



T.V. TODAY NETWORK LIMITED

India Today Group Mediaplex
FC 8, Sector 16 A, Film City, Noida – 201301
Tel: +91 120 4908600 Fax: +91 120 4325028
Website: www.aajtak.in
CIN No : L92200DL1999PLC103001



Date: August 06, 2025

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 2024-25, which also forms part of the Integrated Annual Report for the Financial Year 2024-25, submitted to the Stock Exchanges on August 06, 2025.

We request you to kindly take the above on record.

Thanking you,
Yours faithfully,

For T.V. Today Network Limited



(Ashish Sabharwal)

Group Head – Secretarial & Company Secretary & Compliance Officer
Email ID: investors@aatk.com

Encl: As above.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

T.V. Today Network Limited (referred to hereinafter as “we,” “the Company,” or “TVTN”), is committed to creating value for stakeholders by integrating sustainable business approach that emphasises Environmental, Social and Governance (ESG) factors. It is with this fervour that we are dedicated to integrating sustainability principles into our core business strategies.

Our third Business Responsibility and Sustainability Report is a testament to our accountability towards all our stakeholders and our commitment to enhance sustainability efforts to reduce our environmental footprint, advocate for social responsibility and uphold ethical governance practices. This report highlights our ongoing commitment to strengthening our ESG foundations. In line with the nine principles of National Guidelines on Responsible Business Conduct (“NGRBCs”), the report summarises our efforts to conduct our business with responsibility. In partnership with our CSR Implementing Agency (“Care Today Fund”), we have continued our efforts to give back to the communities around us. We strive to continuously engage with our stakeholders to address their ESG related expectations and to improve our performance.

SECTION A: GENERAL DISCLOSURES

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@aahtak.com
7.	Telephone	0120 4908600
8.	Website	https://www.aahtak.in/
9.	Financial year for which reporting is being done	FY 2024-25
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@aahtak.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.	98.59

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	98.59

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	25*	25*
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?

11.78%

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 other digital platforms.

IV. Employees

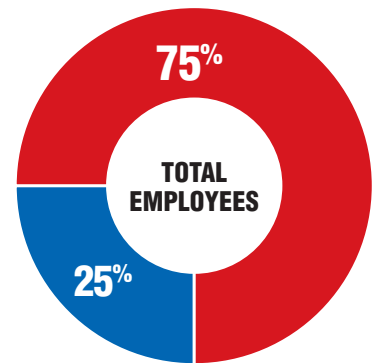
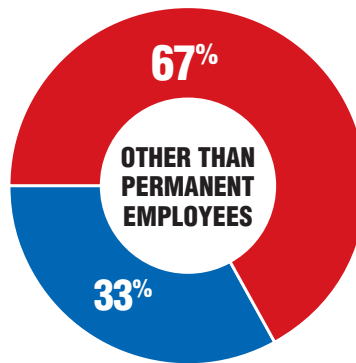
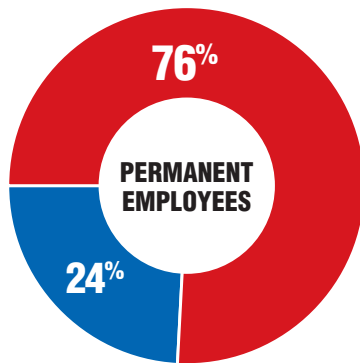
20. Details as on March 31, 2025:

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)	2,189	1,660	76	529	24
2.	Other than Permanent (E)	184	123	67	61	33
3.	Total employees (D+E)	2,373	1,783	75	590	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

* TVTN does not have workers, hence in all the sections; details sought for the workers category are not applicable to TVTN.



■ Male ■ Female

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)	Nil				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D+E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA				
5.	Other than Permanent (G)					
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	2	33
Key Management Personnel	3 [#]	0	0

[#] Excluding Chairman & Whole-time Director and Vice Chairperson & Managing Director of the Company who are counted in Board of Directors.

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	37%	26%	14%	21%	16%	18%	29%	20%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

[^] Ms. Hema Singh Rance was appointed as Non-Executive Independent Director of the Company w.e.f. May 28, 2025. Accordingly, the number of Directors on the Board of the Company are 7 w.e.f. May 28, 2025.



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

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) – 1007.18 Crores

(iii) Net worth (in ₹) – 891.54 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 2024-25			FY 2023-24		
		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	4	Nil	Nil	16	Nil	Nil
Employees and workers	Yes	3	Nil	Nil	Nil	Nil	Nil
Customers	Yes https://www.aajtak.in/complain-redressal	809	Nil	Nil	671	Nil	Nil
Value Chain Partners	Yes, Complaints may be filed at indiatodaylegal@aajtak.com	Nil	Nil	Nil	Nil	Nil	Nil

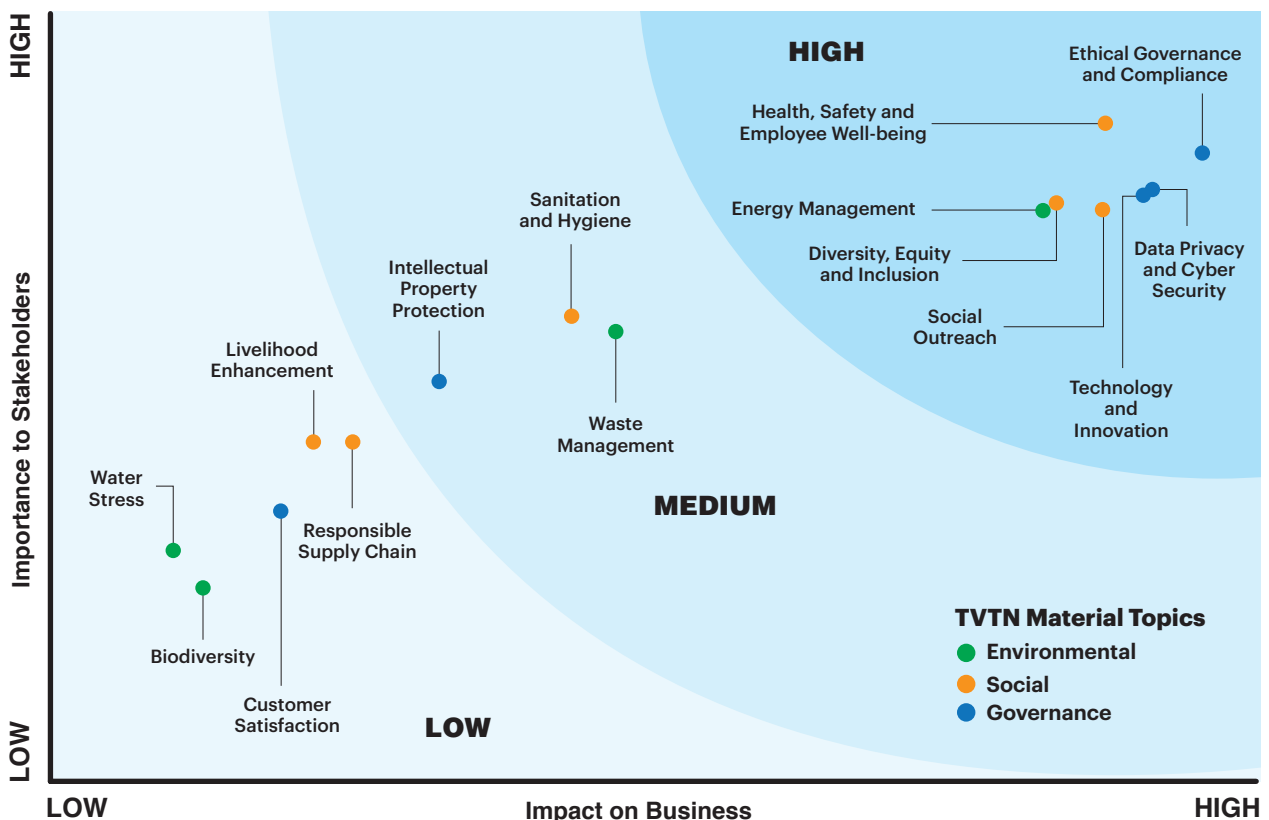
Effective stakeholder engagement is crucial for nurturing trust, collaboration and mutual growth. At TVTN, we prioritize stakeholder satisfaction through a robust grievance redressal framework that ensures grievances are addressed promptly and efficiently. Our open-door policy promotes transparency and constructive communication,

enabling timely feedback, meaningful dialogue and the resolution of issues. We maintain direct and impactful interactions with local communities through our CSR implementation agency, ensuring community voices are heard and needs are addressed. Investors and shareholders are encouraged to share their concerns via the dedicated email address investors@aahtak.com or through postal communication to our Registered/Corporate Office. Employees are supported with the opportunity to raise grievances either through email or by engaging directly with their HR business partners, fostering a workplace environment rooted in respect and understanding. For our viewers, we provide a well-defined, two-tier grievance redressal system outlined on our website at <https://www.aahtak.in/complain-redressal>. Furthermore, suppliers are given a dedicated email address during the vendor registration process to ensure their concerns are received. These mechanisms highlight our commitment to creating a transparent, inclusive and responsive ecosystem for all stakeholders, reinforcing the value we place on building meaningful relationships and resolving issues with empathy and precision.



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.

We conducted a Materiality Survey encompassing range of topics to identify priority areas. This thorough process was designed to strategically align the Company's efforts and resources with key priorities. Contributions were solicited from a wide range of stakeholders, including employees, suppliers, distributors, customers/viewers, shareholders and the community. The subsequent analysis of the survey highlighted 7 material topics as being of significant importance. The identified material topics are well- aligned with the United Nations Sustainable Development Goals (UNSDGs) allowing the Company to integrate global priorities into its ESG 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	<p>Energy Management</p> 	0	<p>Our Media and broadcasting operations rely heavily on uninterrupted electricity supply to ensure continuous broadcasting and transmission activities.</p> <p>By prioritizing energy management, we not only achieve cost savings but also contribute to global sustainability goals.</p>	NA	Positive
2	<p>Health, Safety and Employee Well-being</p> 	R	<p>During news gathering, our reporters and cameraman encounter various health and safety risks while reporting from the field.</p> <p>Further, in the media industry, prioritizing employee well-being is essential due to the demanding nature of the work. Managing stress, promoting healthy work-life balance and offering support for mental health challenges are crucial.</p>	<p>We prioritize the safety of our reporting teams with essential safety guidelines and personal protective equipment (PPE) kits to ensure their well-being and preparedness for any situation that may arise during field reporting.</p> <p>We have implemented various initiatives aimed at enhancing employee welfare. This includes providing group insurance coverage, maintaining a medical facility staffed with doctors and nurses at our Corporate Office and establishing partnerships with hospitals to address medical emergencies and conduct preventive health screenings for all employees. Additionally, we offer recreational activities and workshops on topics such as physical fitness, mental health being social skills and emotional intelligence to promote holistic development among our workforces.</p>	Negative
3	<p>Diversity, Equity & Inclusion</p> 	0	<p>We believe that a diverse, equitable and inclusive environment is key to attracting and retaining talent.</p> <p>Our reliance on a talent pool that is culturally, religiously and socially sensitive, as well as gender-diverse, helps us maintain a healthy work environment and effectively report news from across the country.</p> <p>At TVTN, we value the diverse perspectives that a varied team brings. By promoting equity, we ensure that all employees have fair opportunities. Inclusion, on the other hand, creates a welcoming environment where everyone feels appreciated.</p>	NA	Positive

4	<p>Data Privacy and Cyber Security</p> 	R	<p>We recognize the importance of data privacy and cyber security in maintaining trust with our stakeholders, ensuring uninterrupted operations and protection of sensitive data etc. However, the evolving nature of cyber threats and regulatory requirements present challenges that require ongoing attention and investment.</p>	<p>We have implemented several measures to enhance our cybersecurity framework, which are as follows:</p> <ul style="list-style-type: none"> a. The development and enforcement of an information security policy aligned with ISO 27001 standards. b. Implementation of backup procedures to ensure data integrity and availability. c. Regular updates and enhancements to all systems to align with the latest security standards. d. Conducting periodic security assessments of IT networks and implementing network access controls as part of our security protocols. e. Additionally, we have secured coverage under a comprehensive cyber insurance policy to mitigate potential financial losses and liabilities arising from cyber incidents. 	Negative
5	<p>Social Outreach Activities</p>      	0	<p>Social outreach strengthens our connection with communities around which we operate and enhances our role as a socially responsible organisation. Engaging in outreach initiatives is depictive of our continuous effort to make a positive impact beyond broadcasting.</p>	NA	Positive
6	<p>Technology and Innovation</p> 	R/O	<p>Risk: Staying up to date with technological advancements is critical. Not doing so presents a substantial risk, potentially impacting TVTN's efficiency and its relevance within the media industry. It is extremely important for the Company to keep up with the rapid pace of change and emerging technological trends.</p>	<p>To stay ahead in an increasingly tech-driven media landscape and mitigate the risk of falling behind on technological advancements, your Company has implemented a comprehensive strategy anchored in two core pillars:</p> <p>1. Technology-Led Innovation and Integration: We are embedding Artificial Intelligence (AI) and automation across our operations to transform editorial workflows, enhance content creation & distribution and unlock audience insights. Tools such as AI-assisted research, script</p>	<p>Risk: Negative Opportunity: Positive</p>



			<p>Opportunity: With the rise of streaming platforms and digital-first content creators, leveraging technology is essential for a media company such as ours. Advanced technologies like high-definition broadcasting, video-on-demand platforms and AI-driven content recommendations enhance the quality and reach of our content. Digital tools, including social media and interactive platforms, help us connect with audiences in real time, delivering personalized and engaging experiences.</p>	<p>generation, real-time transcription & translation, summarization and content repurposing have significantly improved the speed, accuracy and scalability of production. These advancements ensure operational efficiency, editorial integrity and consistent delivery across platforms. Our collaborations with leading technology firms and emerging startups further enrich our innovation pipeline, enabling the creation of distinctive and high-impact content experiences.</p> <p>2. Culture of Agility and Continuous Learning: We foster a culture of adaptability and innovation, empowering teams to explore emerging trends, engage in cross-functional collaboration and participate in industry forums. This mindset keeps us responsive to rapid technological shifts and future-ready in our approach to journalism and digital content.</p>	
7	<p>Ethical Governance and Compliance</p> 	R	<p>We are committed to regulatory compliance and good corporate governance, fostering a culture of trust and responsibility. Any instance of non-compliance can impact our business, brand name as well as credibility.</p>	<p>Our strategy for mitigating compliance and governance-related risks includes following key initiatives:</p> <ul style="list-style-type: none"> a. Implementation of compliance monitoring system b. Continuous monitoring and implementation of regulatory changes by our in-house professionals c. Additionally, we conduct periodic reviews of our compliance practices by third-party professionals to maintain high standards <p>We are committed to adhering to all laws and regulations, ensuring compliance through a bottom-up approach to current regulatory norms. This comprehensive strategy helps us stay aligned with the latest requirements and maintain robust governance practices</p>	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	

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 relevant authority based on the nature of the policy. This authority may include the Board, Board Committee(s), the Managing Director, Functional Heads, among others.								
c. Web link of the policies, if available.	P1 to P9 - Business Responsibility & Sustainability Policy - www.aajtak.com/investor/BRSR-Policy P1 - Vigil Mechanism/ Whistle-blower Policy - www.aajtak.com/investor/Vigil-Mechanism-Policy P5 - Prevention of Sexual Harassment at the Workplace - www.aajtak.com/Investors/POSH P8 - Corporate Social Responsibility Policy - www.aajtak.com/investors/CSR-Policy 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 applied 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								



Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to upholding and maintaining the highest standards in Ethics, Business Sustainability, Employee Health and Well-being, Stakeholder Satisfaction, Human Rights, Environmental Responsibility, Public and Regulatory Policy, and CSR. Further insights into our Corporate Social Responsibility initiatives can be obtained through our Annual Report on CSR, which is an integral part of our Board Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>While we do not have specific measurable targets, we are actively engaged in a range of significant initiatives that reflect our commitment to responsible practices and positive impact. These ongoing efforts are integral to our operations and demonstrate a strong underlying focus on the key ESG areas.</p> <p>Environmental sustainability remains a priority, driving key initiatives to minimize impact. This initiative aligns with broader sustainability goals by minimizing carbon footprint.</p> <p>As part of these efforts, the company has inter-alia taken following initiatives:</p> <ul style="list-style-type: none"> • Company had discarded one OB Van and also discontinued one flyway. These steps contribute to reducing emissions and enhancing sustainable operations. • Additionally, as a result of last year's investment in building dual fuel capability (i.e. diesel and PNG) of the existing Diesel Generators, our DG sets are now ready to function on dual fuel with active PNG connection, thereby anticipating lower environmental footprint in next year. • To add to this, there is an emphasis on acquiring energy efficient equipment. Prioritizing such equipment enhances overall resource optimization while supporting responsible energy consumption across our operations. <p>We prioritize employee well-being, ensuring 100% coverage under retirement benefits like Provident Fund (PF), gratuity and ESI (as mandated by the Employees State Insurance Act, 1948). Employees also benefit from group insurance coverage and access to fitness amenities such as a gymnasium at our corporate office. Besides this, we have introduced several well-being initiatives such as medical facilities, regular fire drills and complimentary health camps.</p> <p>Stakeholder engagement is integral, illustrated by our Materiality Assessment to address key ESG issues. We have adopted a Human Rights Policy and a POSH policy, cultivating a non-discriminatory work environment.</p> <p>Our CSR initiatives cover areas such as environmental sustainability, education, livelihood enhancement, healthcare, sanitation and the promotion of nationally recognized sports. For providing accessibility to patients with disabilities (including patients with visual disabilities), in AIIMS, Delhi, we have installed customized products like braille, railing indicators to identify floor numbers, departments, general signs and maps in braille, portable ramps, sign language videos, providing wheelchairs, etc., enabling patients to receive appropriate and timely services and treatments. We are committed to our ongoing plantation drive wherein we have planted trees in four government schools and continue to maintain earlier 15000 trees on the stretch of 1 km along the banks of Shahdara drainage.</p> <p>As a committed organization, we actively participate in various industry associations and ensure the prompt and fair resolution of viewer complaints. We adhere to ISO 27001 standards and implement an IT Policy to safeguard data privacy and cyber security. Our well-established processes ensure consumer complaints are addressed promptly and effectively.</p>								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

As an organisation deeply committed to Environmental, Social and Governance (ESG) principles and Corporate Social Responsibility (CSR), we are proud to highlight our impactful initiatives and the alignment of our efforts

with relevant Sustainable Development Goals (SDGs). Here are some of the initiatives we've undertaken, along with the SDGs they contribute to:

In our efforts to promote **environmental sustainability**, we have implemented projects aimed at restoring ecosystems and improving the environment. This project has benefited about 16000 people and aligns with SDG 6 (Clean Water and Sanitation), SDG 13 (Climate Action), and SDG 15 (Life on Land).

Our initiatives to **promote and provide access to education focus on nurturing quality learning environments for economically disadvantaged children**. Through establishing STEM labs, upgrading schools to SMART schools, creating libraries and installing RO plants for clean drinking water, we are bridging gaps in education infrastructure. Furthermore, we supported visually impaired students with specialized tools, gadgets and techniques. Benefiting over 2,600 children, these efforts contribute to SDG 4 (Quality Education), SDG 6 (Clean Water and Sanitation) and SDG 10 (Reduced Inequalities).

In our **livelihood enhancement projects**, we strive to empower marginalized women and people with disabilities, providing avenues for sustainable income generation and long-term job opportunities. Active in Ramanathapuram (Tamil Nadu), Haridwar (Uttarakhand), Nalbari (Assam), and other regions, these programs have supported over 1,900 individuals, contributing to SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

Recognizing the **importance of Healthcare and Sanitation**, we have initiated projects such as building household toilets for economically weaker families in Prayagraj district and improving accessibility for patients with disabilities at AIIMS Delhi. These efforts have benefited over 5,300 people and contribute to SDG 3 (Good Health and Well-being), SDG 6 (Clean Water and Sanitation) and SDG 10 (Reduced Inequalities).

Our **disaster management projects** address the challenges posed by annual flooding. We have established flood-relief shelters to provide safe housing for displaced families and constructed a rooftop container house for an economically disadvantaged family in Nalbari District, Assam and a flood-relief shelter in Arangamow village, Assam, which can provide

safe and secure shelter to over 300 individuals. These initiatives are contributing to SDG 11 (Sustainable Cities and Communities) and SDG 13 (Climate Action). Finally, we aim to **promote nationally recognized sports** by nurturing talented athletes through infrastructure support and state-of-the-art archery equipment. At Model High School, Wadhona, Arvi, Wardha (Maharashtra), this initiative nurtures excellence and inspires future generations. With 17 young athletes as beneficiaries, this project aligns with SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth) and SDG 17 (Partnerships for the Goals).

Our ESG and CSR initiatives are depictive of our continuous commitment to sustainable development and our determination to create meaningful, long-lasting impacts for communities across the country. Our commitment extends to reducing our overall environment footprint, fostering inclusive workplaces, safeguarding employee well-being, upholding human rights. Through our efforts, we remain aligned with the global mission to achieve the United Nations' Sustainable Development Goals.

We are committed to upholding highest standards of corporate governance to ensure transparency and accountability. Our governance targets are designed to foster trust with our stakeholders, enhance our operational integrity and drive sustainable growth.

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

The 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. Devajyoti N. Bhattacharya, Non-Executive Non-Independent Director had resigned from the Company w.e.f. September 24, 2024 and accordingly, ceased to be a Member of the Committee w.e.f. the said date.



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
Our policies are reviewed internally on periodic basis. Various aspects covered under these principles are also reviewed by our internal, secretarial and statutory auditors as part of their audit.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Business integrity forms the foundation of our operations, reflecting our commitment to ethical principles, transparency and accountability. Being transparent and accountable ensures that our actions are aligned with our values and fosters a culture of honesty and integrity. We hold ourselves accountable to the highest standards and this unwavering commitment to ethical conduct allows us to build strong relationships with stakeholders and earn their long-term trust.

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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	17	<ul style="list-style-type: none"> • 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 	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, Company has an Anti-Bribery and Anti-Corruption Policy. The policy defines bribery and corruption and prohibits all bribery and corruption practices. The policy has been uploaded on the Company's intranet. Additionally, on quarterly basis, Senior Management Personnel(s) gives their declaration regarding adherence to the Policy.

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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

6. Details of complaints about conflict of interest.

	FY 2024-25		FY 2023-24	
	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 2024-25	FY 2023-24
No. of days of accounts payables	70.94	82.94

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 2024-25	FY 2023-24
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	62.3%	61%
	b. Number of dealers / distributors to whom sales are made	410	326
	c. Sales to top 10 dealers distributors as % of total sales to dealers / distributors	52.9%	51.2%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.2%	3.3%
	b. Sales (Sales to related parties / Total Sales)	0.4%	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

We also continually engage with our business partners informing them about the Company's 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, we have mechanisms in place to address conflicts of interest that may arise among Board members during business operations. These are governed by our Code of Conduct for Directors and Senior Management Personnel, which outlines principles of honest and ethical conduct, addresses conflicts of interest, and defines the roles and duties of Directors. To ensure compliance, all Directors and senior management personnel affirm their adherence to this Code annually.

Board members are required to submit declarations detailing the entities and individuals with whom they have affiliations or interests. In cases where a Director has an interest in a contract or arrangement involving a Related Party, the Director abstains from participating in related discussions. Additionally, requisite approvals, as mandated by statutory regulations and Company policies, are obtained prior to engaging with such entities or individuals.

Furthermore, Related Party Transactions receive prior approval from the Audit Committee. For transactions of a repetitive nature, the Audit Committee may grant omnibus approval, ensuring due diligence and governance in every interaction. These practices uphold transparency, accountability and ethical business operations across all levels of the organization.



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

Sustainability and safety in providing goods and services not only contribute to long-term profitability but also safeguard the environment and public health. As a media organisation, we recognise the vital importance of responsible business conduct, particularly in providing sustainable and safe services. We are committed to minimize our environmental footprint by implementing sustainable practices across our business. This includes reducing waste and adopting energy-efficient technologies.

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 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D			No R&D expenditure for current and previous FY
Capex	35.56%	9.71%	In our commitment to sustainability and innovation, we made strategic investments in air quality index (AQI) systems, embraced the transition to electric and hybrid vehicles and upgraded our technology infrastructure with energy-efficient desktops. 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, we aim to ensure that our supply chain operates responsibly and reflects our ethical standards. To support this, we have developed a Code of Conduct for our Suppliers, which covers key areas such as environmental responsibility, human rights, workplace and labour practices, as well as anti-bribery and anti-corruption measures. This code encourages our suppliers to adopt practices that prioritize environmental sustainability and community welfare.

While we prioritize sourcing goods and services from local vendors to support regional economies, specialized needs in the media and broadcasting industry, such as DISH antennae, laptops and printers, require us to procure these items from established brands and Original Equipment Manufacturers (OEMs). This approach helps us maintain high-quality standards while addressing the unique requirements of our operations.

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

Since we are a part of the media and broadcasting industry, we rely significantly on broadcasting and electronic equipment sourced from top-tier brands and Original Equipment Manufacturers (OEMs).

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 Company. We do not manufacture any products and therefore this question is not applicable to us.

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.



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

Businesses have a crucial role in ensuring the well-being of all employees, including those within their value chains. By respecting and promoting the well-being of all employees, we not only enhance productivity and morale but also contribute to a more just and equitable society. We believe that by providing safe working conditions and supporting the mental and physical health of all employees, we can create a more sustainable and ethical business model. Our efforts include implementing comprehensive health and safety programs, offering wellness initiatives, providing training and development opportunities to all employees and fostering a culture of mutual respect. We also aim to ensure that our suppliers and partners adhere to the same high standards of employee welfare.



Essential Indicators

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

% of employees covered by											
Category	Total (A)	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	1,660	1,660	100	1,660	100	NA	NA	1,660	100	-	-
Female	529	529	100	529	100	529	100	NA	NA	529	100
Total	2,189	2,189	100	2,189	100	529	24	1,660	76	529	24
OTHER THAN PERMANENT EMPLOYEES*											
Male	123	1,23	100	123	100	-	-	-	-	-	-
Female	61	61	100	61	100	-	-	-	-	-	-
Total	184	184	100	184	100	-	-	-	-	-	-

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

% of workers covered by											
Category	Total (A)	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 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.40%	0.21%

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

Benefits	FY 2024-25			FY 2023-24		
	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 adhere to the provisions of the Rights of Persons with Disabilities Act, 2016, reinforcing our commitment to creating an inclusive and diverse workplace environment. Our corporate office, which serves as the hub for major operations, is designed with accessibility in mind, featuring wheelchairs, ramps, lifts and accessible restrooms to cater to the needs of both employees and visitors.

We also uphold an anti-discriminatory policy in our employment practices, ensuring that our workplace remains open, equitable and supportive for individuals of all abilities. These efforts not only reflect our dedication to promoting inclusivity but also foster a culture where everyone feels valued and empowered to contribute their best. By prioritizing accessibility, we strive to eliminate barriers and set a standard for inclusivity in all aspects of our operations.

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.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	89.74%	NA	NA
Female	100%	64.71%	NA	NA
Total	100%	82.14%	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	<p>Yes, we follow an open-door policy, allowing employees to communicate their grievances either in person or through email. HR Business Partners (HRBPs) have been designated as Grievance Officers, facilitating the process of addressing concerns by escalating issues to managers and Heads of Departments (HODs) when required.</p> <p>Grievances are expected to be resolved promptly and may relate to employment, working conditions, managers, compensation, company benefits and facilities, co-workers, and any service conditions. If an issue remains unresolved or is not satisfactorily addressed, it may be escalated to the Head - HR for further intervention.</p> <p>Additionally, to enhance employee engagement and provide direct interaction opportunities, we conduct skip-level meetings and town hall sessions, where employees can openly share feedback and concerns with senior leadership. These sessions serve as an additional platform for addressing workplace challenges and ensuring employee voices are heard.</p> <p>This multi-level grievance mechanism ensures transparency, accessibility, and effective resolution, fostering a positive and inclusive work environment.</p>
Other than Permanent Employees	
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 2024-25			FY 2023-24		
	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	2,189	Nil	Nil	2,552	Nil	Nil
Male	1,660	Nil	Nil	1,925	Nil	Nil
Female	529	Nil	Nil	627	Nil	Nil
Total Permanent Workers	NA					
Male						
Female						

8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	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	1,660	1,511	91	1,263	76	1,925	1,733	90	1,445	75
Female	529	476	90	405	77	627	564	90	471	75
Total	2,189	1,987	91	1,668	76	2,552	2,297	90	1,916	75
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 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES*						
Male	1,660	1,660	100	1,925	1,925	100
Female	529	529	100	627	627	100
Total	2,189	2,189	100	2,552	2,552	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, we ensure a comprehensive pre-employment medical fitness check-up prior to recruiting new staff. We provide a mandatory executive health check-up facility for employees who are above the age of 50 years. Every employee is covered under a comprehensive insurance plan that includes medical insurance, life insurance, and accident insurance.

We have a fully functional medical room with qualified medical professionals (doctor and nursing staff) available 24x7, 365 days a year, supported by tie-ups with reputed hospitals to handle any medical emergency. Medical emergency protocols are in place.



A dedicated onsite fitness centre is maintained at critical locations to encourage a healthier lifestyle. Our 24x7 Medical Helpdesk (medicalhelpdesk@intoday.com) enables employees to seek real-time support for any medical concerns. The desk also coordinates initiatives such as vaccinations, medical testing, and other health drives for employees and their families.

In addition to the above, we have launched the following employee well-being and engagement initiatives:

- Group Medical Insurance for employees and their families, including Group Personal Accident cover.
- Blood Donation Camps and Health Camps covering ECG, BP, liver screening, bone density test, and consultations with doctors and dieticians.
- Organising expert-led health talks and yoga/emotional intelligence/social skills sessions.
- Regular Women's and Men's Day Celebrations, with gifts and stalls for employees.
- Festival celebrations and employee engagement sessions like "Hi Five" with VCMD and Group CEO.
- Fitness and lifestyle initiatives including gym access, physiotherapy, healthier food choices, desk exercise sessions and trampoline fitness activities.
- Tie Up with YourDost – for employee mental wellness and Happiness Score measurement.
- Creche facility for female employees.
- PPE Kits/Life jackets provided to field staff to ensure safety during reporting.
- Aadhar, PAN, Voter ID and PF query camps and Banking Helpdesks facilitated on-site.
- Sports tournaments like basketball and other inter-departmental events.
- Ongoing Training Programs for upskilling, leadership development and long-service recognition.

These initiatives reflect our strong commitment toward employee well-being, safety and work-life integration.

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 multiple steps to ensure that we protect our employees from work-related hazards and to ensure their well-being. For instance, in order to ascertain that our reporters are safe from any work-related hazards, we provide relevant safety guidelines to them to handle any contingency during field reporting along with PPE kits. Since our employees spend most of their time working on laptops/computers, we conduct regular health check-ups (with focus on eye, ENT). Furthermore, once an employee reaches a particular age, a complete preventive health check-up is conducted for her/him. All these measures combined reflect our commitment to creating a secure and health-conscious workplace for all.

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 2024-25	FY 2023-24
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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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.

To promote safety across our premises, we conduct regular fire and evacuation drills, equipping employees to handle emergencies effectively. Our office spaces are outfitted with smoke detectors, fire hydrants and fire extinguishers to provide protection against fire hazards.

In addition to physical safety measures, we have the provision of a dedicated medical room which ensures immediate medical support for our employees. We have security guards manning our office premises continuously and we also provide PPE kits and other relevant safety equipment for our field reporters.

Our approach reflects a comprehensive commitment to safety, ensuring all employees can work in a secure and supportive environment.

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

Category	FY 2024-25			FY 2023-24		
	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. We provide Life insurance cover to our employees.
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.

We enforce compliance with our suppliers through the terms and conditions of our business agreements.

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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

We emphasize the importance of engaging with all stakeholders, to ensure inclusivity and equitable growth. It reinforces our focus on building meaningful relationships with diverse stakeholders, including employees, suppliers, customers and the community. We believe in open communication and collaboration, fostering a sense of shared purpose and ensuring that our actions align with the broader interests of society resulting in strong relationships and sustainable business practices. Aligning with this principle enables us to create shared value and strengthen our role as a socially responsible organization.

Essential Indicators

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

At TVTN, stakeholders are viewed as individuals, groups or entities with a vested interest in our business, either influencing its operations or being impacted by it. This involved identifying a diverse range of stakeholders, including shareholders and investors, employees, customers, NGOs, suppliers, community, regulators etc. To ensure that our business priorities align with their needs and expectations, we conducted a materiality assessment exercise.

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	Annual General Meeting, Email, Newspaper, Notices, Website, etc.	Annually, periodically	<ul style="list-style-type: none"> Providing updates on the Company's performance Addressing any queries from shareholders Gaining insight into shareholder expectation
Employees		Internal portal, email, town halls, Meetings, etc.	Regularly	<ul style="list-style-type: none"> Business updates and employee related updates Policy changes
Customers		Client visit and meetings, Surveys, Emails, Social Media, Website, etc.	Regularly	<ul style="list-style-type: none"> Pertaining to sales Addressing any customer queries or concerns
Distributors & Suppliers		Supplier meetings, Emails, Website, Social Media, etc.	Regularly	<ul style="list-style-type: none"> Management of the supply chain Addressing any queries or concerns from suppliers
Regulators		Various statutory filings, Emails, etc.	Regularly	<ul style="list-style-type: none"> Compliance with all applicable laws
Community	Yes	Visits, etc.	Regularly	<ul style="list-style-type: none"> Interaction with CSR beneficiaries on specific themes Addressing any queries or concerns from the community

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 actively engages with a wide range of stakeholders, including investors, employees, customers and suppliers. Through these regular interactions, they collect valuable feedback on critical economic, environmental and social topics. Key discussions, suggestions and concerns raised

during these exchanges are carefully reviewed and when necessary, escalated to the Board or relevant Committees for further deliberation and appropriate action.

This process ensures that the Board is equipped with insights directly related to economic, environmental, and social matters, enabling informed decisions that effectively shape the company's strategy and drive its 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.

Yes, engaging with stakeholders is a key step in identifying and addressing ESG concerns effectively. To ensure that we account for diverse perspectives, we carried out a detailed materiality assessment. This process involved consultations with nearly 200 stakeholders, including employees, suppliers, distributors, customers or viewers, shareholders, and members of the broader community, to prioritize ESG issues relevant to our operations. Through this analysis, we highlighted several priority areas, including ethical governance and compliance, data privacy and cybersecurity, health, safety and employee well-being, diversity, equity and inclusion, technology and innovation, social outreach and energy management. By focusing on these priorities, we aim to enhance our sustainability initiatives and integrate responsible business practices into our daily operations, ensuring they align with both stakeholder expectations and our strategic goals.

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

To address the distresses and elevate the needs of underprivileged, vulnerable and marginalized communities, our initiatives are advantageously deployed across both rural and urban landscapes, aligning with an unwavering commitment. All our endeavors are precisely designed to serve the most needy, executed through our CSR Implementation Agency, the Care Today Fund.

Our beneficiaries mostly hail from the marginalized strata of society, covering economically weaker sections, disadvantaged rural and tribal communities. Social development projects, encapsulate a spectrum of thematic realms, including disaster management, environmental sustainability, promoting education, livelihood enhancement skills, preventive healthcare and sanitation initiatives and promoting nationally recognized sports, alongside rural upliftment initiatives.

Our commitment to educational empowerment has seen over 2600 children from economically weaker background across five states receiving uninterrupted

and unhindered educational support. Over 1,900 disadvantaged and marginalized communities have been enhanced with livelihood enhancement skills, social resilience and opportunities to increase their household income sources. Over 500 among them were women. Furthermore, our healthcare initiatives have benefited over 5300 individuals in Delhi and Ladakh.

Annual flooding in Assam has immensely created havoc and destroyed hundreds and thousands of lives, livestock and lifeline infrastructures for several decades now. To respond effectively and to contribute towards mitigation, a permanent flood-relief shelter has been established in Nalbari District, Assam, which will provide shelter over 300 individuals during disaster occurrences.

Under environmental sustainability project, largescale plan was implemented to plant trees, improve the cleanliness and overall aesthetics of vulnerable and depleted sites. This intervention has benefited over 16000 individuals.

The need for and importance of rural development is a national necessity and has considerable importance in our country, especially to develop rural area as whole in terms of culture, society, economy, technology, sports, health, etc., and develop the living conditions of rural masses. Company facilitated in providing fencing sports equipments and gears to enhance Fencing (Sports) Training Node in Zangli Garrison, Jammu & Kashmir, which was established by the Indian Army, as a professional entity. The facility will benefit 60 youngsters.

Encouraging young talents towards nationally recognized sports, we have boosted aspirations of 17 promising young and aspiring archers, both male and female, by providing state-of-the-art archery equipment and infrastructure Wardha District, Maharashtra. This initiative will enhance training facilities, foster excellence, and inspire future generations. By empowering these talented youngsters, we would certainly contribute towards India's sporting legacy and hope to witness them shine in future on the global stage.

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.



PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Nurturing employee well-being, satisfaction and upholding of human rights emphasizes the value of creating a supportive work environment where employees feel respected, motivated and empowered. At TVTN we firmly believe that happy and engaged employees are more likely to drive innovation and deliver exceptional performance, ultimately benefiting the organization. We have zero tolerance for discrimination of any kind, ensuring equal opportunity and fair treatment for all individuals.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	2,189	2,189	100	2,552	2,552	100
Other than Permanent	184	184	100	421	-	-
Total employees	2,373	2,373	100	2,973	2,552	86
WORKERS						
Permanent	NA					
Other than Permanent						
Total workers						

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

		FY 2024-25					FY 2023-24			
Category	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	1,660	-	-	1,660	100	1,925	-	-	1,925	100
Female	529	-	-	529	100	627	-	-	627	100
Other than permanent*										
Male	-									
Female										



		FY 2024-25					FY 2023-24			
Category	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)
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	5,67,89,998	1	5,61,65,001
Key Managerial Personnel*	3	84,85,206	Nil	Nil
Employees other than BoD & KMP	1,656	9,45,397	528	8,07,092
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 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	21%	21%

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 maintain an open-door policy that encourages employees to express their concerns regarding various aspects of their professional lives, such as employment terms, working conditions, managerial relations, compensation, company benefits and facilities, interactions with colleagues or any service-related issues. Employees can communicate their grievances either in person or through email. To ensure these concerns are addressed effectively, we have designated Human Resource (HR) business partners as Grievance Officers, who have the authority to forward grievances to the respective managers or Heads of Departments.

Additionally, we uphold a robust POSH (Prevention of Sexual Harassment) Policy and have established an Internal Complaints Committee (ICC) to handle and resolve complaints specifically related to sexual harassment. This committee ensures a safe and respectful work environment for all employees.

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

Category	FY 2024-25			FY 2023-24		
	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	3	Nil	Nil	Nil	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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	Nil
Complaints on POSH as a % of female employees / workers	0.57%	Nil
Complaints on POSH upheld	3	Nil

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

We are committed to safeguarding complainants, particularly in matters of discrimination and harassment. Our comprehensive policies are designed not only to prevent such issues in the workplace but also to offer robust protection to those who come forward.



Our Prevention of Sexual Harassment (POSH) Policy ensures “full protection from retaliation and victimization of complainants, witnesses, committee members and other employees involved in the prevention and resolution process.” Additionally, our Human Rights Policy upholds the principles of equal opportunity and anti-discrimination, fostering an environment that is free from all forms of harassment be it physical, verbal or psychological.

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

Yes, as part of our business terms and conditions, the business partners are required to ensure public health, safety and welfare of the citizens of the Country. Further, human rights requirements form part of our Suppliers' Code of Conduct.

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices undergo comprehensive internal assessments to ensure adherence to safety and health standards. We are dedicated to building a secure and supportive work environment for our employees. To achieve this, we have implemented a range of policies and procedures that are routinely reviewed and monitored through a centralized compliance management system. Additionally, several key topics are evaluated annually during internal and statutory audit processes, ensuring our commitment to maintaining high workplace standards.
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.



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

Principle 6 focuses on environmental stewardship and underscores the responsibility to protect & preserve the environment while conducting business operations. At TVTN we strive to continually adopt eco-friendly practices, reduce resource consumption, minimize waste and combat pollution. By aligning with this principle, we contribute to sustainable development and address global environmental challenges such as climate change. Moreover, demonstrating a commitment to environmental responsibility not only helps build trust with stakeholders but also enhances our reputation and ensures long-term success in a rapidly evolving, sustainability-focused world.

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-

Parameter	FY 2024-25	FY 2023-24
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	31,788.96 GJ	30,987.04 GJ
Total fuel consumption (E)	4,127.61 GJ	4,373.73 GJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	35,916.57 GJ	35,360.77 GJ
Total energy consumed (A+B+C+D+E+F)	35,916.57 GJ	35,360.77 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000003566 GJ/INR	0.000003714 GJ/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.000073675 (GJ/USD)	0.000077852 (GJ/USD)
Energy intensity in terms of physical output**	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	15.14 GJ/ employee	11.89 GJ/ employee

* For calculation, the PPP conversion factors of 20.66 and 20.96 (For FY 2024-25 and 2023-24 respectively) have been referenced from IMF and World Bank databases: FY2024-25: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC> and for FY2023-24: <https://data.worldbank.org/indicator/PA.NUS.PPP>. 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

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.

TVTN is not a designated consumer under the PAT scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground Water	-	24,691.84
(iii) Third Party Water	-	1045.12
(iv) Seawater/Desalinated Water	-	-
(v) Others*	26,803.04	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	26,803.04	25,736.96
Total volume of water consumption (in kilolitres)	26,803.04	25,736.25



Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000002661 KL/INR	0.000002703 KL/INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP)	0.000054980 KL/USD	0.000056659 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	8.66 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 (2373) * number of working days (251)).

** For calculation, the PPP conversion factors of 20.66 and 20.96 (For FY 2024-25 and 2023-24 respectively) have been referenced from IMF and World Bank databases: For FY2024-25: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC> and for FY2023-24: <https://data.worldbank.org/indicator/PA.NUS.PPP> . 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 2024-25#	FY 2023-24#
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		

Note: The Company's STP was under upgradation for the period from Dec 24 to Mar 25.

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, 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 2024-25	FY 2023-24
NOx	Ppmv	240.17	223.28
SOx	mg/Nm3	43.50	31.28
Particulate matter (PM)	mg/Nm3	45.75	41.52
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - Carbon Monoxide (CO)	mg/Nm3	92.33	76.98
Others Lead (Pb)	mg/Nm3	<0.01	<1

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 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	855.08	635.01
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	6419.60	6,162.98
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	TCO ₂ e/INR	0.000000722	0.000000714
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 ₂ e/USD	0.000014922	0.000014967
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 ₂ e per year/ employee	3.07	2.29

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 20.66 and 20.96 (For FY 2024-25 and 2023-24 respectively) have been referenced from IMF and World Bank databases: FY2024-25: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC> and FY2023-24: <https://data.worldbank.org/indicator/PA.NUS.PPP>. 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 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 installed in the DG set during the year with a view to bringing down direct emission to some extent. Further, we have added more electric vehicles to lower our direct emissions.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)#		
Plastic waste (A)	0.03	-
E-Waste (B)	3.28	5.28
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)	38.52	Batteries on end of life are exchanged with vendors who provide new batteries and hence are not measured.
Radioactive waste (F)	Not Applicable	
Other Hazardous waste. Please specify, if any. (G) - Used Oil	0.66	-
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Municipal Solid Waste		
- Dry	53.37 MT	54.03 MT
- Wet	44.04 MT	44.25 MT
Waste Scrap Sold	19.87 MT	11.40 MT
Total (A+B+C+D+E+F+G+H)	159.76 MT	114.96 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000016 MT/INR	0.000000012 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.000000328 MT/USD	0.000000253MT/USD
Waste intensity in terms of physical output**	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	0.07 MT per year/ employee	0.04 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	-	-

Parameter	FY 2024-25#	FY 2023-24
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)	159.76 MT	114.96 MT
Total	159.76 MT	114.96 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 20.66 and 20.96 (For FY 2024-25 and 2023-24 respectively) have been referenced from IMF and World Bank databases: FY2024-25: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC> and FY2023-24: <https://data.worldbank.org/indicator/PA.NUS.PPP>. 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 established a structured waste management system to handle various types of waste responsibly. Plastic waste generated is managed by disposing of it as municipal solid waste through the Noida Authority. E-waste is handled with care and disposed of through government-approved e-waste recyclers. For biomedical waste from our medical room, we collaborated with a hospital in Noida to ensure proper management and disposal. Construction and demolition waste, which occurs only during renovation projects, if any, is collected and disposed of by local waste collectors. Additionally, end-of-life batteries are exchanged with vendors when new batteries are procured, ensuring their safe and environmentally responsible disposal.

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 2024-25.

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	Use of Edge Server Technology	In order to reduce our power consumption, we have been using Edge Server technology in place of regular servers.	Power saving
2	Sustainable printing practices	Since printing takes place on a large scale on a regular basis, we have replaced our old printer cartridge with newer, more long-lasting toners. We have also installed access card based printers.	In comparison to the previous printer cartridge where one unit could print a maximum of 200 pages, one unit of the newly installed cartridge can now print over 300 pages. Access card based printing has been expected to lower down our paper usage, contributing to environmental sustainability.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Preference to using of backpacks/ Electronic News Gathering Systems (ENG) over DSNG Vehicles (News Vans)	Preference given to ENG systems instead of DSNG vehicles (Old OB vehicles scraped)	Reduction in fossil fuel consumption of vehicles and energy requirements of the broadcasting systems. During the year we have discarded one OB Van and discontinued one flyaway.
4	Emphasis on acquiring - energy efficient equipment ensuring reduced energy consumption.	Recently procured desktops	This initiative will help us to reduce our carbon footprint in long run.

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 designed to identify both external and internal factors that could impact our business operations. This framework serves as the foundation for mitigating potential challenges and ensuring operational resilience.

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.

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 actively participate in various chambers and associations to contribute to the growth and enhancement of the broadcasting sector in India. Through these platforms, we make recommendations and representations to regulators and associations, aiming to drive advancements and improvements in the industry. Currently, we are proud members of the following organizations:



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 cases relating to anti-competitive behaviour based on adverse orders from regulatory authorities have been registered against TVTN.		

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.	Framework for Service Authorisations for provision of Broadcasting Services under the Telecommunications Act, 2023	Submission of comments through industry bodies like NBDA	Yes	Reviewed by Senior Management on need basis	https://www.trai.gov.in/consultation-paper-framework-service-authorisations-provision-broadcasting-services-under
2.	Regulatory framework for Ground-based Broadcasters	Submission of comments through industry bodies like NBDA	Yes	Reviewed by Senior Management on need basis	https://www.trai.gov.in/consultation-paper-regulatory-framework-ground-based-broadcasters
3.	Inputs for formulation of National Broadcasting Policy-2024	Submission of comments through industry bodies like NBDA and IBDF.	Yes	Reviewed by Senior Management on need basis	https://www.trai.gov.in/consultation-paper-inputs-formulation-national-broadcasting-policy-2024



PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Inclusive growth and equitable development are essential for companies as it emphasizes their role in contributing to societal progress. By nurturing partnerships with local communities and stakeholders, we aim to address social, economic, and environmental challenges effectively. This principle is instrumental in investing in sustainable development initiatives, supporting marginalized groups, and promoting fair practices. By aligning business objectives with community well-being, we strive to build trust, enhance our reputation, and create long-term value for both society and us.

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 projects undertaken by the Company that require SIA					

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 such projects undertaken by the Company						

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

We place great importance on maintaining open communication with the communities we serve, despite not being involved in the manufacturing of products that could potentially harm local communities. Our community-focused initiatives are carried out through the Care Today Fund, which actively encourages community participation in its efforts. Grievances or complaints can be submitted through our implementation partners, whose contact details are available on their website. We are committed to proactive community engagement and value.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	29%	26%
Directly from within India	93%	95%



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

Location*	FY 2024-25	FY 2023-24
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	Tamil Nadu	Ramanathapuram	7,51,485
2	Uttarakhand	Haridwar	3,63,521
3	Jammu and Kashmir	Kupwara	10,41,524

2. Details of beneficiaries of CSR projects

S. No.	CSR Projects (in FY 2024-25)	No. of persons benefitted from CSR Projects (approx)	% of beneficiaries from vulnerable and marginalized groups
1	Environmental Sustainability Project – Carried out plantation of trees at a stretch of 1 km along the banks of Shahdara drainage adjacent to JJ Colony Sector-18 and Film City, Noida, Uttar Pradesh and installation of floating gardens and phytoremediation plants, etc for treating the drain water, whereby increasing oxygen level of the drain water; enhancing the aesthetics of the area and providing a conducive environment for the neighbourhood. Plantation of trees in four government schools in Greater Noida and Dadri area in Gautam Budh Nagar, Uttar Pradesh	16000	100
2	Promoting and providing access to Education Projects – Provided education support for economically weaker children, through establishing STEM Lab, upgrading schools to SMART Schools, establishing libraries, installation of RO Plants for clean drinking water and also providing tools, gadgets, kits and techniques to visually impaired children for supporting their education in Delhi, Uttar Pradesh, Uttarakhand, Himachal Pradesh and Assam.	2600	100
3	Livelihood enhancing projects – Provided support for livelihood enhancement activities, specifically for marginalized women and disabled people, whereby creating opportunities for long-term job and generating sustainable income source in Tamil Nadu, Uttarakhand, Assam and other states.	1900	100

S. No.	CSR Projects (in FY 2023-24)	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
4	Promoting Healthcare & Sanitation Projects – Enhanced facilities at AIIMS, Delhi for providing accessibility for patients with disabilities, including patients with visual disabilities by installing customized products like braille, railing indicators to identify floor numbers, departments, general signs and maps in braille, portable ramps, sign language videos, providing wheelchairs, etc., for easy and comfortable access. Facilitated in procuring, fabricating, customizing and handing over a fully equipped ALS–Type D Ambulance, an advance life support certified Ambulance to ITBP, Srinagar, Jammu & Kashmir in order to operate for emergency healthcare services in six border villages of Ladakh region.	5300	100
5	Disaster Management Projects – Established a flood-relief shelter that will immensely mitigate and provide safe and secure shelter for people who are displaced annually due to incessant rain causing flash-floods in the area and also providing a rooftop container house for an economically poor family in Assam.	300	100
6	Promoting Nationally Recognized Sports Projects – Provided support to promote nationally recognised sports, specifically by providing state-of-the-art archery equipment and infrastructure to support aspiring archers and elevate India's sporting reputation in Model High School, Wardha, Maharashtra.	17	100
7	Promoting Rural Development Initiative Projects – Facilitated in enhancing a Fencing (Sports) Training Node established by the India Army in Jammu & Kashmir, by providing fencing equipment and tools. This initiative supports youngsters from rural areas to utilize the facilities and evolve themselves into professional fencing athlete and represent the State/Country in near future.	60	100

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



We emphasize the importance of customer value and responsibility as it is critical for our success. It encourages businesses to prioritize customer satisfaction by delivering high-quality products and services while ensuring ethical practices and transparency. By addressing customer needs, protecting their rights, and nurturing trust, we aim to build long-lasting relationships and enhance our reputation. It not only strengthens our customer loyalty but also drives sustainable growth by aligning business objectives with consumer well-being.

Essential Indicators

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

We are committed to ensuring timely and fair resolution of all complaints received from our viewers. Complaints can be filed either directly with TVTN or through the self-regulatory body, the News Broadcasters & Digital Association (NBDA), for potential violations related to the content broadcasted on our news channels, as outlined in the Code of Ethics & Broadcasting Standards ("Code") established by NBDA.

Should a viewer or complainant find our response unsatisfactory, they have the option to escalate their grievance to the News Broadcasters and Digital Standards Association (NBDSA), the adjudicatory body of NBDA. NBDSA



oversees hearings about such complaints, providing both the complainant and the organization an opportunity to present their respective cases.

To effectively address viewer concerns, complaints submitted directly to TVTN or via NBDA are thoroughly reviewed and inputs are sought from the relevant teams. These teams play a crucial role in the grievance resolution process. For instance, if a complaint pertains to website content, it is shared with the concerned team for their feedback. Upon receiving their input, a response is drafted and promptly communicated to the complainant. We take every measure to ensure that all complaints are resolved and responded to without delay.

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 2024-25			FY 2023-24		
	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)	4	Nil	Nil	9	Nil	Nil
Other (Viewer complaints received directly by the Company)	805	Nil	Nil	662	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 have a framework compliant with ISO 27001 and have a designated IT Policy to ensure data privacy and cyber security. The policy is available on our intranet.

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 are no corrective actions underway on issues relating to advertising and delivery of essential services, cyber security and data privacy of customers.

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 radio and YouTube channels, mobile apps 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)

Since we are in Service Industry, the display of product information is not applicable on us.

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.