BUSINESS RESPONSIBILITY REPORT

As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

SECTION A - GENERAL INFORMATION ABOUT THE COMPANY

1.	Corporate Identity Number (CIN)	L55204MH2013FLC249986
2.	Name of the Company	RESTAURANT BRANDS ASIA LIMITED (Formerly known as Burger King India Limited)
3.	Registered Office and Corporate Office	Unit Nos. 1003 to 1007, 10th Floor, Mittal Commercia, Asan Pada Road, Chimatpada, Marol, Andheri (East), Mumbai - 400 059
4.	Website	www.burgerking.in
5.	E-mail Id	investor@burgerking.in
6.	Financial Year ('FY') reported	April 1, 2021 to March 31, 2022
7.	Sections that the Company is engaged in (Industrial Activity code-wise)	Division 56 – Food & Beverage Service Activities Group 561 – Restaurants & Mobile Food Services Group 562 – Event Catering & Other Food Service Activities Group 563 – Beverage Service Activities
8.	List three key products/services that the Company manufactures/provides (as in Balance Sheet)	Food & Beverages and Restaurant business
9.	Locations where business activity is undertaken by the Company	
	(a) Number of International Locations (Provide details of major 5)	NA
	(b) Number of National Locations	3 Restaurant Support Centres and 315 Restaurants (including 9 sub-franchisee restaurant)
10.	Markets served by the Company - Local/ State/National/ International	The Company operates in India

SECTION B - FINANCIAL DETAILS OF THE COMPANY

1.	Paid-up Capital (As on March 31, 2022)	₹4,92,74,87,420/-
2.	Total Turnover	₹9,437.09 million
3.	Total Loss after Taxes	(₹929.46 million)
4.	Total Spending on Corporate Social Responsibility (CSR) as percentage of Profit after taxes	Nil
5.	List of activities in which Corporate Social Responsibility (CSR) expenditures have been incurred	Not Applicable

SECTION C - OTHER DETAILS

1. Does the Company have any Subsidiary Company/Companies?

Yes

2. Do the Subsidiary Company/Companies participate in the BR initiatives of the Parent Company? If yes, then indicate the number of such Subsidiary Company(s)?

PT Sari Burger Indonesia ('BK Indonesia') has become the subsidiary of the Company w.e.f. March 9, 2022.

PT Sari Chicken Indonesia (incorporated by BK Indonesia on March 29, 2022 as its wholly owned subsidiary) has also become subsidiary of the Company w.e.f. March 29, 2022. As on date, PT Sari Chicken Indonesia is yet to commence its business operations.

The Company aims to include its subsidiaries to participate in sustainability initiatives in future.

3. Do any other entity/entities (e.g. suppliers, distributors, etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/ entities? [Less than 30%, 30-60%, More than 60%]

The Company engages with all its key stakeholders (e.g. suppliers, employees, investors, community, etc.) and communicates its business responsibility policies to the concerned stakeholders' from time to time through meets, trainings, website etc. Some of the key principles of business responsibility that the Company stands for are even included, to the extent possible, in the agreement signed with suppliers / vendors / service providers etc. The percentage of such stakeholders is less than 30%.

SECTION D - BUSINESS RESPONSIBILITY INFORMATION

1. Details of Director/Directors responsible for BR

a. Details of Director/Directors responsible for the implementation of the BR policy/policies

Sr. No.	Particulars	Details
1.	DIN	03576356
2.	Name	Rajeev Varman
3.	Designation	Whole-time Director & CEO

b. Details of the BR Head

Sr. No.	Particulars	Details
1.	DIN (if applicable)	Not Applicable
2.	Name	Namrata Tiwari
3.	Designation	Chief People Officer
4.	Telephone Number	+91 22 7193 3000
5.	E-Mail ID	ntiwari@burgerking.in

2. Principle-wise (as per NVGs) BR policy/policies

a) Details of Compliance (Reply in Y/N)

The nine (9) principles outlined in National Voluntary Guidelines are as follows:

P1- Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

P2- Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3- Businesses should promote the well-being of all employees

P4- Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

P5- Businesses should respect and promote human rights

P6- Businesses should respect, protect and make efforts to restore the environment

P7- Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner

P8- Businesses should support inclusive growth and equitable development

P9- Businesses should engage with and provide value to their customers and consumers in a responsible manner

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Do you have a policy/policies for…..	Y	Y	Y	Y	Y	Y	Y	Y	Y
2.	Has the policy being formulated in consultation with the relevant Stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The policies have been prepared based on relevant feedback / inputs from internal stakeholders. Further, the Company engages with the key external stakeholders and evaluates their feedback, which may help in making changes / improvements to the policies.								
3.	Does the policy conform to any national/ international standards? If yes, specify? (50 words)	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The Policy is based on the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of Business published by the Ministry of Corporate Affairs.								
4.	Has the policy been approved by the Board? If yes, has it been signed by MD/ Owner/CEO/ appropriate Board of Directors?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5.	Does the Company have a specified Committee of the Board/Director/ Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6.	Indicate the link for the policy to be viewed online?	The Policy is available on the website of the Company at www.burgerking.in								
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8.	Does the Company have in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9.	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10.	Has the Company carried out an independent audit/evaluation of the working of this policy by an internal or external agency?	N	N	N	N	N	N	N	N	N

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options) – Not Applicable

3. Governance related to BR

(a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year.

Annually

(b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

Yes, the Company publishes a Business Responsibility Report (BRR) every year as part of its Annual Report and is available on Company's website: www.burgerking.in

SECTION E – PRINCIPLE-WISE PERFORMANCE

Principle 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/ Others?

The policy relating to ethics, bribery and corruption primarily applies to all worldwide employees, officers, and directors of the Company and its subsidiaries and affiliates. Some of the key principles of business responsibility that the Company stands for are even

included, to the extent possible, in the agreement signed with suppliers / vendors / service providers etc.

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

Based on the organization's influence and interaction with its stakeholders, the Company has identified the following as its stakeholders:

- Employees
- Shareholders
- Customers
- Suppliers / Vendors
- Government Agencies

The Company handles complaints / notices received from the respective stakeholders with seriousness and resolves the complaints within the reasonable time and / or within time permitted under the statutory regulations.

Stakeholders	Complaints Reported	Complaints Resolved	Complaints Pending
Employees	2	2	0
Shareholders	62	62	0
Customers	11	6	5

For other stakeholders, we are in the process of maintaining the count of complaints received and resolution thereof.

Principle 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE

1. List three products or services whose design has incorporated social or environmental concerns, risks and/or opportunities

The Company continuously follows the principles of safety and sustainability as a manner of doing business.

The key philosophies that the Company follows on the lines of sustainability are as follows:

a) The Company sources 100% antibiotic residue free chicken from sustainable sources which are used in the Company's products.

b) With an initiative to save our environment, all the food is served in sustainable, recyclable and compostable packaging. The Company has substantially reduced the use of plastic from items that are used for customer service by moving to products made out of more sustainable and bio degradable products. All the paper packaging in food grade is certified safe for packing food. The Company has also implemented a take back/ buy back programme for collection of plastic waste.

c) All the food that the Company serves to its customers are free from Synthetic Colours and Artificial Flavours.

d) Reduced use of electricity and gas is structurally build in the Company's store construction design and the Company sources the equipments like holding units, friers, etc. that ensures reduced consumption of energy and gas. Also electrical system installation ensures minimum fluctuation resulting in withdrawal of right amount of power.

e) E-delivery bikes Sustainable Mobility through use of electric bikes: The Company has introduced e-bikes in its fleet of motorbikes used for food delivery. This is a small step towards combating/ reducing the growing air pollution problem in large Indian cities. Going forward the Company will continue to increase its fleet of e-bikes and thereby also reduce its carbon footprint arising from vehicular emissions.

2. Does the Company have procedures in place for sustainable sourcing (including transportation)?

(a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

The Company encourages sustainable sourcing and strive towards constantly increasing the value of purchase from sustainable sources. The Company's vendors source all the poultry products from farms that do not use any antibiotic. Only cage free eggs are sourced for the restaurants. Most of the Company's vendor source palm form used in the manufacture of food products that they supply to the Company from sustainable sources. The fries' vendors work with 2500+ local farmers on a contract farming model for regular and sustainable supply of potatoes ensuring improved and consistent realization for farmers and also provides complete farm traceability for produce sourced from these farmers. The Company also sources high end arabica coffee which is grown and roasted locally.

3. Has the Company taken steps to procure goods and services from local and small producers, including communities surrounding their place of work?

(a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

As a policy the Company followed the procedure of maximizing sourcing of goods from local sources, with an exception of few ingredients and capital

goods that are manufactured specifically for the brand globally. The Company closely works with vendors to enable them to expand their capacities on account of increase in the scale of business and also by working closely with them to build their capability in supplying other products within the Company's range.

We also work closely with Micro, Small & Medium Enterprise ('MSME') vendors and currently we have ~361 MSME vendors with whom we are actively engaged with.

4. Does the Company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.

As a policy the Company has continuously reduced the plastic waste generated at the stores. Waste oil generated at the stores is disposed through designated vendors for production of bio-diesel and other approved by-products.

Principle 3: BUSINESSES SHOULD PROMOTE THE WELL-BEING OF ALL EMPLOYEES

Details are mentioned below:

1. Total number of employees – 7,784
2. Number of employees hired on temporary/contractual/ casual basis - 18
3. Number of permanent women employees – 2,243
4. Number of permanent employees with disabilities – 17
5. Do you have an employee association that is recognized by management - No
6. What percentage of your permanent employees is members of this recognized employee association? – Not Applicable
7. Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year -

S.no.	Category	Open at the beginning of the FY	Filed during the FY	Pending as on end of the FY
1	Child labour / forced labour / involuntary labour	0	0	0
2	Sexual harassment	0	5	0
3	Discriminatory employment	0	0	0

8. What percentage of under-mentioned employees that were given safety and skill upgradation training in the previous year:
   1. Permanent employees – 97.60%
   2. Permanent women employees – 98.31%
   3. Casual/temporary/contractual employees – NIL
   4. Employees with disabilities – 100%

Principle 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALISED

1. Has the Company mapped its internal and external stakeholders?

Based on the organization's influence and interaction that the organization that has with stakeholders, the following have been identified as its stakeholders:

- Employees
- Shareholders
- Customers
- Suppliers / Vendors
- Government Agencies

2. Out of the above, has the Company identified the disadvantaged, vulnerable & marginalised stakeholders?

Except identifying and maintaining a list of MSME vendors, which is required statutorily, the Company is currently in the process of creating a definition of disadvantaged, vulnerable & marginalised stakeholders. Post which the Company would start identifying the same within the stakeholders it works / interacts with.

3. Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders?

The Company is participating in initiatives such as the Taare Hamare initiative, which has included hiring specially-abled members of the community (persons with hearing and speech disability) to work for the Company and providing them with training and equal opportunity to develop and improve themselves.

Principle 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

1. Does the policy of the Company on human rights cover only the Company or extend to the Group/ Joint Ventures/Suppliers/Contractors/NGOs/ Others?

The principles of Human Rights are ensured through policies on Code of Conduct and Employee policies protecting the rights and interest of the employees.

Some of the key principles of business responsibility that the Company stands for are even included, to the extent possible, in the agreement signed with suppliers /vendors / service providers etc.

2. **How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?**
   No legal complaints regarding Human Rights have been received during FY 2021-22.

Principle 6: BUSINESS SHOULD RESPECT, PROTECT AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT

1. **Does the policy related to Principle 6 cover only the Company or extends to the group/joint ventures/ suppliers/contractors/NGO's/others**
   The policy relating to Respecting, Protecting and Restoring the Environment covers all the directors and employees of the Company across all its functions and units.

2. **Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.**
   No, the Company is currently working towards sustainable sourcing of palm oil, which will cover its vendors and its own consumption requirement of palm oil consumed at all its stores. In addition, the Company understands the environmental impact of use of plastic and have taken various steps to reduce the use of plastic in the stores.

   As the initiatives evolve, the Company would start sharing the details of the same with its stakeholders through the Company's website.

3. **Does the company identify and assess potential environmental risks? Y/N**
   No

4. **Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**
   No

5. **Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.**
   No

6. **Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?**
   Yes

7. **Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year**
   Nil

Principle 7: BUSINESSES WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER

1. **Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with**
   (a) National Restaurant Association of India

   (b) Restaurant Association of India

2. **Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)**
   No

Principle 8: BUSINESSES SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

1. **Does the Company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes, details thereof.**
   The Company is participating in initiatives such as the Taare Hamare, which has included hiring specially-abled members of the community (persons with hearing and speech disability) to work for the Company and providing them with training and equal opportunity to develop and improve themselves.

   Also as a part of the effort to support the society, the Company has identified Girl Child Education and support as an initiative for the Company and makes and endeavor to make an impact for the same.

2. **Are the programmes/projects undertaken (through in-house team/own foundation/external NGO's/ Government structures/any other organization)**
   The Company currently pursues its objective by working together and supporting the NGO of Rooms to Read.

   The Company initiative Taare Hamare is undertaken by in house team.

3. Have you done any impact assessment of your initiative?

No

4. What is your company's direct contribution to community development projects - Amount in ₹ and the details of the projects undertaken.

The Company is currently supporting the NGOs in providing assistance to them to help them raise funds through the Company's stores for their objectives.

5. Have you taken steps undertaken to ensure that community development initiatives are successfully adopted by the community? Please explain in 50 words, or so.

At this moment the implementation of the initiatives is completely left at the discretion of the NGOs that the Company works with. However, the company is also actively engaged in the implementation of the initiatives.

Principle 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER

1. What Percentage of customer complaints/ consumer cases pending as on the end of the financial year

Sr. No	Particular	Count
1	Number of Consumer Notices received during FY 2021-22.	6
2	Number of pending Consumer Complaints in courts as on March 31, 2022.	50
3	Number of Consumer Complaints in courts received during FY 2021-2022.	5

Apart from above as at March 31, 2022, there were NIL unresolved complaints which have been received by the company at various platforms.

2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A./Remarks (additional information)

The Company and its vendors (with respect to products that they supply to us) adhere to applicable regulations with respect to labelling requirements as applicable. In addition, the Company has eliminated the use of Synthetic Colours and Artificial Flavours from foods that it serves to the customers and the same is also clearly brought out as a part of product display in all the stores.

3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.

No

4. Did your company carry out any consumer survey/ consumer satisfaction trends?

The Company has a robust mechanism to receive feedback from customers that visits the stores for Dine In. In addition, the Company regularly seek customer feedback regarding the products on aggregators platform for the Company to understand the customer feedback and constantly identify areas of improvement. The Company evaluates the quantitative feedback to see the health of customer satisfaction and qualitative feedback to enable the Company to evaluate and identify areas of improvement to provide enhanced level of food and service experience.

The Company regularly undertakes brand and product related research to understand customer feedback of products, brand health and recall / awareness of the brand and products in the minds of the consumers.