ANNEXURE 6 – TO THE DIRECTORS' REPORT

Business Responsibility and Sustainability Report

Section A : General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L19200MH1977PLC019449
2. Name of the Listed Entity: Metro Brands Limited
3. Year of incorporation: 19-01-1977
4. Registered office address: 401, Zillion, 4th Floor, LBS Marg & CST Road Junction, Kurla (West), Mumbai, Maharashtra – 400070
5. Corporate address: 401, Zillion, 4th Floor, LBS Marg & CST Road Junction, Kurla (West), Mumbai, Maharashtra – 400070
6. Email address: investor.relations@metrobrands.com
7. Telephone: +91 22 6656 0444
8. Website: https://metrobrands.com/
9. Financial year for which reporting is being done: FY 2025-26
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital: ₹ 1,36,27,33,690/- (27,25,46,738 equity shares of ₹5 each fully paid up)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: -

    Name: Manoj Agarwal

    Telephone number: +91 22 6656 0444

    E-mail id: csr@metrobrands.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).

    Disclosures in this report are made on a standalone basis.

14. Name of assurance provider: M/s. Ainapur & Associates
15. Type of assurance obtained: A third-party reasonable assurance on BRSR Core attributes as per the standards developed by the Industry Standards Forum (ISF).

II. Products/Services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Retail sale	Retailer in fashion footwear, bags & accessories	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Fashion Footwear, Bags & Accessories	47713	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	NA*	1,032 Showrooms (221 Cities), 2 Warehouses***, 1 Office	1,035
International**	Nil	Nil	Nil

** The company operates retail outlets and does not undertake any manufacturing activity.*

*** The company does not have any international offices.*

****The Company had commissioned 1 warehouse facility in Apr-26, and 1 old warehouse facility has been surrendered back to developer.*

19. Market Served by the entity

a. Number of locations

Locations	Number
National (No. of States)	31
International (No. of Countries)	Nil

b. What is the contribution of exports as a percentage of the total turnover of the entity: 0.16%

c. A brief on types of customers:

The company is a prominent footwear specialty retailer in India, with a strong retail and ecommerce presence across cities & towns in India. The Company addresses the evolving preferences of consumers by offering high-quality and fashionable footwear. With a diverse product portfolio across various price points, MBL effectively serves the economy, mid-range, and premium segments of the market. Its retail outlets provide a comprehensive assortment of footwear for men, women, and children, in addition to bags and accessories, positioning MBL as a destination for family footwear and related products.

The Company offers a comprehensive range of casual and formal footwear, catering to diverse consumer preferences and enhancing customer loyalty. This broad product offering contributes to the expansion of the Company's market presence. Metro Brands Limited engages with its customers through two principal channels:

1. Digital platforms – including the Company's own website and leading e-commerce marketplaces.
2. Offline retail stores – through direct walk-in customers across its nationwide store network.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees					
Permanent (D)	5,179	4,576	88.36%	603	11.64%
Other than Permanent (E)	1,675	1,546	92.30%	129	7.70%
Total employees (D + E)	6,854	6,122	89.32%	732	10.68%
Workers					
Permanent (F)*	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total workers (F + G)	0	0	0	0	0

**The company does not have any workers as defined in the guidance note on BRSR.*

b. Differently abled Employees and workers

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees					
Permanent (D)	7	7	100%	0	0%
Other than Permanent (E)	0	0	0%	0	0%
Total differently abled employees (D + E)	7	7	100%	0	0%
Differently Abled Workers					
Permanent (F)	0	0	0%	0	0%
Other than Permanent (G)	0	0	0%	0	0%
Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30%
Key Management Personnel	6	3	50%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY 2025-26			Turnover rate in previous FY 2024-25			Turnover rate in the year prior to the previous FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	49.36%	69.53%	51.48%	49.91%	69.04%	51.47%	66.24%	88.28%	67.78%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

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

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate companies / joint ventures	% 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)
Metmill Footwear Private Limited	Subsidiary	51%	No
Metro Athleisure Limited	Subsidiary	100%	No
M.V. Shoe Care Private Limited	Joint Venture	49%	No

VI. CSR Details

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

(ii) Turnover (in ₹): 2797.16 Crores

(iii) Net worth (in ₹): 1952.89 Crores

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)	Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://metrobrands.com/investor-contact/	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Not applicable, as the Company does not have investors other than shareholders.						
Shareholders	Yes, https://metrobrands.com/investor-contact/	14	Nil		15	Nil	
Employees and workers	Yes, https://metrobrands.com/wp-content/uploads/2025/11/CODE-Of-Conduct-Policy-updated.pdf https://metrobrands.com/wp-content/uploads/2025/08/Updated-PoSH-Policy-Jul25-Webiste.pdf	991	Nil		1,150	Nil	
Customers	Yes, Details of escalation matrix for all customers are mentioned invoices, shoeboxes and on our website under the link: https://metrobrands.com/contact-us	33,970	Nil		28,639	Nil	
Value Chain Partners	Yes, Escalation matrix is communicated to all VCPs, https://metrobrands.com/wp-content/uploads/2025/11/CODE-Of-Conduct-Policy-updated.pdf	Nil	Nil		Nil	Nil	
Other (CSR)	Yes, beneficiary may connect with us during project implementation in their localities. https://metrobrands.com/wp-content/uploads/2024/07/CSRPolicy.pdf	Nil	Nil		Nil	Nil	

** Note : All complaints were resolved during the year.*

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

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
Waste Management	Opportunity	Discarded footwear, due to its complex material mix, poses significant recycling challenges and environmental risks. The Company addressed this by diverting 4,892 tons from landfills-achieving 2% recycling and 98% waste-to-energy/co-processing transforming a waste burden into an opportunity for sustainable impact, in line with CPCB norms	Not Applicable	Positive Implication
Efficient Resource Use	Opportunity	Efficient resource use lowers operational costs, ensures regulatory compliance, and strengthens market positioning amid growing demand for sustainability. The Company's solar installations at Bhiwandi warehouses generated 1,42,322.6 kWh in FY 2025–26, reducing reliance on fossil fuels, cutting electricity costs, and shrinking its carbon footprint.	Not Applicable	Positive Implication

Interesting Initiatives

Healing the Planet: Metro Brands' Cradle-to-Grave Approach

Metro Brands Ltd. is revolutionizing sustainability in the footwear industry through its cradle-to-grave initiative. Addressing the staggering 20 billion pairs of footwear manufactured annually, the company has implemented an eco-friendly process to manage Old and Discarded Footwear (ODF). Through implementing partners, Metro Brands collects ODF from landfills, waste management agencies, and ragpickers, sorting and recycling materials like plastic and rubber. Worn-out parts are sent to power generating units or cement kilns, replacing coal and reducing greenhouse gas emissions. The company has made significant progress, processing 5% of ODF in FY22. In FY26, Metro Brands achieved a milestone, processing 4,892 tons (~12.50 million pairs) of ODF, a bit more than the number of new pairs sold, showcasing its commitment to sustainability and reducing environmental impact. This initiative contributes to UN SDG Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action), setting a remarkable example for the entire footwear industry to follow, promoting eco-friendly practices and responsible consumption

Vataawaran and Gramin Vikas

The project aimed to promote sustainable livelihoods and strengthen environmental resilience by planting 25,000 fruit-bearing trees and constructing/ refurbishing 6 water conservation structures across remote villages in Subir block of Dangs district and/or Kukarmunda block of Tapi district, Gujarat (Aspirational Blocks). The initiative focused on enhancing groundwater conservation, improving agricultural productivity, and supporting underprivileged communities.

Key Impact Areas:

- Impact on marginalized community: Improving the livelihood of 500 families
- Environmental Impact: Plantation of 25,000 fruit-bearing trees is expected to contribute to carbon sequestration by offsetting approximately 500 tonnes of CO_2 annually, resulting in an estimated reduction of 10,000 tonnes of CO_2 over 20 years.
- Water Conservation Impact: Each water harvesting structure is expected to conserve approximately 37.50 lakh Liters of surface water annually. Collectively, six structures will support conservation of approximately 225 lakh liters (~22,500 kilo liters) of water annually and contribute to improving groundwater levels by enhancing water availability in the surrounding areas.

Section B: Management And Process Disclosures

2.1 Management and Process disclosure questions

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="10">Policy and management processes</td></tr>
<tr><td>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td colspan="9">Yes</td></tr>
<tr><td>b. Has the policy been approved by the Board? (Yes/No)</td><td colspan="9">Yes</td></tr>
<tr><td>c. Web Link of the Policies, if available</td><td colspan="9">The policies can be accessed via the link https://metrobrands.com/policies/ as some internal policies applicable to employees are available on our intranet.</td></tr>
<tr><td>2. Whether the entity has translated the policy into procedures. (Yes/No)</td><td colspan="9">Yes</td></tr>
<tr><td>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td colspan="9">Yes. The Company places strong emphasis on corporate governance, with Board-approved policies, such as the Code of Conduct, Whistle Blower Policy, and Ethics Policy which are applicable to directors, senior management, employees, and all value chain partners.</td></tr>
<tr><td>4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle</td><td colspan="9">The Company's policies align with applicable laws and governance principles. The Quality Management System is ISO 9001:2015 certified by Pyramid Certifications LLP for supply and service provision.</td></tr>
<tr><td>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</td><td colspan="9">The company has identified key Environmental, Social, and Governance (ESG) areas and set internal targets to drive sustainability and ethical practices. Key initiatives/ achievements include
1. Transitioning partially to renewable energy through solar projects. (Installed 110 KW and 130 KW solar projects at 2 warehouses).
2. Diverting 1 discarded footwear from landfills for every 1 pair sold. We are also mitigating the footwear industry's environmental impact by processing millions of discarded footwear items, repurposing worn-out components as coal substitutes in cement kilns and power generation, and thereby reducing costs and emissions. We started with 5% in FY22 and achieved 100% of our goal in FY25. Furthermore, we're calculating our supply chain carbon footprint to address its adverse impacts.
3. Offsetting our water usage. We started with a target of 20% in FY27 and planned to achieve 100% by FY35
4. Offsetting our emissions. We started with a target of 1% in FY27 and planned to achieve the 20% by FY40
5. Having Indian Green Building Council (IGBC) certification for new warehouse facility in next 2 years.</td></tr>
<tr><td>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</td><td colspan="9">In FY 26, the company achieved notable progress in the following areas:
1. Generated approximately 1.42 lakh KWH of renewable energy through solar projects at our 2 warehouses.
2. Recycled and co-processed approximately 4892 tons of old and discarded footwear (approx. 12.5 million pairs) in an eco-friendly manner against our target of approx. 12 million pairs).</td></tr>
</table>

Disclosure Questions	P1 P2 P3 P4 P5 P6 P7 P8 P9
	3. Assessed approximately 52% of VCPs (by business value) for ESG parameter data collection to monitor and improve Scope 3 emissions and enhance environmental and social conditions in the supply chain. 4. We are on track to offset 20% of water withdrawal by constructing 6 water structures for water conservation at Gujrat areas. 5. We are on track to offset 1% of emission by fruit bearing tree plantation in Gujrat areas, which will also help the marginalised communities economically.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company believes that sustainability and financial performance go hand-in-hand and has integrated ESG considerations into its business decisions and operations. Key initiatives include: 1. Setting up two solar power plants, 2. Recycling e-waste, 3. Eco-friendly processing of discarded footwear, 4. Water conservation by constructing water structures, 5. Helping environment and marginalised communities by fruit bearing tree plantation project. Our CSR projects focus on stakeholder engagement, empowerment, and environmental protection through a participatory and collaborative approach. Additionally, the Legal & Secretarial team oversees governance-related aspects, including managerial remuneration, dividend policies, and related party transactions.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	(a) Name: Mohammed Iqbal Hasanally Dossani (DIN: 08908594) Designation: Whole-time Director (b) Name: Manoj Agarwal Telephone number: +91 22 6656 0444 E-mail id: csr@metrobrands.com
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 Corporate Social Responsibility & Sustainability Committee which is responsible for decision making on sustainability related issues. The composition of the Committee can be accessed via the link https://metrobrands.com/list-of-board-committees.

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	Relevant policies of the Company are reviewed periodically, or as required, by the Board and its Committees, and necessary changes to policies and procedures are implemented accordingly.									As per the statutory requirement.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the applicable statutory requirements.									The Company tracks the compliance requirements of each regulatory authority and proactively ensure all the compliances are met well before the due date.								

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

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

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 reason (please specify)									

Section C: Principle Wise Performance Disclosure

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Health Safety & Environment: (1 Program) Human Rights: (4 Program) Skill Upgradation: (1 Program)	HSE: 100% Human Rights: 100% Skill Upgradation: 100%
Key Managerial Personnel	6	Health Safety & Environment: (1 Program) Human Rights: (4 Program) Skill Upgradation: (1 Program)	HSE: 100% Human Rights: 100% Skill Upgradation: 100%
Employees other than BoD and KMPs	43	Health Safety & Environment: (1 Program) Human Rights: (6 Program) Skill Upgradation: (36 Program)	HSE: 93% Human Rights: 90% Skill Upgradation: 87%
Workers*	NA	NA	NA

** There are no workers in the company.*

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

	Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	During FY 2025-26, there were no material fines / penalties / punishments / awards / compounding fees / settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015, imposed on the Company or its Directors/KMPs.				
Settlement					
Compounding Fee					

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

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

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

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

Yes, the Company has adopted an Ethics Policy and a Code of Conduct, both of which are published on its website. Both frameworks cover anti-bribery and anti-corruption provisions and apply to directors, officers, employees, and associated personnel.

These frameworks require compliance with applicable anti-bribery and anti-corruption laws, strictly prohibiting the payment or acceptance of bribes and the offering, directly or indirectly, of any undue advantage to government officials or commercial entities.

Ethics Policy: https://metrobrands.com/wp-content/uploads/2023/02/CODE_OF_ETHICS.pdf

Code of Conduct: https://metrobrands.com/wp-content/uploads/2025/11/CODE-Of-Conduct-Policy-updated.pdf

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

	Current Financial Year	Previous Financial Year
Directors	No disciplinary action was taken against any Directors/ KMPs/employees/workers by any law enforcement agency for charges of bribery/corruption.	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	Current Financial Year		Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints related to conflicts of interest involving Directors or KMPs were received during FY26	0	No complaints related to conflicts of interest involving Directors or KMPs were received during FY25.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

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

Not applicable

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

	Current financial year	Previous financial year
i) Accounts payable x 365 days	₹ 1,00,568 Crores	₹ 81,304 Crores
ii) Cost of goods/services procured	₹ 1,170.72 Crores	₹ 1,030.85 Crores
iii) Number of days of accounts payables	86 days	79 days

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above. (BRSR Core).

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

Parameter	Metric	Current financial year	Previous financial year
Concentration of Purchases	a. i) Purchases from trading houses	1,385.41 Crores	962.10 Crores
	ii) Total purchases	1,385.41 Crores	962.10 Crores
	iii) Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made	472	430
	c. i) Purchases from top 10 trading houses	592.79 Crores	440.41 Crores
	ii) Total purchases from trading houses	1,385.41 Crores	962.10 Crores
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	42.79%	45.77%
Concentration of Sales	a. i) Sales to dealer / distributors	Nil	Nil
	ii) Total Sales	2,797.16 Crores	2,449.61 Crores
	iii) Sales to dealer / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. i) Sales to top 10 dealers / distributors	-	-
	ii) Total Sales to dealer / distributors	-	-
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	-	-
Share of RPTs in	a. i) Purchases (Purchases with related parties)	30.99 Crores	28.93 Crores
	ii) Total Purchases	1,385.41 Crores	962.10 Crores
	iii) Purchases (Purchases with related parties as % of Total Purchases)	2.24%	3.01%
	b. i) Sales (Sales to related parties)	Nil	Nil
	ii) Total Sales	2,797.16 Crores	2,449.61 Crores
	iii) Sales (Sales to related parties as % of Total Sales)	NA	NA
	c. i) Loans & advances given to related parties	-	-
	ii) Total loans & advances	0.91 Crores	1.37 Crores
	iii) Loans & advances given to related parties as % of Total loans & advances	-	-
	d. i) Investments in related parties	28.32 Crores	28.32 Crores
	ii) Total Investments made	675.27 Crores	552.18 Crores
	iii) Investments in related parties as % of Total Investments made	4.19%	5.13%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

Leadership Indicators:

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

Total number of awareness programmes held	Topics / Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	The Company provides training to its Karigar vendors on quality, packaging, and code of conduct as needed. To proactively enable compliance with BIS regulatory requirements across its supply chain, the Company engaged a qualified consultant to guide its vendors and conducted structured training sessions to build awareness and capability on the applicable standards.	100%
2	BRSR training sessions have also been provided to vendors to ensure alignment with the organization's sustainability and responsibility goals.	100%

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

Yes, the Company has in place a Code of Conduct for its Board members and Senior Management Personnel, aimed at upholding high standards of transparency, integrity and ethical behaviour. The Company has also adopted a Policy on Related Party Transactions to identify actual or potential conflicts of interest that may arise in the ordinary course of business with related parties. The policy, as approved and amended from time to time by the Board of Directors, is designed to mitigate and prevent such conflicts of interest in a transparent and controlled manner. In addition, the Company maintains the proper Register of Contracts in which Directors are interested in accordance with applicable laws, and all the relevant disclosures and details are duly recorded.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	The Company does not have any specific expenditure on research and development in the current year and previous year.
Capex	-	-	No investments have been made during the current year and previous year. Company had made capex of ₹40 Lakhs in FY21 and ₹41 Lakh in FY 22 for installation of solar plant at warehouses

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

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

   The sustainable sourcing policy was implemented in March 2025.

   Currently, 100% of the packing material and carry bags procured are either made of recycled material or recyclable. Biodegradable Bags for Handbags are sustainably sourced.

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

Company is committed to making a positive environmental impact. Key sustainability initiatives include:

- EPR target will be completed once the CPCB portal becomes operational for FY 2025-26.
- Responsible recycling and disposal of 1.22 Tons of e-waste in accordance with CPCB guidelines
- Diversion of 4,892 tonnes of used footwear from landfills-2% was recycled and 98% co-processed in waste-to-energy plants, following CPCB norms. As the Company is not involved in direct manufacturing, it avoids hazardous emissions. However, we remain committed to minimising our plastic and e-waste footprint through ongoing eco-friendly initiatives.

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

Yes, the Company has received Importer and Brand Owner registration certificate for recycling of plastic materials in Category-2 and the waste collection plan is in line with EPR requisites. The received recycling target from CPCB for FY 2025-26 is 101 Tonnes.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
The Company is engaged in retail and not manufacturing. Accordingly, no Life Cycle Assessment (LCA) was conducted during the reporting period.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
The Company is engaged in retail and not manufacturing. Accordingly, no Life Cycle Assessment (LCA) was conducted during the reporting period.		

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

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year	Previous Financial Year
The Company is not into manufacturing; hence this point is not applicable.		

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

	Current Financial Year			Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0 tons	57 tons	0 tons	0 tons	90 tons	0 tons
E-waste	0 tons	0 tons	1.22 tons	0 tons	0 tons	1.77 tons
Hazardous waste	0 tons	0 tons	0 tons	0 tons	0 tons	0 tons
Other waste	0 tons	76 tons	4,816 tons	0 tons	1,335 tons	3,029 tons

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Footwear pairs sold in FY 25-26	104 % (~125 Lakh footwear pairs) of old, discarded footwear processed in an eco-friendly manner.

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

Essential Indicators

Details of well-being of Employees and workers

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

Category	Total (A)	% of employees covered by									
		Health Insurance*		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	4,576	4,576	100%	4,576	100%	0	0%	4,576	100%	0	0%
Female	603	603	100%	603	100%	603	100%	0	0%	0	0%
Total	5,179	5,179	100%	5,179	100%	603	12%	4,576	88%	0	0%
Other than Permanent Employees											
Male	1,546	1,546	100%	1,546	100%	0	0 %	0	0 %	0	0 %
Female	129	129	100%	129	100%	129	100%	0	0 %	0	0 %
Total	1,675	1,675	100%	1,675	100%	129	8%	0	0 %	0	0 %

** Note: all of our employees are covered under either Health Insurance, ESIC or workmen compensation insurance, as applicable.*

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0	0	0	0			
Female	0	0	0	0	0	0	0	0			
Total	0	0	0	0	0	0	0	0			
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0			
Total	0	0	0	0	0	0	0	0			

**The company does not have any workers as defined in the guidance note on BRSR.*

Interesting Initiatives

This is My Company: Celebrating Our People, Our Culture

Belonging isn't just a word here — it's how we work, celebrate, and grow together. For over 75 years, Metro Brands has nurtured a people-first culture that values not just performance, but the people behind it — their stories, spirit, and everyday wins. With our chairman's vision inspiring us to think like owners, we proudly say, "This is my company!"

This year was packed with feel-good moments. We gathered for Iftar parties during Ramzan, launched the appraisal season with fresh goals, and stayed connected through HR Connects and cheerful birthday celebrations. Team lunches and offsite vacations gave us space to unwind, share stories, and build stronger bonds.

Wellbeing was front and centre with wellness camps, skip-level chats, and doctors — both allopathic and homeopathic — just a call away for our employees. We stood united on Independence Day, championed workplace safety, and embraced the festive spirit of Navratri, Diwali, and Christmas. December also saw us honouring our frontline stars on Retail Employees' Day — a tribute to those who keep us moving forward.

This year, we also sharpened our focus on growth from within. Talent Development became a key theme, with structured programs that helped our people build new skills, take on bigger roles, and stay future-ready.

We also took time to listen — through the Engagement Survey.

Here, we don't just work — we belong.

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

	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.11%	0.14%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

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

Benefits	Current Financial Year			Previous Financial Year		
	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%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	100%	NA	Yes	100%	NA	Yes
Others, please specify						

3. Accessibility of workplaces –

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

Yes, the Company has provision across all locations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy: -

Yes, we have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. Weblink: https://metrobrands.com/wp-content/uploads/2025/09/Equal-Opportunities-Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees Other than Permanent Employees	Zoho App and the Whistle Blower Policy provide a mechanism to ensure adequate safeguards to employees and Directors from any victimisation on raising of concerns of any violations of legal or regulatory requirements, misrepresentation of any financial statement and reports. The employees of the Company have the right/ option to report their concern/ grievance to the Chairperson of the Audit Committee in appropriate or exceptional cases.

The company does not have any workers as defined in the guidance note on BRSR.

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

Category	Current Financial Year			Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	5,179	0	0%	4,373	0	0%
Male	4,576	0	0%	3,971	0	0%
Female	603	0	0%	402	0	0%
Total Permanent Workers	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

The company does not have any workers as defined in the guidance note on BRSR.

8. Details of training given to employees and workers

Category	FY2026					FY2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (B)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees										
Male	6,122	5,621	92%	5,582	91%	5,571	5,275	95%	5,571	100%
Female	732	672	92%	657	90%	491	453	92%	471	96%
Total	6,854	6,293	92%	6,239	91%	6,062	5,728	94%	6,042	100%
Workers										
Male	NA									
Female										
Total										

Interesting Initiatives

Training for Tomorrow: Metro Brands' CSR Initiative in Skill Development

Metro Brands Ltd. has successfully implemented the National Apprenticeship Promotion Scheme (NAPS), addressed industry skill gaps and provided on-the-job training for unemployed young people. Through this CSR initiative, 460 youths were trained in FY 26 at retail showrooms, enhancing their skills and employability. This win-win project benefits all stakeholders: society gains employable talent, the government meets skilling and job creation responsibilities, and Metro Brands Ltd. secures a pipeline of trained personnel for its store expansion plans while reducing HR costs. On-the-job training increases industry readiness, reduces attrition, and fosters loyalty among apprentices and corporates. By partnering in NAPS, Metro Brands demonstrates the company's proactive approach to bridging skill gaps, promoting employability, and contributing to the nation's development, aligning with UN SDG Goal 4 (Quality Education) and Goal 8 (Decent Work and Economic Growth)

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

Category	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	6,122	6,122	100%	5,571	5,571	100%
Female	732	732	100%	491	491	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

10. Health and safety management system

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

While a formal OHS Management System is not implemented, the Company undertakes regular safety audits and provides health and safety training at its premises.

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

Internal and external safety audits are conducted regularly, and any identified deviations are promptly addressed in accordance with regulatory and company requirements.

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

Yes. All our employees are provided training on Health and Safety.

The Company does not have workers according to BRSR guidelines.

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

Yes. "Doctor On Call" services, periodic health check-up camps, and health insurance coverage are provided to employees for non-occupational healthcare needs.

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

Safety Incident/Number	Category	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

The Company prioritises employee health through the "Doctor on Call" program, where a medical practitioner visits the registered office and warehouse to address employee health concerns. Additionally, workplace safety is a top priority. Reporting Managers and Showroom Managers are authorised to take necessary actions to ensure a safe work environment. Employees at the Head Office and Warehouse receive regular training on health and safety basic & advanced fire safety, including periodic evacuation drills.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Health & Safety	Nil	Nil	No Complaints	Nil	Nil	No Complaints

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company Warehouses & Head Office are assessed by the Company's Internal Team.
Working Conditions	The Company Warehouses & Head office are assessed by the Company's Internal Team.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions

No actions required, as no significant risks/concerns arose from assessment of health & safety practices and working conditions.

Leadership Indicators

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

Yes, the Company has a Group Term Life Insurance Policy for eligible employees and Group Personal Accident Policy across the Organisation.

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

The payment to vendor partners is released based on the statutory dues' payment returns provided as supporting documents, ensuring that our vendor partners adhere to statutory dues.

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

	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	
	Current Financial Year 2025-26	Previous Financial Year 2024-25	Current Financial Year 2025-26	Previous Financial Year 2024-25
Employees	0	0	0	0
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes, the entity provides transition assistance programs to facilitate continued employability and the management of career transitions arising from retirement or separation.

In the case of retirement, the extension of employment has been considered on a case-by-case basis.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	52%
Working Conditions	

Note: The Company has implemented a multi-faceted approach to assess and ensure the compliance and performance of Value Chain Partners (VCPs). This strategy includes mandatory requirements for new vendor onboarding, ensuring that VCPs maintain standardised working conditions and adhere to robust health and safety practices.

A collaboration was initiated with Newtral, an AI-enabled sustainability platform, to manage, track, and report ESG data from approximately 52% of the VCPs by business value. This partnership supports our annual ESG assessment, which evaluates environmental, social, and ethical standards. To enhance continuous improvement, we will analyse collected ESG data to identify trends, provide insights and recommendations, develop collaborative improvement plans for underperforming areas, and conduct regular follow-ups to monitor progress.

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

The Company is committed to ensuring the health, safety, and proper working conditions throughout our value chain. The company implemented a sustainability platform to manage, track, and report ESG data from Company VCPs. Approximately 52% of Company VCPs (based on business value) have submitted annual assessments covering environmental, social, and ethical standards. The Company systematically reviews the collected data to identify significant risks or concerns related to health, safety, and working conditions.

Interesting Initiatives

Healing Hands: Metro Brands' Commitment to Cobbler Well-being

Cobblers are vital partners for Metro Brands, bringing craftsmanship and attention to detail to our footwear retailing business. However, their strenuous work environment, unhealthy habits, and long time away from families pose significant health risks. Recognizing these challenges, we launched a healthcare project to support their well-being. In FY 26, we reached 1,023 new cobblers through 20 health camps, identifying health issues such as obesity, hypertension, and diabetes. We also detected 524 tobacco consumers and facilitated positive outcomes, including 29 quitting tobacco, 126 reducing consumption and improved control in 43 high BP and 15 diabetes cases among existing beneficiaries. Additionally, we generated and distributed 839 ABHA cards, enhancing healthcare access. From the 1,313 beneficiaries, we supported and tracked in FY 25, 214 tobacco users quit, 116 reducing consumption and improved control in 39 high BP and 51 diabetes cases. This initiative contributes to UN SDG Goal 3 (Good Health and Well-being), demonstrating our commitment to the health and welfare of our cobbler partners

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

Essential Indicators

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

   The Company defines stakeholders as internal and external. Internal stakeholders are individuals who have a direct relationship with the Company, while external stakeholders are those who do not work directly with the Company but may be affected by its actions and business outcomes, either positively or negatively.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Inbound Call, Email, social media	Ongoing	Customers' queries & complaints help the Company analyse areas of improvement: Product Quality, Delivery, Returns and Refunds
Employees	No	Corporate Communication emailer & EmPort HRMS portal	Monthly, Quarterly and Annual	Birthday Celebrations, Wellness Camps, Productivity, Sports, Town Halls etc.
Business Partners/ Associates	No	Business Partners/Associates meet through virtual modes such as e-mail, telephone and Video Conference	Monthly	Business Partners/ Associates meet through virtual modes such as e-mail, telephone and Video Conference
Vendors	No	Vendors meet on a monthly basis through virtual modes such as e-mail, telephone and Video Conference	Monthly	Vendors meet monthly through virtual modes such as e-mail, telephone and Video Conference
Shareholders	No	As needed: Email, Newspaper Advertisement, Meetings, Intimation to the Stock Exchanges, Press releases and press conferences, investor conferences and presentation, Company Website.	Quarterly and Half Yearly: Financial statements, earnings call, Stock Exchange intimations and filings. Annual: Annual General Meeting and Annual Report; Continuous: Investors page on the Company's website	Understanding shareholder expectations and to update them of developments in the Company
Regulatory Authorities/ Local Bodies: W&M Section, Government of India, Ministry of Consumer Affairs, Food and Public Distribution, Department of Consumer Affairs, Weight & Measure Unit Central Pollution Control Board, Ministry of Environment, Forest and Climate Change, Government of India GST	No	lm.doca.gov.in cpcb.gov.in GST portal	Whenever required, yearly/monthly	For importer, manufacturer/packer registration/renewal; for EPR registration of plastic waste; and for filing of GST returns and GST registration of place of business.

Leadership Indicators

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

   Stakeholder engagement is central to the Company's growth and long-term value creation. It follows a multi-stakeholder approach, balancing business growth with environmental and social responsibility while addressing the interests of key stakeholders.

   Guided by its Code of Conduct and policies, engagements are conducted with transparency and integrity, overseen by the Board of Directors. The Company provides annual updates on its ESG targets, ensuring stakeholders are informed of ongoing initiatives and offering a clear and comprehensive view of its ESG performance and progress.

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

   The Company operates in the footwear and accessories retail sector, with minimal direct environmental and social impact. We maintain regular communication with vendors and retail agents, while actively engaging with community stakeholders through CSR initiatives to understand their needs. Based on identified community needs, we design and implement CSR projects.

   Since FY 2023-2024, we have partnered with Newtral Technologies to enhance ESG disclosures. We are collecting supply chain data to determine Scope 3 emissions and exploring afforestation and water conservation projects to mitigate these emissions and strive for water positivity.

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

   As part of the community initiatives, your Company has identified vulnerable communities, including cobblers, shoe-shiners, and unemployed youth, who face various challenges. The Company is working to empower these marginalized groups through dedicated support in income generation, skill development, education, medical assistance, etc as under:

   National Apprenticeship Promotion Scheme – Our project aims to enhance the employability of unemployed youth through on-the-job training at retail showrooms. This CSR initiative has yielded a win-win outcome for all stakeholders: society benefits from 460 youths gaining practical skills and becoming employable, the government meets its skilling and job creation responsibilities, and the Company gains a ready pipeline of trained talent to support its store expansion plans while reducing HR costs.

   Fidai Girls Education Institute – The Scholarship project empowered 63 girls through education support, paving the way for a brighter future. A number of girls have excelled in extracurricular activities, emerging as award-winning athletes and Math Olympiad champions.

   Sabrahad Education Society – The Conference Hall project was undertaken to promote knowledge sharing and facilitate academic activities such as seminars, guest lectures, workshops, and conferences for large groups of students. With the addition of a conference hall, the school now has 22 classrooms along with a dedicated conference facility, creating a more conducive and comfortable learning environment for students. Beyond academics, students excel in various areas, including social service, science, technology, and sports like handball and football.

   Prince Aly Khan Hospital – Our project aimed to enrol 1,000 new cobblers in the healthcare initiative and provide follow-up services to 2,714 existing beneficiaries. In FY 2025-26, we reached 1,023 new cobblers through 20 health camps, identifying health issues such as obesity (78), overweight (293), underweight (83), high BP (204), and high blood sugar (39), with 524 tobacco consumers detected. Among existing beneficiaries, we observed positive outcomes, including 29 tobacco users quitting and 126 reducing consumption, alongside improved control in 43 high BP and 15 diabetes cases. Additionally, 839 ABHA cards were generated and distributed, enhancing healthcare access for beneficiaries.

   Studeasy Bharat Foundation - Our project aimed to enhance education quality in 4 rural Maharashtra schools (338 students) through smart classrooms and infrastructure development. Key outcomes include smart classrooms boosting student engagement and lesson planning, an up to 35% average increase in student performance, and rapid progress in previously low-performing schools. Infrastructure upgrades included repairs, painting, and essential utilities. The project fostered community ownership, with teachers and villagers contributing funds and forming alumni groups. This initiative not only improved education but also strengthened your Company's bonds with staff and villages, enhancing productivity and Company growth.

   Aga Khan Rural Support Program (India) – AKRSPI - The project aimed to promote sustainable livelihoods and strengthen environmental resilience by planting 25,000 fruit-bearing trees and constructing/refurbishing six water harvesting structures with capacity of 225 lakh litres across remote villages in Subir block of Dangs district and/or Kukarmunda block of Tapi district, Gujarat (Aspirational Blocks). The initiative focused on enhancing groundwater conservation, improving agricultural productivity, and supporting underprivileged communities.

   Key Impact Areas:

   - **Environmental Impact:** Plantation of 25,000 fruit-bearing trees is expected to contribute to carbon sequestration by offsetting approximately 500 tonnes of CO_2 annually, resulting in an estimated reduction of 10,000 tonnes of CO_2 over 20 years.
   - **Water Conservation Impact:** Each water harvesting structure is expected to conserve approximately 37.50 lakh litres of surface water annually. Collectively, 6 structures will support conservation of approximately 225 lakh litres (22,500 kilolitres) of water annually and contribute to improving groundwater levels by enhancing water availability in the surrounding areas.
   - **Sustainable Livelihood & Agroforestry Benefits:** The agroforestry initiative is expected to benefit approximately 500 families by creating additional income opportunities through fruit-bearing trees. Each family is estimated to generate additional income of ₹18,000–20,000 annually after 4–5 years, with potential for further growth over time.
   - **Community & Agricultural Benefits:** Each water conservation structure is expected to benefit approximately 15–20 households, support irrigation of 20–25 acres of agricultural land and improve availability of water for livestock and domestic consumption. Collectively, the six structures are expected to positively impact approximately 90–120 households and support irrigation across 120–150 acres of agricultural land.

   Have A Heart Foundation – HAHF: The project aimed to provide life-saving cardiac surgeries to five children from underprivileged families diagnosed with congenital heart disease (structural heart defects), enabling access to critical medical care and improving their chances of leading a healthier and more fulfilling life.

   Additionally, the Company collaborates and supports the MSME vendors to foster their growth and development, further contributing to the socio-economic upliftment of our community.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2026			FY2025		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	5,179	5,072	98%	4,373	4,163	95%
Other than permanent	1,675	1,668	99%	1,689	1,621	96%
Total Employees	6,854	6,740	98%	6,062	5,784	95%
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	Current Financial Year					Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	5,179	196	4%	4,983	96%	4,373	71	2%	4,302	98%
Male	4,576	162	4%	4,414	96%	3,971	58	1%	3,913	99%
Female	603	34	6%	569	94%	402	13	3%	389	97%
Other than Permanent	1,675	41	2%	1,634	98%	1,689	2	0%	1,687	100%
Male	1,546	29	2%	1,517	98%	1,600	0	0%	1,600	100%
Female	129	12	9%	117	91%	89	2	2%	87	98%
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

3.1 Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	17,60,619	3	1,62,57,900
Key Managerial Personnel	3	2,12,48,923	3	1,62,57,900
Employees other than BoD and KMP	6,118	2,45,295	729	1,51,573
Workers	0	0	0	0

NOTE: Mr. Srikanth Velamakanni (DIN: 01722758) has ceased to be an Independent Director of the Company with effect from the closure of business hours on March 24, 2026, upon completion of his term of appointment.

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

	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	13.3%	11.08%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core)

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

Human Resource Business Partners (HR officials) oversees the issues, and the CHRO evaluates the same.

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

The Company has a Zoho Ticket System, monitored by Human Resource Business Partners, and reviewed by the CHRO.

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

	Current Financial Year			Previous Financial Year		
	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	4	Nil	Nil	2	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	2
Complaints on POSH as a % of female employees / workers	0.5%	0.4%
Complaints on POSH upheld	4	2

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26.

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

The Company has in place a Prevention of Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The objective of this Policy is to lay clear guidelines and provide right direction in case of any reported incidence of sexual harassment across the Company's offices and take appropriate decision in resolving such issues. An Internal Complaints Committee has been set up to redress the complaints received regarding sexual harassment.

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

Yes, the Company's Ethics Policy covers aspects of human rights and is applicable to employees, directors, business associates, suppliers and third parties. In addition, compliance with Labour Laws, as applicable, is made part of the legal agreements and contracts.

Weblink: https://metrobrands.com/wp-content/uploads/2023/02/CODE_OF_ETHICS.pdf

10. Assessments for the year

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

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

No risk arose during evaluation.

Leadership Indicators

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

   NA

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

   An Employee Satisfaction Survey was conducted during the year as part of human rights due diligence. No significant grievances or violations were identified through this process.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes, the Company has provisions across all the locations.

4. **Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	52%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

   As part of the vendor agreement, the Company has ensured that the VCPs comply with laws related to child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wages. To reinforce commitment to this transparency, the Company implemented a sustainability platform. This platform facilitates the management, tracking, and reporting of Environmental, Social, and Governance data from our VCPs. In FY 2025-26, 52% of our VCPs by business value have completed an annual assessment on the platform. This assessment evaluates their adherence to Environmental, Social, and Ethical standards. The collected data will enable the company to review and improve conditions across our value chain, driving continuous enhancement of our ESG practices.

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

   No significant risks or concerns were identified during the assessment. Hence, no specific corrective actions were required.

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

Essential Indicators

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

Parameter	Current Financial Year	Previous Financial Year
From renewable sources		
Total electricity consumption (A) GJ	512.21 GJ	489.87 GJ
Total fuel consumption (B)GJ	0 GJ	0 GJ
Energy consumption through other sources (C) GJ	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C) GJ	512.21 GJ	489.87 GJ
From non-renewable sources		
Total electricity consumption (D) GJ	1,05,349.78 GJ	99,313.13 GJ
Total fuel consumption (E) GJ	5,297.87 GJ	4,865.47 GJ
Energy consumption through other sources (F) GJ	0	0
Total energy consumed from non-renewable sources (D+E+F) GJ	1,10,647.65 GJ	1,04,178.60 GJ
Total energy consumed (A+B+C+D+E+F) GJ	1,11,159.86 GJ	1,04,668.48 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/Rs	0.0000039	0.0000043
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/Mn USD	80.99	88.27
Energy intensity in terms of physical output		
Energy intensity (optional) – In terms of Employee: GJ/Total number of permanent Employee	21.46	23.92

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

Energy intensity per rupee of turnover, adjusted for Purchasing Power Parity (PPP), is calculated using India's 2026 PPP conversion factor of 20.34. Renewable energy accounted for 0.46% of our total energy consumption.

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

   None of the MBL facilities has been identified as designated consumers under the PAT scheme.

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

Parameter	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third Party Water	1,14,382.7	1,02,768.03
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,14,382.7	1,02,768.03
Total volume of water consumption (in kilolitres)	22,876.54*	20,553.61
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) KL/Rs	0.00000081	0.00000084
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL /Mn USD	16.67	17.32
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity KL/Total number of permanent employees	4.42	4.7

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

* *Water consumption and discharge quantities have been estimated based on the assumption that 80% of the water withdrawn is discharged and 20% is consumed, in line with the CPCB database report dated December 24, 2009.*

4. Provide the following details related to water discharged:

Parameter	Current Financial Year	Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Ground water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Sea water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	91,506.16 KL	82,214.42 KL
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**91,506.16 KL**	**82,214.42 KL**

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

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

Not applicable as the Company is a footwear retail company, and as such, there is no discharge of industrial wastewater into the environment from our direct business operations

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	mg/Nm3	NA	NA
SOx	mg/Nm3	NA	NA
Particulate matter (PM)	mg/Nm3	NA	NA
Persistent organic pollutants (POP)	mg/Nm3	NA	NA
Volatile organic compounds (VOC)	mg/Nm3	NA	NA
Hazardous air pollutants (HAP)	mg/Nm3	NA	NA
Others – please specify	mg/Nm3	NA	NA

Since the Company is not in the manufacturing business and does not have any plants or manufacturing units, air emissions are not applicable.

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

Parameter	Unit	Current Financial Year	Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	372.01	345.54
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	20,777.32	19,752.29
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/Rs	0.00000076	0.00000082
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/Mn USD	15.41	16.95
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/Total number of permanent employees	4.08	4.59

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, Reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the above BRSR Core table, and the emission calculations have been performed by Newtral Technology.

The Company calculated Scope 1 and Scope 2 emissions for one office in Mumbai, two warehouses in Bhiwandi, and 1032 showrooms across India.

Emissions from purchased electricity and fuel consumption were considered for Scope 1 and Scope 2 calculations. The latest emission factor from the Central Electricity Authority of India (CEA) was used for purchased electricity. Scope 1 and Scope 2 intensity per rupee of turnover, adjusted for Purchasing Power Parity (PPP), was calculated using India's 2026 PPP factor of 20.34, sourced from the International Monetary Fund (IMF).

8. Does the entity have any project related to reducing greenhouse gas emissions? If Yes, then provide details.

Yes. The Company has undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions as below:

Renewable Energy Installation: Solar power systems of 110 KW and 130 KW have been installed at two warehouses in Bhiwandi, generating 1,42,323.2 KWH of renewable energy during FY 2025–26, thereby avoiding 101.9 tCO_2e emissions and reducing dependence on fossil fuels.

Waste Diversion through ODF Project: Through a CSR-funded Old Discarded Footwear (ODF) initiative, the Company has diverted 4,892 tonnes of footwear waste from landfills. This effort contributed to an estimated GHG mitigation of approximately 314 tCO_2e during the reporting period by reducing emissions from landfill decomposition and avoiding production-related emissions from virgin materials. These actions align with the Company's broader environmental and sustainability commitments.

Fruit bearing tree plantation project to reduce the GHG emission, once fully implemented will reduce 500 Ton annually.

Project to reduce store electricity consumption through energy-efficient practices, including optimisation of usage and conversion to 100% LED lighting.

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

Parameter	Current Financial Year	Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	57 tonne	90 tonne
E-waste (B)	1.22 tonne	1.77 tonne
Bio-medical waste (C)	0 tonne	0 tonne
Construction and demolition waste (D)	0 tonne	0 tonne
Battery waste (E)	0 tonne	0 tonne
Radioactive waste (F)	0 tonne	0 tonne
Other Hazardous waste. Please specify, if any. (G)	0 tonne	0 tonne
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0 tonne	0 tonne
Total waste generated (A+B+C+D+E+F+G+H)	**58 tonnes**	**92 tonnes**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000021	0.0000000038
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.04	0.0760
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity	0.0112	0.0210
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	133 tonne	1,427 tonne
(ii) Re-used	0 tonne	0 tonne
(iii) Other recovery operations	0 tonne	0 tonne
Total	**133 tonne**	**1,427 tonne**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0 tonne	0 tonne
(ii) Landfilling	0	0
(iii) Other disposal operations	4,816 Tonnes	3,029 Tonnes
Total	**4,816 Tonnes**	**3,029 Tonnes**

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

The Total Waste Generated intensity per rupee of turnover, adjusted for PPP, has been calculated using India's 2026 PPP factor of 20.34, as published by the IMF.

Through a CSR-funded Old Discarded Footwear (ODF) initiative, the Company has diverted 4,892 tonnes of footwear waste from landfills. Of this, 76 tonnes were recycled, and 4,816 tonnes were co-processed.

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

Not applicable as the Company is a footwear retail Company and does not use any hazardous and toxic chemicals directly in our day-to-day operations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Company does not have operations/offices in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable as the Company is a footwear retail company and does not use any hazardous and toxic chemicals directly in our day-to-day operations.					

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

S. No.	Specify the law/regulation/ guidelines which were not complied with	Provide details of the noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company complies with all applicable laws/regulations/guidelines in India as applicable to its business. Non-compliance, if any – NIL.				

Leadership Indicators

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

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

As the company is not in the manufacturing business, it does not have any plant.

Name of the area	Nature of operations
Not applicable as the Company is a footwear retail company and does not have any manufacturing plant.	

Water withdrawal, consumption and discharge in the following format:

Parameter	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Ground water	NA	NA
(iii) Third Party Water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	Current Financial Year	Previous Financial Year
(i) To Surface water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) To Ground water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) To Sea water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**NA**	**NA**

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

Parameter	Unit	Current Financial Year	Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	25,420.24	31,653.52
Total Scope 3 emissions per rupee of turnover	tCO2e/Rs	0.00000091	0.0000012
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Scope 3 Emissions: This year Metro Brands' comprehensive Scope 3 emissions assessment methodology, had covered approximately 52% of value chain partners (VCPs) by business value.

Additionally, the Company has adopted DEFRA emission factors for calculating waste generated by value chain partners.

** Scope 3 GHG emissions have been calculated for the following categories: Purchased Goods and Services; Fuel- and Energy-Related Activities; Upstream Transportation and Distribution; Waste Generated in Operations; Business Travel; and Employee Commuting.*

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

MBL has no operations/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Eco-friendly processing initiative for old, discarded footwear.	CSR Project	As part of its CSR activities, the Company partnered with implementing agencies to eco-friendly process 4,892 tons (125 lakh pairs) of old footwear in FY 2025-26, with a processing-to-sales ratio of 104%.
2	Installation of Solar Power Systems	The Company installed solar power systems with capacities of 110 kW and 130 kW at its two warehouses in Bhiwandi	During the FY 2025-26, these systems generated 1,42,323.2 KWH renewable energy, avoiding 101.90 tonne CO2e of the Company's carbon footprint for Scope 2.
3			

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

Yes. The purpose of IT Business Continuity Plan (BCP) is to ensure uninterrupted availability of critical IT systems and infrastructure that support the company's business and financial operations. This plan outlines the framework, responsibilities, and procedures to minimise disruption during incidents and enable timely recovery of operations.

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

To enhance commitment to sustainability and transparency, the Company has implemented a sustainability platform. This collaboration enables the Company to effectively manage, track, and report Scope 3 emissions from its VCPs. For FY 2025-26, the Company has calculated total Scope 3 emissions and is progressing towards setting specific goals and commitments to mitigate any significant impacts arising from the value chain activities.

No significant adverse impact to environment had been identified in assessment of value chain partners.

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

In FY 2025-26, the Company made significant progress in evaluating the environmental impacts of its Value Chain Partners (VCPs). Data was collected from 52% of VCPs by business value, focusing on key ESG parameters-particularly environmental standards. The assessment covered energy consumption and efficiency, waste management, water usage and conservation, and carbon emissions. These insights enable MBL to monitor environmental performance across the value chain and identify opportunities for improvement. The Company remains committed to increasing coverage and deepening the scope of environmental assessments in the coming years.

8. How many Green Credits have been generated or procured:

a. By the listed entity:

Nil green credits generated or procured.

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

None of our top ten (in terms of value of purchases) value chain partners have generated or procured Green Credits.

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Retailers Association of India (RAI)	National
2	The Council for Leather Exports (CLE)	National
3	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
No such incidents occurred.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company, through its representatives, actively participates in forums addressing issues and policy matters impacting the footwear industry and retail sector. It seeks to contribute to the development and advancement of these sectors, supporting overall industry growth.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

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

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

The Company has not undertaken any Rehabilitation and Resettlement (R&R) as none of its activities has a direct/indirect impact that required R&R.

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						

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

The Company has its Ethics Policy and Whistle Blower/Vigil Mechanism Policy in place. Since the Company's operations do not directly create any grave negative impact on the environment or society (unlike heavy industries) there are less operation related grievances. However, the Company regularly engages with community stakeholders through its CSR projects to understand their needs and aspirations.

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

	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	48%	43%
Directly from within India	95%	95%

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

Location	Current Financial Year	Previous Financial Year
Rural	0.69%	0.46%
Semi-urban	1.09%	1.03%
Urban	17.69%	13.55%
Metropolitan	80.53%	84.97%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2025-26 indicators in the table above (BRSR Core).

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	Not Applicable

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

CSR projects were undertaken in designated aspirational districts as identified by government bodies.

S. No.	State	Aspirational District	Amount spent (In INR)
Aga Khan Rural support Program (India) – AKRSPI	Gujarat	Kukarmunda Block Tapi District Subir Block - Dangs District	73.09 Lakhs

Procurement Policy

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

Yes. The Company actively collaborates with Micro, Small, and Medium Enterprises (MSMEs), with 48% of its overall business sourced from them. Within its private label footwear and accessories segment, where products are directly manufactured through vendor partnerships, approximately 69% of the vendors qualify as MSMEs.

The Company works with a network of 295 small-scale vendors.

b. From which marginalized /vulnerable groups do you procure?

For the private label footwear and accessories business that the Company directly manufactures through its vendor network, 69% of such vendors are MSMEs. The Company works with 295 small-scale vendors, including local artisans and social enterprises. Although not formally categorised under sourcing from marginalized communities, they these partnerships actively promote sustainability, craftsmanship, and inclusive growth by engaging grassroots-level suppliers and socially driven organisations.

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

48% of our total procurement it constitutes.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	National Apprenticeship Promotion Scheme	460	100%
2	Fidai Girls Education Institute	63	100%
3	Sabrahad Education Society	3,276	100%
4	Prince Aly Khan Hospital	1,023	100%
5	Studeasy Bharat Foundation	338	100%
6	Aga Khan Rural Support Program (India) – AKRSPI	500 Families	100%
7	Have a Heart Foundation -HAHF	5	100%

Interesting Initiatives

Homecoming Heroes - Transforming Rural Education

Many of us cherish nostalgic memories of our village school days, but learning our alma mater needs urgent attention can be painful. At Metro Brands Ltd., we've transformed this pain into purpose through Homecoming Heroes, a volunteering-cum-CSR project. We've improved quality of education in 4 rural schools (338 students) across Maharashtra by introducing digitized smart class programs and infrastructure development. Smart classrooms have enhanced lesson planning and student engagement, resulting up to 35% average increase in student performance. Infrastructure upgrades - school repairs, painting, refurbishing toilets, providing drinking water facilities, constructing compound walls etc - have fostered community ownership, with teachers and villagers also contributing additional funds and forming alumni groups. This initiative has not only boosted student outcomes but also built strong bonds with staff and villages, driving productivity and company growth. By contributing to UN SDG Goal 4 (Quality Education), we're creating a positive impact that extends beyond education, reflecting our commitment to community development and social responsibility

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

Essential Indicators

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

   We have a dedicated Customer care number and email ID through which we receive consumer complaints, and customer care responds to the same post internally, checking with the relevant stakeholders.

   Customers are provided multiple options to connect with the brand through email, telephone, website, social media, feedback forms (SMS sent post Transaction), etc.

   All complaints are appropriately addressed within the specified timeline, and all efforts are taken to resolve the same.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100% All mandatory declarations as required under the Legal Metrology Act and the Rules made thereunder are duly displayed on the Principal Display Panel (PDP) of the products
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year FY25-26			Previous Financial Year FY24-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the 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	33,970	0		28,639	0	

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

   The Company has a process of checking items which come to the warehouses. Any product if found of poor quality or unsafe is not taken in and is scrapped.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   The Information Security Policy establishes a general overview of how Metro Brands Pvt. Ltd. ("Metro Brands") and all its subsidiaries (collectively "Metro Brands" or "Company") maintain a secure, consistent and controlled environment designed to enhance the productivity of Metro Brands employees in accordance with reasonable security best practices

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

   MBL has an Information Security Policy in place. No further issues reported.

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

   A. **Number of instances of data breaches:**

   Nil

   B. **Percentage of data breaches involving personally identifiable information of customers:**

   Nil

   C. **Impact, if any according, of the data breaches:**

   Nil as no breach is reported during the year.

Leadership Indicators

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

   Our Website Links are as follows:

   www.metroshoes.com

   www.mochishoes.com

   www.walkwayshoes.com

   www.fitflop.in

   www.fila.co.in

   www.clarks.in

   www.metroactiv.com

   www.neweracap.in

   (Contact Us page has details of Customer Care number and email ID along with their respective timings)

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

   All our sales personnel provide customers with information on the safe and responsible use of our products. Additionally, care instructions are clearly mentioned on the product detail pages of our website.

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

   If any store is under renovation, we trigger an SMS to customers informing store will be closed for 1-2 months. We give the address of any other store nearby.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   The brand displays all necessary information required as per legal metrology.

   We have enabled CSAT to be asked to customer post transaction at our physical store. This is done via SMS. Feedback Data is monitored via a dashboard.

Independent Practitioner's Reasonable Assurance Report

Financial Year: April 1, 2025 – March 31, 2026

To,
The Board of Directors,
Metro Brands Limited
401, Zillion, 4TH Floor, LBS Marg
CST Road Junction, Kurla (West), Mumbai 400070

1. Introduction and Scope

We have been engaged by **Metro Brands Limited** ("the Company") to perform an independent **reasonable assurance engagement** on the selected disclosures included in the Company's **Business Responsibility and Sustainability Report (BRSR) Core** for the financial year ended **31 March 2026**.

This engagement has been undertaken in accordance with:

- Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended;
- the applicable SEBI Master Circulars and circulars governing the Business Responsibility and Sustainability Report (BRSR) and BRSR Core disclosures;
- the BRSR Core Industry Standards and Guidance issued by the Industry Standards Forum (ISF) in consultation with SEBI.

Our engagement covers the nine ESG attributes and the corresponding Key Performance Indicators (KPIs) prescribed under the BRSR Core framework, including applicable sector-specific disclosures, for the reporting period from 1 April 2025 to 31 March 2026.

AINAPUR & ASSOCIATES

2. Management's Responsibility

The Management of Metro Brands Limited is responsible for:

- preparing and presenting the BRSR Core disclosures in accordance with the applicable reporting criteria.
- designing, implementing and maintaining appropriate systems, processes and internal controls for collection, compilation and reporting of sustainability information.
- establishing suitable methodologies, assumptions and estimates where required; and
- ensuring that the reported information is complete, accurate and free from material misstatement, whether arising from fraud or error.

Management is also responsible for determining the reporting boundary and maintaining adequate records supporting the disclosures included in the BRSR Core.

3. Practitioner's Responsibility

Our responsibility is to express an independent reasonable assurance opinion on whether the selected BRSR Core KPIs are fairly presented, in all material respects, in accordance with the applicable criteria. We conducted our engagement in accordance with:

- The industry standards for reporting the Business Responsibility and Sustainability Report (BRSR) Core established by the Securities and Exchange Board of India (SEBI) through Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated December 20, 2024
- Standard on Sustainability Assurance Engagements (SSAE) 3000, 'Assurance Engagements on Sustainability Information' issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India ('ICAI').

4. Methodology

Our assurance procedures included:

- Review of relevant documentation including policies, processes, and data systems
- Interviews with personnel responsible for BRSR reporting
- Site visits and/or remote verifications for select facilities and operations
- Verification of selected performance data and disclosures through sample-based testing
- Evaluation of the data consolidation process, estimation methods, and assumptions used
- Review of the reporting boundary and alignment with BRSR Core guidelines

5. Limitations and Exclusions

Non-financial information is subject to inherent limitations arising from the nature of sustainability data, including the use of estimation techniques, assumptions, evolving measurement methodologies and differing interpretations of reporting criteria.

Accordingly, sustainability information may differ from information generated under future reporting frameworks or methodologies.

Our assurance engagement does not provide assurance on:

- disclosures outside the scope of the BRSR Core.
- future-oriented statements, targets or projections.
- legal compliance except where specifically included within the assured KPIs.
- information obtained from external sources that has not been independently verified by us; or
- the effectiveness of internal controls beyond those procedures considered necessary for this assurance engagement.

6. Conclusion

Based on the procedures performed and the evidence obtained, in our opinion, the selected **BRSR Core disclosures** of **Metro Brands Limited** for the financial year ended **31 March 2026** are presented fairly, in all material respects, in accordance with:

- Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended;
- the applicable SEBI BRSR Core framework and Industry Standards; and
- the reporting criteria adopted by the Company as disclosed in its Business Responsibility and Sustainability Report.

7. Independence and Quality Controls

We confirm that we are independent of Metro Brands Limited in accordance with the applicable ethical requirements and professional standards governing assurance engagements.

Our firm maintains a comprehensive system of quality management designed to comply with applicable professional standards, including requirements relating to independence, ethics,

professional competence, acceptance and continuance of engagements, and engagement performance.

8. Restriction on Use of Our Report

This Reasonable Assurance Report has been prepared at the request of Metro Brands Limited and is addressed solely to its Board of Directors, for the purpose of supporting the Company's sustainability reporting. It is intended exclusively for the Company's internal use. We do not accept or assume any responsibility or liability to any party other than Metro Brands Limited. This report or any part of our deliverables should not be used, circulated, or referred to for any other purpose, nor shared with any third party, without our prior written consent. We expressly disclaim any duty of care or liability to any person or entity who may access or rely upon this report without such consent.

For Ainapur & Associates

CA Dr Rashmi Ainapur
Chartered Accountant
M.No.230887
Firm Reg No: 018421S
UDIN: 26230887MIDBHV1140
04/08/2026

Annexure: BRSR Core KPIs Covered under Reasonable Assurance

S. No.	Principle & Indicator Ref.	Attribute	Parameters (KPIs) Assured
1	Principle 6 – E7	GHG Emissions	- Total Scope 1 emissions (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3 if available) - Total Scope 2 emissions (same gases) - Emission intensity: a) Emissions / Turnover (adjusted for PPP) b) Emissions / Physical Output
2	Principle 6 – E3, E4	Water Footprint	- Total water consumption - Water consumption intensity: a) per turnover (PPP adjusted) b) per unit output - Water discharge by destination and treatment
3	Principle 6 – E1	Energy Footprint	- Total energy consumed - % from renewable sources - Energy intensity: a) per turnover (PPP adjusted) b) per unit output
4	Principle 6 – E9	Circularity – Waste	- Total waste generated (Plastic, E-waste, Bio-medical, C&D, Battery, Radioactive, Hazardous, Non-hazardous) - Waste intensity: a) per turnover (PPP adjusted) b) per unit output - Waste recovered (by type and method) - Waste disposed (by method)
5	Principle 3 – E1(C), E11	Employee Wellbeing & Safety	- Spend on wellbeing (% of revenue) - Safety metrics: a) Number of permanent disabilities b) LTIFR (Lost Time Injury Frequency Rate)
6	Principle 5 – E3(b), E7	Gender Diversity	- Gross wages paid to women (% of total) - POSH complaints: a) Number reported b) % of female staff involved c) % upheld
7	Principle 8 – E4, E5	Inclusive Development	- Input material sourced: a) % from MSMEs b) % sourced locally - Job creation in small towns (% of total wage cost)
8	Principle 9 – E7, Principle 1 – E8	Fairness in Business Conduct	- Customer data breaches (% of total) - Number of days accounts payable outstanding
9	Principle 1 – E9	Openness of Business	- Concentration of business: a) Trading house purchases (% of total) b) No. of trading houses used c) Top 10 trading house share d) Dealer/distributor sales (% of total) e) No. of dealers/distributors f) Top 10 distributor share - Related party transactions (% of purchases, sales, loans, investments)

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