

THE ASSISTED DIGITAL CONVENIENCE STORE



**ANNUAL UPDATE:
KEY HUMAN RESOURCES (HR)
METRICS & TARGETS**

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EMPLOYEE TURNOVER RATIO : KEY MTERICS

| FINANCIAL YEAR (FY) | No. of Employees New Joined during the Year (Workforce Addition) | No. of Employees Left during the Year (Workforce Departure) | Total Employee as on 31st March of the Year | Employee Annualized Turnover Rate (%) |
|---------------------|--|---|---|---------------------------------------|
| 2023-2024 | 24 | 64 | 212 | ~2.4% |

BREAK-UP DETAILS : WORKFORCE DEPARTURES

| FINANCIAL YEAR (FY) | Total Employee as on 31st March of the Year | No. of Employees Left during the Year (Workforce Departure) | Workforce Departure Reason : Resignation | Workforce Departure Reason : Termination |
|---------------------|---|---|--|--|
| 2023-2024 | 212 | 64 | 64 | 0 |

Note : Annual Employee Turnover Rate is Calculated as the Average of Monthly Turnover rate

NOTE ON ORGANIZATION RE-STRUCTURING

- We have appointed MF in each state and are in the process of appointing more Master Franchisee in each district to cover all states, who are and will be trained in each Business vertical. They are trained through dedicated VC channels on each business vertical. They in turn make more franchisee under them and train these franchisee on our products. This model has helped us increase the business volumes.
- These initiatives have significantly reduced the manpower requirement at the field level as well as resulted into improved Master Franchisee & Franchisee satisfaction and better centralized management of field operations. The company has also benefited of the same in overall cost reduction and enhanced profitability.

GENDER WORKFORCE EQUALITY : KEY MTERICS

Male Female (M/F) Average Salary Across Organization

| | |
|---------------------|-----------------------|
| Male | 989948 |
| Female | 583324 |
| Male : Female Ratio | <u>1:69:70</u> |
| | |

Male Female (M/F) Median Salary Across Organization

| | |
|---------------------|-----------------------|
| Male | 438798 |
| Female | 442782 |
| Male : Female Ratio | <u>0:99:10</u> |

GENDER WORKFORCE EQUALITY : KEY METRICS

Male Female (M/F) Ratio at Corporate HQ

| | |
|---------------------|-----------------------|
| Male | 121 |
| Female | 22 |
| Male : Female Ratio | <u>5:50:00</u> |

Median Salary M/F Wise & Ratio at Corporate HQ

| | |
|---------------------|-----------------------|
| Male | 485616 |
| Female | 449718 |
| Male : Female Ratio | <u>1:07:98</u> |

Only Corporate HQ staff has been taken into consideration as the Field staff is primarily Male as they need to be on Field and travel 30-50 kms per day to visit outlets in rural locations and mostly Male employees prefer to apply for such field roles.

GENDER WORKFORCE EQUALITY : KEY METRICS

DESIGNATION WISE GENDER PAY DETAILS & RATIO

Average Salary of Assistant Manager

| | |
|-------------|----------------|
| Male | 641853 |
| Female | 484376 |
| M : F Ratio | <u>1:32:51</u> |

Average Salary of Dy. General Manager

| | |
|-------------|----------------|
| Male | 1215782 |
| Female | 1725024 |
| M : F Ratio | <u>0:70:47</u> |

Average Salary of Associate Vice President

| | |
|-------------|-----------|
| Male | 1480836 |
| Female | 0 |
| M : F Ratio | <u>NA</u> |

Average Salary of Manager

| | |
|-------------|----------------|
| Male | 949320 |
| Female | 718959 |
| M : F Ratio | <u>1:32:04</u> |

Average Salary of General Manager

| | |
|-------------|-----------|
| Male | 1929830 |
| Female | 0 |
| M : F Ratio | <u>NA</u> |

Average Salary of Vice President

| | |
|-------------|----------------|
| Male | 3446799 |
| Female | 2012508 |
| M : F Ratio | <u>1.71:26</u> |

GENDER WORKFORCE EQUALITY : KEY METRICS

LEVEL WISE GENDER PAY DETAILS

| Level | Designation | Average Salary | |
|----------------------|--|----------------|---------|
| Executive Level | Vice President Associate Vice President | Male | 7209401 |
| | | Female | 2012508 |
| Management Level | General Manager Dy. General Manager Manager Assistant Manager | Male | 939514 |
| | | Female | 682465 |
| Non-Management Level | Executive Sr. Executive | Male | 344642 |
| | | Female | 373345 |

HR TARGETS

HR TALENT DEVELOPMENT TARGET : KEY METRICS

Quantitative Target for Talent Development

| | |
|---|-----------------------|
| Number of employees in the organization: | 212 |
| Number of Workshops/ Training Programs planned per employee per year: | Multiple |
| Hours allocated to one Workshop/ Training Program: | 6 Hours |
| Average Cost for Training per FTE : Average amount spent per FTE on training and development. | Rs. 5,000 |
| Number of Man hours planned per year for 212 employees = Number of employees x Hours allocated for one Workshops/ Training Programs | 1272 Man Hours |

GENDER WORKFORCE EQUALITY : SET TARGETS

- At Vakrangee, the remuneration offered to all employees is at par with the industry standards irrespective of their race, gender, age, color, religion, disability or genetic information.
- **We have achieved a gender pay equality as it can be observed that at Designation wise details, we have achieved pay equality for M:F ratio.**
- **Our Planned Recruitment Targets** – In the next few years we plan to achieve the below Male : Female Ratio :
 - **This is to be executed across all Management levels as well as Revenue generating Functions and STEM related divisions.**

| | |
|----------------------------|-------|
| In the year 2024 (M : F) | 2 : 1 |
|----------------------------|-------|

| | |
|----------------------------|-------|
| In the year 2025 (M : F) | 1 : 1 |
|----------------------------|-------|

HR DATA BREAKDOWN

GENDER WORKFORCE BREAKDOWN: KEY METRICS

| Sr. No. | Particular | % Details |
|---------|--|-----------|
| 1 | Share of women in total workforce (as % of total workforce) | 11.32 |
| 2 | Share of women in all management positions, including junior, middle and top management (as % of total management positions) | 24 |
| 3 | Share of women in junior management positions, i.e. first level of management (as % of total junior management positions) | 50 |
| 4 | Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) | 8.33 |
| 5 | Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) | 62.5 |
| 6 | Share of women in STEM-related positions (as % of total STEM positions) | 2 |

HIRING WORKFORCE BREAKDOWN: KEY METRICS

| Year | Total New Hires | Gender wise | | Management Wise | | | Age Wise | | |
|---------|-----------------|-------------|--------|-----------------|------------|----------------|--------------|-------|---------|
| | | Male | Female | Executive | Management | Non Management | less than 30 | 30-50 | over 50 |
| FY2018 | 955 | 915 | 40 | 8 | 58 | 889 | 476 | 472 | 7 |
| FY2019 | 752 | 726 | 26 | 6 | 68 | 678 | 356 | 391 | 5 |
| FY2020 | 580 | 555 | 25 | 3 | 70 | 507 | 307 | 268 | 5 |
| FY2021 | 31 | 28 | 3 | 3 | 6 | 22 | 18 | 11 | 2 |
| FY2022 | 61 | 47 | 14 | 2 | 37 | 22 | 16 | 42 | 3 |
| FY 2023 | 63 | 44 | 19 | 3 | 33 | 27 | 26 | 37 | 0 |
| FY 2024 | 24 | 18 | 6 | 0 | 15 | 9 | 8 | 16 | 0 |

EMPLOYEE TURNOVER BREAKDOWN: KEY METRICS

| Year | Total Employees Departure | Gender wise | | Management Wise | | | Age Wise | | |
|--------|---------------------------|-------------|--------|-----------------|------------|----------------|--------------|-------|---------|
| | | Male | Female | Executive | Management | Non Management | less than 30 | 30-50 | over 50 |
| FY2018 | 583 | 551 | 32 | 4 | 25 | 554 | 366 | 210 | 7 |
| FY2019 | 698 | 668 | 30 | 1 | 46 | 651 | 338 | 356 | 4 |
| FY2020 | 1081 | 1055 | 26 | 8 | 57 | 1016 | 600 | 476 | 5 |
| FY2021 | 593 | 557 | 36 | 7 | 90 | 496 | 355 | 229 | 9 |
| FY2022 | 614 | 586 | 28 | 9 | 67 | 538 | 167 | 428 | 19 |
| FY2023 | 58 | 46 | 12 | 4 | 20 | 34 | 14 | 43 | 1 |
| FY2024 | 64 | 47 | 17 | 5 | 33 | 26 | 13 | 43 | 8 |

Thank You