass | Member |
| Mr. Sameer Khetarpal | Member |

**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 | Committee of the Board: The SCSR committee provide oversight over the Company's Strategies, programs, processes related to ESG and related matters and reviews the same. | | | | | | | | | Half Yearly | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | Committee and Board: The Audit Committee and Board reviews, compliance with applicable statutory requirements. | | | | | | | | | | | | | | | | | |

**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.**

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| The Company has a robust internal mechanism for review of the working of the policies. However, the Company publishes its report every year post independent verification/ assurance | | | | | | | | | |

**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) | Not Applicable | | | | | | | | |
| 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 reasons (please specify) | | | | | | | | | |

## C SECTION:

## PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicators:**

### P1-E1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

| Segment | Total no of trainings and awareness programs held | Topics/principles covered under the trainings and its impact | % age of persons in respective category covered by the awareness program |
|---|---|---|---|
| Board of Directors | 2 | • BRSR Principles<br>• Risk Management and Enterprise Resilience<br>• CSR and Sustainability<br>• Prevention of Insider Trading | 100 |
| Key Managerial Personnel | 4 | • BRSR Principles including food safety, diversity, the integration of sustainability risks into enterprise risk management, traceability, animal welfare and sustainable growth<br>• Prevention of Insider Trading<br>• Prevention of Sexual Harassment (POSH)<br>• Whistleblower | 100 |
| Employees Other than BoD and KMP's | 198 | • BRSR Principles<br>• Employee Wellbeing<br>• Customer service and responsibility<br>• Stakeholder engagement<br>• Skill development<br>• Occupational Health and Safety<br>• POSH<br>• Code of Conduct (CoC)<br>• Others | 100 |
| Workers | 682 | • BRSR Principles<br>• Skill development training including critical areas like product knowledge, ethics, guest-centric service, food safety protocols, and operational process training<br>• POSH<br>• CoC<br>• Others | 100 |

*Note: Continuous trainings / awareness on various topics covered under principles of NGRBC are conducted across the organization.*

## 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 based on 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 institution | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine | Nil | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |

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

## 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 institution |
|---|---|
| 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.

The Company has adopted a Code of Conduct which is applicable to the Company and all its subsidiary/associate / joint venture companies. This Code is applicable to all employees, employees who are Directors, Officers or workers of the Company on full-time or part-time employment with the Company and its suppliers. The Code of Conduct contains anti-corruption and anti-bribery policy and can be accessed at the web link:

- **Employees:** Weblink
- **Board of Directors and Senior Management:** Weblink
- **Suppliers:** Weblink

## 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

During FY 2025-26, there were no charges of bribery/corruption by any law enforcement agency against our Directors/KMPs/ employees/workers.

| | FY 25-26 | FY 24-25 |
|---|---|---|
| Directors | Nil | Nil |
| KMPs | | |
| Employees | | |
| Workers | | |

## P1-E6 Details of complaints with regard to conflict of interest:

During FY 2025-26, there were no complaints concerning conflicts of interest against the Directors and KMPs.

| | FY 25-26 | | FY 24-25 | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of Complaints received in relation to issue of conflict of Interest of the Directors | Nil | | Nil | |
| Number of Complaints received in relation to issue of conflict of Interest of the KMPs | | | | |

**P1-E 7** **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable.

**P1-E8** **Number of days of accounts payables ((Accounts payable*365)/Cost of goods/services procured) in the following format:**

| | FY 25-26 | FY 24-25 |
|---|---|---|
| No. of Days of Account Payables | 51.56 | 52.90 |

**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 and investments, with related parties, in the following format**

| Parameter | Metrics | FY 25-26 | FY 24-25 |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading house as % of total purchases | Not Applicable | Not Applicable |
| | b. Number of trading house where purchases are made from | Not Applicable | Not Applicable |
| | c. Purchases from top 10 trading houses % of total purchase from the trading houses | Not Applicable | Not Applicable |
| Concentration of Sales | a. Sales to dealers/distributors as % of total sales | Not Applicable | Not Applicable |
| | b. Number of dealers/distributors to whom sales are made | Not Applicable | Not Applicable |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors | Not Applicable | Not Applicable |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 5.06% | 3.40% |
| | b. Sales (Sales to related parties / Total Sales) | 0.13% | 0.18% |
| | c. Loans and advance (Loans and advances given to related parties / Total loans and advances) | 0.00% | 0.00% |
| | d. Investments (Investments in related parties / Total Investments made) | 75.61% | 76.65% |

## 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 | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| One | Adherence to government FSSAI guidelines, Food Safety, Health and Safety, Animal Welfare, Sustainability, Environment Conservation, sensory testings and other quality assurance related topics | 100% |

**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**

The Company has formulated a Code of Conduct for Directors and Senior Management. Apart from this, the Directors keep the Board informed about disclosure of interest in particular transaction/entity wherever they are director or member. The Code can be accessed at the given link: Weblink

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### 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.**

| | FY25-26 | FY24-25 | Details of the improvement in environment and social impacts |
|---|---|---|---|
| R&D | - | - | Not Applicable |
| Capex | 14% | 13% | The Company is investing in energy management initiatives to improve energy efficiency and reduce its environmental footprint. Key interventions include the deployment of EV charging stations, increase in adoption of electric bikes and e-bike batteries, installation of energy management systems, energy-efficient digital menu boards and signages, and procurement of renewable energy through open-access arrangements. |

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

Yes, the Company has dedicated policies for Sustainability and a Supplier Code of Conduct, which integrate social, ethical, and environmental factors into the supplier evaluation and onboarding processes to support responsible sourcing.

As part of this framework, all suppliers are audited to assess compliance with JFL standards as well as regulatory requirements and to establish a foundation of ethical business practices. These audits ensure that suppliers align their operations with applicable environmental and food safety laws, regulations, and industry best practices. The Supplier Code of Conduct is shared with all suppliers, setting clear expectations regarding environmental performance, labour practices, human rights, and responsible sourcing.

A key example of the Company's commitment to sustainable sourcing is the procurement of chicken under its 'No Antibiotics Ever' (NAE) policy. Under this initiative, chicken is sourced exclusively from dedicated poultry farms within its supply network. By eliminating antibiotic use, the Company promotes responsible farming practices and sets a benchmark for ethical sourcing and supply chain transparency.

Additionally, the Company is sourcing responsibly through several other key initiatives:

- A Dairy Farmer Development Program focused on promoting ethical farming practices for milk production and animal welfare.
- Sourcing palmolein oil exclusively from suppliers certified by the Roundtable on Sustainable Palm Oil (RSPO).
- Implementing backward integration for chili procurement utilizing Integrated Pest Management (IPM) practices.
- Ensure all food ingredients at Domino's are free from artificial preservatives, colours, and flavours.

The policies are available on the website:

1. Supplier Code of Conduct: Weblink
2. Sustainability and Business Responsibility Policy: Weblink

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

Yes, 100% of JFL's key inputs are sustainably sourced. The Company ensures this through the suppliers compliance with Food Safety Management Systems (FSMS). JFL also prioritizes sourcing from Global Food Safety Initiative (GFSI) certified suppliers and requires FSSAI certification for all raw material suppliers during on-boarding.

In addition to this, some of our suppliers are certified to ISO 22000, while others hold additional certifications like ISO 14001 (Environment), ISO 45001 (Health and Safety), HACCP (Food Safety), and RSPO (Sustainable Palm Oil).

**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.**

The Company has implemented comprehensive processes to ensure the safe reclaiming, recycling, and disposal of various waste streams at the end of their life cycle.

1. **Plastics (including packaging):** The plastic packaging is designed with an intent to reduce plastic use through lightweight and alternative materials. The Company's recycling partners collect, and process used plastic products from our operations. The Company aims to spread awareness to the consumers through various initiatives such as serving in pizza boxes made of 82% recycled paper, replacing plastic pizza stool with edible stool, using paper packaging and serving beverages in glass bottles (only for Hong's / Dunkin) & reusable recyclable plastic tumblers.

2. **E-waste:** The Company ensures the safe disposal of electronic products and equipment. Obsolete or damaged electronics are collected and sent to authorised e-waste recycling vendors who follow responsible recycling practices, ensuring that valuable materials are recovered and hazardous components are disposed of safely.

3. **Hazardous waste:** The Company does not use hazardous materials in its operations. Limited hazardous waste, such as used oil from diesel generators and sludge from Effluent Treatment Plants (ETPs), is generated from utility operations and is safely collected, stored, and disposed of through authorized contractors. A battery buy-back program has been adopted to ensure responsible recycling. All hazardous waste is managed in compliance with regulations, with regular monitoring to uphold the highest environmental standards.

4. **Other Waste:** The Company manages other types of waste, such as food waste and used oil, through a structured waste segregation system. At some of our facilities, the organic food waste is either sent to fisheries for use as feed or composted for using in green belt areas, maintained by the Company. Non-recyclable waste is handed over to authorized waste handlers to ensure safe disposal with minimal environmental impact. Additionally, under the RUCO (Repurpose Used Cooking Oil) initiative, used oil is collected and converted into biodiesel, contributing to reduction in waste and $CO_2$ emissions by 233,730.

**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.**

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's activities. The Company's waste collection and recycling processes are fully aligned with the EPR plan submitted to the respective Pollution Control Boards. Compliance is ensured through partnerships with authorized waste management agencies, regular tracking of waste quantities, and fulfilment of recycling obligations as per regulatory requirements.

## 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? The Company does not use any recycled or reused material in production.**

Yes, the Company has adopted a Life Cycle Perspective through its Product Lifecycle Policy. The Company strives to create a greener and more efficient supply chain by considering the environmental impact of its products and services from design to disposal. The Company works closely with stakeholders, including designers, producers, and recyclers, to ensure environmental responsibility throughout the value chain. The Company continuously reviews and integrates resource-efficient technologies and processes to reduce resource consumption, promote recycling, and ensure safe product disposal. The Company also focuses on reducing water and electricity use across its value chain, enhancing sustainability.

**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.**

None of our products are associated with any significant social or environmental concerns. The Company ensures environmentally responsible disposal practices across product categories, ranging from biodegradable food items to other forms of waste, which are managed through authorized recyclers and certified waste handling agencies.

| Name of Product/Service | Description of the risk/concern | Action Taken |
|---|---|---|
| | Nil | |

### 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).

Within the entire brand portfolio, the largest network for JFL in India is of Domino's. The pizza boxes used in Domino's are 100% recyclable. However, with continued progress the fully recyclable Domino's India boxes in turn are made of 82% recycled paper with an inner layer made of virgin paper to ensure that the food is safe for the consumers.

Recycled paper accounts for nearly two-thirds of total value, demonstrating cost-efficient sustainability.

### 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:

| Particulars | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | Reused | Recycled | Safely Disposed | Reused | Recycled | Safely Disposed |
| Plastics including packing (MT) | 0 | 242 | 0 | 0 | 232 | 0 |
| E waste | - | - | - | - | - | - |
| Hazardous waste | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |

*Note: In compliance with the Plastic Waste Management Rules as mandated by CPCB, the EPR Plan is designed to ensure the collection and recycling of 100% of post-consumer plastic waste.*

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

As a food service Company, it's operations are based on the use of fresh, made-to-order products, and therefore, product reclamation is not applicable to the business model. Similarly, due to the perishable nature of the offerings, the concept of reclaiming sold products or their packaging materials does not arise.

However, the Company remain committed to sustainable packaging practices. The pizza boxes are made from approximately 82% recycled paper, with the inner lining composed of virgin paper to ensure product quality and compliance with food safety standards.

Recycled paper accounts for nearly two-third of total value, demonstrating cost-efficient sustainability.

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

**Essential Indicators:**

### P3-E1 A. Details of measures for the well-being of employees

| Category | Total(A) | % of employees covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day care Facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| **Permanent Employee** | | | | | | | | | | | |
| Male | 8,733 | 8,733 | 100 | 8,733 | 100 | - | - | 8,733 | 100 | 1,657 | 19 |
| Female | 2,427 | 2,427 | 100 | 2,427 | 100 | 2,427 | 100 | - | - | 406 | 17 |
| Others | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **11,160** | **11,160** | **100** | **11,160** | **100** | **2,427** | **22** | **8,733** | **78** | **2,063** | **18** |
| **Other than Permanent Employee** | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Others | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** |

*Note: Day care facility is extended as per the applicable laws and is not available in select places where minimum threshold for extending the daycare facility is not met.*

## P3-E1 B. Details of measures for the well-being of workers

| Category | 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 | 244 | 244 | 100 | 244 | 100 | - | - | 244 | 100 | - | - |
| Female | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - | - | - | - |
| Others | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **344** | **344** | **100** | **344** | **100** | **100** | **29** | **244** | **71** | **-** | **-** |
| **Other than Permanent Workers** | | | | | | | | | | | |
| Male | 14,722 | 14,722 | 100 | 14,722 | 100 | - | - | 14,722 | 100 | - | - |
| Female | 10,683 | 10,683 | 100 | 10,683 | 100 | 10,683 | 100 | - | - | - | - |
| Others | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **25,405** | **25,405** | **100** | **25,405** | **100** | **10,683** | **42** | **14,722** | **58** | **-** | **-** |

(% Workers covered by)

*Note: Day care facility is extended as per the applicable laws and is not available in select places where minimum threshold for extending the daycare facility is not met.*

## P3-E1 C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

| | FY 25-26* | FY 24-25 |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.33% | 0.69% |

** The aforementioned spending includes health coverage premiums, accidental insurance premiums, contractual workers' insurance, paternity and maternity benefits, silver oak for employee wellness and health camp costs, daycare facility (including lactation rooms) and other wellness related programs.*

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

| Benefits | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (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 | 100 | Y | 100 | 100 | Y |
| Gratuity* | 100 | 100 | Y | 100 | 100 | Y |
| ESI** | 100 | 100 | Y | 100 | 100 | Y |
| Others, please specify | - | - | - | - | - | - |

**The Company is in compliance as per payment of Gratuity Act.*

***All employees and workers eligible as per law.*

## 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.

Yes, the Company's workplaces are accessible to people with disabilities, and constant efforts are being made to improve infrastructure and remove barriers to accessibility. Some of the Company's facilities are equipped with ramps, wheelchair access, lift operating panel with braille signages and all gender accessible toilets.

## 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.

Yes, the Company has an Equal Opportunity Policy in line with our core value, "Lead With Care". The policy is aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. This policy aims to provide practical guidance on the management of disability issues in the workplace in accordance with the provisions of the Act. Weblink

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

| Gender | FY 25-26 | | | |
|---|---|---|---|---|
| | Permanent employee | | Permanent Workers | |
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 98 | 100 | - | 100 |
| Female | 47 | 64 | - | - |
| Others | - | - | - | - |

## 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 (Details of the mechanism in brief) |
|---|---|
| Permanent Workers | Yes |
| Other than permanent workers | Yes |
| Permanent employees | Yes |
| Other than permanent employees | Yes |

- Whistle Blower Policy is in place in accordance with Section 177(9) of the Companies Act, 2013, and Regulation 22 of the SEBI Listing Regulations. All concerns raised under the Whistle Blower Policy are monitored and reviewed independently by the Group Ombudsperson, ensuring impartiality, transparency, and accountability in the resolution process. This centralized monitoring further strengthens the integrity of the grievance redressal mechanism. Weblink
- Anonymous complaint boxes are installed across some facilities, enabling employees and workers to voice their grievances freely and anonymously. These complaints are reviewed directly by the facility heads, ensuring prompt and sensitive resolution.
- Open Door Culture: The Company strongly promotes an open-door culture, giving employees at all levels direct access to senior management to discuss concerns or seek support.
- Townhall meetings are organized regularly where employees are encouraged to openly share their views. A dedicated platform is provided during these events for anonymous questions, which are addressed transparently by the leadership team, reinforcing a culture of trust and responsiveness.
- Ask HR: The Company has an in-house query handling platform "Ask HR", which serves as a direct, accessible, and speedy resolution tool for employees. Through this platform, employees can raise queries, concerns, or requests for support on various matters and receive timely assistance.

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

| Category | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | 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) |
| | | | Permanent Employees | | | |
| **Total** | **11,160** | **0** | **0** | **9,289** | **0** | **0** |
| Male | 8,733 | 0 | 0 | 7,435 | 0 | - |
| Female | 2,427 | 0 | 0 | 1,854 | 0 | 0 |
| Other | - | - | - | - | - | - |
| | | | Total Permanent Workers | | | |
| **Total** | **344** | **0** | **0** | **1,009** | **0** | **0** |
| Male | 244 | 0 | 0 | 747 | 0 | 0 |
| Female | 100 | 0 | 0 | 262 | 0 | 0 |
| Other | - | - | - | - | - | - |

## P3-E8 Details of training given to employees and workers:

| Category | FY 25-26 | | | | | FY 24-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 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 | 8,733 | 8,733 | 100 | 8,733 | 100 | 7,435 | 7,435 | 100 | 7,435 | 100 |
| Female | 2,427 | 2,427 | 100 | 2,427 | 100 | 1,854 | 1,854 | 100 | 1,854 | 100 |
| Other | - | - | - | - | - | - | - | - | - | - |
| **Total** | **11,160** | **11,160** | **100** | **11,160** | **100** | **9,289** | **9,289** | **100** | **9,289** | **100** |

| Category | FY 25-26 | | | | | FY 24-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 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) |
| **Workers** | | | | | | | | | | |
| Male | 14,966 | 14,966 | 100 | 14,966 | 100 | 19,143 | 19,143 | 100 | 19,143 | 100 |
| Female | 10,783 | 10,783 | 100 | 10,783 | 100 | 12,814 | 12,814 | 100 | 12,814 | 100 |
| Other | - | - | - | - | - | - | - | - | - | - |
| **Total** | **25,749** | **25,749** | **100** | **25,749** | **100** | **31,957** | **31,957** | **100** | **31,957** | **100** |

*Note: The Company provides trainings to all employees and workers throughout the year, through various platform.*

## P3-E9 Details of performance and career development reviews of employees and workers

| Category | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| **Employees** | | | | | | |
| Male | 8,733 | 8,733 | 100 | 7,435 | 7,435 | 100 |
| Female | 2,427 | 2,427 | 100 | 1,854 | 1,854 | 100 |
| Other | - | - | - | - | - | - |
| **Total** | **11,160** | **11,160** | **100** | **9,289** | **9,289** | **100** |
| **Workers** | | | | | | |
| Male | 14,966 | 14,966 | 100 | 19,143 | 19,143 | 100 |
| Female | 10,783 | 10,783 | 100 | 12,814 | 12,814 | 100 |
| Other | - | - | - | - | - | - |
| **Total** | **25,749** | **25,749** | **100** | **31,957** | **31,957** | **100** |

## 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?**

Yes, the Company has implemented an Occupational Health and Safety Management System (OHSMS) to ensure the well-being and safety of its employees and workers. The system follows the guidelines outlined in IS 14489, "Code of Practice on Occupational Safety and Health Audit," providing a structured approach to identifying, assessing, and managing health and safety risks throughout the organization. This system covers all operations, including commissaries, stores, and other workplace environments.

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

The Company assess risks on a routine basis in which employees and workers plays an active role by identifying potential hazards, unsafe conditions, and unsafe acts, which are recorded in the safety digitalization tool. This tool allows for the detailed identification of hazards, analysis of potential causes and consequences, and recommendations for necessary changes or alterations to prevent risks.

Additionally, the Company conducts regular physical verification of work processes, alongside group hazard identification sessions, where employees collaborate to identify risks and suggest improvements. Routine and non-routine activities are also assessed through risk assessment sessions led by both internal safety teams and third-party experts wherever required.

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

Yes, workers are encouraged to report work-related hazards through various modes of communication, both online as well as offline.

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

Yes, all employees and workers are covered under medical and accidental insurance schemes. The Company offers comprehensive packages for non-occupational medical and healthcare services, including group term life insurance, and personal accident insurance.

## P3-E11 Details of safety related incidents, in the following format:

| Safety Incident/Number | Category | FY 25-26 | FY 24-25 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| No. of fatalities (Work-related injury/fatality) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

The Company is committed to providing a safe, healthy and conducive work environment for all its employees, workers and other stakeholders operating within its premises. The following measures have been implemented towards this objective:

1. **Health & Safety Policy and Governance:** The Company has an EHS (Environment, Health & Safety) Policy that outlines its commitment to maintaining safe working conditions. A dedicated EHS team oversees implementation, compliance, and continuous improvement of safety standards across all facilities.

2. **Compliance with Statutory Requirements:** The Company ensures full compliance with applicable EHS legislations of state and central regulations. Regular audits are conducted to ensure ongoing statutory compliance.

3. **Risk Assessment and Hazard Identification:** Systematic hazard identification and risk assessments (HIRA) are carried out periodically across all operations. Findings are used to implement corrective and preventive actions (CAPA) to mitigate identified risks proactively

4. **Safety Training and Awareness:** Employees and contract workers undergo mandatory induction training on workplace safety before commencing work. Regular toolbox talks, safety drills, fire evacuation exercises, and refresher training sessions are conducted to build a culture of safety awareness. The Company has achieved 1.22% of Safety Hours Trained Per Man Hours Worked at it's Commissaries.

   Driver Safety Programs ensure training of all vehicle operators in safe driving behavior, road safety, and vehicle maintenance practices. Rider Safety Programs for delivery partners focus on the use of safety gear, speed governors and traffic rule compliance.

5. **Personal Protective Equipment (PPE):** Appropriate PPE including helmets, gloves, safety footwear, eye protection, and respiratory equipment is provided to all workers as per the nature of their job roles. Compliance with PPE usage is monitored and enforced.

6. **Incident Reporting and Investigation:** A robust incident and near-miss reporting system is in place. All incidents are investigated to determine root causes, and learnings are shared across locations to prevent recurrence. The Company has achieved Zero Lost Time Injury and Total Recordable Incident Rate (TRIR) are monitored as key performance indicators and its TRIR is 0.04 during the assessment period.

7. **Occupational Health Services:** The Company provides access to occupational health services, including periodic medical examinations for employees exposed to occupational hazards, on-site first aid facilities, and tie-ups with nearby hospitals for emergency medical care.

8. **Safety Committees:** Safety Committees comprising management and worker representatives are constituted as per statutory requirements. These committees meet monthly to review safety performance, address concerns raised by workers, and recommend improvement measures.

9. **Emergency Preparedness and Response :** Emergency response plans (ERPs) are documented and periodically tested through monthly drills. Fire detection and suppression systems, emergency exits, and first aid kits are maintained in accordance with applicable standards. All employees and workers are trained on emergency evacuation procedures.

   Kitchen Fire Suppression Systems and fire extinguishers with easy access have been installed across chimneys and burners to tackle potential fire hazards at the source itself.

10. **Physical and Mental Wellbeing:** Physical and Mental Wellbeing: The Company looks after the health and well-being of its employees by providing on-site medical facilities with a doctor available to address any health concerns. Additionally, to support mental health, the Company offers yoga sessions, expert talks, one-on-one counselling, and wellness programs focused on both mental and physical well-being.

## P3-E13 Number of Complaints on the following made by employees and workers:

| Category | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | 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 | 0 | NA | - | 0 | NA | - |
| Health and Safety | 0 | NA | - | 0 | NA | - |

## 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 |

*Note: The Company has in-house teams that assess Health and Safety conditions at plants on a regular basis and conducts third party audits on sampling basis.*

## 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 and safety practices and working conditions.

All safety related incidents are identified, and adequate control measures are taken considering the hierarchy of controls. For each risk, a corrective action plan is documented that outlines a set of steps for addressing issues and gaps in business operations and processes that could negatively impact the business.

### 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).

Yes, the Company extends life insurance or a compensatory package in the event of death of an employee or a worker.

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

The Company has a supplier code of conduct that is shared and communicated to all suppliers during onboarding and on a regular basis. This code clearly states that all suppliers must follow the law and conduct business ethically.

## 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:

No work-related/ill-health/fatalities injury was reported in FY'26. The Company gives utmost importance to safety at workplace, well defined SOP's are in place and proper adherence is assured by site EHS teams.

| | 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 25-26 | FY 24-25 | FY 25-26 | FY 24-25 |
| Employees<br>Workers | Nil | Nil | Nil | Nil |

### P3-L5 Details on assessment of value chain partners

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

**The Company monitors the hygiene compliance of the business partners, covering all food vendors under surveillance audit at least once in a year.*

### 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

There was no significant risk regarding health and safety practices and working conditions, of the value chain partners, However, as a preventive action, the Company conducted training and awareness session with the key value chain partners, and updated them on policies and codes, such as Suppliers Code, Business Responsibility Policy, etc.

## PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders

**Essential Indicators:**

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

Under the Stakeholder Management Policy, the Company has undertaken a comprehensive analysis of its internal and external environment to identify its stakeholders. These include individuals, groups, or organizations that are directly or indirectly associated with, or impacted by, the Company's activities, products, services, and overall performance. The identified stakeholders also encompass those on whom the Company depends for its effective functioning, those to whom it holds legal, commercial, operational, ethical obligations, and those who have the ability to influence or impact the Company's strategic decision-making. The Company conducts regular stakeholder reviews to assess and address the business's evolving interests, concerns and expectations.

### 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 and 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 |
|---|---|---|---|---|
| Consumers | No | • Brand Apps<br>• Corporate website<br>• Consumer Surveys<br>• Leadership visits<br>• Social Media Channels<br>• Blind Surveys<br>• Customer Trigger and barrier studies<br>• Focus Group discussion<br>• Mystery audits | Ongoing/ continuous | Key engagement objectives:<br>• Develop relationships based on trust, loyalty, and social commitments.<br>• Understand the shift in preferences for innovation<br>• Food quality and safety<br>• Grievance redressal |
| Investors | No | • Shareholders' letters and Earnings Call<br>• Investor conferences<br>• Shareholders / investor meetings<br>• Annual Report<br>• Stock exchange filings<br>• Email communication<br>• Newspaper advertisements | Quarterly, Half-yearly, annually | Key engagement objectives:<br>• Financial and business performance<br>• Progress on key focus areas<br>• Update on any material event<br>• Sustained profitable growth |
| Government and Regulatory Bodies | No | • Engagement in industry forums, sectoral associations,<br>• Regular engagement with Govt officials<br>• Mandatory filings<br>• Policy advocacy | Regularly | Key engagement objectives:<br>• Ease of doing business<br>• Understand compliance and applicable regulations<br>• Collaborations on national agendas |

| Stakeholder Group | Whether identified as Vulnerable and 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 |
|---|---|---|---|---|
| Sub-Franchisee | No | • Presentations and knowledge sharing on sustainability practices<br>• Market and store visits<br>• Engagement with senior management | Quarterly, Half-yearly, annually | Key engagement objectives:<br>• Mutual beneficial relationship<br>• Climate Change<br>• Choice and Nutrition<br>• Business Growth |
| Communities | Yes | Community meetings<br>• Meetings with NGOs<br>• Third party reviews | Ongoing/ continuous | Key engagement objectives:<br>a. Life skill trainings<br>b. Livelihood development<br>c. Community Healthcare |
| Suppliers | No | • Supply chain meet supplier audits<br>• Interactions with suppliers, by the procurement teams Training programmes | Ongoing/ continuous | Key engagement objectives:<br>• Food quality and safety<br>• Shared value and build long term partnerships<br>• Climate Change<br>• Employee Health and safety<br>• Sharing of mutual expectations including quality, cost and timely delivery<br>• Capability building and growth plans<br>• Sharing of best practices |
| Employees | No | • Intranet portal<br>• Posters, TV screens<br>• Employee surveys<br>• Team building activities<br>• Training and development activities<br>• Employee town halls<br>• Regular awareness campaigns<br>• Chairperson's award<br>• Performance reviews | Ongoing/ continuous | Key engagement objectives:<br>Employee benefits<br>• Awareness about company policies<br>• Employee recognition<br>• Learning and development<br>• Health, safety and wellbeing<br>• Performance review and career development Talent Pool |
| Industry Associations | No | • Meetings with industry associations.<br>• Publications and reports<br>• Events and conferences<br>• Meetings with committee and working group | regularly | Key engagement objectives:<br>• Participate/represent common industry agenda<br>• Policy advocacy |

## 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.

The Company has established a governance framework to facilitate meaningful consultation between its stakeholders and the Board on economic, environmental, and social matters. Respective business/ functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable

### 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.

Yes, the material issues are identified based on the Company's engagement with it's stakeholders. Based on the identified material topics, the Company has formulated policies and has set yearly sustainability goals till 2030.

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

The Company engages with vulnerable and marginalized communities through its Stakeholder Engagement Policy and CSR initiatives.

Key interventions include

- **Udaan:** QSR skill training and employability enhancement for underserved youth.
- **Umang:** Primary healthcare access for rural communities through Mobile Health Vans.
- **Unnati:** Livelihood enhancement for dairy farmers through productivity and income improvement interventions.
- **Sashakt:** Economic empowerment of rural women through poultry-based livelihood opportunities.
- **Suraksha:** Food safety and hygiene training for street food vendors to promote safer practices and sustainable livelihoods.

These initiatives address key concerns related to healthcare access, employability, income generation, and socio-economic inclusion.

# PRINCIPLE 5 Businesses should respect and promote human rights

### 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 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. employees / workers covered (B) | % (B / A) | Total (C) | No. employees/ workers covered (D) | % (D/C) |
| **Employees** | | | | | | |
| Permanent Employees | 11,160 | 11,160 | 100 | 9,289 | 9,289 | 100 |
| Other than permanent Employees | - | - | - | - | - | - |
| **Total Employees** | **11,160** | **11,160** | **100** | **9,289** | **9,289** | **100** |
| **Workers** | | | | | | |
| Permanent Workers | 344 | 344 | 100 | 1,009 | 1,009 | 100 |
| Other than permanent | 25,405 | 25,405 | 100 | 30,948 | 30,948 | 100 |
| **Total Workers** | **25,749** | **25,749** | **100** | **31,957** | **31,957** | **100** |

All employees and workers receive human rights awareness through email communications, POSH trainings, etc. In addition to this, the Company conducts sessions such as stress management, mental health, equality and non-discrimination, right to healthcare, and many other expert discussions. The Company also provides Human Resource Handbook while onboarding new joiners, that includes information on human rights awareness as part of the Code of Conduct.

## P5-E2 Details of minimum wages paid to employees and workers, in the following format:

| Category | FY 25-26 | | | | | FY 24-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal Minimum Wage | | More than min wage | | Total (D) | Equal Minimum Wage | | More than min wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Permanent Employees** | | | | | | | | | | |
| Male | 8,733 | 4 | 0.05 | 8,729 | 99.95 | 7,435 | 2 | 0 | 7,433 | 100 |
| Female | 2,427 | 1 | 0.04 | 2,426 | 99.96 | 1,854 | 0 | 0 | 1,854 | 100 |
| Other | - | - | - | - | - | - | - | - | - | - |
| **Other than permanent Employees** | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - |

| Category | FY 25-26 | | | | | FY 24-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal Minimum Wage | | More than min wage | | Total (D) | Equal Minimum Wage | | More than min wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Permanent Workers** | | | | | | | | | | |
| Male | 244 | 1 | 0.41 | 243 | 99.59 | 747 | 0 | 0 | 747 | 100 |
| Female | 100 | - | - | 100 | 100 | 262 | 0 | 0 | 262 | 100 |
| Other | - | - | - | - | - | - | - | - | - | - |
| **Other than permanent** | | | | | | | | | | |
| Male | 14,722 | - | - | 14,722 | 100 | 18,396 | 18,247 | 99 | 149 | 1 |
| Female | 10,683 | - | - | 10,683 | 100 | 12,552 | 12,497 | 100 | 55 | 0 |
| Other | - | - | - | - | - | - | - | - | - | - |

## P5-E3 Details of remuneration/salary/wages, in the following format

**a. Median remuneration / wages**

| FY 2025-26 | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 8 | 3,150,000 | 2 | 3,012,500 |
| Key Managerial Personnel* | 1 | 171,539,946 | 2 | 41,175,066 |
| Employees other than BoD and KMP | 8,732 | 386,186 | 2,425 | 346,034 |
| Workers | 14,966 | 186,650 | 10,783 | 192,526 |

*Includes CEO and MD*

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

| Particulars | FY 25-26 | FY 24-25 |
|---|---|---|
| Gross wages paid to females as % of total wages | 24.24% | 23.25% |

## 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, the Company has a focal point for addressing human rights impacts and issues caused or contributed by the business. The Jubilant Bhartia group established an Ombudsperson office in 2013. The Ombudsperson gives an opportunity to voice concerns, resolve issues efficiently and help do business the right way. As a designated neutral and impartial office, the Ombudsperson is an advocate for fair process and transparency.

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

The Company has in place a Whistle Blower Policy and has established the necessary vigil mechanism for Directors and employees in confirmation with Section 177(9) of the Act and Regulation 22 of Listing Regulations, to report concerns about unethical behavior.

Any Employee of the Company shall report any queries or complaints of violation or potential violation (with full details and evidence, if any) to the respective Division HR Head.

The complaint can also be made to the Ombudsperson by using any of the following communication channels:

1. Email to: Ombudsperson@jubl.com
2. Logging/ accessing the web portal www.cwiportal.com, and clicking on the 'Lodge Report' button
3. Post, in a sealed envelope, to the following mail box: Post Box No. 4374, Ombudsperson - Jubilant Bhartia Group, New Delhi
4. Contacting on the Toll Free Number: 1860-12345-25 (Availability: Monday to Friday from 09:30 -17:30 hrs)

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

| Category | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | 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 | 32 | 4 | - | 64 | 4 | - |
| Discrimination at workplace | 0 | 0 | - | 0 | 0 | - |
| Child Labour | 0 | 0 | - | 0 | 0 | - |
| Forced Labour/ Involuntary Labour | 0 | 0 | - | 0 | 0 | - |
| Wages | 75 | 0 | - | 16 | 30 | - |
| 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 25-26 | FY 24-25 |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) | 32 | 64 |
| Complaints on POSH as a % of female employees/workers | 0.24 | 0.4 |
| Complaints on POSH upheld | 27* | 25 |

**No of upheld complaints excluding the pending cases.*

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

The Company ensures that no threats, retribution, or punishment is initiated against any one who has reported a violation or suspected violation of the law, this Code, or other Company rules, or against anyone who is aiding in any investigation or process relating to such a violation. Dedicated team ensures that every problem is addressed sensitively and that its resolution is delivered on time.

The Company's Employee Wellbeing Policy assures its employees a workplace free of harassment as captured in the Policy on Prevention of Sexual Harassment at Workplace. Weblink

## P5-E9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the Company has a Supplier Code of Conduct to communicate the expectation in terms of legal compliance, corporate conduct, basic human rights, and treating people and the environment fairly. In every purchase order, the Company mandates the partners to abide by the Supplier Code of Conduct.

## 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% of the sites and offices were assessed by the entity |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | NA |

## P5-E11: Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable.

**Leadership Indicators:**

## 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?

Yes. the Company understands the importance of providing equal access at the workplaces to all visitors. The Company has implemented various measures to provide infrastructural support to the Differently Abled Visitors. Some of the Company's facilities are equipped with ramps, wheelchair access, lift operating panel with braille signages and all gender accessible toilets.

## P5-L4 Details on assessment of value chain partners:

| Category | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Sexual Harassment<br>Discrimination at workplace<br>Child labour<br>Forced labour/involuntary labour<br>Wages | 100% of the value chain partners are audited by in-house teams, with a focus on food safety, human rights parameters and supplier compliance assessments. In cases where non-compliance with regulatory or non- regulatory requirements is identified, the team provides a defined rectification period, after which a follow-up audit is conducted to verify compliance and ensure corrective actions have been implemented. |
| Others – please specify | NA |

## 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

**Essential Indicators:**

## P6-E1 Details of total energy consumption (GJ) and energy intensity, in the following format:

| Parameter | FY 25-26 | FY 24-25 |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) | 50,213 | 29,506 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 50,213 | 29,506 |
| **From non-renewable sources** | | |
| Total electricity consumption (D) | 640,771 | 618,781 |
| Total fuel consumption (E) | 905,619 | 791,890 |
| Energy consumption through other sources (F) | 0 | 0 |
| **Total energy consumed from non- renewable sources (D+E+F)** | **1,546,390** | **1,410,671** |
| **Total energy consumed (A+B+C+D+E+F)** | **1,596,602** | **1,440,177** |
| **Energy intensity per rupee of turnover** (Total energy consumed / Revenue from operations) | 0.000023 | 0.000024 |
| **Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed / Revenue from operations adjusted for PPP) | 0.000474 | 0.00049 |

*Note: In FY'26 Renewable share of energy has significantly increased due to renewable power purchase for the Greater Noida Commissary through open access mechanism*

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

*Yes, the above data is verified by TÜV SÜD South Asia Pvt Ltd., for more details, please refer to the assurance statement.*

## 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

## P6-E3 Provide details of the following disclosures related to water, in the following format:

| Parameter | FY 25-26 | FY 24-25 |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 60,737 | 73,788 |
| (iii) Third party water m3 | 79,856 | 63,478 |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| **Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)** | **140,593** | **137,266** |
| **Total volume of water consumption (in kilolitres)** | **140,593** | **137,266** |
| Water intensity per rupee of turnover (m3/ H) | 0.000002 | 0.0000022 |
| **Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**- (Total water consumption/ Revenue from operations adjusted for PPP) | 0.000042 | 0.0000465 |

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency Yes, the above data is verified by TÜV SÜD South Asia Pvt Ltd., for more details, please refer to the assurance statement.*

## P6-E4 Provide the following details related to water discharged

| Parameter | FY 25-26 | FY 24-25 |
|---|---|---|
| **Water discharge by destination and level of treatment (in kilolitres)** | | |
| 1. To Surface water | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| 2. To Groundwater | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| 3. To Sea water | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | NA | NA |
| 4. Sent to third parties | | |
| No treatment | 1,226 | 7,525 |
| With treatment – please specify level of treatment | 1,003 - ETP | Effluent treatment |
| 5. Others | | |
| No treatment | NA | NA |
| With treatment – please specify level of treatment | 2,674 - ETP | NA |
| **Total water discharged (in kilolitres)** | **4,903** | **7,525** |

*Note: The water discharge has been significantly reduced due to water recycling project implemented at Greater Noida Commissary.*

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency Yes, the above data is verified by TÜV SÜD South Asia Pvt Ltd. For more details, please refer to the assurance statement.*

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

The Company has proactively adopted water discharge management practices across its key manufacturing and supply chain facilities, aligned with its commitment to environmental sustainability and responsible resource utilisation.

At the Greater Noida Commissary, the facility employs an advanced multi-stage water treatment process, incorporating ultra-filtration technology downstream of the Effluent Treatment Plant (ETP), ensuring that treated effluent is further purified to meet reuse standards. The reclaimed water is channelled for non-potable applications, including cooling tower operations and vehicle (truck) washing, thereby reducing dependence on fresh water sources. Residual treated water is utilised for horticultural and landscaping purposes within the facility, reinforcing the Company's circular water use approach.

The Jubilant Food Park Bengaluru and the Mumbai Commissary operate on a zero water discharge model, ensuring that no wastewater is released beyond their facility boundaries. These sites are designed and operated to contain, treat, and recycle all wastewater generated within their premises, with no untreated effluent discharged into the external environment at any point.

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

| Parameter | Please specify unit | FY 25-26 | FY 24-25 |
|---|---|---|---|
| Nox | mg/nm3 | 61.3 | 75.7 |
| Sox | mg/nm3 | 26.3 | 14.5 |
| Particulate matter (PM) | mg/nm3 | 42.4 | 31.6 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

*Note: Air emissions, including NOx, SOx, and Suspended Particulate Matter (SPM), are monitored from diesel and gas generator sets installed at our facilities. Regular monitoring is conducted, and reports are evaluated periodically to ensure compliance with applicable environmental standards and to assess emission performance.*

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the above data is verified by TÜV SÜD South Asia Pvt Ltd., for more details, please refer the assurance statement.*

## P6-E7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format

| Parameter | Unit | FY 25-26 | FY 24-25 |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | tCo2e | 54,925 | 48,316 |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4,N2O, HFCs, PFCs, SF6, NF3, if available) | tCo2e | 127,442 | 123,068 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | tCo2e/H | 0.000003 | 0.0000028 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | tCo2e/USD | 0.000054 | 0.000058 |

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the above data is verified by TÜV SÜD South Asia Pvt Ltd. for more details, please refer to the assurance statement.*

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

Yes, the Company has projects contributing in reducing Green House Gas Emissions.

- **Switching to E-Bikes**

  The Company has made significant progress this year, increasing the number of e-bikes and e-cycle to 67%. This is an important initiative to reduce carbon footprint and transition to a more sustainable future. The Company is focused on implementing e-bikes in all of the new stores, taking into account the local terrain. All of the bikes used in Popeyes and Hong's Kitchen are already electric.

- **Energy Savings through VFDs on Exhaust Systems:**

  To ensure proper ventilation, exhaust fans are essential for our operations. However, they have been running at a full speed regardless of the actual demand, leading to unnecessary energy consumption and inefficiency.

  To address this, the Company installed Variable Frequency Drives (VFDs) to dynamically regulate fan speeds based on real-time load requirements. With the VFDs in place, exhaust fans operate at optimal speeds, delivering full power only when needed and reducing their speed during low-demand periods. This targeted solution has significantly reduced energy usage, extended equipment lifespan, and enhanced overall operational efficiency.

- **Purchasing renewable power**

  To advance our Sustainability goals, the Company has strategically transitioned to renewable energy for our sites with high energy demand. The Company successfully procured renewable power for its Bangalore facility through open access and have signed a PPA to power the Greater Noida Commissary with clean energy.

  Through the open access purchase, the renewable energy is generated off-site and is fed into the regional grid from where the Company is drawing an equivalent amount for it's facilities.

  In accordance with the Environment Policy, the Company is committed to improve environmental performance by adopting cleaner production methods and promoting energy efficient environmental technologies (including renewable energy) in operations to reduce Green House Gas emissions.

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

| Parameter | FY 25-26 | FY 24-25 |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste **(A)** | 98.6 | 137 |
| E-waste **(B)** | 1.1 | 1.4 |
| Bio-medical waste **(C)** | 1.1 | 1.2 |
| Construction and demolition waste **(D)** | 9.7 | 0 |
| Battery waste **(E)** | 4.4 | 0.09 |
| Radioactive waste **(F)** | NA | 0 |
| Other Hazardous waste. Please specify, if any. **(G)** | 43.4 | 68 |
| Other Non-hazardous waste generated **(H)**. Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector) | 1,824.2 | 959 |
| **Total (A+B + C + D + E + F + G + H)** | **1,982** | **1,168** |
| **Waste intensity per rupee of turnover** (Total waste generated / Revenue from operations) | 0.00000003 | 0.000000019 |
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated / Revenue from operations adjusted for PPP) | 0.00000059 | 0.00000040 |
| **Waste intensity (optional)** – the relevant metric may be selected by the entity | - | NA |
| **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Recycled | 1,148 | - |
| (ii) Re-used | 603 | - |
| (iii) Other recovery operations | - | - |
| **Total** | **1,750** | **-** |
| **For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Incineration | 32 | - |
| (ii) Landfilling | 40 | - |
| (iii) Other disposal operations | 160 | 1,168 |
| **Total** | **232** | **1,168** |

*Note:*

*The waste generated is disposed responsibly through authorised service providers.*

*Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the above data is verified by TÜV SÜD SOUTH ASIA PVT. LTD., for more details, please refer the assurance statement*

## 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.

The Company has implemented waste management practices to manage hazardous and non-hazardous waste generated by operations. Proper labelling, storage, and disposal of hazardous waste materials, as well as employee training on safe handling practices is conducted. The Company, manages and dispose their waste through authorised third-party vendors.

The Company has also published Environment policy highlighting Company's vision on waste management by focusing on reducing, recycling, reusing and recovering waste.

The Company also introduced a Product Life Cycle Policy that strives to ensure reduction, reuse and recycling of resources and sharing information to stakeholders in their value chain on appropriate disposal and recycling for their packaging.

## 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:

The offices and commissaries are built on government-approved land in industrial zones and do not fall within or adjacent to protected areas or high biodiversity areas.

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

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

The Company has not conducted any environmental impact assessment, since the offices and commissaries are built on government approved land and the Company do not operate in ecologically sensitive areas. However, all the requirements related to environmental compliance are fulfilled as per various local laws and regulations.

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

## 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

| 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 |
|---|---|---|---|---|
| NA | | | | |

### Leadership Indicators:

## P6-L3 With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and 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:

| Sr. No. | Initiative Undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| 1 | Converting waste cooking oil to bio-diesel | This initiative involves diverting waste Used Cooking Oil (UCO) to FSSAI approved aggregators, ensuring its responsible disposal and facilitating its conversion into biodiesel. | 100% used cooking oil was successfully converted into biodiesel, producing a clean, renewable fuel. The process also generated glycerol and helped reduce waste and $CO_2$ emissions by 233,730. |
| 2. | Achieving Zero Liquid Discharge at Greater Noida Commissary | To improve water efficiency and increase the reuse of treated water, the Company has upgraded its Effluent Treatment Plant (ETP) by installing secondary and tertiary treatment processes. These advanced treatment stages significantly enhance the quality of treated water, making it suitable for reuse in various utility applications such as cooling towers and hand wash stations. | This initiative has enabled the Company to achieve Zero Liquid Discharge (ZLD) at the site, thereby reducing the dependency on freshwater sources and significantly lowering the overall water footprint. |

| Sr. No. | Initiative Undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| 3. | Increasing share of EV's in delivery fleet | The Company is strategically expanding the proportion of electric vehicles within its delivery fleet, with EV bikes now accounting for 67% of the fleet. This transition is reducing dependence on petrol-powered vehicles and contributing to lower emissions. | By adopting EVs, the Company is achieving substantial savings on petrol consumption and vehicle maintenance costs, which together contribute to a lower overall cost per delivery. The use of governor-controlled speed attachments on EVs has also enhanced delivery rider safety. Moreover, this transition supports the efforts to reduce carbon emissions and minimize environmental footprint |
| 4. | Reduction of paper consumption in packaging | The initiative drives paper optimization across multiple materials, with a total reduction potential of 208.2 MT of paper consumption annually. | Significant environmental benefit through paper resource conservation, reduced deforestation pressure, and measurable progress toward JFL's sustainability goals. |

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

Yes, the Company has business continuity and disaster management plan to ensure the seamless operation and swift recovery of an organization. Effective communication channels are established, and employees are trained through drills to handle emergencies efficiently. Backup systems and redundancy measures are implemented to mitigate disruptions, while regular reviews and updates ensure the plan remains relevant.

### 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.

The Company has a Supplier Code of Conduct, which is shared with every value chain partner during the onboarding process. This document outlines the Company's expectations on ethical, environmental, and social performance across the supply chain.

Company suppliers are expected to strictly observe and comply with all the fundamental principles outlined in the Supplier Code of Conduct which includes its compliance with all applicable environmental laws and regulations, and the adoption of responsible practices that minimize adverse environmental impacts in their operations.

In situations where a supplier receives any requests that conflicts with the Supplier Code of Conduct, or if they become aware of any suspected or actual violations of the code, they are obligated to report the same to the Ombudsperson. This mechanism ensures accountability and provides a channel for addressing and resolving concerns related to environmental or ethical misconduct.

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

The Company provides a Supplier Code of Conduct to all value chain partners. This code provides guidance to the value chain partners on its expectations towards a sustainable supply chain. The code enunciates that all the value chain partners should conduct their business and operate its facilities in a manner compliant with applicable environmental laws, regulations and industry standards and shall support Company's efforts to operate sustainably. The Company is committed towards handholding new and existing value chain partners in this journey of continuous improvement. 100% of the value chain partners are assessed under the Supplier Code of Conduct which covers environmental impacts.

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

### Essential Indicators:

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

Four affiliations

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

| Sr. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations |
|---|---|---|
| 1 | Confederation of Indian Industry (CII) | National |
| 2 | Federation of Indian Chamber of Commerce and Industry (FICCI) | National |
| 3 | National Restaurant Association of India (NRAI) | National |
| 4 | Retail Association of India (RAI) | National |

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

Not Applicable

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| - | - | - |

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

| Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web link, if available |
|---|---|---|---|---|---|
| 1 | Ease of Doing Business for QSR Industry | Representation and Engagement with various relevant External Stakeholders | Yes | As Required | - |

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### 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 |
|---|---|---|---|---|---|
| Dairy Farmer Development Program (Unnati) | N.A. | N.A. | Yes | No | - |
| Skill Development Program (Udaan) | N.A. | N.A. | Yes | No | - |

*Note: During FY26, the Company has not acquired any land that would require SIA as per Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. However, the Company has conducted external third party review of our projects on voluntary basis to understand the impact created by its initiatives.*

**1. Dairy Farmer Development: Assessment Report May 2025**

**About the Project:**

The programme is a notable initiative for enhancing livestock productivity and improving the livelihoods of livestock farmers. This program is implemented in collaboration with BAIF Institute for Sustainable Livelihood and Development.

The objective of the initiative is to provide scientific herd management techniques to dairy farmers for enhancing herd quality and improving milk quality and yield for their dairy businesses

Target Scale: 13000+ farmers

Project Location: Western Maharashtra

Assessment period: FY25

**Whether conducted by independent external agency:** Yes

**Impact Created:**

1. 55% Increase in milk rate
2. 181% increase in milk productivity
3. 120% increase in cattle herd size
4. 13% increase in fat percentage

**2. Skill Development Program: Assessment Report May 2025**

About the Project:

The Jubilant Foodworks Academy for Restaurant Operations and Management (JFARM) is a CSR skill development initiative by the Company. The main objective is to support young adults from unprivileged communities and under-developed geographies in their attaining livelihood by way of skilling them in the restaurant service industry.

Target Scale: : 2500+ youths

Project Location: PAN India

Assessment period: FY25

**Whether conducted by independent external agency:** Yes

**Impact Created**

1. 92% students found this course accessible and convenient
2. 97% found course effective in imparting QSR knowledge
3. 89% found adequate chances for practical learning
4. 40% female candidates trained
5. 71% trainees from rural areas
6. 60% respondents from affirmative groups
7. 79% placement
8. 94% satisfied with the placement

## P8-E2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

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

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

The Company interact with the communities across all locations on a regular basis and finetune projects and programs according to the needs of the community. Also, they facilitate a structured meeting where community leadership and local SCC leadership interact annually.

The Company's Stakeholder Engagement Policy focusses on, amongst other initiatives, to resolve stakeholder (consisting of local communities) grievances in a just, fair, equitable and timely manner. Weblink

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

| | FY 25-26 | FY 24-25 |
|---|---|---|
| Directly sourced from MSME's/Small producers | 28.62% | 28.00% |
| Directly from within India | 99.98% | 99.95% |

## 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 25-26 | FY 24-25 |
|---|---|---|
| Rural | 0.28% | - |
| Semi-Urban | 1.57% | 4.49% |
| Urban | 11.13% | 20.82% |
| Metropolitan | 87.03% | 74.70% |

*Note: Categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan and census 2011 data. Rural: population less than 10,000, Semi-Urban: 10,000 and above and less than 1 lakh, Urban: 1 lakh and above and less than 10 lakhs, Metropolitan: 10 lakh and above.*

## 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

| Sr. No. | State | Aspirational Districts | No. of Trained Youth | Approximate Amount Spent (in INR) |
|---|---|---|---|---|
| 1 | Jharkhand | Ranchi<br>Godda<br>Ramgarh<br>Dumka<br>Latehar<br>Giridih | 600 | 5,100,000 |
| 2 | West Bengal | Arambagh<br>Amtala<br>Uttarpara<br>Chandan Nagar<br>Bolpur | 360 | 3,060,000 |
| **Total** | | | **960** | **8,160,000** |

** Approx. 38% of Youth trained from Aspirational Districts out of 2500+ youth.*

## P8-L6 Details of beneficiaries of CSR Project

| Sr. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---|---|---|---|
| 1 | Dairy Farmer Development (Unnati) | 13,000+ Dairy farmers | 100 |
| 2 | Women Poultry Farmer Development (Sashakt) | 6 (Pilot Phase) | 100 |
| 3 | Community Healthcare (Umang) (Access available to 1.2 Million+ people) | 1.2 Million+ (Beneficiaries treated - 100,000+) | 100 |
| 4 | Skill Development (Udaan) | 2,500+ Youth trained 1,000+ Youth with driving license and driving trainings | 100 |
| 5 | Food Safety and Eat Right Education (Suraksha) | Training to 5,000+ Street Food Vendors and 300+ food handlers | 100 |
| 6 | Education & Training of Social Enterprises (Urja) | 3,000+ students benefited through the education project and 20 Social enterprises trained | 100 |

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

### Essential Indicators:

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

The consumers are able to raise their concerns through the complaint management systems wherein the complaints from different platforms such as telephonic, mobile application, and other known channels are documented in a complaint database and is directed to the serving restaurant/ resolution team. The teams calls the consumers to understand and resolve their concerns followed by their feedback on their experience.

In accordance with the Company's Customer Services Policy, it monitors and reviews complaints, enquiries, suggestions and act on the feedback shared by the customers.

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

| | As percentage of total turnover |
|---|---|
| Environment 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

| Category | FY 25-26 | | | FY 24-25 | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Restrictive Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other: Consumer Cases | 0 | 0 | - | 398 | 72 | - |
| Other : Product Quality related | 21,974 | 0 | - | 11,049 | 0 | - |
| **Total** | **21,974** | 0 | - | **11,447** | **72** | **-** |

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

| | Number | Reason for recall |
|---|---|---|
| Voluntary recall | 0 | NA |
| Forced recall | 0 | NA |

### 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.

The Company is committed to protecting its business information, including personal information of customers, employees and business partners, while it is collected, processed, consumed and stored in various internal and external systems, by building robust information systems and processes. For better security, the Company does not store customers' financial information like card number, CVV number, card expiry date etc. The Company is certified for PCI DSS v4.0.1 and is being audited by third party auditors on yearly basis. The Company also follows well-known cyber security management frameworks, based on ISO 27001:2022. Risk Management is followed for all information security risks including but not limited to data privacy risks. Privacy policy is timely reviewed and is also listed on our corporate portal for reference. The Company is on it's journey towards DPDPA adherence and will achieve full compliance before the stipulated deadline.

The organization has been constantly improving cyber security processes, technologies and raising employee awareness and embedding security in day-to-day functions. The cyber security team is agile, prompt and scalable. They monitor digital infrastructure and business information 24x7 to respond to cyber threats. Lastly, the Company ensures preparedness for speedy recovery in case of any disaster, and conduct recovery drill.

### 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

The Company in its endeavor to keep improving its cyber security posture has undertaken initiatives to implement more tools. Implementation of these tools will enhance the cyber security maturity and help us better protect the Company and customer assets. There have been no incidents reported for any cybersecurity or privacy incidents. Similarly, there has been no penalty or action taken by regulatory authorities.

### P9-E7: Provide the following information relating to data breaches:

a. Number of instances of data breaches: Nil

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

c. Impact, if any, of the data breaches : NA

## Leadership Indicators:

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

The Company operate several popular food chains in India, including Domino's Pizza, Popeyes, Hong's Kitchen and Dunkin'. Information on the products and services can be accessed through various channels and platforms. Some of them include:

1. **Company Website:** The Company has an official website (https://www.jubilantfoodworks.com/) that provides comprehensive information about the Company's services, products and brands.

   Domino's: Weblink

   Hong's Kitchen: Weblink

   Dunkin': Weblink

   Popeyes: Weblink

2. **Social Media Platforms:** Actively participate on various social media platforms such as Facebook, Twitter, LinkedIn, Instagram, and YouTube. The Company regularly updates its social media handles with news, promotions, offers, and other information related to its services.

3. **Mobile Apps:** Mobile apps (iPhone and Android) for brands such as Domino's Pizza, Dunkin', Popeyes, and Hong's Kitchen. The apps allow customers to place orders, track their orders, and access exclusive deals and offers.

4. **Press Releases:** The Company regularly provides information about its product launch, and other relevant updates through press release. These press releases can be accessed through Weblink

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

The Company is consistently educating their consumers about safe and responsible usage of products through various modes, Following are some platforms with wider reach among consumers:

- **Labelling:** Through the product labelling, the Company provides information on appropriate portion sizes, potential allergens, and other relevant details to help consumers make informed decisions. Packaging materials also includes “package disposal information” to promote consumer awareness of responsible disposal.

- **Nutrition information:** Clear nutritional information is provided in the apps and restaurants, to promote health and wellness, and potentially attract health-conscious customers.

- **Food safety:** The Company has supported the training of street food vendors through training batches around the country; handed over the hygiene kits as well as supported them for FSSAI Registration of their business.

The Company's Customer Service Policy ensures that accurate disclosure regarding their products is made through increased opportunities for appropriate product labelling. The Company also promotes products and services in a manner that is not misleading or confusing to customers. Further the Company's advertising does not violate the Company's policies and principles in any way.

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

Not Applicable

**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)**

Yes, the Company displays product information on some of the product over and above the mandates as per local laws. This information includes "No Antibiotic ever used in chicken", No Artificial Colours, flavours and preservatives, guidelines for immediate consumptions etc. Additionally, the Company carry survey of its services and products at all locations across the country time to time. It seeks 100% feedback from the customers.

**For and on behalf of the Board of Directors**

**Shyam S. Bhartia**
Chairman and Director
DIN: 00010484
Place: Noida
Date: May 20, 2026

**Hari S. Bhartia**
Co-Chairman and Director
DIN: 00010499
Place: Noida
Date: May 20, 2026

## Independent Assurance statement on third-party verification of sustainability information

To

The Directors and Management, **Jubilant Food Works Limited.**

15th Floor, Tower E, Skymark One, Plot No. H-10/A, sector-98, Noida - 201301, India

Unique identification no.: **3153279990**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Jubilant Food Works Limited,** to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **Jubilant Food Works Limited** for the period from 01-04-2025 to 31-03-2026. The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

### Reporting standard/framework

The disclosures have been prepared by Jubilant Food Works Limited in reference to:

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

### Reasonable level of assurance of 'BRSR 9 Core Attributes (Annexure 1- Format of BRSR Core)

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR report, and accordingly, we do not express a conclusion on those information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

### Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

### Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

### Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls

- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures, along with control mechanisms, through onsite and remote verification and below mentioned sites were selected for out audit Purpose.

| Sr. No. | Company Name | Onsite/Offsite | Detail of Audited Sites |
|---|---|---|---|
| 1 | Jubilant Food Works Limited | Onsite Review | Jubilant FoodWorks Limited<br>15th Floor, Tower E, Skymark One, Plot No. H-10/A, Sector – 98<br>Noida, Uttar Pradesh – 201301<br>India |
| 2 | | | Jubilant FoodWorks Limited,<br>B-5 Ecotech Extension 1, Near Bhati Chowk, Greater Noida, Uttar Pradesh 201308 |
| 3 | | | Jubilant FoodWorks Limited,<br>Jubilant Food Park Bengaluru,Plot no 58, Adinarayana Hosahalli,<br>Industrial Area,Dodaballapura, Bengaluru Rural,<br>Karnataka, 561203,Inida |
| 4 | | | Jubilant FoodWorks Limited,<br>B-6, Industrial Area, Phase -1, S.A.S.Nagar, Mohali-160055, Punjab<br>India |
| 5 | | Remote Review | Jubilant FoodWorks Limited,<br>B-211/2, Butibori Industrial Area, Kinhi, Higna, Nagpur - 441122, Maharashtra. |
| 6 | | | Jubilant FoodWorks Limited<br>Plot no. A2 , Isambe industrial area,Taluka Khalapur, Dist. Raigad.410220. |
| 7 | | | Jubilant FoodWorks Limited,<br>Khaitan no. 1832, R.S. Dag No. Part of 1233, Part of 1234, Part of 1237, Part of 1239, J.L No. 21, Village–Rajyadharpur, Mouza-Bangihati, under Rajyadharpur Gram panchayat, P.O. Mallickpara, Old Delhi Road, P.S. Sreerampore, Dist. Hooghly, West Bengal – 712203 |
| 8 | | | Jubilant FoodWorks Limited,<br>Dag no. 46 of K. P. Patta no. 25, Village Kamarkuchi Nonke, Patharkuchi Road, Kamarkuchi Gaon Panchayat, Mouza Panbari, Assam under Sonapur Revenue Circle District - Kamrup, Guwahati, Assam |
| 9 | | | Jubilant FoodWorks Limited,<br>44-66, IDA Moula Ali, Hyderabad, Telangana-500040<br>India |

**Conclusion**

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 02-07-2026 to 10-07-2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

**Limitations**

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on those information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

### Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

### Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Mumbai, Date 30-07-2026

| | |
|---|---|
| Prosenjit Mitra | Sanjeev Sharma |
| General Manager- Verification, Validation and Audit | Verification Team Leader, TÜV SÜD |
| Management System Assurance | Management System Assurance |

## Annexure I

| Sr. No. | Attribute | Parameter | Cross reference to BRSR (P-Principles/E- Essential Indicator) |
|---|---|---|---|
| 1. | Green-house gas (GHG) footprint<br><br>Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard* | Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)<br><br>Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)<br><br>GHG Emission Intensity (Scope 1 +2) | P6-E7 |
| 2. | Water footprint | Total water consumption<br><br>Water consumption intensity<br><br>Water Discharge by destination and levels of Treatment | P6-E3<br>P6-E4 |
| 3. | Energy footprint | Total energy consumed<br><br>% of energy consumed from renewable sources<br><br>Energy intensity | P6-E1 |
| 4. | Embracing circularity - details related to waste management by the | Plastic waste (A)<br>E-waste (B)<br>Bio-medical waste (C)<br>Construction and demolition waste (D) | P6-E9 |

| | | | |
|---|---|---|---|
| | entity | Battery waste (E)<br>Other Hazardous waste. Please specify, if any. (G)<br>Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)<br>Total waste generated ((A+B + C + D + E + F + G + H)<br>Waste intensity<br>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations<br>For each category of waste generated, total waste disposed by nature of disposal method | |
| 5. | Enhancing Employee Wellbeing and Safety | Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company<br><br>Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) | P3-E1<br>P3-E11 |
| 6. | Enabling Gender Diversity in Business | Gross wages paid to females as % of wages paid<br><br>Complaints on POSH | P5-E3<br>P5-E7 |
| 7. | Enabling Inclusive Development | Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India<br><br>Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or no permanent /on contract) as % of total wage cost | P8-E4<br>P8-E5 |
| 8. | Fairness in Engaging with Customers and Suppliers | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events<br>Number of days of accounts payable | P9-E7<br>P1-E8 |
| 9. | Open-ness of business | Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties | P1-E9 |