August 14, 2025

The Manager - Listing
National Stock Exchange of India Limited
(Scrip Symbol: PVRINOX)

The Manager – Listing
BSE Limited
(Scrip Code: 532689)

Sub: <u>Compliance under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015</u>

Dear Sir/Ma'am,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.

This is for your information and to all concerned.

Thanking You.

Yours sincerely,
For **PVR INOX Limited**

MURLEE MANOHAR JAIN

Digitally signed by MURLEE MANOHAR JAIN
Date: 2025.08.14 16:57:21 +05'30'

Murlee Manohar Jain
SVP Company Secretary
& Compliance Officer

Encl: A/a

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L74899MH1995PLC387971
2. Name of the Listed Entity	PVR INOX LIMITED
3. Year of Incorporation	1995
4. Registered Office Address	7th Floor, Lotus Grandeur Building, Veera Desai Road, Opposite Gundecha Symphony, Andheri (West), Mumbai – 400053
5. Corporate Office Address	Block-A, 4th Floor, Building No. 9A, DLF Cyber City, Phase III, Gurgaon – 122002
6. E-mail id	investorrelations@pvrcinemas.com
7. Telephone	+91 0124-4708100
8. Website	www.pvrcinemas.com
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid up Capital (₹)	INR 981.99 millions
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
Name	Murlee Manohar Jain
Designation	Company Secretary & Compliance Officer
Telephone number	+91 124 4708100
E-mail id	cosec@pvrcinemas.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures are made on standalone basis, unless specifically mentioned.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products / Services - As on 31st March, 2025

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Motion Picture Exhibition in Cinemas and allied activities	The Company is in the business of Motion Picture Exhibition in Cinemas and allied activities.	100%

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

S. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Motion Picture Exhibition in Cinemas	59141	52.5%
2.	Sale of Food and beverages in Cinemas	56102	30.9%
3.	Advertisement income, Convenience fees and Other operating revenue and Other Income	73100	16.6%

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	351 Cinemas with 1734 screens in 110 cities of India*	Corporate Office, 5 Regional Offices/ Registered Office (includes one office in cinemas)	356
International	1 Cinema with 9 screens in Colombo, Sri Lanka (Subsidiary – PVR INOX Lanka Limited)	Nil	1

*as on 12th May, 2025.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20 States and 4 Union Territories
International (No. of Countries)	1 Sri Lanka (Subsidiary – PVR INOX Lanka Limited)

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

PVR INOX Limited has no export earnings on a standalone basis.

c. A brief on types of customers

PVR INOX is the largest and the most premium film exhibitor in India with 1743 screens across 111 cities (India and Sri Lanka) with 352 properties as on 12th May, 2025 and an aggregate seating capacity of 3.54 lakh seats. Our mission is to advance and reimagine the movie-going experience by continuously investing in introducing premium formats, comfortable seating, sound, projection, ambience, and food & beverages to meet evolving consumer expectations so that our patrons have a memorable experience every time they visit our cinemas. We serve as a conduit between consumers and the film industry on one hand and the retail industry and real estate development on the other. As a leading player in the film exhibition industry, our company is spearheading the establishment of a robust ecosystem that brings together key partners, including filmmakers, studios, content providers, equipment and concession manufacturers, data and technology companies, all of whom rely on the strength of our business and the communities we serve. We engage with multiple channels to connect with our over 180 million patrons to provide a platform to showcase film and non-film content and identifying trends in the film exhibition industry.

IV. Employees

20. Details as at the end of Financial Year:

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)	4362	3966	90.92%	396	9.08%
2.	Other than Permanent (E)	10276	7870	76.59%	2406	23.41%
3.	**Total employees (D + E)**	**14638**	**11836**	**80.86%**	**2802**	**19.14%**
		WORKERS				
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total employees (F + G)**	**0**	**0**	**0%**	**0**	**0%**

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)	9	9	100%	0	0%
2.	Other than Permanent (E)	20	16	80%	4	20%
3.	**Total employees (D + E)**	**29**	**25**	**86%**	**4**	**14%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED WORKER					
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total employees (F + G)**	**0**	**0**	**0%**	**0**	**0%**

*Note: We are not governed by Factories Act and hence no employee falls in the category of workers by definition. Above numbers are on standalone basis and thus excludes employees from wholly owned subsidiaries, subsidiaries & associates.

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel*	3	0	0%

*This also includes Managing Director.

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	36%	25%	19%	31%	20%	24%	28%	24%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

The Company has following three subsidiaries and one associate company:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (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 the listed entity? (Yes/No)
1.	PVR INOX Pictures Limited	Subsidiary	100%	As of now our subsidiary & associate companies do not participate in our Business Responsibility initiatives.
2.	Zea Maize Private Limited	Subsidiary	92.81%	
3.	PVR INOX Lanka Limited	Subsidiary	100%	
4.	Devyani PVR INOX Private Limited	Associate	49%	

VI. CSR Details

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

Since the average net profit of the company have been negative for the last three years (2021-22, 2022-23 and 2023-24), Company has no obligation to make CSR contribution. However, the Company has made voluntary contribution in the FY 2024-25.

- Turnover (in ₹) – 54,424 mn
- Net worth (in ₹) - 70,708 mn

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	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	Y	25,227	632	-	18,446	0	-
Investors (other than shareholders)	Y	-	-	-	-	-	-
Shareholders	Y*	113			116	0	
Employees and workers	Y**	43	10		44	4	
Customers	Y*** https://www.pvrcinemas.com/feedback	25,228	505	0	16,954	5	
Value Chain Partners	Y****	-	-	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

*The Company has appointed Registrar and Share Transfer Agent (RTA) to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID "investorrelations@pvrcinemas.com", where the shareholders can send their grievances/complaints. The said grievances/complaints are received directly by the Company and are forwarded to RTA promptly to take necessary actions to resolve the same.

**The details of grievance redressal mechanism for employees and workers/ are provided in Principle 3, point No. 6.

*** The details of grievance redressal mechanism for customers are provided in Principle 9.

****The Company has in place grievance redressal mechanism for value chain partners.

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, as per the format below.

Responsible business conduct involves integrating sustainable environmental practices, fostering social inclusion and safety, upholding ethical governance, and promoting economic responsibility throughout the operations of the Company. This holistic approach not only reduces negative impacts but also positions the cinema as a positive community actor and environmental steward.

PVR INOX conducted a formal Materiality Mapping to identify the material issues with respect to its business environment and industry sector. We aligned the mapping to the global SASB Materiality Matrix under the Services- Leisure Facilities category. Entities in the Leisure Facilities industry consists of companies that operate amusement parks, film theatres, ski resorts, sports stadiums, and athletic clubs and other venues.

Industry-based disclosures reduce costs and minimizes noise by surfacing the most relevant information for investors. The Sustainable Industry Classification System® (SICS®) was designed to group companies based on shared sustainability-related risks and opportunities to enhance comparability for investor decision-making. As a result, the number of relevant sustainability-related risks and opportunities vary by industry. Based on this classification, SASB listed the following as Material for our industry:

1. Energy Consumption
2. Customer Experience & Satisfaction
3. Talent Management & Retention

S. No.	Material issue identified	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 (Indicate positive or negative implications)
1	Customer Experience & Satisfaction	Opportunity	Customer experience directly impacts guest satisfaction, loyalty, and ultimately, the company's bottom line. PVR INOX operates in the highly competitive entertainment & hospitality industry, where exceptional service and experiences are important. By prioritising customer experience, the Company can differentiate itself from competitors, build strong brand loyalty, and attract repeat business.	NA	Positive
2	Food Safety & Quality	Opportunity	Implementing robust food safety measures presents an opportunity for the Company to enhance customer satisfaction, uphold its reputation for excellence, and comply with regulatory standards. By ensuring the highest standards of food safety and quality, the Company can provide enjoyable value added services that attract customers, leading to increased revenue and loyalty.	NA	Positive
3.	Energy Consumption	Risk	If the energy consumption is not efficiently managed, these inefficiencies and increased energy prices may result into a rise in operational expenses. Additionally, any non-compliance of relevant regulations can result in fines from regulatory bodies may negatively impact the company's public image, leading to a potential loss of customer trust.	Laser Projection, chillers, Audits, Power factor level, Load optimisation Mechanical Timers, occupancy sensors, LED lights, HVAC plants and sub systems monitored. Solar Power in stand-alone cinemas.	Negative
4.	Talent Management & Retention	Risk	Failure to attract, retain, and develop top talent can hinder organisational performance, innovation, and competitiveness. In the entertainment hospitality service industry, service excellence is integral, a skilled and motivated workforce is essential for delivering exceptional guest experiences. Shortage of requisite talent, particularly in specialised roles such as hospitality management, can escalate operational challenges.	To address the risks associated with talent management, PVR INOX strategically provides competitive compensation to attract quality talent. The company emphasizes career progression, giving employees a clear vision of their growth potential within the organization. Furthermore, PVR INOX is dedicated to nurturing a positive and engaging work environment, which is instrumental in retaining a skilled and motivated workforce.	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
5	Ethical Governance & Compliance	Risk	Regulatory compliance and good corporate governance form the foundation of our business and any instance of non-compliance can severally impact our business, brand name as well as credibility.	Our approach towards mitigating compliance & governance related risks consist of the following initiatives: ▸ Implementation of compliance management system; ▸ Continuous monitoring and implementation of regulatory changes by in house professionals; ▸ Periodic reviews of the compliances by third party professionals; ▸ Adherence to current regulatory norms is being ensured by following a bottom-up approach.	Negative
6	Diversity, Equity and Inclusion	Opportunity	PVR INOX believes that a diverse, equitable and inclusive environment can play a major role in attracting and retaining talent with the Company. We are heavily reliant on our talent pool. A work pool that is culturally, religiously, socially sensitive and is also gender diverse enables us to foster a healthy work environment and successfully access various parts of the country for carrying out our operations. In the workplace, Diversity, Equity, and Inclusion are essential as varied backgrounds bring forth diverse perspectives, resulting in enhanced ideas and solutions.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: Integrity, Ethics, transparency, accountability

Code of Business Conduct & Ethics Policy

Code of Conduct for Directors, Senior Management and all Other Employees

Insider Trading Policy

Whistle Blower Policy

Principle P2: Safe and sustainable goods and services

Product Responsibility Policy

Environment Policy

Principle P3: Well-being of employees

Code of Business Conduct & Ethics Policy

Numerous policies related to Employee well-being and other benefits

Principle P4: Respect and responsiveness to all stakeholders

Corporate Social Responsibility Policy

Stakeholder Engagement Policy

Principle P5: Respect and promote Human Rights

Equal Opportunity Policy

Principle P6: Respect, protect and restore the Environment Business

Environment Policy

Product Responsibility Report

Principle P7: Responsible and transparent policy advocacy

Public Advocacy Policy

Principle P8: Promote inclusive growth and equitable development

Corporate Social Responsibility Policy

Stakeholder Engagement Policy

Principle P9: Provide value to consumer responsibly

Customer Value Policy.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Our Policies are approved by the Managing Director of the Company pursuant to the applicable Board Authorization.								
c. Web Link of the Policies, if available	https://www.pvrcinemas.com/corporate								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Policies have been made and adopted as per the Companies Act, 2013 and the rules made thereunder, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidelines on Responsible Business Conduct 2019 released by the Ministry of Corporate Affairs.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are devised keeping in mind environment protection, employee and customer safety and strong governance practices.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable, as the Company is still in the process of establishing clear goals and targets with defined timelines.								

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.

Governance, leadership and oversight

7. Statement by Managing Director responsible for the BRSR, highlighting ESG related challenges, targets and achievements.

Dear Stakeholders,

The year 2024-25 reaffirmed that sustainability is not a parallel pursuit—but a defining measure of corporate resilience, relevance and responsibility. Across the globe, ESG expectations continued to mature, regulatory frameworks evolved and investor interest in long-term sustainable performance intensified. In India, this shift gained further momentum with SEBI's continued accentuated disclosure mandates and a growing emphasis on responsible value creation across the ecosystem.

At PVR INOX, we see this transformation as an opportunity to lead with purpose in a world that increasingly values transparency, inclusivity and accountability. As a cultural platform and community space, our cinemas have the unique potential to drive positive social impact—while enriching lives through shared experiences.

The Company did a formal Materiality Mapping aligned with the SASB framework for the Leisure Facilities sector, helping us sharpen our focus on key areas such as energy and resource efficiency, stakeholder well-being, and responsible business conduct. These insights are now embedded into our sustainability roadmap.

We continued to make meaningful progress in enhancing the environmental performance of our operations—through sustainable sourcing, reduction of non-biodegradable materials, adoption of cleaner technologies and a transition toward renewable energy solutions. We also initiated formal measurement of our carbon emissions, laying the foundation for future target-setting and climate-related action.

In line with circular economy principles, we expanded efforts to minimise waste and maximise resource recovery across our operations. From rethinking material choices to exploring reuse and recycling pathways, we remain committed to reducing our footprint through smart, regenerative solutions.

Across our value chain, we introduced a comprehensive Code of Conduct for our suppliers, reinforcing expectations on ethics, environmental practices, and human rights. Internally, we advanced our Diversity, Equity & Inclusion efforts and strengthened employee development through digital learning, job redesign and upskilling programmes aimed at building a resilient and future-ready workforce.

Our participation in the World Audio Visual & Entertainment Summit (WAVES)—led by the Ministry of Information & Broadcasting in association with the Prime Minister's Office—reflected our commitment to shaping the future of India's creative economy. The summit's emphasis on innovation, cultural inclusion and responsible growth mirrors the values that guide our ESG agenda and broader corporate philosophy.

As India's largest cinema exhibition company, we recognise our responsibility—not just to entertain, but to do so in ways that are inclusive, accountable and aligned with a sustainable future. We believe that the role of cinema extends beyond the screen—it lies in shaping experiences that care for people, planet and progress.

With sound governance, stakeholder trust, and a long-term view, we remain committed to building a future where business success is defined not only by performance—but by purpose.

Sincerely,

AJAY KUMAR BIJLI
Managing Director

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). 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.	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Corporate Social Responsibility Committee of the Board of Directors, which comprises of following members as on March 31, 2025: 1. Mr. Sanjeev Kumar - Executive Director (DIN- 00208713) 2. Mr. Siddharth Jain – Non-Executive Director (DIN- 00030202) 3. Mr. Shishir Baijal – Independent Director (DIN- 00089265) 4. Ms. Deepa Misra Harris – Independent Director (DIN- 00064912)								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The review has been done by the Managing Director of the Company.									The frequency of the review is Need Based.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of land are the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the Managing Director and the respective committees, as may be applicable, of the Board. Compliance Certificates obtained from CEOs are placed before the Board highlighting any non-compliances, if any, reported and the necessary action taken in this regard.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

    The assessment / evaluation of the working of its policies is being done internally.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1

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

At PVR INOX Limited, our commitment to upholding the highest ethical standards is unwavering. We prioritize corporate integrity and strictly adhere to rigorous ethical guidelines and governance practices. Our Code of Conduct applies to the Board of Directors, Senior Management, and all Employees, emphasizing compliance with laws and regulations. We maintain zero tolerance for ethical misconduct and violations of legal obligations.

The Code of Business Conduct & Ethics Policy, Code of Conduct for BOD & Senior Management, Insider Trading Policy and the Whistle Blower Policy of the Company, accessible on our website at https://www.pvrcinemas.com/corporate, outlines guidelines for business conduct and integrity in the workplace. It sets clear expectations for Directors and employees, guiding their interactions with stakeholders and ensuring responsible behaviour in their respective roles.

Essential Indicators

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

The operational staff at all our cinemas undergo regular training sessions that cover customer service, employee health, and guest safety. Our Board and Key Management Personnel (KMP) receive updates on evolving requirements during board and management meetings. Throughout the year, we conduct awareness and training programs tailored to different employee categories, ensuring they stay informed and equipped to excel in their roles.

Segment	Total number of training and awareness 1programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Principle 1	100
Key Managerial Personnel	1	Principle 1	100
Employees other than BoD and KMPs	1	Principle 1	100

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

No such fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings either by the entity or by directors / KMP.

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding Fee	At the Company, we uphold the principles of integrity, ethics, and transparency throughout our business operations. Guided by these values, our Directors, Key Management Personnel (KMP), and employees take full responsibility for their actions and comply with relevant policies and statutory requirements. Consequently, we have maintained a record of zero incidents leading to no material fines, penalties, punishments, awards, compounding fees, or settlement amounts imposed on either the Company or its Directors/KMP.				

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	At the Company, we believe in integrity, ethics and transparency. Our Directors, KMP, employees are self-bound and accountable for their performance that also reflects in the Company's performance. With the strong moral base, we operate on, no cases of non-monetary implication in terms of imprisonment or punishment have occurred.			
Punishment				

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

Not applicable.

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

We maintain a zero-tolerance approach towards bribery and corruption, which is consistently demonstrated in our daily conduct. We also ensure that vendors and contractors comply with ethical standards through specific clauses included in their work contracts. These contractual provisions cover anti-corruption laws, anti-bribery measures, confidentiality, and other relevant aspects.

The Code of Business Conduct & Ethics Policy and the Code of Conduct for BOD & Senior Management of the Company covers the concerns regarding anti-corruption or anti-bribery policy. Policies are accessible at https://www.pvrcinemas.com/corporate.

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMP/employees.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NA	NA
KMP	NA	NA
Employees	NA	NA
Workers	NA	NA

6. Details of complaints with regard to conflict of interest:

No complaint was received with regard to conflict of interest of the Directors, KMP or any other employee.

Particulars	FY 2024-25(Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NA	NA	NA	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NA	NA	NA	NA

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

Not Applicable.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	77	59

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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	0	0
	b. Number of dealers/ distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors	0	0
Share of RPTs in*	a. Purchases (Purchases with related parties / Total Purchases)	9.25%	6%
	b. Sales (Sales to related parties/Total Sales)	0.2%	0.1%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	82%	92%
	d. Investments (Investments in related parties/Total Investment made)	100%	100%

*Related Parties are only Wholly-Owned Subsidiaries, Subsidiaries or Associate Company.

PRINCIPLE 2

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

PVR INOX offers a range of Products and Services to its customers in India and Sri Lanka, including:

- Motion Picture Exhibition in Cinemas
- Sale of Food and beverages in Cinemas
- In-cinema Advertisement

We assess our entire value chain through a Sustainability/ ESG lens, to identify opportunities for aligning with the Sustainable Development Goals (SDGs). Here are some initiatives we've undertaken:

1. Acknowledging DEI: Since 2018, we've been enhancing accessibility for people with disabilities, contributing to SDGs 10 & 11.

2. We're committed to sustainable sourcing across our supply chain. Our efforts include:

   - Introducing Waste-2-wear fabric uniforms made from recycled polyester and cotton, replacing traditional uniforms for 1000 employees.
   - Utilizing Sugarcane Bagasse, PLA, and other biodegradable containers for serving food and beverages.
   - Implementing recyclable garbage bags certified by the Central Institute of Plastics, Engineering and Technology.
   - Introducing biodegradable corn starch 3D glass covers and fabric sleeves to replace plastic cover blankets in PVR Gold Cinemas.

   These interventions have yielded significant results, such as eliminating plastic straws nationwide, reducing plastic consumption by over ~5,000 kg annually. Additionally, our efforts in eliminating and reducing single-use plastics have led to the removal of approximately ~67,000 kg of plastic per year from our operations.

   Moreover, we prioritize local sourcing as we expand into smaller cities, contributing to sustainable development by creating employment opportunities in these areas.

3. The Let's Start Doing Good initiative represents a collaborative effort between PVR INOX and communities, aimed at fostering dialogue, action-oriented projects, and conferences centered around the 17 Sustainable Development Goals (SDGs). This campaign forges partnerships with organizations dedicated to long-term commitments toward these global objectives.

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.**

   We have taken many initiatives towards improving energy efficiency, which have been detailed under Principle 6.

Particulars	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R & D	Not Applicable		
Capex	INR 4735 Lacs	INR 160 Lacs	▸ Solar Power: This was executed under a zero investment model, wherein the vendor will be paid over a 10-year period from the savings so accrued. ▸ SANO PTR - No Change ▸ Removable seats ▸ Laser Projectors ▸ EC Fans

Solar projects undertaken are in OPEX Model and the capex is indicative only (i.e. ₹ 12.29 Cr).

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

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

   During the year gone by, we conducted a comprehensive Supply Chain Assessment, segmenting suppliers into Tier 1, 2, and 3 categories. We're in the process of implementing a 12-point plan across the entire supply chain. Utilizing the data from this assessment, we'll classify suppliers within each tier into three categories and develop our strategy accordingly.

   Furthermore, we're actively exploring tools and platforms that facilitate greater alignment with sustainability throughout our supply chain. Our Supply Chain strategy will be shaped by these initiatives.

   While we currently prioritize products leveraging Sustainable Technologies, we're still in the process of establishing a fully developed Sustainable Sourcing strategy building on the initiatives taken in this area in previous years for food containers, uniforms, shoes and Laser screens.

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.**

   a) **Plastics:** Having first removed all possible plastic products from our operations, we are now helping recycle plastic by incorporating waste2wear fabric for our uniforms made from yarn woven out of recycled pet bottles. The rest of the recyclable waste is sent to authorized recyclers through Mall Management.

   b) **E-waste:** We have entered a pan-India tie up to streamline the disposal of e-waste as per the latest Rules released by MoEF &CC through a CPCB certified e-waste recycler. The recycler provides a real time dashboard for us to monitor e-waste disposed and also provides all required data for meeting reporting requirements.

   c) **Hazardous Waste:** Our operations do not generate any hazardous waste.

   d) **Other waste:** Operational waste is disposed by Mall administration where we operate as per Waste Management rules applicable to them.

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.**

   Extended Producer Responsibility (EPR) is applicable to PVR INOX on the packaging of imported equipment. We have entered into an arrangement with a specialised agency.

PRINCIPLE 3

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

At PVR INOX, we have a diverse and expansive workforce, predominantly engaged in delivering unparalleled movie experiences at our cinemas worldwide. Recognizing the pivotal role our employees play, we've implemented various initiatives and investments to ensure their well-being and skill enhancement.

We prioritize productivity by job redesigning initiatives within our cinemas, complemented by a robust Diversity, Inclusion, and Equity policy aimed at consciously fostering a diverse workforce.

To empower our employees, we've instituted comprehensive upskilling and re-skilling programs leveraging cutting-edge technology, including:

- Utilization of our Learning Management System, PVR Springboard,
- Implementation of Supervisory development Programmes (Pragati & Parivartan) through a hybrid approach of self-study and Virtual Instructor Led Training (VILT),
- Delivery of case study-based training sessions on innovation, operational excellence, and benchmarking,
- Offerings such as the Cinema Management Excellence Programme through Prakhar, ensuring our staff is equipped with the requisite skills for their roles.
- Furthermore, we've invested in a robust 'Manager Excellence Learning Program' utilizing Massive Open Online Courses (MOOCs) to fortify our managerial cadre, fostering resilience and adept leadership. Our HR-centric apps, Kronos, Employwise and HRIS, streamline employee-related processes, enhancing efficiency and ease of operations.

Moreover, we've established a Grievance Redressal mechanism, integral to our Code of Business Conduct and Ethics Policy, providing employees a platform to voice any concerns.

In our commitment to retaining and motivating key talent, we introduced ESOPs (Employee Stock Option Plans) in 2017, 2020 and 2022. Additionally, we offer long-term employee benefits, including compensated absences, allowing employees to accumulate and utilize leave entitlements or receive cash upon retirement or termination. The Company has also fostered a workplace culture where female employees can easily avail all benefits entitled to them under the Maternity Benefit Act, 1961 & the Maternity Benefit (Amendment) Act, 2017. These initiatives collectively underscore our dedication to nurturing a supportive and empowered workforce.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3966	3966	100%	3966	100%	0	0%	3966	100%	3966	100%
Female	396	396	100%	396	100%	396	100%	0	0	396	100%
Total	**4362**	**4362**	**100%**	**4362**	**100%**	**396**	**9.07%**	**3966**	**90.93%**	**4362**	**100%**
Other than Permanent employees											
Male	7870	7870	100%	7870	100%	0	0%	7870	100%	7870	100%
Female	2406	2406	100%	2406	100%	2406	100%	0	0%	2406	100%
Total	**10276**	**10276**	**100%**	**10276**	**100%**	**2406**	**23.41%**	**10276**	**76.59%**	**10276**	**100%**

b) Details of measures for the well-being of workers*:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other Permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

*We are not governed by Factories Act and hence no employee falls in the category of workers by definition.

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.39%	0.38%

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

Particulars	FY 2024-25			FY 2023-24		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI*	6.63%	NA	Y	15.89%	NA	Y
Other - Pls. specify	-	-	-	-	-	-

*All Applicable employees are covered under ESI

We are not governed by Factories Act and hence no employee falls in the category of workers by definition.

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.

At PVR INOX, we believe it's crucial for businesses to prioritize inclusion, not just for customers but for their own employees as well. We are committed to ensuring accessibility in both our cinemas and offices by providing accommodations and infrastructure that cater to various disabilities. We have created an environment where everyone feels valued and empowered to contribute their best. Over 60% of our cinemas are accessible for people with disabilities.

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.

In adherence to the Rights of Persons with Disabilities Act 2016, we've formulated an Equal Opportunity Policy aimed at fostering inclusivity and ensuring fair treatment for all individuals.

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

Particulars	Permanent Employees		Permanent Workers*	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

*We are not governed by Factories Act and hence no employee falls in the category of workers by definition

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

<table>
<tr><th></th><th>Yes/No (If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td rowspan="4">The process is aligned to the Code of Conduct and Ethics Policy and receives all complaints and concerns related to ethical conduct, corruption, bribery etc. In addition, safety violations and any other concerns can also be reported. There is a robust mechanism to receive and evaluate the complaints.</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td></tr>
</table>

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

At PVR INOX, we prioritize open communication channels for employees to express grievances and concerns to the management. We ensure that all reasonable demands are addressed promptly, with appropriate resources allocated to resolve issues effectively. While we maintain a culture of dialogue and responsiveness, it's important to note that we do not have a recognized union within our organization.

8. **Details of training given to employees and workers.**

The Learning & Development (L&D) function at PVR INOX supports the organization's commitment to responsible and inclusive workforce practices.

Through a blend of on-ground, digital, and virtual methods, it delivers structured learning to over **14,000 employees monthly**, across all roles and locations. These interventions promote skill-building, leadership readiness, safety compliance, and employee empowerment—contributing directly to operational excellence and individual's development.

Strategic Focus Areas

The L&D strategy is anchored on five core pillars, ensuring comprehensive workforce development in alignment with the company's ESG objectives and long-term vision:

1. Training Needs Analysis & Content Development

   Regular diagnostics are conducted across functions to identify skill gaps and create bespoke learning modules. This ensures relevance, scalability, and alignment with current and emerging operational requirements.

2. Skill and Leadership Development

   Structured learning journey is offered for employees across hierarchies, with a strong emphasis on enhancing role-specific competencies, leadership readiness, and behavioural skills. Initiatives include on boarding, role transition programs, and managerial development tracks.

3. Compliance and Safety Training

   All employees undergo mandatory training in workplace safety, regulatory compliance, and code of conduct. These programs are tracked and monitored to ensure 100% adherence and mitigate operational risks.

4. Technology-Enabled Learning

   Leveraging digital platforms and virtual classrooms, learning is made accessible, engaging, and measurable. E-learning modules, micro learning formats, and LMS-enabled tracking ensure consistent reach across the company's pan-India presence.

5. Impact Measurement and Continuous Improvement

   Training effectiveness is assessed through post-training evaluations, operational KPIs, and feedback loops. Measurable outcomes such as improvements in guest satisfaction, productivity, and internal promotion rates serve as indicators of program success.

Sustainability and Employee Empowerment

The L&D function supports PVR INOX's commitment to SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth) by democratizing learning access and fostering professional growth. Programs are designed to promote inclusion, with special focus on internal career progression, frontline empowerment, and developing leadership pipelines.

Flagship Initiatives and Programs

1. Training Day:

   A national, monthly on-ground training touchpoint reinforcing operational priorities and training needs. Over 9,500 employees are engaged monthly, driving consistency and accountability.

2. Instagyan:

   A micro-learning content series inspired by Instagram Reels. Its short, engaging modules cover topics like product knowledge, fire safety, and customer service, aligned to the consumption preferences of the modern workforce.

3. Cine-Wahl!

This initiative promotes customer centricity through engaging video content, including the "10 Commandments of Service" and leader-driven messaging. It's integrated into Training Day and has high completion rates.

4. Individual Development

Topics include professional grooming, enhancement of verbal and non-verbal communication for superior customer service, and techniques for managing challenging workplace scenarios.

The curriculum also covers core operational competencies such as sales acumen, spoken English, proficiency in MS Excel, and hands-on training for Box Office operations, sales points, and F&B product knowledge.

5. Employee Benefits Learning Modules

These resources were specially developed to help frontline and cinema staff clearly understand and effectively utilize their employee benefits, including leave policies, medical and term insurance, and referral programs. To simplify complex information and ensure easy access, a dedicated video series was scripted, produced, and uploaded to the learning platform—making it easier for both new and existing employees to stay informed about their rights and entitlements.

6. Masterclasses & Knowledge Sessions

In addition to structured programs, PVR INOX organizes regular masterclasses led by seasoned industry professionals and in-house subject matter experts. These sessions offer deep insights into emerging trends, service innovation, and leadership excellence, contributing to holistic employee development and benchmarking with best practices.

These initiatives collectively reinforce PVR INOX's commitment to nurturing a future-ready workforce, ensuring sustainable value creation through continuous learning, inclusion, and responsible business practices.

Developmental Learning Programs

PVR INOX has launched structured leadership and professional development journeys:

- **Pragati:** For Duty Officers, covering emotional intelligence, decision-making, and supervisory skills (272 graduates).
- **Parivartan:** For Duty Managers, focusing on leadership, business acumen, and self-development (82 graduates).
- **Leaders as Role Models:** A six-part video series for Cinema Managers emphasizing critical leadership behaviours.
- **Pramukh:** A premium service training for Luxe & Insignia teams focused on grooming, hospitality, and process adherence.
- **Executive Presence:** Designed to improve personal branding and communication for Cinema Managers (40 graduates).

Mandatory & Compliance Training

- **POSH Training:**

  Completed by 14,525 employees and 31 internal committee members, ensuring legal compliance and fostering a respectful work environment.

- **FoSTaC & Fire Safety Training:**

  Mandatory for food handlers and cinema staff to maintain safety, hygiene, and readiness in emergency scenarios.

- **Women Safety Training:**

  Focused on situational awareness and self-defence to empower female employees and promote a secure workplace.

Induction Programs

- **New Cinema Training Program:**

  A 7-day on-boarding initiative preparing staff for new cinema launches, with functional, behavioural, and compliance modules (423 employees trained across 12 cinemas).

- **Standardized Induction:**

  Online modules ensure consistent on-boarding across geographies, enabling faster alignment to culture and SOPs.

Value Chain Inclusion

Where applicable, key training modules—particularly in safety, hygiene, and customer service—are extended to contract staff and vendor workforce, ensuring alignment in service quality and compliance standards across the value chain.

Governance and Oversight

The Learning & Development function operates under the strategic guidance of the HR Leadership and is aligned with the broader ESG governance framework of the organization. Regular reporting, monitoring, and reviews are conducted to ensure alignment with business goals and regulatory expectations.

These initiatives collectively reinforce PVR INOX's commitment to nurturing a future-ready workforce, ensuring sustainable value creation through continuous learning, inclusion, and responsible business practices.

Furthermore, we offer specialized sessions tailored to the needs of our IT team, covering topics such as ITIL and MS Azure. Additionally, we facilitate skill development through Massive Open Online Courses (MOOCs), ensuring our employees have access to diverse learning opportunities to continually enhance their capabilities and deliver exceptional service across all our cinemas.

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	11835	9046	76%	11065	93%	12683	7807	62%	11621	92%
Female	2802	2124	76%	2667	95%	2637	2106	80%	2471	94%
Transgender	1	1	100%	1	100%	0	1	0	1	0
Total	**14638**	**11171**	**76%**	**13733**	**94%**	**15320**	**9914**	**65%**	**14093**	**92%**
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Transgender	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

9. **Details of performance and Career development reviews of employees:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	3151	3151	100%	4795	4795	100%
Female	231	231	100%	326	326	100%
Total	**3382**	**3382**	**100%**	**5121**	**5121**	**100%**
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

10. **Health and safety management system:**

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

At PVR INOX, ensuring a safe and secure environment is paramount, and we are dedicated to providing and upholding a healthy and safe working environment for both our customers and employees. Our Environment, Health, and Safety (EHS) policy serves as a comprehensive framework, offering guidance and control measures to prioritize the well-being of all stakeholders.

To fortify safety measures, we employ a combination of advanced physical and electronic security surveillance and detection systems. Additionally, we utilize sophisticated equipment to enhance fire and safety detection, alarming, suppression, and extinguishing capabilities.

To ensure readiness in the face of emergencies, we conduct regular evacuation drills at our cinema sites. These drills contribute to our preparedness to effectively respond to any incident or natural calamity.

Our commitment to safety is further bolstered by a rigorous system of audits, including periodic third-party audits, internal audits, audits conducted by Fire Safety and Security Officers (FSSO), and mystery audits. These assessments help us maintain compliance with all relevant local by-laws, state-specific cinematographic acts, rules, and regulations applicable to our business, thereby ensuring the highest standards of safety and security across all our operations.

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

At PVR INOX, we've implemented a robust mechanism to record near-misses, aimed at continuous process improvement and proactive risk mitigation. By capturing and analyzing near-miss incidents, we gain valuable insights into potential hazards and underlying causes.

This information is shared across all our cinemas as part of our training initiatives, empowering our staff with the knowledge and awareness needed to prevent future mishaps. Through collaborative efforts, we identify and implement preventive measures, rectifying root causes and fostering a culture of safety and vigilance across our organization.

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

At PVR INOX, employees have a clear avenue to report work-related hazards through the outlined process, directing their concerns to the Business Manager and utilizing the Safety and Security reporting mechanism. This ensures that any potential hazards or risks are promptly addressed and managed in accordance with our commitment to maintaining a safe and secure working environment for all.

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

At PVR INOX, the well-being of our employees is paramount, which is why all our employees are covered under comprehensive accident insurance, health insurance, and Employee State Insurance (ESI) schemes, as applicable to their roles and locations. This ensures that our employees have access to necessary medical care and financial protection in case of accidents or health-related issues, further underscoring our commitment to their safety and welfare. Details of safety related incidents, in the following format:

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

Safety Incident/Number	Category (including in the contract workforce)	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	11	7
	Workers*	1	
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

There was no reportable safety related incidents in the current financial year or the previous financial year.

*The incident reported took place on the premises of the Company, however, the worker was employed by the Contractor who was working on the Company's site. The Company does not have any workers as part of its workforce.

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

At PVR INOX, the safety, security, and comfort of our employees and customers are paramount considerations for us. As our workplace also serves our customers, ensuring their well-being is integral to our organizational ethos. We maintain stringent protocols to guarantee the safety, security, and health of both employees and patrons.

In response to the pandemic, we've heightened our sanitation, health, and hygiene measures to ensure our premises remain free from bacteria and viruses. Additionally, we've implemented enhanced security measures to safeguard all individuals from accidents, injuries, or any untoward incidents.

We prioritize building a culture of safety by recording near-misses, allowing us to rectify unsafe practices before they escalate into incidents. Our security team undergoes comprehensive training to effectively handle emergencies such as fires, floods, and other eventualities. Regular safety audits are conducted to uphold these standards consistently.

Furthermore, our staff receives training to cater to customers with varying needs, and they are proficient in operating assistive equipment to facilitate access. These initiatives collectively demonstrate our unwavering commitment to creating a safe, secure, and inclusive environment for all.

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

	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	NA	44	4	NA
Health & Safety	4*	NIL	NA	0	0	NA

* There were no complaints received involving the nature relating to working conditions and /or health & safety. However, the above incidents in the nature of minor incidents took place on the different premises of the Company during the year which were duly attended to and immediate first aid help & subsequent medical supervision was provided to those affected.

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All properties are assessed for Health, Safety and working conditions as part of the business operating processes.
Working Conditions	

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

There was no reportable safety related incidents in the current financial year or the previous financial year. However, we undertake numerous initiatives to ensure the safety and security of our patrons and employees. We conduct regular audits and safety checks to ensure smooth and safe running of our operations. Our staff is given regular fire safety and emergency evacuation training to deal with any kind of emergency where they would need to safely evacuate large numbers of people with varying abilities.

PRINCIPLE 4

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

The success of an effective Sustainability (ESG) strategy hinges on healthy relationships with various stakeholders of the company. At PVR INOX, our key stakeholders include our huge customer base, vendors and suppliers, real estate developers, content producers, technology service providers, state exchequer, media, prospective customers and above all, the employees. We follow openness in communication with all our stakeholders and engage with them on various aspects including Sustainable Value Creation.

Essential Indicators

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

While we have not undertaken a formal Stakeholder identification exercise, we have listed our key stakeholders across various functions on the basis of their direct impact on the operations and working of the company and where the business can have the greatest impact. PVR INOX recognises existing and potential customers, employees, shareholders, investors and regulatory authorities, media, vendors/ suppliers, public at large as its stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Some segments	Website, App, Email, Contact Centre, WhatsApp, Social Media	Ongoing/Daily	Customer Satisfaction, Safety & Security, Grievances related to all departments
Employees	Some segments	Notice Boards, Intranet, Employee Survey, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders*	No	AGM, Investor meets, Investor Grievance redressal mechanism	On going	Business Strategies and Performance
Regulatory Authorities	No	Regulatory Filings	Ongoing	Legal Compliance
Media	No	Press Releases, Social Media Platforms, Media interactions, Website	Ongoing	Information dissemination, communicating company's perspective
Prospective Customers	Some	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, USPs
Developers	No	meetings	Ongoing	Standard accessibility requirements
Vendors/ Suppliers	Some	Periodic engagement in person	Need based	Labour laws, Human Rights Sustainable value creation
Community	Yes	Website, App, Email, Contact Centre, WhatsApp, Social Media	Ongoing	Social welfare
Producers and Distributors	No	Email, Meetings	Ongoing	Business strategy and Planning

*We have a Stakeholders' Relationship Committee in place that is responsible for the satisfactory redressal of investors' complaints and recommends measures for overall improvement in the quality of investor services.

Based on feedback from customers, we realised the need to create access for people with disabilities in our cinemas. This made us launch the Accessible Cinema programme under which we have put in place assistive equipment like the Power Tracked Climber. We have also developed prototypes of removable seats with all our seat manufacturers.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

We have a policy on Human Rights that is applicable to all employees in the company including subsidiaries in India. The Company also encourages its business partners to follow the policy. We are determined to discontinue dealing with any supplier/contractor if it is in violation of human rights. We also forbid the use of forced or child labour at all our premises/with business associates. All the complaints regarding human rights violations are routed to CHRO (Chief Human Resource Officer), who is responsible for addressing human rights issues. We are also committed to providing training to our employees on our human rights policy and grievance mechanism in place to address human rights issues.

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

Category	FY 2024-25 Human Rights issues / policies			FY 2023-24 Human Rights issues / policies		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4362	3972	91%	4650	2836	61%
Other than Permanent	10276	8120	79%	10670	7151	67%
Total	**14638**	**12092**	**83%**	**15320**	**9987**	**65%**
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

Category	FY 2024-25					FY 2023-24				
	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	3966	139	3.50%	3827	96.50%	4219	174	4.12%	4075	95.88%
Female	396	50	12.62%	346	87.38%	431	79	18.32%	352	81.67%
Other than Permanent										
Male	7870	4947	62.85%	2923	37.14%	8463	5880	69.47%	2583	30.52%
Female	2406	1994	82.87%	412	17.13%	2207	1972	89.35%	235	10.64%
Workers Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. a. Details of remuneration/salary/wages, in the following format:

Particulars	Male		Female		Others	
	Number	Median remuneration/ salary/ wages of respective category per annum	Number	Median remuneration/ salary/ wages of respective category per annum	Number	Per annum
Board of Directors (BoD)	8	20,00,000	2	14,06,027	0	0
Key Managerial Personnel*	3	1,72,50,012	0	0	0	0
Employees other than BoD and KMP	11,833	2,91,228	2,802	2,25,396	0	0
Workers	NA	NA	NA	NA	NA	NA

*This also includes Managing Director.

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	24%	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, the Chief Human Resource Officer (CHRO) is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

PVR INOX's policy on Human Rights is applicable to all employees in the Company including subsidiaries in India. The Company encourages its Business Partners to follow the policy. PVR INOX discourages dealing with any supplier/contractor if it is in violation of human rights and also prohibits the use of forced or child labour at all manufacturing units /with business associates. All the complaints regarding human rights violations are routed to CHRO, who is the focal point for addressing human rights issues.

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

Particulars	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	43	10	Enquiry in progress	44	0	
Discrimination at workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour/ Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights related issues	-	-		-	-	

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	43	44
Complaints on POSH as a % of female employees / workers	0.009%	0.009%
Complaints on POSH upheld	33	39

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

The Code of Ethics and Business Conduct and Whistle Blower Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

We have a very robust system in place to address POSH complaints covering each of our locations.

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

Yes.

10. **Assessments for the year:**

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

All the assessments have been done by the entity during the course of operations of business.

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

Not Applicable

As mentioned in Principle 4, we have taken into consideration the needs of a large section of people and embarked on the Accessible cinema programme with nearly 60% of our cinemas being accessible for people with disabilities with the aim of having at least one accessible cinema in every city of our presence.

PRINCIPLE 6

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

As a Cinema Exhibition Company, PVR INOX recognizes that key environmental concerns include energy consumption, water consumption, and waste management. Currently, our focus primarily lies on accounting for Scope 1 and 2 emissions.

To address these challenges, we've implemented various initiatives aimed at enhancing energy efficiency and sustainability. This includes the installation of renewable energy sources such as rooftop solar panels, as well as implementing waste segregation practices and sourcing consumables sustainably.

Moreover, we are committed to complying with all applicable environmental laws, regulations, and guidelines. Continual improvement of our environmental performance remains a top priority, and we strive to innovate and adopt best practices to minimize our ecological footprint while providing exceptional cinema experiences.

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)	13,515 GJ	5,307 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) (Solar+Wind)	**13,515 GJ**	**5,307 GJ**
From non-renewable source		
Total electricity consumption (D)	10,93,146 GJ	10,68,082 GJ
Total fuel consumption (E)	8,879 GJ	8,442 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	11,02,026 GJ	10,76,524 GJ
Total energy consumed (A+B+C+D+E+F)	**11,15,541 GJ**	**10,81,831 GJ**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	204.97GJ/Cr	178.8 GJ /Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	423.47 GJ/million US$	400.512 GJ/million US$
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

PPP conversion rate Source:

FY25 - The International Monetary Fund (IMF)) @ 20.66

FY24 - Circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, regarding Industry Standards on Reporting of BRSR Core

No independent assessment/ evaluation/ assurance has been carried out.

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

The operations of the company are not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Water Conservation across PVR INOX sites has been facilitated by Installation of water flow restrictors in wash basin taps. This has helped in reducing tap water consumption by 75% thus reducing the energy consumed in pumping and helping in water conservation. Some of the Malls in which we have our cinemas have also shown interest towards water conservation and have implemented the same with our assistance. In this way, we have also helped influence our supply chain in water conservation efforts. Going forward, we plan to institutionalize sensitisation of upstream and downstream supply chain to adopt Sustainable practices.

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water*	10,08,998 kL	9,27,761 kL
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**10,08,998 kL**	**9,27,761 kL**
Total volume of water consumption (in kilolitres)	10,08,998 kL	9,27,761 kL
Water intensity per rupee of turnover (Water consumed / turnover)	185.39kL/Cr	153.3 kL/ Cr
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	383 kL/millionUS$	343.39 kL/millionUS$
Water intensity in terms of physical output	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity		

PPP conversion rate Source:

FY25 - The International Monetary Fund (IMF)) @ 20.66

FY24 - Circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, regarding Industry Standards on Reporting of BRSR Core.

No independent assessment/ evaluation/ assurance has been carried out.

* Water is provided by the property owners and we do not have a source wise breakup.

4. Provide the following details related to water discharged: **Not Applicable**

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- 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)	**-**	**-**

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

Not Applicable

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm^3	143	124.35
SOx	mg/Nm^3	76.07	66.09
Particulate matter (PM)	mg/Nm^3	32.33	28.09
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others -please specify	-	-	-

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_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	11705	10322
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	220755	212430
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 Equivalent / Crores of Turnover	42.71	57
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity			

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

PVR INOX primarily operates its cinemas within malls where it does not own the roof rights. However, the company has strategically identified standalone properties across the country and successfully implemented solar power systems in 18 of these properties over the past years including 12 done in FY24-25.

Apart from solar rooftop we are working on utilizing green energy via Open Access for Solar Energy with estimated carbon emission reduction of 5524 tonnes per year. we're pleased to report that we've already offset a substantial portion of our total power consumption with 3754 MWH of green power including Solar & wind energy during the year.

Looking ahead, we have plans to expand our solar power initiatives to another 47 sites in the coming years, furthering our commitment to sustainability and reducing our environmental footprint.

Solar roof top Generation details Properties wise FY 2024-25

Unit Name	Capacity in KWp	Solar Commissioning date	Total KWH
PVR INOX GOA GMC	137	09 January 2023	1,66,271
PVR INOX JALGAON	187	06 September 2023	2,31,029
PVR INOX PUNE BUND GARDEN	140	24 September 2023	1,72,540
PVR INOX BHIWANDI	167	11 October 2023	1,00,002
PVR INOX AURANGABAD TAPADIA	198	11 November 2023	98,569
PVR INOX NAGPUR TULI	80	10 December 2023	86,690
PVR INOX MUMBAI JUHU	195	03 March 2024	2,55,000
PVR INOX AMRITSAR STC	200	20 February 2024	2,15,443
PVR INOX MUMBAI DAHISAR	300	19 March 2024	3,23,523
PVR INOX JALANDHAR FRIENDS	90	08 March 2024	1,05,154
PVR INOX ZIRAKPUR COSMO	82	21 March 2024	1,11,702
PVR INOX DELHI PRIYA	109	23 March 2024	1,39,368
PVR INOX DELHI SAKET	137	23 March 2024	1,81,812
PVR INOX -NARAINA,DELHI	101	10 April 2024	1,11,074
PVR INOX Vijayawada Urvashi	215	25 May 2024	2,35,160
PVR INOX NARSIPATNAM-THEATRE SREEKANYA	253	05 October 2024	1,25,714
PVR INOX VIKASPURI,DELHI	90	10 February 2025	13,045
PVR INOX Hyderabad MP	200	24 February 2025	29,460
TOTAL	2,880		27,01,555

In addition to the above, we continue to pursue various initiatives aimed at energy conservation and sustainability:

- **Employee Sensitization:** We conduct continuous training and awareness programs for cinema employees to align them with our energy conservation objectives, recognizing that a significant portion of our energy consumption occurs at the cinema level.
- **Certified Energy Auditor Oversight:** A certified energy auditor oversees and leads the implementation of energy conservation initiatives. We also engage external consultants to provide additional energy-saving measures, such as optimizing energy usage, lux levels, and design aspects of electrical and HVAC systems.
- **Third-party Energy Audits:** Periodic third-party energy audits are conducted to ensure equipment operates at optimal efficiency levels and to identify inefficiencies and areas for improvement, both within our operations and within the mall management infrastructure.
- **Equipment Audit Under Mall Management:** Regular audits of equipment under mall management are conducted to identify inefficiencies and suggest operational and equipment changes to reduce energy wastage.
- **Power Factor Maintenance:** We maintain power factor above 0.98 with the help of Automatic Power Factor Correction (APFC) systems, ensuring low reactive power in the system and receiving rebates from power supply companies.
- **Load Optimization:** We achieve load optimization through the use of timers, mechanical timers in areas of intermittent usage, occupancy sensors in washrooms, and laser projection technology for energy savings and sustainability.
- **LED Lighting Implementation:** Major lighting has been replaced with LED lights, both through retrofits in existing locations and in upcoming sites, resulting in energy savings and longer lifespans.
- **Efficient Chillers and HVAC Systems:** New and efficient screw chillers have been installed, while HVAC plants and subsystems are closely monitored to ensure decreased breakdowns and increased efficiency, contributing to energy conservation.
- **Energy Monitoring Systems:** State-of-the-art energy monitoring, temperature monitoring, and fire hydrant pressure monitoring systems are utilized across locations for proactive energy management and conservation.
- **Efficient Lifts and Escalators:** Company-owned lifts are equipped with V3F drives for energy efficiency, while automatic start/stop mechanisms are implemented for escalators to conserve energy.

These initiatives collectively demonstrate our unwavering commitment to energy conservation and sustainability across all aspects of our operations

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) (in Metric Tons)	0.0575	1480
E-waste (B) *** (in Metric Tons)	0.9885	6084
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)		NA
Battery waste (E) **	NA	7400 (in numbers)
Radioactive waste (F)		NA
Other Hazardous waste. Please Specify, if any. (G)		NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Food Waste)	65.3092	1033
Total (A+B + C + D + E + F + G + H)	**66.3552**	**8597**
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.012 Crores	1.457Crores
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.025 Crores	3.266 Crores
Waste intensity in terms of physical output	-	-
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(I) Recycled	0	7564
(ii) Re-used	0	7400 (battery)
(iii) Other recovery operations	Approx. 14,517 Plastic Bottles	We are using fabric made from pet bottles in uniforms
Total	**14,517**	**1033**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	16.301 ****	0
(iii) Other disposal operations	0	0
Total	**16.301**	**0**

*Includes all kind of dry waste

**Batteries: Quantities given in numbers

***E Waste: We have a pan-India tie-up with a CPCB approved e-waste recycler. They provide all documentation as required under the e-waste Rules 2022 as prescribed by the Ministry of Environment, Forests and Climate Change.

****Garbage collected by NGO for upcycling across 15 Cinemas.

PVR INOX is deeply committed to responsibly managing electronic waste (e-waste) through a nationwide partnership with a Central Pollution Control Board (CPCB) approved e-waste recycler, ensuring strict compliance with the E-Waste Rules 2022 mandated by the Ministry of Environment, Forests, and Climate Change.

Since 2019, we've remained steadfast in our dedication to eliminating plastic from our operations, resulting in the removal of approximately 67,000 kg of plastic annually. Our initiatives include:

- Adoption of biodegradable garbage bags certified by the Central Institute of Plastics Engineering and Technology (under the Ministry of Chemicals and Fertilisers, Government of India).
- Transition from plastic to paper, and subsequently to polylactic acid (PLA) straws, derived from renewable biomass and biodegradable within 45 to 90 days in suitable composting facilities, leading to a reduction of over 5,000 kg of plastic consumption per year.
- Replacement of plastic blanket covers with fabric sleeves across all PVR INOX Gold Cinemas, resulting in an annual reduction of approximately 1,000 kg of plastic.
- Substitution of plastic covers for 3D glasses with covers made from biodegradable corn starch.

Furthermore, we actively participate in the circular economy through the following initiatives:

- Replacement of mainstream cinema uniforms with Waste2Wear fabric crafted from recycled PET bottles.
- Utilization of food containers made from sugarcane bagasse, a byproduct of the sugarcane industry, further contributing to waste reduction and sustainability.
- These efforts underscore our unwavering commitment to environmental stewardship and sustainability, as we strive to minimize our ecological footprint and promote responsible resource management.

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.

Since most of our cinemas are situated within mall complexes, we work closely with mall authorities to uphold proper waste management practices in line with the Waste (Handling and Management) Rules 2016 applicable to mall complexes. Our waste management strategies encompass:

Segregation and Handover: Waste is segregated at our cinemas and then handed over to mall authorities for further disposal, ensuring proper categorization and handling.

Recyclable Material Handling: Mall administration oversees the transportation of recyclable materials to authorized recyclers, guaranteeing their proper recycling and diversion from landfills.

E-Waste Disposal: We've established a robust process for e-waste disposal, partnering with CPCB approved vendors to responsibly dispose of electronic waste in compliance with the latest waste disposal regulations for bulk users.

Quantification and Assessment: We regularly quantify both dry and wet waste at the cinema level and assess the effectiveness of current disposal mechanisms. This practice enables us to monitor waste generation patterns and disposal practices effectively.

Waste to Wealth Program: Exploring innovative solutions, we're evaluating a waste to wealth program tailored for stand-alone cinemas. This initiative aims to identify opportunities to convert waste into valuable resources, promoting sustainable practices and resource utilization.

Renovation Waste Disposal: We're actively exploring environmentally sustainable options for the responsible disposal of renovation waste. Our goal is to ensure that waste generated during renovation activities is managed in a manner that minimizes environmental impact and adheres to best practices.

Through these comprehensive initiatives, we are committed to minimizing our environmental footprint and contributing to the responsible management of waste. These efforts are aligned with our overarching commitment to sustainability and environmental stewardship.

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

No facilities are in/around ecologically sensitive areas.

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

Not Applicable

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

PVR INOX complies with all applicable environmental Law / regulations /guidelines. There is no non-compliance.

PRINCIPLE 7

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations: 9**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Northern India Motion Pictures Association (NIMPA)	States of Northern India
2	National Association of Motion Pictures & Exhibitors (NAMPE)	National
3	FICCI Multiplex Association of India (FICCI-MAI)	National
4	Retailers Association of India (RAI)	National
5	Cinema United (National Association of Theatre Owners)	International
6	The Chennai Kancheepuram Thiruvallur District Film Distributors Association	State
7	TAMIL NADU THEATRE AND MULTIPLEX OWNERS ASSOCIATION	State
8	Telangana State Film Chamber of Commerce	State
9	Telugu Film Chamber of Commerce	State

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

   Not applicable as no adverse orders from regulatory authorities has been passed during the year.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

PVR NEST, the CSR arm of PVR INOX Limited, is dedicated to advancing the Sustainable Development Goals (SDGs) by partnering with stakeholders to enhance urban spaces and facilities, fostering greater livability and equity for women, children, and marginalized communities. With a focus on building a sustainable society, PVR NEST prioritizes projects in education, poverty alleviation, sanitation and safety, gender equality, and environmental conservation, directly impacting SDGs 1, 3, 4, 5, 6, 8, 11, and 17.

Since its inception, PVR NEST has centered its efforts on empowering women and children from vulnerable backgrounds. Through its projects and partnerships, PVR NEST is committed to driving positive social change, promoting inclusivity and building a more sustainable future for a cross-section of communities.

Essential Indicators

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

   The revised guidelines as per Section 135 of the Companies Act, 2013 require Companies with an average CSR obligation of ₹ 10 crores or more for the three preceding years to undertake Social Impact Assessments. However, the Company did not fall into that criteria during the current financial year.

Through collaborative initiatives with government agencies and partners who share a common vision, PVR NEST is actively executing the following projects:

Name and brief of the Project	SIA Notification	Date of Notification	Whether conducted by external agency (Yes/No)	Result Communicated in public domain (Yes/No)	Relevant web link
Safe Centres (11 Govt. Partnered - Pink Centres (public sanitation) and Garima Grih – the largest sanitation and women empowerment centre) Providing safe sanitation spaces, reducing health risks, and empowering women & children through awareness and livelihood programs • Over 1 million beneficiaries (women, girls & children) accessing 11 beyond-toilet facilities in 35 slum communities. • 92% of respondents reported enhanced well-being and improved financial stability. (Study conducted by NMIMS at PVR NEST Centres FY' 2023-24). • 50 PVR NEST members received high-quality training and exposure to mentor and empower women across 35 slum communities served by PVR NEST. • 5,000 women trained in skills & awareness programs. • 10% secured economic empowerment (secured jobs and started businesses).	N/A	N/A	The Company did not fall into that criteria, we conducted a Social Impact Assessment for our Pink Toilet Project in partnership with the Department of Development Communication and Narsee Monjee Institute of Management Studies (NMIMS).	YES	PVR NEST Website https://pvrnest.godaddysites.com/home You Tube https://youtu.be/q1Tr4YRBvzY?si=Qmt7mm9vLtRUeRV1 LinkedIn https://www.linkedin.com/in/pvr-nest-265290162/
Safe Centres - Design and Operation & Maintenance Ensuring the infrastructure remains safe, hygienic and sustainable • 5 High footfall Pink Centres upgraded for skilling, awareness and structured learning spaces • Workshops / activity zone on health, nutrition & leadership • 4 National Skill Development Corporation training modules introduced to 500 women	N/A	N/A	NO	NO	https://www.linkedin.com/in/pvr-nest-265290162/ https://pvrnest.godaddysites.com/home

Name and brief of the Project	SIA Notification	Date of Notification	Whether conducted by external agency (Yes/No)	Result Communicated in public domain (Yes/No)	Relevant web link
Feeding Program (Nutrition program for children and mothers) Combating malnutrition among children in vulnerable communities. ▸ 24,000 nutritious meals provided to children. ▸ 52 awareness sessions improved family health & reduced school absenteeism.	N/A	N/A	NO	NO	https://www.linkedin.com/in/pvr-nest-265290162/ https://pvrnest.godaddysites.com/home

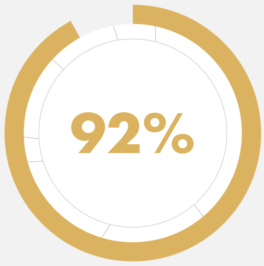
In the suburban Delhi/NCR, a persistent challenge faced by communities is the lack of access to quality and inclusive sanitation facilities for women and children. This issue extends beyond mere inconvenience, significantly impacting their health, dignity, and basic mobility. For building resilience, PVR NEST has implemented safety and empowerment initiatives, Pink Centres and Garima Grih, which have emerged as robust models of community empowerment. These initiatives have addressed the multifaceted challenges faced by women and children, ranging from health and sanitation to now providing skilling and income-generation opportunities within the community. In collaboration with the Narsee Monjee Institute of Management Studies (NMIMS), Indore, PVR NEST conducted a detailed social impact assessment of 10 Pink Centres and 1 Garima Grih across Delhi/NCR. The study involved a sample of 700 individuals, including 490 regular users, 182 occasional users, and 28 WASH Champions and Trainers (women attendants at the centers), to evaluate the effectiveness of safety and empowerment programs and devising strategies for their future prospects. The assessment criteria included evaluating community behavioral shifts and improvements in the lives of community stakeholders, as well as the WASH Champions. The results of the assessment were remarkable, with 99% of participants expressing their willingness to recommend Pink Centres and Garima Grih to other women. This was attributed to factors such as the quality sanitation amenities, adherence to SOPs by WASH Champions, inclusivity quotient, and the gradual improvement in productivity.

Conclusion

The SIA asserts that our safety and empowerment programs have enriched the dignity and lives of the WASH Champions the respective users, contributing to a behavioral shift towards hygiene and sanitation, improved productivity, to achieve better opportunities in life. This feedback from the community will be utilized to integrate new programs for meeting the diverse needs of the community.

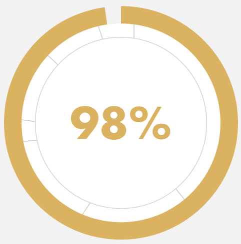
Improvement in Standard of Living

92% of WASH Champions found the PVR NEST initiatives responsible for improving their quality of life

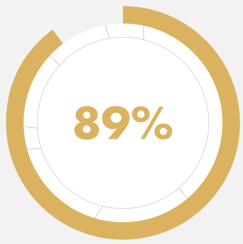


NOTE: Pink Centres and Garima Grih granted our WASH Champions an improved purchasing power and decision-making voice in their households, cultivating a profound sense of empowerment and pride among them towards the work

Disease Prevention and Productivity Content



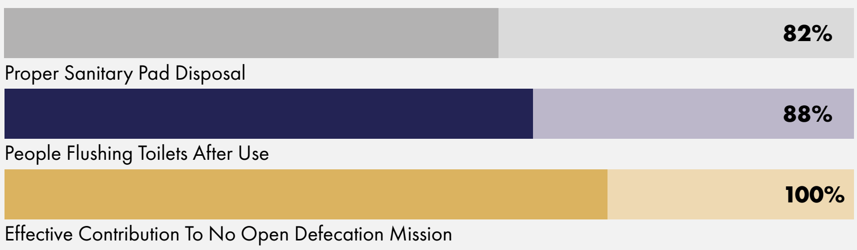
98% of users attest to the centres' effective for disease prevention, contributing to their healthy wellbeing.



89% of users found the centres instrumental for the positive impact on their absenteeism from work & productivity.

NOTE: The positive users reception underscores the unwavering adherence of sanitation SOPs by our WASH Champions. The inclusivity, adequate grooming spaces and childcare facilities were highlighted as the major attributes which improved daily work of the users.

Behavioral Shift in Users



NOTE: The centres have contributed to an augmented awareness on health and sanitation among community members resulting in a behavioral shift where there is a commendable increase in the adoption of Menstrual Hygiene Management products, adherence to sanitary standards, and preference for utilizing enclosed public sanitation facilities.

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

   PVR INOX Limited is a Film Exhibition Company and does not need to acquire land to expand or build its operations. It therefore does not incur any land acquisition purchases or any other involuntary displacement of people that requires R&R as per the National R&R Policy 2007.

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

   PVR INOX has established various formal and informal communication channels to engage with beneficiaries and address their grievances, queries, and concerns effectively. These mechanisms are tailored to the specific needs and vulnerabilities of the communities we serve, ensuring accessibility and confidentiality. Our communication channels include:

Notice Boards: Prominently placed notice boards disseminate public notices, information on upcoming campaigns, and awareness programs, fostering community engagement and awareness.

Feedback Register: Wash Champions at our centers maintain feedback registers to document user feedback and grievances comprehensively. This includes details such as the nature of the grievance, complainant's name, contact information, and submission date, facilitating systematic follow-up and resolution.

Visitor's Logbook: A visitor's logbook is maintained to record details of visitors and their feedback, providing a transparent record of interactions and enabling us to track and address concerns effectively.

Point of Contact Information: Supervisor's mobile numbers and the organization's email address are prominently displayed at all centers, facilitating easy access and communication for beneficiaries.

Important Contact Numbers and WhatsApp Groups: We utilize WhatsApp groups for instant communication and reporting purposes, ensuring swift dissemination of information and fostering community engagement. Additionally, a community WhatsApp group is established for posting important communications and updates.

Focus Group Discussions (FGDs) and Community Champion Program: FGDs and Community Champion programs are organized to facilitate direct dialogue with the community, allowing us to gather valuable feedback, insights, and suggestions for continuous improvement and effective project implementation.

Through these diverse communication channels, PVR INOX remains committed to fostering transparent, inclusive, and responsive engagement with beneficiaries, empowering communities and addressing their needs effectively.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	13.54%	13.11%
Directly within India	86.46%	86.89%

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. (Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)**

Location	FY 2024-25	FY 2023-24
Rural	NA*	NA
Semi-Urban	NA*	NA
Urban	73%	71%
Metropolitan	27%	29%

* The Company does not carry any operations in geographical locations identified as Rural or Semi urban.

PRINCIPLE 9

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

Essential Indicators

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

   To receive and respond to consumer complaints and feedback, PVR INOX has implemented several mechanisms:

   - **Feedback Collection Points:** Various feedback collection points are established within cinemas, including, feedback registers and digital feedback forms accessible via QR codes. These channels provide patrons with convenient ways to voice their concerns, suggestions, and feedback.
   - **Digital Feedback Systems:** After each transaction, patrons receive a feedback message containing a link to an online feedback form. This form allows customers to rate their experience on various aspects, such as service quality, cleanliness, and staff behavior, using a 5-point scale. This digital platform enables real-time feedback collection and analysis.
   - **Regular Internal Surveys:** PVR INOX conducts regular internal surveys to gauge customer satisfaction levels and identify areas for improvement. These surveys cover various aspects of the customer experience, including service delivery, facility cleanliness, and overall satisfaction.
   - **Mystery Audits:** Third-party agencies conduct mystery audits to assess different aspects of service delivery, including housekeeping, safety and security measures, staff grooming, and adherence to operational standards. These audits help identify areas of improvement and ensure compliance with defined standards.
   - **Product Information Display:** Product information is prominently displayed on the packaging of food and beverage products sold within cinemas. This additional information goes beyond legal requirements and aims to enhance consumer knowledge and safety by providing details such as active ingredients, directions for use, and safety precautions.

   Through these comprehensive feedback mechanisms, PVR INOX gathers valuable insights from consumers and promptly addresses their concerns. This proactive approach to customer feedback helps enhance service quality, optimize operational efficiency, and ensure a positive overall experience for patrons.

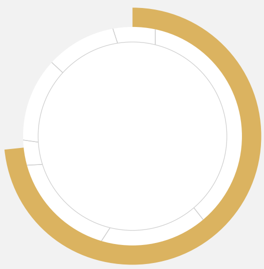
   - Display of branding and marketing material
   - Structural damage and repair issues
   - Personal grooming and neatness of staff
   - Ethics issues and due diligence
   - Cinema sound/ light quality
   - Optimal Air Conditioning etc.

   Customers also have the option of calling the call centre and sharing their grievance or dissatisfaction.

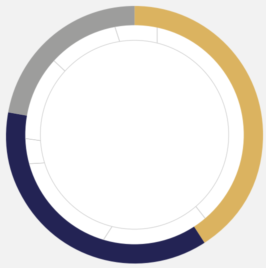
   - Operations issues
   - Security issues
   - Engineering Issues
   - Food & beverage issues
   - House-keeping issues
   - Safety and security issues

   Customer Feedback mechanism tracking (Basis max score of 5)

Overall PVR Performance (01/Apr - 31/Mar)



3.68% - [Total responses - 809287, 1671 (Tablet) 807616 (SMS)]



41% - **Promoter** (responses 333593) Excellent
37% - **Passive** (responses 297005) Good, Average
22% - **Detractor** (responses 178689) Poor, Very Poor

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

As mentioned in Principle 2, we deliver the following product/ service in our cinemas:

1. Motion Picture Exhibition in Cinemas:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	52.5%*
Safe and responsible usage	52.5%*
Recycling and/or safe disposal	Not Applicable

*Content is broadcast only after receiving Censor certificate from Central Bureau of Film Certification (CBFC)

2. Sale of Food and beverages in Cinemas

There are two categories of food items served in our cinemas:

- Standard branded, ready to eat items: Manufacturer provides requisite information as per legal requirements.
- Prepared in our kitchens: PVR INOX displays product information on the menu of all its F&B products for the benefit of consumers. We provide information on grammage, kilo calories and allergens, as mandated by law.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	30.9%
Safe and responsible usage	30.9%
Recycling and/or safe disposal	100% of waste generated out of sale of F&B

Additional information on the product labels relating to proven active ingredients contained, directions for use, safety, caution etc. varies from product to product.

3. In-cinema Advertisement:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	16.6%*
Safe and responsible usage	16.6%*
Recycling and/or safe disposal	Not Applicable

*Advertisements are broadcast only after receiving Censor certificate from Central Bureau of Film Certification (CBFC)

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

	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
Data Privacy	0	0	0	0	0	0
Advertising	45	0	0	0	0	0
Cyber Security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Others	25,183	505*	0	16,954	5	0

* All the above complaints, though open as on 31st March, 2025, were duly attended to and closed within the specified turnaround time after the close of FY.

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

Not applicable

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

The Company is working toward a policy on cyber security and data privacy.

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.

No regulatory action has ever been done regarding advertising, essential services, cyber security, data privacy or product recalls.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 1

b. Percentage of data breaches involving personally identifiable information of customers: - 0

c. Impact, if any, of the data breaches: The Company had a financial impact during the Gift card incident, this was informed to stock exchanges as part of the financial statements & Corporate Governance Report.