T.V. TODAY NETWORK LIMITED
India Today Group Mediaplex
FC 8, Sector 16A, Film City,
Noida - 201301, Uttar Pradesh, India
Tel : +91 120 4908600, Fax : +91 120 4325028
CIN No : L92200DL1999PLC103001
Email : investors@aajtak.com, Website : www.aajtak.in

Date: August 10, 2026

Corporate Relations Department **BSE Limited** **Phiroze Jeejeebhoy Towers,** **Dalal Street, Mumbai - 400 001**	**Listing Department** **National Stock Exchange of India Limited** **Exchange Plaza, Bandra - Kurla Complex,** **Bandra (E), Mumbai - 400 051**
Scrip Code – 532515	**Symbol - TVTODAY**

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26, which also forms part of the Integrated Annual Report for the Financial Year 2025-26 , submitted to the Stock Exchanges on August 10, 2026.

We request you to kindly take the above on record.

Thanking you,
Yours faithfully,

For T.V. Today Network Limited

ASHISH SABHARWAL
Digitally signed by: ASHISH SABHARWAL
DN: CN = ASHISH SABHARWAL C = IN O = Personal
Date: 2026.08.10 13:25:47 +05'30'

(Ashish Sabharwal)
Group Head – Secretarial & Company Secretary & Compliance Officer
Email ID: investors@aajtak.com

Encl: As above.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

T.V. Today Network Limited (referred to hereinafter as "The Company" or "we" or "TVTN") focuses on creating sustained and long-term value for all stakeholders by integrating sustainability considerations into organisational business approach. Environmental, social, and governance (ESG) factors are taken into account across our strategies, operational practices, and decision-making processes as part of our broader approach to responsible business conduct.

This fourth Business Responsibility and Sustainability Report reflects our continued emphasis on accountability and transparency in our interactions with stakeholders. The report outlines our ongoing efforts to strengthen sustainability practices, manage environmental impacts, address social responsibilities and uphold high standards of ethical governance. Prepared in alignment with the nine principles of the National Guidelines on Responsible Business Conduct (NGRBCs), the report highlights our ongoing commitment to environmental, societal and governance principles.

We continue to engage with communities through structured initiatives aimed at addressing identified social needs and supporting inclusive development. In parallel, regular engagement with stakeholders enables us to better understand expectations related to ESG matters. Inputs received through these interactions are used to assess priorities, identify areas for improvement, and support the gradual strengthening of policies, processes, and performance. Through these efforts, we seek to conduct our business responsibly while maintaining a clear focus on long-term sustainability and resilient growth.

SECTION A: GENERAL DISCLOSURES

HIGHLIGHTS

2,329
Employees

~25%
Women workforce

7 material
topics

INR 2.19 Crs.
allocated for CSR

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Company**	L92200DL1999PLC103001
2.	**Name of the Company**	T.V. Today Network Limited
3.	**Year of Incorporation**	December 28,1999
4.	**Registered office address**	F-26, First Floor, Connaught Circus, New Delhi-110001.
5.	**Corporate address**	FC-8, Sector 16A, Film City, Noida - 201301, Uttar Pradesh.
6.	**E-mail**	investors@aajtak.com
7.	**Telephone**	0120 4908600

8.	**Website**	https://www.aajtak.in/
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 (BSE) and National Stock Exchange of India Limited (NSE)
11.	**Paid-up capital**	₹29,83,43,075/-
12.	**Name and contact details of the person who may be contacted in case of any queries on the BRSR report**	Mr. Ashish Sabharwal Group Head - Secretarial and Company Secretary Email: investors@aajtak.com Telephone: 0120 4908600
13.	**Reporting Boundary**	Standalone Basis
14.	**Name of assurance provider***	Not Applicable (NA)
15.	**Type of assurance obtained***	NA

* As per applicable SEBI regulations, assurance is not mandatory for the Company.

II. Products/Services

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

S.No.	Description of main activity	Description of business activity	% of Turnover
1.	Television and other media operations	Broadcasting of news and current affairs across multiple platforms (including television, digital media) and other media operations.	98.97

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

S.No.	Product/Service	NIC Code	% of total turnover contributed
1.	Television and other media operations	6020- Television Programming and Broadcasting activities 6312- Web Portals/ Digital Business	98.97

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	Nil	21*	21*
International	Nil	Nil	Nil

*Includes locations closed during the year.

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	We have reach across 67 countries worldwide.

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

13.64%

c. A brief on types of customers

Our major customers include:

i) Advertisers – This category encompasses private, public, government and other entities that opt to advertise their products and services on our platforms.

ii) Viewers/Subscribers – This group refers to the viewers/audience of our channels as well as digital platforms.

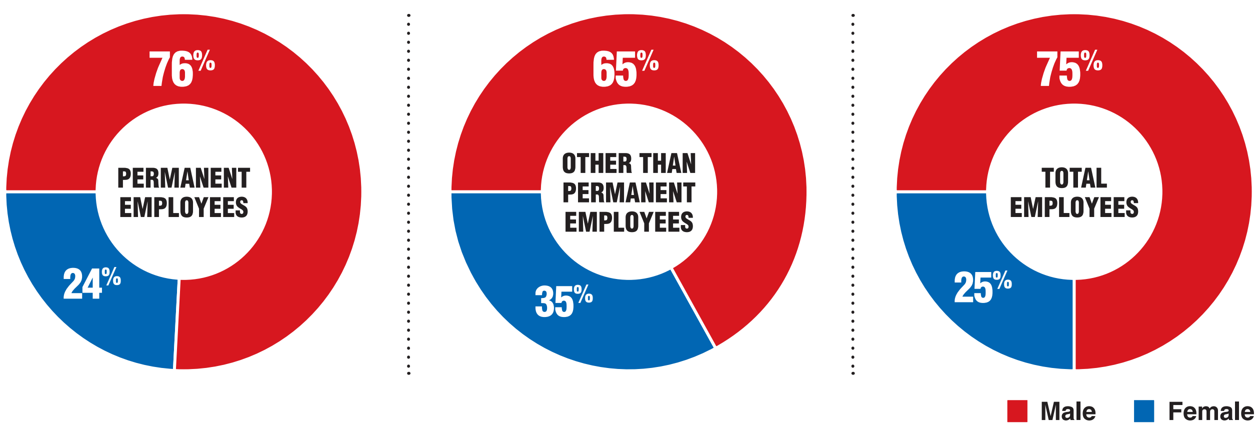
IV. Employees

20. Details as on March 31, 2026:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
	EMPLOYEES					
1.	Permanent (D)	2,121	1,604	76	517	24
2.	Other than Permanent (E)	208	136	65	72	35
3.	**Total employees (D+E)**	**2,329**	**1,740**	**75**	**589**	**25**
	WORKERS*					
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	**Total workers (F+G)**	**NA**	**NA**	**NA**	**NA**	**NA**

* We do not have workers, hence in all the sections; details sought for the workers category are not applicable for us.



b. Differently abled employees and workers:

S.No.	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)					
2.	Other than Permanent (E)	Nil				
3.	**Total differently abled employees (D+E)**					
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)					
5.	Other than Permanent (G)	NA				
6.	**Total differently abled workers (F+G)**					

21. Participation/inclusion/representation of women:

	Total(A)	No. and percentage of females	
		No.(B)	%(B/A)
Board of Directors^	6	3	50
Key Management Personnel	3#	0	0

^ Mr. Abhishek Malhotra was appointed as Non-Executive Independent Director of the Company w.e.f. April 28, 2026. Accordingly, the number of Directors on the Board of the Company are 7 w.e.f. April 28, 2026.

Excluding our Chairman & Whole-time Director and Vice-Chairperson & Managing Director who are counted in Board of Directors.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	25%	20%	23%	37%	26%	14%	21%	16%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

23. Names of Holding/Subsidiary/Associate Companies/Joint Ventures:

S.No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Living Media India Limited	Holding	Nil	No
2	T V Today Network (Business) Limited	Subsidiary	100	No
3	Mail Today Newspapers Private Limited	Subsidiary	100	No
4	Vibgyor Broadcasting Private Limited	Subsidiary	100	No
5	Romesh Films Private Limited*	Subsidiary	100	No

*Romesh Films Private Limited was acquired during FY 2025-26 and became a wholly owned subsidiary of the Company with effect from September 25, 2025.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹) – 817.15 Crores
(iii) Net worth (in ₹) – 889.21 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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	4	Nil	Nil
Employees and workers	Yes	1	Nil	Nil	3	Nil	Nil
Customers	Yes https://www.aajtak.in/complain-redressal	1,230	Nil	Nil	809	Nil	Nil
Value Chain Partners	Yes, Complaints may be filed at indiatodaylegal@aajtak.com	Nil	Nil	Nil	Nil	Nil	Nil

Engagement with stakeholders is an important aspect of building trust and sustaining constructive, long-term relationships. To ensure that concerns are addressed in a fair, consistent, and timely manner, we have established a structured grievance redressal framework focused on clarity, accessibility, and effective resolution.

Our grievance mechanisms are designed to be open and easy to access, enabling stakeholders to share feedback and raise concerns through appropriate channels. This approach facilitates timely responses, supports efficient resolution of issues, and helps maintain effective working relationships across stakeholder groups. The framework is further strengthened by our whistleblower policy, which provides a secure and confidential mechanism for reporting concerns.

Engagement with local communities is undertaken through our CSR implementing agency, which facilitates regular interaction and ensures that community perspectives are taken into consideration. Investors and shareholders are provided with dedicated communication channels and may contact us through the email address investors@aajtak.com, as well as through written correspondence addressed to our Registered or Corporate Office.

Employees are encouraged to raise concerns through established internal channels, including direct communication via email or engagement with their respective HR business partners, supporting a respectful and supportive work environment. Viewers have access to a clearly defined two-tier grievance redressal mechanism available on our website at **https://www.aajtak.in/complain-redressal**. Suppliers are supported through dedicated communication channels shared during the vendor onboarding process.

Together, these arrangements reflect a structured approach to stakeholder engagement and grievance handling, underscoring our focus on transparency, responsiveness, and accountability in addressing stakeholder concerns.

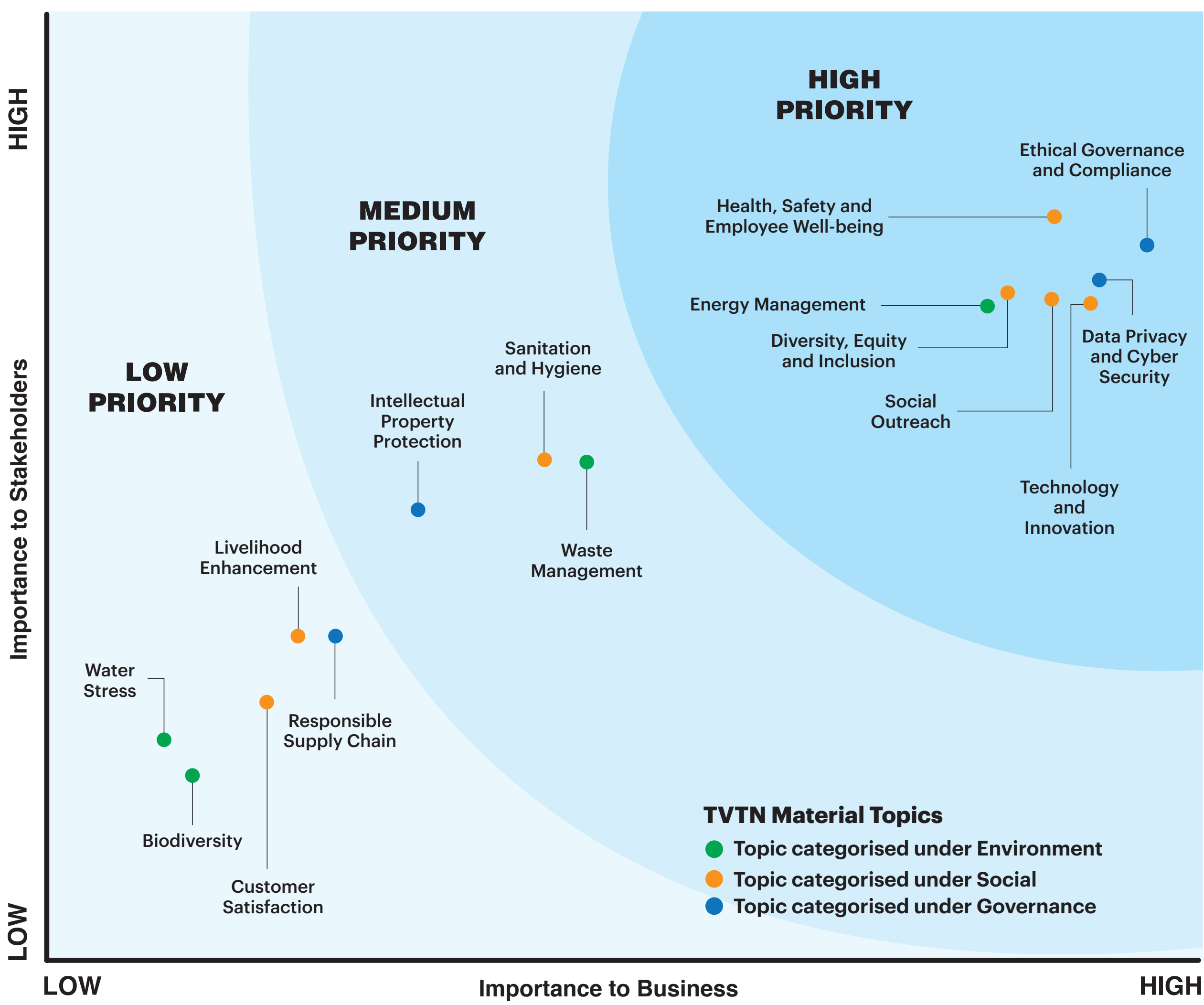
26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.

During the previous years, we revisited our materiality assessment to identify the issues most significant to our business and stakeholders. The assessment covered a wide range of topics to ensure that our focus and resources continue to align with what matters most to our long-term strategy.

We gathered inputs from a diverse group of stakeholders, including employees, suppliers, distributors, customers and viewers, shareholders, and community members. This feedback was carefully analysed to understand the relative importance of each topic and its potential impact on us as an organisation.

Through this process, seven key material topics were identified as priority areas. These topics are closely aligned with the United Nations Sustainable Development Goals (UNSDGs), strengthening our ESG approach and helping us integrate global priorities into our business strategy.



S. No.	Material issue identified and UNSDGs	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (positive or negative)
1	Energy Management	O	**Energy management through electricity usage efficiency:** Our media and broadcasting operations present a strategic opportunity to strengthen organizational resilience through disciplined energy management. A deliberate focus on energy management allows us to drive long-term cost efficiency, reduce exposure to energy related risks, and align our operations with global sustainability goals, positioning us for sustained performance and future readiness.	NA	Positive
2	Health, Safety and Employee Well-being	R	**Employee well-being and field safety risks:** The Fast-Paced nature of the media industry exposes our workforce to significant health, and safety risks.	**Welfare enhancement:** We undertake various initiatives aimed at enhancing employee welfare. This includes: • Group insurance coverage. • Inhouse medical facility at our Corporate Office staffed with qualified doctors and nurses. • Partnerships with hospitals to address medical emergencies. • Workshops on physical fitness, mental wellbeing, social skills, and emotional intelligence. • Provision of essential personal protective equipment (PPE) kits, whenever required.	Negative
3	Diversity, Equity & Inclusion	O	**Strengthening organisational capabilities:** We see diversity, equity, and inclusion as an opportunity to further strengthen our workforce and organisational capability. A team that reflects diversity across culture, religion, society, and gender brings broader perspectives into how we think, decide, and operate. This diversity helps us better understand the audiences we serve and supports reporting that is more representative and credible across the country, ultimately strengthening our connection with viewers and our role as a trusted broadcaster.	NA	Positive

S. No.	Material issue identified and UNSDGs	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (positive or negative)
			Fair environment for employees: Our focus on equity ensures that our employees have fair access to opportunities for growth and development, while an inclusive culture allows people to feel respected and confident in contributing their best work. Building a workforce that is both representative and inclusive supports stronger collaboration, encourages new ideas and helps strengthen our organisation's long-term resilience.		
4	Data Privacy and Cyber Security	R	**Protecting stakeholder data in a dynamic threat landscape:** Safeguarding stakeholder data is a critical responsibility and a key aspect of our operational resilience. The risks associated with data protection are heightened by a rapidly evolving cyber threat landscape and the increasing complexity of regulatory requirements. Any lapse in data security could impact stakeholder trust, disrupt business operations, and result in regulatory or reputational consequences.	Addressing this risk requires continuous monitoring, periodic strengthening of our systems and processes, and sustained investment in cybersecurity and data protection measures. To strengthen our cybersecurity posture, we have undertaken the following key measures– **1. Governance and Risk Management** a. Information Security Policy aligned with ISO 27001 standards. b. Executives oversee cyber security as a strategic business risk. c. Implemented Zero Trusted Architecture. **2. Data Protection and Resilience** a. Backup Procedures. b. Use of Data Encryption for critical/sensitive Data c. Conducting periodic security assessment of IT network. d. Continuous Monitoring System. e. Access control procedure. **3. Technical and operational hygiene:** a. Regular updates and enhancements to all the systems to align with latest security standards. b. Continuous security awareness and training sessions.	Negative

S. No.	Material issue identified and UNSDGs	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (positive or negative)
5	Social Outreach Activities	O	**Community engagement and social impact initiatives:** We see social outreach activities as an opportunity to build closer ties with the communities we work in and to strengthen our responsibility beyond our core business. By engaging directly with people and community groups, we gain a better understanding of local needs and priorities. These efforts allow us to contribute in practical and lasting ways beyond broadcasting alone, helping us play a more active and positive role in the communities we serve.	NA	Positive
6	Technology and Innovation	R/O	The media ecosystem is rapidly evolving towards an AI-driven and platform-centric landscape, creating both operational risks and strategic growth opportunities. Continuous technology adoption remains critical to sustaining competitiveness, audience engagement and monetization efficiency. **Key Risk Areas:** 1. **Obsolescence of Traditional Workflows and Formats** due to rapid adoption of AI-enabled content production and evolving digital formats. 2. **Overdependence on a few Third-Party Platforms and Algorithms** impacting visibility, distribution control and monetization stability. 3. **Capability Gaps in Adopting Emerging Technologies,** including AI, automation and advanced analytics. **Opportunity:** **1. AI-Assisted Content Creation and Personalization** Leveraging generative AI and intelligent automation to enhance creativity, improve efficiency and deliver scalable personalized content experiences. 2. **Enhanced Audience Engagement through Interactive and Immersive Formats** Adopting interactive storytelling, live digital experiences and immersive formats to deepen engagement and retention. 3. **Data-Driven Monetization and Platform Optimization** Utilizing advanced analytics and audience intelligence to optimize advertising models, strengthen monetization strategies and reinforce brand positioning in a digital-first environment.	To navigate the evolving technological landscape and mitigate associated risks, our Company continues to strengthen its strategy across the following key pillars: **1. Intelligent Automation and Workflow Transformation** • Updating CMS with new AI enabled tools to reduce time to produce a story by providing related data, images and videos in a few clicks. • Automating video production, editing and publishing workflows. • Enabling real-time content optimization based on engagement signals. **2. Platform Diversification and Digital Expansion** •Strengthening owned-and-operated platforms to build direct audience relationships. • Expanding presence across multiple social and short-video ecosystems. **3. Culture of Innovation and Continuous Learning** Our Company continues to foster a culture of agility by: • Upskilling teams in AI, data and digital storytelling tools. • Encouraging cross-functional collaboration and experimentation. • Partnering with technology providers and startups.	**Risk:** Negative **Opportunity:** Positive

S. No.	Material issue identified and UNSDGs	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (positive or negative)
7	Ethical Governance and Compliance 16 PEACE, JUSTICE & STRONG INSTITUTIONS	R	**Governance and compliance as foundations of credibility:** We remain committed to regulatory compliance and good corporate governance, nurturing a culture of trust and responsibility. We recognize that any instance of non-compliance can pose a significant risk, potentially affecting our business operations, brand reputation, and overall credibility.	Our approach to mitigating compliance and governance related risks is built on the following key initiatives: **1. Governance Environment** **a. Tone at the top:** The ethical values, integrity, and commitment to governance demonstrated by the senior management, the Board, and its committees, that set the overall culture and behaviour of the organization. **b. Welldefined policies and Code of Conduct:** We have established welldefined policies and a Code of Conduct to guide employee behaviour and ensure compliance with applicable laws and regulatory requirements. **c. Defined duties and accountabilities:** We clearly define roles, responsibilities, and accountabilities to support effective decision-making and oversight. **d. Risk Management Committee:** To oversee key risks and review mitigation measures on a regular basis. **e. Enterprise Risk Management framework:** We follow an enterprise-wide risk management approach aligned with the international framework to identify, assess, monitor and manage risks. **f. Periodic awareness initiatives:** We conduct periodic awareness mailers and internal communications to reinforce governance principles, risk awareness, and compliance expectations. **2. Proactive Risk Management** **a.Periodic risk assessment:** We conduct periodic risk assessment exercises and prioritise identified risks in accordance with Risk Management Policy. **b.Compliance management system:** We have implemented an online compliance management system to track, monitor, and support adherence to applicable legal and regulatory requirements. **c.Regulatory monitoring:** We continuously monitor regulatory developments to ensure timely identification of changes and appropriate actions across the organization. **3. Continuous Compliance** **a.Reporting mechanisms and accountability:** We have deployed formal reporting mechanisms and clearly assigned roles and responsibilities to support effective compliance management. **b. Whistleblower mechanism:** We have established a whistleblower mechanism that enables employees and other stakeholders to report concerns in a secure and confidential manner. **c.Periodic independent reviews:** We undertake periodic reviews of our compliance management system through third party professionals to maintain high standards of compliance. This includes internal audits conducted by independent professional firms.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

The NGRBC, as prescribed by the Ministry of Corporate Affairs, advocates nine principles referred as P1-P9 as given below:

P1
Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2
Businesses should provide goods and services in a manner that is sustainable and safe

P3
Businesses should respect and promote the well-being of all employees, including those in their value chains

P4
Businesses should respect the interests of and be responsive to all its stakeholders

P5
Businesses should respect and promote human rights

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

P7
Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8
Businesses should promote inclusive growth and equitable development

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

HIGHLIGHTS

All 9 NGRBC principles covered through our policies

ISO 27001: 2022 certified IT Policies & Framework

Targets related to CSR and HR set

ESG Committee established to oversee sustainability matters

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, all policies are approved by the appropriate approving authority, depending on the policy's scope and nature. These authorities may include the Board, specific Board Committees, the Managing Director, Functional Heads, among others.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
c. Web link of the policies, if available.	**Business Responsibility & Sustainability Policy** - www.aajtak.com/investor/BRSR-Policy This policy aligns with and comprehensively addresses all nine NGRBC principles (P1–P9), covering ethical governance, sustainability, well-being, human rights, environmental responsibility, inclusive growth, and responsible consumer practices. **Vigil Mechanism/ Whistle-blower Policy** - www.aajtak.com/investor/Vigil-Mechanisim-Policy This policy upholds Principle 1 by fostering ethical, transparent, and accountable conduct through a secure mechanism that enables directors and employees to report concerns without fear of retaliation. **Prevention of Sexual Harassment at the Workplace** - www.aajtak.com/Investors/POSH This policy upholds Principle 5 by ensuring a safe, dignified, and harassment-free workplace through compliance with the POSH Act's prevention, prohibition, and redressal requirements. **Corporate Social Responsibility Policy** - www.aajtak.com/investors/CSR-Policy This policy upholds Principle 8 and aligns with India's CSR framework by ensuring statutory compliance with Section 135, mandating responsible social, environmental, and community-oriented investments as part of sustainable business practice. Other Policy documents pertaining to these principles are internal and are therefore not publicly available.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, our enlisted policies are not applicable to our value chain partners. However, as part of our efforts to encourage our suppliers and vendors to embrace these policies, we have developed a Suppliers' Code of Conduct. This code encompasses various aspects such as Environment, Human Rights, Workplace and Labour Standards, Anti-Bribery, and Anti-Corruption, among others.								
4. Name of the national and international codes/ certifications/ labels/ standards adopted by your entity and mapped to each principle.	ISO 27001:2022								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Guided by our commitment to responsible growth and long-term value creation, we have set clear targets to strengthen our social impact and enhance employee well-being. These targets reflect our intent to contribute meaningfully to the communities we serve while cultivating a supportive and engaged workforce. By 2025-26, our journey of social impact has positively transformed the lives of over 5 lakh beneficiaries. Looking ahead to 2030, we aim to extend this reach to an additional 2.5 lakh individuals through the implementation of sustainable and inclusive CSR initiatives. Our outcome-driven CSR initiatives focus on high-impact CSR categories such as education, livelihood enhancement, healthcare and sanitation, disaster management, rural development, promoting nationally recognized sports and environmental sustainability. Through these interventions, we resolve to foster lasting social and environmental progress, creating a more resilient, inclusive, and sustainable future for all. In parallel, as part of our long-term people strategy, we are strengthening employee engagement, well-being, and preventive healthcare as critical enablers of productivity, organisational resilience and sustained performance. Our approach focuses on creating a supportive and inclusive work environment that enables employees to perform effectively while maintaining their overall well-being. We have institutionalised a continuous listening framework through assessments, counselling, and pulse checks. Engagement participation rate of 10% in the financial year 25-26, we aim to progressively scale participation to 50% over the next five years, while also integrating engagement related metrics into leadership key performance indicators to strengthen ownership and accountability. Insights from counselling and feedback mechanisms are being leveraged to improve inclusion and worklife balance, with a targeted 15–20% improvement in employee satisfaction, particularly across workload management, role clarity, and managerial effectiveness. A structured baseline will be established through formal surveys to enable consistent tracking of progress. In parallel, we continue to emphasise holistic health and well-being through sustained investments in sports, preventive healthcare, and mental health support. During the year, we achieved high participation across 72 sports and preventive healthcare initiatives and will ensure continuity of these programmes to promote long-term physical health.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
	We have also enabled 100% access to mental health counselling through an external partner, resulting in 244 employee sign-ups and 161 counselling sessions delivered. Building on this foundation, we are targeting a 15–20% improvement in overall well-being scores through enhanced awareness, accessibility and utilisation of well-being support services.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During FY 2025–26, we implemented 7 CSR projects (including projects approved in earlier years) across key thematic areas including environmental sustainability, education, healthcare, livelihood enhancement, disaster preparedness, sports promotion, and rural development. These initiatives covered a wide spectrum of interventions such as environmental conservation activities, establishment of STEM labs and SMART schools, livelihood programmes for youth and women, large-scale healthcare outreach reaching over 2 lakh individuals, and disaster preparedness support for critical medical facilities. The programmes were largely aimed at vulnerable and marginalised communities, with CSR investments strategically concentrated across five aspirational districts in Uttar Pradesh, Rajasthan, Bihar, and Jharkhand to enable longterm socio-economic impact. Our environmental sustainability interventions benefited over 99,300 individuals through activities including tree plantation and maintenance, rainwater harvesting, pond rejuvenation, and the distribution of school products made from recycled waste plastic, contributing to emissions reduction and environmental conservation. In education, we supported uninterrupted learning for 4,098 children from economically weaker sections across 5 states, while livelihood enhancement initiatives reached over 19,700 marginalised individuals across four states, including more than 3,000 women, strengthening social resilience and income-generation opportunities. Targeted healthcare interventions benefited over 65,700 individuals across five states, complemented by our support to AIIMS Delhi in developing a Blood Supply Contingency and Emergency Plan to strengthen disaster preparedness, with an estimated potential to save at least 9,200 lives. Rural development and sports promotion efforts benefited over 4,100 individuals by enabling livelihood skill development and providing access to professional sports infrastructure, including support extended to 200 aspiring archers who trained and competed at district, state, and national levels. Through the integrated delivery of outcome-driven CSR programmes alongside people-centric internal practices, we demonstrated strong performance across social, environmental, and human capital priorities, reinforcing our commitment to inclusive growth and sustainable value creation. As part of our internal sustainability agenda, employee well-being and engagement also remained a core organisational priority. Our people-focused initiatives are designed to promote health, engagement, and retention across the workforce, and during FY 2025–26 this commitment was translated into action through a comprehensive HR wellness and engagement calendar implemented across office locations. The initiatives addressed physical health, mental well-being, preventive care and workplace ergonomics, covering preventive health checkups, medical consultations, eye care camps, yoga desk stretch sessions, dietary counselling, and acupressure camps. These were complemented by mental health awareness sessions, counselling orientations, employee engagement activities and a continued focus on supporting emotional resilience, promoting work–life balance and strengthening psychological safety across the organisation. As a result, 100% of employees, including both permanent and non-permanent workforce, were covered under the Company's well-being programmes and a 100% return-to-work rate was achieved during the year. Health and safety as well as skill upgradation trainings were delivered to 92% of employees, while performance and career development reviews were conducted for 100% of permanent employees, reinforcing our commitment to structured people development and sustained engagement.								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

Our business approach is guided by a commitment to responsible, resilient growth and the creation of enduring value for our stakeholders. Environmental, social and governance considerations are integral to our strategic direction, shaping how we conduct our operations, manage risks, engage with stakeholders and sustain consistent business performance.

ESG Challenges

As our operations and stakeholder landscape continue to evolve, we recognise certain ESG related challenges that require ongoing attention. These include sustainability-related dependencies within our value chain, particularly in achieving consistent awareness and compliance among suppliers and partners, as well as responding to evolving regulatory requirements on sustainability standards and disclosures. In addition, ad-hoc and need-based procurement practices may occasionally limit the uniform application of sustainability criteria across sourcing decisions. We are addressing these challenges through improved internal alignment, closer engagement with partners, and targeted awareness initiatives.

Targets and Strategic Commitments

We have defined clear targets to guide our community- focused initiatives. By 2030, we seek to positively impact 7.5 lakhs beneficiaries through well defined, inclusive, and outcome-oriented CSR programmes across education and skill development, livelihood enhancement, healthcare and sanitation, and environmental sustainability. These initiatives are being implemented across multiple focus areas and aspirational districts, with a deliberate emphasis on addressing priority social and environmental needs among vulnerable and marginalised populations.

Complementing this external focus, and in alignment with our people strategy, we are strengthening employee engagement, well-being, and preventive healthcare as core enablers of productivity, organisational resilience, and sustained performance. We are moving towards continuous employee listening through pulse surveys and structured well-being assessments, while embedding engagement and well-being metrics into leadership reviews and performance KPIs to support improved engagement outcomes and reduced voluntary attrition. Our targets include a 15–20% improvement in work–life balance satisfaction, 90–95% employee coverage under annual health checkups, and 60–70% workforce participation in sports, fitness, and wellness activities annually. In parallel, we are strengthening mental and emotional wellbeing by ensuring 100% employee access to mental health services and targeting a 15–20% improvement in overall well-being perception scores.

Governance, Ethics, and Risk Management

High standards of governance and ethical conduct remain fundamental to our operations. During the reporting period, no material fines or penalties were imposed on us, our directors, or Key Managerial Personnel, and no cases of conflict-of-interest involving Directors or KMPs were reported. Further, no adverse orders relating to anticompetitive practices were issued against us by any regulatory authority, and accordingly, no remedial actions were required.

We have established effective grievance redressal and whistleblower mechanisms to ensure transparency, confidentiality, and timely resolution of concerns. Occupational health and safety standards are consistently maintained, with 100% of our offices assessed for health and safety and working conditions.

Social, Environmental, and Digital Responsibility

We have a Human Rights Policy in place, and our offices have been assessed to identify and address potential human rights related risks. From an environmental perspective, we monitor Scope 1 and Scope 2 emissions, operate a zero liquid discharge system at our corporate office, and implemented various business disaster management practices to support operational preparedness and continuity.

We actively participate in the broader business ecosystem and hold membership in six national level associations and chambers, supporting knowledge exchange and alignment with sector-level practices.

We treat cybersecurity and data protection as core governance responsibilities. A comprehensive IT policy is in effect, cybersecurity controls are well established, and no data breaches were reported during the year. We are ISO 27001:2022 compliant, reflecting our commitment to information security and data protection standards.

Through a sustained focus on sound governance, employee engagement, social responsibility, and environmental management, we continue to steer the organisation with care and accountability. We recognise that this journey involves navigating complexity and evolving expectations; however, the clarity of our targets, the strength of our policies, and the consistency of our actions reflect our resolve to act responsibly and to deliver value that is meaningful, balanced, and enduring for all our stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.

Our ESG Committee oversees the implementation and supervision of the Business Responsibility and Sustainability Policy, with Mr. Ashish Sabharwal, Group Head – Secretarial and Company Secretary, serving as its coordinator. The composition of the ESG Committee is as follows:-

S.No.	Name	Designation	DIN (in case of Director)	Category (in case of Director)
1	Ms. Kalli Purie Bhandal	Chairperson	00105318	Managing Director
2	Ms. Neera Malhotra	Member	00118387	Independent Director
3	Mr. Dinesh Bhatia*	Member	-	-

*Mr. Dinesh Bhatia serves as the Group Chief Executive Officer of the Company, without holding directorship on the Board.

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, a dedicated ESG Committee looks into the affairs relating to Sustainability.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / 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 & follow up action	Yes									On need basis								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes									On Quarterly basis								

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No. We have not engaged any external agency to conduct an independent assessment of our policies. However, the policies undergo periodic internal review, and various aspects are examined by our internal, secretarial, and statutory auditors as part of their audit processes.								

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

<table>
<tr><th>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>The entity does not consider the Principles material to its business (Yes/ No)</td><td colspan="9" rowspan="5">NA</td></tr>
<tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr>
<tr><td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td></tr>
<tr><td>It is planned to be done in the next financial year (Yes/No)</td></tr>
<tr><td>Any other reason (please specify)</td></tr>
</table>

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

In accordance with Principle 1 of the National Guidelines on Responsible Business Conduct (NGRBC), which emphasises ethical conduct and sound governance, we place strong importance on integrity in all aspects of our operations. Ethical behaviour and transparency form the foundation of our approach to decision-making and guide how responsibilities are discharged across the organisation.

We conduct our activities with a focus on accountability and compliance, ensuring that actions and decisions are consistent with established policies, regulatory requirements, and accepted standards of conduct. Clear processes and internal controls support this approach and help embed responsible practices across business functions.

Maintaining high standards of integrity supports trust and confidence among our stakeholders, including employees, viewers, partners, and investors. By promoting clarity, openness, and responsibility in our operations, we aim to sustain constructive relationships and reinforce a culture that values professionalism and ethical behaviour.
This focus on integrity and transparency supports effective governance and contributes to long-term credibility and stability in the conduct of our business.

HIGHLIGHTS

100%
Employees awareness on issues Human Rights, Anti-bribery, POSH etc.

57.4%
Sales to dealers/ distributors as % of total sales

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	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	• ESG and its relevance • National Guidelines on Responsible Business Conduct (NGRBC) Principles • Business Responsibility and Sustainability Report (BRSR) disclosure requirements • Introduction to GHG Protocol and calculation	100
Key Managerial Personnel (KMP)	1	• ESG and its relevance • National Guidelines on Responsible Business Conduct (NGRBC) Principles • Business Responsibility and Sustainability Report (BRSR) disclosure requirements • Introduction to GHG Protocol and calculation	100
Employees other than BoD and KMPs	1 1 1 1 1 1 1 10 Every Wednesday Monthly 1 1 1 1	• Human Rights • Anti-bribery and anti-corruption, • Employee health and safety, • Mental health and well-being, • Rights of Persons with Disabilities, • Responsibility towards retired personnel, • Grievance Redressal. • POSH: Ensuring a Safe & inclusive Workplace • Employee Orientation for new joiners • Monthly New Joiners Catch-up with Business Leaders • Periodic Townhall for employees with Top Leadership • SEO (Search Engine Optimization) Training • TV Sales Training • People Manager Leadership Development Program	100
Workers	NA	NA	NA

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:-

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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

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
NA	NA

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, we have implemented an Anti-Bribery and Anti-Corruption Policy that clearly defines prohibited practices and underscores our zero-tolerance approach to unethical conduct in all forms. The policy provides clear guidance on acceptable behaviour and applies uniformly across the organization, reinforcing our commitment to integrity, transparency, and ethical decision-making.

To ensure widespread awareness and accessibility, the policy is made available to all employees through our intranet. This centralized access supports ongoing awareness, encourages responsible conduct, and empowers employees to identify and address potential ethical concerns in their day-to-day activities.

Accountability and oversight are strengthened through active leadership involvement. Senior management provides quarterly compliance declarations, formally affirming adherence to the Anti-Bribery and Anti-Corruption Policy. This process strengthens governance oversight, embeds ethical responsibility at the highest levels of the organization, and promotes a culture of continuous compliance.

Together, these measures help mitigate corruption-related risks, enhance stakeholder trust, and ensure alignment with applicable legal and regulatory requirements while upholding our core values.

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

6. Details of complaints about conflict of interest.

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

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 since there have been no such instances.

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

	FY 2025-26	FY 2024-25
No. of days of accounts payables	97.08*	91.64

*Trade payables include amount pertaining to agency incentives which have been regrouped from trade receivables. Previous year's figure of 70.94 has also been regrouped for consistency and comparability to 91.64. The management believes that this regrouping does not have material impact on information presented in financial statements.

9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameters	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	57.4%	62.3%
	b. Number of dealers / distributors to whom sales are made	337	410
	c. Sales to top 10 dealers distributors as % of total sales to dealers / distributors	43.9%	52.9%

Parameters	Metrics	FY 2025-26	FY 2024-25
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.8%	3.2%
	b. Sales (Sales to related parties / Total Sales)	0.8%	0.4%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

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	Awareness on ESG and NGRBC Principles	25% out of top 100 suppliers 25% out of top 100 customers

We also continually engage with our business partners informing them about our business ethics and policies.

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

Yes, as part of our commitment to strong corporate governance and ethical conduct, we have established comprehensive processes to identify and manage potential conflicts of interest involving members of the Board.

We have put in place mechanisms to identify, disclose, and manage potential conflicts of interest as part of our governance framework. These mechanisms are guided by the Code of Conduct for Directors and Senior Management Personnel, which sets out standards of ethical behaviour, addresses situations involving conflicts of interest, and defines the roles and responsibilities of Directors.

Compliance with the Code is confirmed annually by all Directors and Senior Management Personnel to ensure continued adherence. Board members are required to disclose their affiliations and interests. Where a director has an interest in any contract or arrangement involving a related party, the Director abstains from participating in related discussions or decision-making. Such matters are considered only after obtaining the requisite approvals in accordance with applicable laws and policies.

Related party transactions are subject to review and approval by the Audit Committee. For transactions that are recurring in nature, the Audit Committee may grant omnibus approvals while ensuring appropriate oversight.

These practices support transparency and accountability in Board level decision making and reinforce our commitment to ethical conduct and compliance with regulatory requirements.

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

In line with Principle 2 of the NGRBCs, which emphasises the sustainable and safe delivery of goods and services, we place due importance on integrating sustainability and safety considerations into our business operations. We recognise that responsible delivery practices are essential not only for long-term business viability but also for safeguarding environmental resources and public health.

As a media organisation, we acknowledge the vital importance of responsible business conduct in delivering reliable and safe services to our audiences. Our approach focuses on adopting responsible operating practices that support sustainability objectives and maintain appropriate standards of safety across our activities. While our operations are service oriented in nature, we remain attentive to the environmental and social implications of our business practices.

We work towards reducing our environmental footprint by improving operational efficiency, minimising waste generation, and progressively adopting energy-efficient technologies across our facilities and operations. These efforts are aimed at supporting sustainable resource use and reinforcing responsible service delivery. Through such measures, we seek to align our operational practices with the intent of Principle 2 and contribute to sustainable business outcomes over the long term.

HIGHLIGHTS

27% of capex investments
out of total capex investments to improve the environmental and social impacts of product and processes

Established
sustainable sourcing procedures

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impact
R&D	No R&D expenditure for current and previous FY		
Capex	27.14%	35.56%	In our commitment to sustainability and innovation, we upgraded our technology infrastructure with energy-efficient laptops, desktops and workstations. Each step reflects our dedication to a cleaner, more responsible future.

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

Yes, our approach to sustainable sourcing is governed by a comprehensive Vendor Code of Conduct, applicable to all vendors. This framework sets clear expectations on human rights, labour standards, workplace practices, business ethics, and environmental responsibility. We require vendors to prohibit child and forced labour, ensure fair wages and working conditions, prevent discrimination and harassment, respect the rights and dignity of all workers, and comply with applicable labour, human rights, and environmental laws. Ethical business conduct, including strict adherence to anti bribery and anti-corruption requirements, forms an integral part of this framework.

Environmental considerations are embedded within our sourcing expectations, with vendors required to comply with environmental regulations, minimise resource use and pollution, manage waste responsibly, and work towards improved environmental performance through defined processes and systems.

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

As a media and broadcasting organisation, the reliability and quality of our operations are closely linked to the equipment and technology we deploy. Most of our inputs consist of broadcasting and electronic equipment sourced from established brands and original equipment manufacturers, which enables us to meet stringent technical, operational, quality and ESG requirements that are essential for uninterrupted service delivery. Given the nature of these inputs, sustainability considerations are primarily addressed through supplier selection and their responsible sourcing practices.

While a quantitative assessment of sustainably sourced inputs by volume is not present currently, sustainability alignment is actively driven at the supplier level. As part of our efforts to strengthen awareness and responsible practices across the supply chain, we have created ESG related awareness among the suppliers. This supports the integration of environmental, social, and governance considerations to reinforce sustainable sourcing practices across our extended value chain.

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.
We are a media and broadcasting organisation and not engaged in the manufacture of any products. Accordingly, this requirement is not applicable to our operations.

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.
No, EPR is not applicable to us.

3 GOOD HEALTH & WELL-BEING | 5 GENDER EQUALITY | 8 DECENT WORK & ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 16 PEACE, JUSTICE & STRONG INSTITUTIONS

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

The well-being of our employees is a key consideration in the manner in which we manage our human resources across the organisation and the value chain. This approach is guided by Principle 3 of the NGRBCs, which emphasise respect for employee rights, dignity and well-being, as well as the promotion of inclusive and fair workplaces. We place importance on maintaining working arrangements that support safety, fairness, and inclusion across our operations.

As an organisation, we have established practices aimed at providing safe working conditions and supporting the physical and mental well-being of employees. These include health and safety measures, wellness initiatives, and access to learning and development opportunities, which together support consistency and responsible people management.

By promoting a work environment based on respect, dignity, and cooperation, we seek to maintain trust and constructive engagement with our workforce. These practices help support employee participation and contribute to stable and effective working relationships. This focus on employee wellbeing supports responsible business conduct and contributes to the longterm continuity and effectiveness of our workforce.

HIGHLIGHTS

100% return to work rate

100% employees covered under Health Benefits and Retirement Benefits

0.78% of revenue spent on well-being initiatives

100% of offices internally assessed for health, safety, and working conditions

Zero Lost Time Injuries, Fatalities or work related injuries

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	1,604	1,604	100	1,604	100	NA	NA	1,604	100	-	-
Female	517	517	100	517	100	517	100	NA	NA	517	100
Total	**2,121**	**2,121**	**100**	**2,121**	**100**	**517**	**24**	**1,604**	**76**	**517**	**24**
OTHER THAN PERMANENT EMPLOYEES*											
Male	136	136	100	136	100	NA	NA	-	-	-	-
Female	72	72	100	72	100	-	-	NA	NA	-	-
Total	**208**	**208**	**100**	**208**	**100**	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	NA										
Female											
Total											
OTHER THAN PERMANENT WORKERS											
Male	NA										
Female											
Total											

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

	FY 2025-25	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.78%	0.40%

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100% employees are covered as specified by Employees Provident Fund and Miscellaneous Provisions Act, 1952	NA	Yes	100% employees are covered as specified by Employees Provident Fund and Miscellaneous Provisions Act, 1952	NA	Yes
Gratuity	100% employees are covered as specified by Payment of Gratuity Act, 1972	NA	Yes	100% employees are covered as specified by Payment of Gratuity Act, 1972	NA	Yes
ESI	100% employees are covered as specified by Employees State Insurance Act, 1948	NA	Yes	100% employees are covered as specified by Employees State Insurance Act, 1948	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, we comply with the requirements of the Rights of Persons with Disabilities Act, 2016 and are committed to maintaining an inclusive workplace. Our corporate office, which houses key functions, has been designed to support accessibility and includes facilities such as ramps, lifts, wheelchairs, and accessible restrooms for employees and visitors.

Our employment practices are guided by an anti-discrimination policy that ensures equal opportunity and fair treatment for all individuals. These measures support a work environment where employees are able to participate fully and perform their roles without barriers. We continue to take steps to improve accessibility across our operations and to maintain fair and inclusive workplace practices.

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, the policy is available on our Company's intranet.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	81.82%	NA	NA
Female	100%	82.35%	NA	NA
Total	**100%**	**81.97%**	**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 Employees Other than Permanent Employees	We maintain an open-door grievance redressal framework that enables employees to raise concerns in a transparent, accessible and confidential manner. Employees may submit grievances either through direct, in-person discussions or via email, ensuring multiple channels for communication and ease of access. Our HR Business Partners are designated as Grievance Officers and serve as the first point of contact for receiving and reviewing employee concerns. Where required, matters are escalated to the respective managers or Heads of Departments to facilitate prompt and appropriate resolution, while maintaining confidentiality and fairness throughout the process. Grievances are addressed in a timely and structured manner and may relate to a broad range of workplace matters, including employment terms, working conditions, reporting relationships, compensation and benefits, workplace facilities, interpersonal interactions, or other service-related issues. In situations where a grievance remains unresolved or the employee is not satisfied with the outcome, the matter may be escalated to the Head – Human Resources for further review and final resolution. In addition to the formal grievance mechanism, we actively promote open communication and employee engagement through skip-level meetings and periodic town hall sessions. These forums enable direct interaction between employees and senior management, providing an additional platform for sharing feedback, voicing concerns and fostering a culture of openness and trust. This multilevel grievance redressal mechanism strengthens transparency, ensures accessibility across the organization and supports the fair and effective resolution of employee concerns, reflecting our commitment to a respectful and inclusive workplace.
Permanent Workers	NA
Other than Permanent Workers	NA

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**2,121**	**Nil**	**Nil**	**2,189**	**Nil**	**Nil**
Male	1,604	Nil	Nil	1,660	Nil	Nil
Female	517	Nil	Nil	529	Nil	Nil
Total Permanent Workers	NA					
Male						
Female						

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES*										
Male	1,604	1,470	92	1,230	77	1,660	1,511	91	1,263	76
Female	517	470	91	401	78	529	476	90	405	77
Total	**2,121**	**1,940**	**92**	**1,631**	**77**	**2,189**	**1,987**	**91**	**1,668**	**76**
WORKERS										
Male	NA									
Female										
Total										

* Data regarding details of training has been provided only for permanent employees.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES*						
Male	1,604	1,604	100	1,660	1,660	100
Female	517	517	100	529	529	100
Total	**2,121**	**2,121**	**100**	**2,189**	**2,189**	**100**
WORKERS						
Male	NA					
Female						
Total						

*Data regarding performance and career development reviews has been provided only for permanent employees.

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?

Yes, employee well-being is built into our people practices from the very beginning of the employment journey. We ensure that every new hire undergoes a comprehensive pre-employment medical fitness check-up, and employees above the age of 50 are supported through mandatory executive health check-ups. All employees are covered under a comprehensive insurance framework that includes medical insurance, life insurance, and accidental insurance, providing financial and health security for both employees and their families.

To support day-to-day health needs, we maintain a fully functional medical room with qualified doctors and nursing staff available 24x7, 365 days a year. This is backed by tie-ups with reputed hospitals to manage medical emergencies, with clear emergency response protocols in place. Employees also have access to a dedicated 24x7 Medical Helpdesk, which provides medical support and coordinates vaccinations, medical tests, and other health-related initiatives for employees and their families.

We take numerous initiatives that reflect our ongoing commitment to employee wellbeing, safety, worklife integration, and reinforce our focus on creating a healthy, inclusive, and supportive workplace:

1. Preventive Healthcare & Physical Wellness Initiatives

We actively promote preventive care and healthy lifestyles through the following initiatives:

- Preventive health check-ups and medical consultation initiatives
- Eye care and vision screening camps
- Acupressure and wellness therapy camps
- Blood donation drives
- Comprehensive health and wellness screening camps
- Onsite fitness and gym facilities
- Physiotherapy and ergonomic support programmes
- Desk exercise and workplace movement sessions
- Recreational fitness and physical activity initiatives
- Promotion of healthy nutrition and food choices

2. Mental & Emotional Well Being Support

Mental and emotional wellbeing is addressed through:

- Tie-up with YourDOST for counselling and emotional well-being support
- Access to confidential counselling services for employees
- Mental health awareness sessions
- Interactive workshops including:
  - Heads Up Mental Health Edition
  - Wheel of Happiness
  - Brain Affairs
  - Zen Jenga
  - Self Care Bingo
- Initiatives to normalise conversations around mental health
- Programmes supporting emotional resilience
- Structured happiness score measurement to track well-being

3. Workplace Engagement, Culture & Community Building

We also focus on creating a supportive and engaging workplace environment by conducting:

- Regular yoga sessions
- Emotional intelligence workshops
- Social skills workshops
- Sports tournaments
- Inter-departmental engagement events
- Women's Day celebrations
- Men's Day celebrations
- Festival engagement activities
- Leadership connect sessions such as "Hi Five" with the VCMD and Group CEO
- Creative retreats to strengthen morale and belongingness

4. Employee Support Facilities, Safety & Career Development

We extend employee support beyond health and wellness by providing facilities such as:

- Crèche facility for female employees
- Provision of safety equipment including PPE kits for employees
- Life jackets provided for field staff
- On-site Aadhaar camps
- On-site PAN card facilitation camps
- Voter ID assistance camps
- PF query resolution camps
- Banking helpdesk support at workplace locations
- Continuous training programmes for employee upskilling
- Leadership development initiatives
- Long service recognition programmes supporting career growth and long-term engagement

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

We take a proactive approach to safeguarding employees from work-related risks and supporting their overall well-being. Specific measures are in place to ensure the safety of our reporters during field assignments, including the sharing of detailed safety guidelines to manage exigencies and the provision of appropriate PPE kits.

Given the nature of our work, which involves prolonged use of laptops and computers, we conduct regular health check-ups with a focus on eye and ENT health, basic blood check, bone density, among others. In addition, our employees crossing a defined age threshold are supported through comprehensive preventive health check-ups to encourage early identification and management of health concerns.

Together, these measures help us in maintaining a safe, supportive and health-conscious workplace environment for all employees.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)
Yes.

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

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
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.

Ensuring the health, safety and well-being of employees remains an important aspect of our people practices and operational management. We have put in place a range of measures to support a safe, secure and supportive work environment across our operations.

To maintain workplace safety, we conduct periodic fire and evacuation drills and have equipped our office premises with smoke detectors, fire hydrants and fire extinguishers. Dedicated medical rooms are available to provide immediate assistance and round-the-clock security arrangements are maintained to support a secure working environment. Field reporters are provided with appropriate personal protective equipment and other essential safety gear relevant to the nature of their assignments.

We also support employee mental and emotional well-being through access to professional counselling and awareness initiatives. Through our association with YourDOST, employees have access to counselling services along with structured awareness sessions and workshops. Feedback on employee well-being is gathered through mechanisms such as happiness meters installed at the Corporate Office.

Employee engagement and workplace participation are encouraged through initiatives such as yoga sessions, workshops, sports activities, interdepartmental engagements, leadership interactions, and workplace celebrations. These efforts are supported by facilities and services including a crèche for women employees, onsite documentation and banking helpdesks, and regular training programmes focused on skill development and recognition of long service.

13. Number of complaints on working conditions and health and safety made by employees and workers

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

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	100% of our offices are internally assessed
Working Conditions	100% of our offices are internally assessed

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 and safety practices and working conditions.

NA. There were no significant risks/ concerns that were observed during the assessment.

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)?

Employees	Yes. Life insurance coverage is provided to all employees, with the sum assured set at up to two times (2×) the employee's cost to company (CTC), based on their level within the organisation.
Workers	NA

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

As part of our approach to responsible business conduct, we communicate compliance expectations across our value chain and advise customers and suppliers on applicable requirements through the contractual terms and conditions governing our business relationships, which also serve as the basis for enforcing compliance with our suppliers.

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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
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/ No)

Yes.

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

Stakeholder engagement is an established part of our approach to responsible business conduct and reflects the intent of Principle 4 of the NGRBCs, which emphasises the importance of respecting stakeholder interests and responding to their legitimate concerns. Through regular and structured interactions, we engage with stakeholders to understand their perspectives and identify matters that may affect, or be affected by, our operations.
These interactions are undertaken to support transparency, facilitate clear communication, and maintain professional working relationships based on mutual respect.

By incorporating stakeholder inputs into our planning and execution processes, we seek to align our business activities with broader expectations and manage risks and opportunities in a balanced manner. This approach supports stable business performance and contributes to the creation of longterm value for stakeholders and the organisation.

HIGHLIGHTS

Six
key stakeholders engaged on various material topics

100%
projects implemented for marginalized communities through the Care Today Fund

Essential Indicators

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

We define stakeholders as individuals, groups, or entities that have an interest in, or are impacted by, our business activities and outcomes. This includes a wide range of stakeholders such as employees, suppliers, distributors, customers and viewers, shareholders, community members, regulators, and non-governmental organisations.

To align our strategic priorities with stakeholder expectations and long-term business goals, we undertook a structured materiality assessment in prior years. This exercise involved gathering inputs from a diverse group of stakeholders and assessing the relative importance and potential business impact of a broad range of topics.

Based on a detailed analysis of the feedback received, key material issues were identified as priority areas for the organisation. These topics guide our focus and allocation of resources and are aligned with the UNSDGs supporting the integration of global sustainability priorities into our business strategy.

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

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
Shareholders	No	General meeting, email, newspaper, notices, website, etc.	Annually, Quarterly and Periodically	• Sharing timely updates and communications with shareholders • Providing information on our performance • Addressing queries and concerns raised by shareholders
Employees		Internal portal, email, town halls, meetings, etc.	Regularly	• Sharing key business updates • Communicating employee related information • Informing on changes to Company policies
Customers		Client visit and meetings, surveys, telecommunication, emails, social media, website, etc.	Regularly	• Supporting sales related interactions • Addressing customer queries promptly • Resolving customer concerns in an effective manner
Distributors & Suppliers		Supplier meetings, telecommunication, emails, website, social media, etc.	Regularly	• Supporting effective supply chain management • Addressing queries raised by suppliers • Resolving supplier concerns in a timely and appropriate manner
Regulators		Various statutory filings, emails, meetings and telecommunication etc.	Regularly	• Ensuring compliance with applicable laws • Adhering to relevant regulatory requirements
Community	Yes	Visits, meetings, websites etc.	Regularly	• Engaging with CSR beneficiaries across identified focus areas • Responding to queries raised by community members • Addressing community concerns in an appropriate and timely manner

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.

Our leadership team maintains purposeful engagement with a broad range of stakeholders, including investors, employees, customers, and suppliers. These interactions provide valuable perspectives on key economic, environmental, and social matters that influence our business. Insights, suggestions, and concerns gathered through this process are carefully discussed and wherever appropriate escalated to the Board or the relevant Committees for consideration and action.

This structured approach ensures that the Board remains well informed on matters that are more significant to our stakeholders, enabling sound decision-making that supports strategic direction and advances our long-term objectives.

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.

Stakeholder engagement informs our approach to identifying and prioritising environmental, social, and governance considerations that are relevant to our business. In the previous years, we undertook a review of our materiality assessment framework to confirm that our priority areas continue to align with stakeholder perspectives and our long-term strategic direction.

The assessment involved seeking inputs from a broad and representative group of stakeholders, including employees, suppliers, distributors, customers and viewers, shareholders, and members of the community. The feedback collected was evaluated in a structured manner to determine the significance of various topics and their potential implications across our operations and value chain.

This process resulted in the identification of seven material topics as priority areas for focused attention. These comprise ethical governance and compliance, data privacy and cybersecurity, employee health, safety and wellbeing, diversity, equity and inclusion, technology and innovation, social outreach, and energy management. Together, these priorities underpin our ESG framework and support the incorporation of responsible business practices into both our day-to-day activities and long-term business strategy.

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

Our initiatives are executed across both rural and urban areas to address social challenges and uplift disadvantaged, vulnerable, and marginalized communities. These efforts reflect our strong conviction and ongoing commitment to inclusive development.

All our projects focus on serving deprived and marginalized communities and are implemented through our CSR Implementing agency, the Care Today Fund. Our beneficiaries mainly belong to economically weaker sections, including marginalized, rural and tribal communities. Our social development work covers key focus areas such as environmental sustainability, education, livelihood enhancement, disaster management, preventive healthcare and sanitation, rural development, and the promotion of nationally recognized sports.

Under the environmental sustainability project, we carried out several activities that benefited over 99,000 individuals. These activities included tree plantation and its maintenance, installation of rainwater harvesting structures, pond rejuvenation, and the provision of school products made from recycled waste plastic. These efforts helped towards mitigation of significant amount of CO_2-equivalent greenhouse gas emissions and ensuring environmental sustainability.

Over 4,000 children from economically weaker sections across five states received uninterrupted and quality education support through our education initiatives.

Over 19,700 poor and marginalized individuals, both directly and indirectly, across four states received livelihood skill support. These initiatives also strengthened social resilience and created opportunities to increase household incomes. More than 3,000 women benefited from these programs.

Our targeted healthcare initiatives benefited over 65,700 individuals across Delhi, Uttar Pradesh, Bihar, Odisha, and Jharkhand.

We supported the Blood Centre of AIIMS (Delhi) in strengthening their Blood Supply Contingency and Emergency Plan (B-SCEP). This plan helps ensure a safe and adequate blood supply during disasters and medical emergencies and plays a critical role in saving lives. Through our disaster management initiatives, we aim to save at least 9,200 lives.

Recognizing the importance of rural development, we supported the establishment and enhancement of a state-of-the-art archery centre in Wardha, Maharashtra. This initiative encouraged rural youth to participate in sports and nation-building activities.

Our rural development programs strengthened community resilience by providing rural women with sustainable livelihood skills and offering young rural athletes access to professional sports infrastructure. These initiatives benefited over 4,100 individuals.

We continued to support young talent in nationally recognized sports. 200 young boys and girls enrolled as aspiring archers and received modern archery equipment for training. Several participants competed at sub-district, district, state, and national levels and received awards and recognition. We believe that supporting these young athletes contributes to India's sporting future and helps them excel on the global stage.

Overall, our CSR initiatives demonstrate our strong commitment to sustainable social development. Through these efforts, we empower communities and create positive and lasting change across society.

In essence, our multifaceted CSR initiatives exemplify our resolute commitment to cultivate sustainable social development, empowering communities and creating positive changes across the diverse tapestries of society.

3 GOOD HEALTH & WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK & ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 16 PEACE, JUSTICE & STRONG INSTITUTIONS

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Employee well-being and respect for human rights are integral to our people practices and reflect the intent of Principle 5 of the NGRBCs, which emphasise the rights, dignity, and well-being of employees. We seek to maintain a workplace environment that supports fairness, safety, and respect across all levels of the organisation.

We recognise that when employees are provided with appropriate support and are treated in a fair and equitable manner, they are better positioned to contribute effectively, collaborate productively, and perform their roles responsibly. Our approach places importance on creating working conditions that support employee satisfaction and enable consistent engagement.

We maintain policies and practices aimed at ensuring equal opportunity and fair treatment, and we follow a zero-tolerance approach towards discrimination of any kind. These measures are intended to support an inclusive work environment and uphold respect for human rights across our workforce.

This approach supports responsible people management and contributes to the maintenance of stable, respectful, and productive working relationships within the organisation.

HIGHLIGHTS

23.62%
of total gross wages paid to female employees

100%
employees are paid more than minimum wage

1.19:1
Median salary ratio of male to female employees

Essential Indicator

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	2,121	2,121	100	2,189	2,189	100
Other than Permanent	208	208	100	184	184	100
Total employees	**2,329**	**2,329**	**100**	**2,373**	**2,373**	**100**
WORKERS						
Permanent	NA					
Other than Permanent						
Total workers						

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	1,604	-	-	1,604	100	1,660	-	-	1,660	100
Female	517	-	-	517	100	529	-	-	529	100
Other than permanent*										
Male	-									
Female										
WORKERS										
Permanent	NA									
Male										
Female										
Other than Permanent										
Male										
Female										

*Data has been provided only for permanent employees.

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	1	2,18,20,933	1	5,99,30,555
Key Managerial Personnel*	3	92,52,549	Nil	Nil
Employees other than BoD & KMP	1,600	10,06,141	516	8,41,400
Workers	NA	NA	NA	NA

*excluding Board of Directors

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

	FY 2025-26*	FY 2024-25
Gross wages paid to females as % of total wages	23.62%	21%

*includes remuneration of KMPs

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/No)

Yes

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

We have established multiple channels to enable employees to raise concerns and seek resolution in a fair and transparent manner.

We follow an open-door approach that allows employees to raise concerns related to their work experience, including employment terms, working conditions, reporting relationships, compensation and benefits, workplace facilities, or interactions with colleagues. Employees may share their concerns either in person or through email. Designated HR Business Partners act as Grievance Officers and are responsible for reviewing concerns and, where required, escalating matters to the relevant managers or Heads of Departments to facilitate timely resolution.

We have also implemented a well-defined Prevention of Sexual Harassment (POSH) Policy, supported by an Internal Complaints Committee, to address complaints related to sexual harassment with due care, impartiality, and confidentiality. This framework is intended to ensure a safe and respectful working environment for all employees.

In addition, we conduct skip-level meetings and town hall sessions to provide employees with opportunities for direct interaction with senior management and to share feedback or concerns. Together, these mechanisms constitute a structured grievance redressal framework that supports accessibility, transparency, and fair resolution of employee concerns.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	Nil	Nil	3	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:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3
Complaints on POSH as a % of female employees / workers	0.17%	0.57%
Complaints on POSH upheld	1	3

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

We have put in place measures to protect individuals who raise concerns, particularly in matters relating to discrimination and harassment, with the objective of maintaining a safe, respectful, and fair workplace. Our policies set out clear provisions to prevent such conduct and establish processes to ensure that concerns are addressed in a consistent and appropriate manner. Individuals who come forward are treated with fairness, provided necessary support, and afforded protection throughout the grievance handling process.

Our Prevention of Sexual Harassment (POSH) Policy specifically prohibits retaliation or victimisation of complainants, witnesses, members of the Internal Complaints Committee, and any other individuals involved in the inquiry process. The policy also emphasises confidentiality and impartiality, ensuring that complaints are addressed in accordance with applicable legal requirements and established procedures.

To enhance transparency and accessibility, the Company has made its POSH Policy available on the Company's website through www.aajtak.com/Investors/POSH, enabling employees and other stakeholders to easily access detailed information regarding the policy framework, complaint procedures, and the composition of the Internal Complaints Committee (ICC). This initiative ensures that individuals are well informed about the appropriate channels for submitting complaints and are aware of the designated committee members responsible for addressing such concerns.

In addition, our Human Rights Policy is based on the principles of equal opportunity and non-discrimination and supports the maintenance of a work environment free from all forms of harassment, including physical, verbal, and psychological conduct.

As part of its commitment to fostering awareness, promoting dignity at work, and strengthening preventive measures, the Company organised awareness programmes covering the Prevention of Sexual Harassment (POSH) framework as well as broader workplace harassment and human rights principles. These training initiatives were designed to familiarise employees with applicable laws, organisational policies, and expected standards of conduct, including the recognition and prevention of inappropriate behaviour, discrimination, and harassment in all forms—physical, verbal, psychological, or otherwise.

Together, these policies provide a consistent framework for addressing concerns, promoting accountability, and supporting respectful behaviour across the organisation.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, as part of our business terms and conditions, we require our business partners to adhere to applicable requirements related to public health, safety, and the welfare of citizens. In addition, human rights obligations are incorporated into our Supplier Code of Conduct, which sets out expectations for responsible and ethical business practices across the supply chain.

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices are subject to regular internal assessments to ensure compliance with applicable health and safety standards. We maintain a structured approach to workplace safety through clearly defined policies and procedures, which are reviewed periodically and monitored through a centralised compliance management system. In addition, key health and safety parameters are reviewed annually as part of internal and statutory audit processes, supporting consistent adherence to workplace safety requirements.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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 significant risks or concerns were identified.

6 CLEAN WATER & SANITATION | 7 AFFORDABLE & CLEAN ENERGY | 9 INDUSTRY, INNOVATION & INFRASTRUCTURE | 11 SUSTAINABLE CITIES & COMMUNITIES | 12 RESPONSIBLE CONSUMPTION & PRODUCTION | 13 CLIMATE ACTION | 15 LIFE ON LAND

PRINCIPLE 6 - BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

As environmental considerations continue to gain importance for businesses and society, we seek to conduct our activities with due regard for resource efficiency and environmental protection.

Environmental considerations are integrated into day-to-day decision-making through practical measures aimed at reducing material consumption, improving waste management practices and minimising environmental impact across our operations. These actions reflect our effort to balance operational requirements with environmental responsibilities.

By embedding environmental considerations into our business practices, we seek to respond appropriately to evolving environmental risks, including those associated with climate change. This approach supports sustainable growth, reinforces prudent resource management, and contributes to maintaining stakeholder confidence. A consistent focus on environmental responsibility also strengthens our ability to operate effectively in an environment where sustainability considerations increasingly influence regulatory, economic, and societal expectations.

HIGHLIGHTS

14.82 GJ
per employee energy intensity

26,306.06 KL
water consumption

0.05 MT
per year / employee waste intensity

Energy efficient operations

648.16 tCO2e
scope 1 emissions

5,960.05 tCO2e
scope 2 emissions

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	30,219.95 GJ	31,788.96 GJ
Total fuel consumption (E)	4,301.40 GJ	4,127.61 GJ
Energy consumption through other sources (F)		

Parameter	FY 2025-26	FY 2024-25
Total energy consumed from non-renewable sources (D+E+F)	**34,521.35 GJ**	**35,916.57 GJ**
Total energy consumed (A+B+C+D+E+F)	**34,521.35 GJ**	**35,916.57 GJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	**0.0000042 GJ/INR**	**0.0000035 GJ/INR**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	**0.0000859 GJ/USD**	**0.000073675 GJ/USD**
Energy intensity in terms of physical output**	**NA**	**NA**
Energy intensity (optional) – the relevant metric may be selected by the entity	**14.82 GJ/employee**	**15.14 GJ/ employee**

* For calculation, the PPP conversion factors of 20.34 and 20.66 (For FY 2025-26 and 2024-25 respectively) have been referenced from IMF databases: Please refer to https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC
Turnover has been adjusted by dividing the turnover with the PPP conversion factor. Please note that the intensity in terms of PPP has been re-calculated as per methodology stated in SEBI's circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) on Industry Standards on Reporting of BRSR Core published in December 2024.

** Being in the Media and Broadcasting Industry, this indicator is not applicable to us.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:
No

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.

The Perform, Achieve and Trade (PAT) Scheme is a market-based mechanism introduced by the Government of India under the National Mission for Enhanced Energy Efficiency, in accordance with the Energy Conservation Act, 2001. The scheme aims to improve energy efficiency in energy-intensive industries by setting specific energy consumption reduction targets for identified "designated consumers." Entities that achieve reductions beyond their targets are eligible to receive tradable Energy Saving Certificates, while those that fall short are required to comply through the purchase of such certificates.

We are not classified as a designated consumer under the PAT Scheme. Accordingly, the provisions of the scheme are currently not applicable to us.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	-	-
(iv) Seawater/Desalinated Water	-	-
(v) Others*	26,306.06	26,803.04
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	**26,306.06**	**26,803.04**
Total volume of water consumption (in kilolitres)	**26,306.06**	**26,803.04**

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	**0.0000032 KL/INR**	**0.000002661 KL/INR**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP)	**0.0000655 KL/USD**	**0.000054980 KL/USD**
Water intensity in terms of physical output* **	**NA**	**NA**
Water intensity (optional) – the relevant metric may be selected by the entity	**11.30 Kilolitres per year/ employee**	**11.30 Kilolitres per year/ employee**

* This data has been calculated as per the guidelines provided in SEBI's circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) on Industry Standards on Reporting of BRSR Core published in December 2024 {45 litres *number of employees both permanent and other than permanent (2329) * number of working days (251)}.

** For calculation, the PPP conversion factors of 20.34 and 20.66 (For FY 2025-26 and 2024-25 respectively) have been referenced from IMF databases:

Please refer to https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

Turnover has been adjusted by dividing the turnover with the PPP conversion factor. Please note that the intensity in terms of PPP has been re-calculated as per methodology stated in SEBI's circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) on Industry Standards on Reporting of BRSR Core published in December 2024.

*** Being in the Media and Broadcasting Industry, this indicator is not applicable to us.

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. No

4. Provide the following details related to water discharged.

Parameter	FY 2025-26#	FY 2024-25#
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Zero Liquid Discharge at TVTN's Corporate Office.	
No treatment		
With treatment, please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment, please specify level of treatment		
(iii) To Seawater		
No treatment		
With treatment, please specify level of treatment		
(iv) Sent to third parties		
No treatment		
With treatment, please specify level of treatment		
(v) Others		
No treatment		
With treatment, please specify level of treatment		
Total water discharged in kilolitres		

For our leased offices/bureaus, the data could not be ascertained.

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. No

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

Yes, Zero Liquid Discharge (ZLD) is applicable to our Corporate office. Our bureau offices are leased therefore this is not applicable to them.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Ppmv	125.42	240.17
SOx	mg/Nm3	19.26	43.50
Particulate matter (PM)	mg/Nm3	26.50	45.75
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - Carbon Monoxide (CO)	mg/Nm3	48.83	92.33
Others Lead (Pb)	mg/Nm3	BDL (DL-0.01)	<0.01

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: No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	648.16	855.08
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	5,960.05	6,419.60
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	TCO_2e/INR	0.0000008	0.000000722
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)	TCO_2e/USD	0.0000164	0.000014922
Total Scope 1 and Scope 2 emission intensity in terms of physical output**		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO_2e per year/ employee	2.84	3.07

For the calculation of Scope 1 emissions, UK DEFRA 2024 (v1.1) and IPCC (for GWP value of CO2) have been referred to. Similarly, for the calculation of emissions from Scope 2, emission factors as provided by the CEA 2024 (v.20) have been referred to.

* For calculation, the PPP conversion factors of 20.34 and 20.66 (For FY 2025-26 and 2024-25 respectively) have been referenced from IMF databases:

Please refer to https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

Turnover has been adjusted by dividing the turnover with the PPP conversion factor. Please note that the intensity in terms of PPP has been re-calculated as per methodology stated in SEBI's circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) on Industry Standards on Reporting of BRSR Core published in December 2024.

** Being in the Media and Broadcasting Industry, this indicator is not applicable to us.

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: No

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

Our direct emission (i.e. Scope-1) comes mainly from petrol / diesel consumed by our Company owned vehicles and DG sets. Electricity supplied by electricity board or grid contributes to indirect emission (i.e. Scope-2). Dual fuel system (Diesel + PNG) has been used in the DG set during the year with a view to bringing down direct emission to some extent.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)[#]		
Plastic waste (A)	0.34	0.03
E-Waste (B)	3.52	3.28
Bio-Medical Waste (C)	Bio-medical waste generated from our premises is insignificant in quantum, hence not measured.	
Construction and demolition waste (D)	Construction and demolition waste generated from our premises is insignificant in quantum, hence not measured.	
Battery Waste (E)	0.33	38.52
Radioactive waste (F)	Not Applicable	
Other Hazardous waste. Please specify, if any. (G) - Used Oil	0.40	0.66
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Municipal Solid Waste - Dry - Wet	 50.87 38.55	 53.37 44.04
Waste Scrap Sold	15.32	19.87
Total (A+B+C+D+E+F+G+H)	**109.33**	**159.76**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.000000013 MT/INR**	**0.000000016 MT/INR**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	**0.000000272 MT/USD**	**0.000000328 MT/USD**
Waste intensity in terms of physical output**	**NA**	**NA**
Waste intensity (optional) – the relevant metric may be selected by the entity	**0.05 MT per year/employee**	**0.07 MT per year/employee**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
Recycled	-	-
Re-used	-	-
Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
Incineration	-	-
Landfilling	-	-
Other disposal operations (safely disposed)	109.33 MT	159.76 MT
Total	**109.33 MT**	**159.76 MT**

#Waste data is available for the corporate office. Furthermore, there may be certain assets that were subject to buyback transactions etc. for which weighment records are not available.

* For calculation, the PPP conversion factors of 20.34 and 20.66 (For FY 2025-26 and 2024-25 respectively) have been referenced from IMF and World Bank databases:

Please refer to https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC

Turnover has been adjusted by dividing the turnover with the PPP conversion factor. Please note that the intensity in terms of PPP has been re-calculated as per methodology stated in SEBI's circular (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) on Industry Standards on Reporting of BRSR Core published in December 2024.

** Being in Media and Broadcasting Industry, this indicator is not applicable to us.

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: No

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.

We have adopted a structured approach to waste management aimed at ensuring responsible handling and disposal of different waste streams in line with applicable regulatory and local requirements.

Plastic waste generated at our premises is disposed of as municipal solid waste through the Noida Authority. Electronic waste is segregated and handed over to government authorised recyclers to ensure safe handling, recycling, and disposal. Biomedical waste generated from the medical room is managed through coordination with a nearby hospital in Noida, ensuring controlled and compliant processing.

Construction and demolition waste, generated only during renovation and maintenance activities, is collected and disposed of through authorised local waste handlers. Used batteries are returned to vendors at the time of replacement, enabling appropriate and environmentally sound end-of-life management.

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.

There are no ecologically sensitive areas near the offices.

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2025-26.

No Environmental Impact Assessments have been conducted, as this was not applicable in the reporting period.

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 Weblink
NA	NA	NA	NA	NA	NA

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.

Currently, there are no cases of non-compliances with environmental laws applicable to us.

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

Leadership Indicators

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

We do not operate in ecologically sensitive areas; therefore, this question is not applicable to us.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Emphasis on acquiring - energy efficient equipment ensuring reduced energy consumption.	Recently procured desktops, server etc.	• Less energy use: New desktops use less power, reducing electricity cost and emissions • Better performance: More reliable systems support smooth operations.

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

We have established a comprehensive risk management framework to systematically identify, assess, and monitor internal and external factors that may impact our operations. This framework supports timely identification of potential risks and enables the implementation of appropriate mitigation measures to safeguard business continuity.

In addition, we have taken various measures for business continuity and disaster management, which were developed with a focus on addressing risks arising from natural and man-made disasters, as well as technological failures and cyber-attacks. These plans include assessments of potential material risks based on their likelihood and potential impact. To address these risks effectively, we have devised appropriate measures and mitigation strategies in this regard. Examples include a fire safety plan with regular drills, an infectious disease management plan, and contingency protocols to address cyber-attacks, among others.

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

We understand the responsibility of businesses when engaging in public and regulatory policy advocacy. We emphasize that such engagement should be conducted in a transparent, accountable, and responsible manner, ensuring that corporate influence aligns with the greater good of the society. By adhering to this principle, we aim to promote fair policy-making processes, cultivate trust with stakeholders, and contribute positively to societal and economic development, all while upholding our organisational integrity and credibility.

HIGHLIGHTS

6
national level associations memberships

Proactive
Public Policy Engagement

Essential Indicator

1a. Number of affiliations with trade and industry chambers/ associations.

Six

1b. 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.

As a broadcasting company, we engage with industry chambers and associations to stay closely connected with developments in the media and broadcasting landscape in India. These platforms allow us to participate in discussions, share perspectives, and put forward suggestions to regulators and industry bodies with the aim of supporting the sector's growth and improvement. We are currently members of the following organisations:

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	News Broadcasters & Digital Association (NBDA)	All the mentioned Associations/industry chambers are at the national level.
2	Indian Broadcasting & Digital Foundation (IBDF)	
3	Association of Radio Operators for India (AROI)	
4	Digital News Publishers Association (DNPA)	
5	Confederation of Indian Industry (CII)	
6	Internet and Mobile Association of India (IAMAI)	

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

Name of the Authority	Brief of the case	Corrective Action Taken
No adverse orders relating to anti-competitive conduct have been issued against our Company by any regulatory authority. Accordingly, no corrective actions have been required or undertaken.		

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
1.	Draft the Telecommunication (Broadcasting and Cable) Services Interconnection (Addressable Systems) (Seventh Amendment) Regulations, 2025	Submission of comments through industry bodies like NBDA	Yes	Reviewed by Senior Management on need basis	https://www.trai.gov.in/draft-telecommunication-broadcasting-and-cable-services-interconnection-addressable-systems-seventh
2.	Consultation on E-Auction policy for DD Free Dish Platform	Submission of comment to Prasar Bharati through industry bodies like NBDA and IBDF.	No	Reviewed by Senior Management on need basis	NA
3.	Consultation on Policy guidelines on Television Rating Agencies in India Amendment 2025	Submission of comment to the Ministry of Information & Broadcasting through industry body like NBDA	No	Reviewed by Senior Management on need basis	NA
4.	Amendments to Information Technology (Intermediary Guidelines and Digital Media Ethics Code) Rules, 2021	Submission of comment to the Ministry of Information & Broadcasting through industry body like NBDA	No	Reviewed by Senior Management on need basis	NA
5.	Preliminary Submissions on Addressing Copyright Infringement and Strengthening Anti-Piracy Strategies.	Submission of comment to the Ministry of Information & Broadcasting through industry body like NBDA	No	Reviewed by Senior Management on need basis	NA
6.	DPIIT Consultation Paper on Copyright and Generative AI	Submission of comment to the Ministry of Information & Broadcasting through industry body like NBDA & IBDF	No	Reviewed by Senior Management on need basis	NA

PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

We consider the role of businesses in supporting inclusive growth and balanced development to be an important aspect of responsible business conduct. Principle 8 of the NGRBCs guides our approach in this area and emphasises the need for businesses to contribute to economic and social development, particularly in communities where they operate.

Our engagement with local communities and other relevant stakeholders is undertaken with the objective of understanding social, economic, and environmental needs and responding to them in a considered and practical manner. Through structured engagement and partnerships, we seek to support initiatives that address identified priorities and contribute to sustainable development outcomes.

This approach informs our efforts to expand access to opportunities for underserved groups and promote fair and ethical business practices across our operations. By aligning business objectives with community needs, we aim to support balanced development while maintaining transparency and accountability in our interactions.

Through sustained engagement and responsible practices, we seek to build long-term relationships based on trust and cooperation, and to create value that benefits communities as well as the organisation over the long term.

HIGHLIGHTS

95%
input material sourced from within India

4 aspirational districts
CSR projects undertaken

2 lakhs+
beneficiaries from CSR Projects

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
There are no Social Impact Assessments (SIA) projects undertaken by our Company.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
There are no Rehabilitation and Resettlement (R&R) projects undertaken by our Company.						

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

We seek to maintain responsible and transparent relationships with the communities connected to our activities and programmes. Our approach emphasises openness, accessibility and respectful engagement, ensuring that community perspectives are heard and addressed appropriately.

We consider it important to remain open and accessible to the communities we engage with, even though our operations do not involve the manufacture of products that could pose risks to local communities. Our community initiatives are implemented through the Care Today Fund, which works in close coordination with implementation partners and promotes active involvement from community members.

Any concerns or grievances related to these initiatives may be raised directly with the respective implementation partners, whose contact details are available on their websites. This approach enables us to maintain constructive engagement with communities and address concerns in a timely and respectful manner.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	30%	29%
Directly from within India	95%	93%

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*	FY 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	1%	1%
Metropolitan	99%	99%

* Location is categorized as per RBI Classification System i.e. (i) “rural” includes all centres with populations of less than 10,000; (ii) “semi-urban” includes centres with populations of 10,000 and above, but less than 1,00,000; (iii) “urban” includes centres with populations of 1,00,000 and above, but less than 10,00,000; and (iv) “metropolitan” includes centres with populations of 10,00,000 and more.

Leadership Indicators

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

S. No.	State	Aspirational district	Amount spent (in ₹)
1	Uttar Pradesh	Chitrakoot	24,90,321
2	Rajasthan	Baran	25,20,000
3	Bihar	Jamui & Banka	13,00,950
4	Jharkhand	Giridih	11,39,250

2. Details of beneficiaries of CSR projects

S. No.	CSR Projects (in FY 2025-26)	No. of persons benefitted from CSR Projects (approx)	% of beneficiaries from vulnerable and marginalized groups
1	**Environmental Sustainability Projects–** The project encompassed a range of environmentally sustainable activities, including tree plantation and their ongoing maintenance, installation of rainwater harvesting structures, restoration of a pond, and the provision of products created from recycled waste plastic materials to schools. Collectively, these initiatives contributed to the mitigation of a significant volume of CO_2-equivalent greenhouse gas emissions while promoting long-term environmental sustainability. The activities were implemented across Gurugram in Haryana and Gautam Budh Nagar in Uttar Pradesh.	99,000	100
2	**Promoting and Providing Access to Education Projects –** The initiative focused on strengthening educational support for children from economically weaker backgrounds by establishing STEM laboratories, upgrading schools into SMART Schools, and setting up libraries. It also included the installation of RO plants to ensure access to clean drinking water, along with the provision of AI-enabled humanoids, school bags, books, learning tools, gadgets, kits, and innovative teaching techniques. Special attention was given to supporting the educational needs of visually impaired children. These interventions were implemented across Delhi, Uttar Pradesh, Uttarakhand, Himachal Pradesh, Madhya Pradesh, and Assam.	4,000	100
3	**Livelihood Enhancing Projects –** The program aimed to empower youth, farmers, and women by equipping them with livelihood enhancement skills, strengthening social resilience, and creating viable opportunities to significantly increase their household income. These interventions were designed to promote sustainable economic independence and were implemented across Uttar Pradesh, Uttarakhand, Assam, and Rajasthan.	19,700	100
4	**Promoting Healthcare & Sanitation Projects –** The initiative strengthened healthcare infrastructure and patient support across multiple regions through a range of targeted interventions. Facilities at AIIMS Gorakhpur were enhanced by installing customized Braille products for supporting easy access to patients with visual impairment. Support was extended for cataract surgeries for elderly individuals and those suffering from vision impairment in Jharkhand and Bihar. In Nayagarh district of Odisha, a Terafill techno water plant was provided to remove iron contamination and supply clean, safe drinking water. Infrastructure at AIIMS Delhi was further improved through the provision of couches and related equipment for organizing blood donation camps. Additionally, UV-protective umbrellas were distributed to cancer patients visiting AIIMS for treatment to safeguard them from sunburn. Blood donation camps were also organized across the Delhi-NCR region to support local blood banks in collecting and storing blood for medical emergencies.	65,700	100
5	**Disaster Management Projects –** AIIMS Delhi was supported in strengthening their Blood Supply Contingency and Emergency Plan (B-SCEP) aimed at ensuring the availability of a safe and adequate blood supply during any disasters or medical emergencies. This critical preparedness initiative plays a vital role in strengthening emergency response mechanisms and has the potential to save hundreds of precious lives during times of crisis.	9,200	100

S. No.	CSR Projects (in FY 2025-26)	No. of persons benefitted from CSR Projects (approx)	% of beneficiaries from vulnerable and marginalized groups
6	**Promoting Nationally Recognised Sports Projects –** The initiative focused on encouraging young talent and aspiring athletes to pursue nationally recognized sports, with a particular emphasis on archery. Young boys and girls registered as aspiring archers were provided with state-of-the-art archery equipment to support their training and help them refine their skills on the path to becoming champions. As a result of this sustained support, several participants have already participated in sub-district, district, state, and national levels competitions and won awards and accolades for their achievements.	200	100
7	**Promoting Rural Development Initiative Projects –** Our rural development initiatives focused on fostering long-term community resilience by supporting rural women with equipment and assets for earning viable household income source in Baran District of Rajasthan and Tehri Garhwal District of Uttarakhand. A state-of-art archery infrastructure/centre was also created to support young rural aspiring athletes in Wardha District of Maharashtra to train and equip themselves to compete at the highest level.	4,100	100

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

Providing fair treatment to customers and ensuring reliable delivery of services are important considerations of our business operations. Principle 9 of the NGRBCs informs our approach in this area and emphasises the responsibility of businesses to engage with customers in a transparent, ethical, and responsible manner.

Our approach to customer engagement is guided by integrity, transparency, and a clear understanding of customer needs. We focus on delivering dependable, highquality services while ensuring openness and ethical conduct in all interactions. Processes are designed to support clear communication, address concerns appropriately, and safeguard customer interests.

Understanding customer expectations and responding to them in a timely and professional manner remains an ongoing focus. By nurturing trust through consistent service delivery and responsible practices, we seek to maintain stable and constructive customer relationships.

This approach supports customer confidence and loyalty and contributes to sustainable business growth. By aligning our business practices with customer wellbeing, we aim to ensure responsible service delivery while supporting long-term business continuity.

HIGHLIGHTS

All
consumer complaints resolved

ISO 27001: 2022
aligned data protection framework and IT policy adopted

Essential Indicators

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

We are committed to upholding transparency, accountability, and fairness in our engagement with viewers. Our grievance redressal framework is designed to ensure that complaints are addressed in a structured, impartial, and timely manner, in line with applicable ethical principles and broadcasting standards.

Complaints relating to alleged violations of the Code of Ethics or Broadcasting Standards may be submitted either directly to us or through the News Broadcasters and Digital Association (NBDA). In cases where a viewer is not satisfied with the response received, the grievance may be escalated to the News Broadcasters and Digital Standards Association, which functions as the adjudicatory authority. This process provides both the complainant and the organisation an opportunity to present their respective positions before a determination is made.

All complaints received, whether directly by us or through the industry body, are carefully reviewed and referred to the relevant internal teams for examination. For example, complaints concerning website content are shared with the appropriate team for assessment and input. Based on the review and feedback received, a response is prepared and communicated to the complainant. We endeavour to ensure that all grievances are addressed promptly, fairly, and with due diligence.

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

We are a Media and Broadcasting Company and therefore this question is not applicable to us.

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

3. Number of consumer complaints:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (Viewer complaints received through MIB)	26	Nil	Nil	4	Nil	Nil
Other (Viewer complaints received directly by the Company)	1,204	Nil	Nil	805	Nil	Nil

4. Details of instances of product recalls on accounts of safety issues.

We are a Media and Broadcasting Company and therefore this question is not applicable to us.

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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.

Yes, we acknowledge the importance of safeguarding information assets and maintaining robust data protection practices across our operations. Our approach is designed to ensure the confidentiality, integrity, and security of data in line with recognised standards.

We have established a data protection framework aligned with ISO 27001:2022 standards, supported by a dedicated Information Technology Policy that addresses data privacy and cyber security requirements. This policy is made available to all employees through our intranet to ensure awareness and compliance.

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.

There were no issues reported or identified relating to advertising, delivery of essential services, cyber security, data privacy, or regulatory penalties. Accordingly, no corrective actions were required or undertaken.

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 customer
NA, as there were no instances of data breach

c. Impact, if any, of the data breaches
NA, as there were no instances of data breach.

Leadership Indicators

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

We have multiple channels and platforms with information regarding services we provide. The official website (https://www.aajtak.in/) hosts the majority of information regarding the entity and its policies. Apart from this, our annual report, contain the length and breadth of information regarding the Company's profile, functioning, policies, and any other relevant information and is available at link https://www.aajtak.in/investor.

Our social media handles (Instagram, X, LinkedIn, Facebook etc.) can also be used to access information in relation to the services we offer.

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

We display relevant disclaimers, warnings and other such labels for discretionary viewership on our website(s), mobile apps, TV and YouTube Channels etc. In case of any queries or complaints, viewers can also contact the Company through its official website. Apart from this, the website also features an option for providing feedback by using Link - https://www.aajtak.in/userfeedback

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

Our major line of business is news broadcasting on TV, in case of any disruption/discontinuation, we can use our platforms (such as YouTube channels, mobile apps and social media handles etc.) to inform consumers in this regard. Our official website can also be used for any such communication.

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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

As our operations are service oriented in nature, the disclosure of product specific information is not applicable. Nevertheless, understanding audience engagement and viewing patterns remains an important aspect of our operations.

Our marketing department regularly studies measurement currency and carries out surveys (both formal and informal) to identify consumers' viewing patterns & emerging trends in consumer preferences.