August 19, 2026

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

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

Subject: Compliance under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

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 2025-26.

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: 2026.08.19 18:42:12 +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, Gurugram – 122002, Haryana
6.	**E-mail id**	investorrelations@pvrinox.com
7.	**Telephone**	+91 0124-4708100
8.	**Website**	www.pvrcinemas.com
9.	**Financial year for which reporting is being done**	2025-26
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 million
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the Business Responsibility & Sustainability Report (BRSR report)**	
	Name	Mr. Murlee Manohar Jain
	Designation	Company Secretary & Compliance Officer
	Telephone number	+91 0124-4708100
	E-mail id	cosec@pvrinox.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 assessment and assurance provider**	Not Applicable
15.	**Type of assessment and assurance obtained**	Not Applicable

II. Products / Services - As on 31st March, 2026

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	53.42%
2.	Sale of Food and Beverages in Cinemas	56102	31.55%
3.	Advertisement Income, Convenience Fees and other Operating Revenue and Other Income	73100	15.03%

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	358 Cinemas with 1,789 screens in 112 cities of India*	Corporate Office, 5 Regional Offices/Registered Office (includes one office in cinema)	364
International	1 Cinema with 9 screens in Colombo, Sri Lanka (Subsidiary – PVR INOX Lanka Limited)	Nil	1

*as on 31st March, 2026

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21 States and 5 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 1,798 screens across 113 cities (India and Sri Lanka) with 359 properties as on 31st March, 2026 and an aggregate seating capacity of 3.6 lakh seats. Our mission is simple yet ambitious: to continuously redefine the movie-going experience. We invest in cutting-edge formats, superior sound and projection, enhanced comfort, immersive ambience, and elevated food & beverage offerings ensuring every visit is memorable. Beyond exhibition, we play a pivotal role in connecting ecosystems. We act as a bridge between audiences and the film industry, while also partnering with the retail and real estate sectors to create integrated entertainment destinations. As an industry leader, we are actively shaping a robust entertainment ecosystem collaborating with filmmakers, studios, content creators, equipment providers, concession partners, and technology companies. Each of these stakeholders relies on the scale, reach, and trust we've built over time. With a patron base exceeding 150 million, we leverage multiple engagement channels to not only showcase diverse film and non-film content but also to identify evolving audience trends and shape the future of cinema experiences.

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)	4331	3934	90.83%	397	9.17%
2.	Other than Permanent (E)	10773	8116	75.34%	2657	24.66%
3.	**Total employees (D + E)**	**15104**	**12050**	**79.78%**	**3054**	**20.22%**
		WORKERS				
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total workers (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)	7	7	100%	0	0%
2.	Other than Permanent (E)	23	20	86.96%	3	13.04%
3.	**Total differently abled employees (D + E)**	**30**	**27**	**90.00%**	**3**	**10.00%**

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

Note: During the Financial Year, there were no employees falling within the meaning of workers. Above numbers are on standalone basis and thus excludes employees from wholly owned 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 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	29%	23%	24%	36%	25%	19%	31%	20%
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.	PVR INOX Lanka Limited	Subsidiary	100%	
3.	Zea Maize Private Limited*	Subsidiary	93.27%	
4.	Devyani PVR INOX Private Limited	Associate	49%	

* Zea Maize Private Limited ceased to be a subsidiary of the Company w.e.f. January 29, 2026.

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 has been negative for the last three years (2022-23, 2023-24 and 2024-25), Company had no obligation to make CSR contribution during the FY 2025-26. However, the Company has made a voluntary contribution of ₹ 10.9 million in the FY 2025-26.

- Turnover (in ₹) – 63,912 mn
- Net worth (in ₹) - 73,369 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 redressal policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending Resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Y https://www.pvrcinemas.com/feedback	-	-	-	25,227	632	-
Investors (other than shareholders)	Y*	-	-	-	-	-	-
Shareholders	Y**	2	0	-	113	0	-
Employees and workers	Y***	36	7	-	43	10	-
Customers	Y**** https://www.pvrcinemas.com/feedback	27,305	0	-	25,228	505	Pending complaints resolved after the close of the financial year.
Value Chain Partners	Y https://www.pvrcinemas.com/feedback	1	0	-	-	-	-
Others (please specify)	-	-	-	-	-	-	-

*The Company has designated email ID "investorrelations@pvrinox.com", where the investors can send their grievances/complaints.

**The Company has appointed Registrar and Share Transfer Agent (RTA) to look into the grievances/complaints of the shareholders. Shareholders may lodge their queries and grievances directly with the RTA at einward.ris@kfintech.com. In addition to it, the Company has designated email ID "cosec@pvrinox.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.

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 Sustainability Accounting Standards Board (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, the following are considered Material for our Industry/Company.

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.	Data Privacy	Risk	Data Privacy is material because a significant breach can rapidly erode consumer trust, attract regulatory penalties, trigger litigation, and expose weaknesses in corporate governance, as the enactment of the Digital Personal Data Protection Act, 2023 has significantly increased compliance expectations.	The Company does not view the compliance obligations related to Data Privacy risks merely as an IT function. It is treated as an enterprise-wide governance and risk management issue involving the Board, management, business functions, vendors, and employees. Further, Cyber Risk dashboards are periodically reviewed to pre-empt any significant incidents.	Negative
2	Responsible Supply Chain Management	Both Risk & Opportunity	Responsible Supply Chain Management is both a risk and an opportunity for our Company. For our operations, we depend significantly on third parties for Food and Beverage products, Packaging materials, Housekeeping services, Security services etc. If these suppliers fail to meet responsible business standards, the Company may face consequences even though the misconduct occurred outside its direct operations. At the same time, a strong responsible supply chain framework can create competitive advantages for the Company. Therefore, from a materiality assessment perspective, it is identified as a risk issue, and then viewed as an opportunity for value creation.	The Company seeks to manage supply-chain-related risks through a risk-based vendor management framework comprising supplier due diligence, contractual compliance requirements, periodic assessments, supplier engagement programmes. The framework aims to promote responsible sourcing, protect stakeholder interests, ensure regulatory compliance, and enhance operational resilience across the value chain, while promoting sustainable value creation.	Positive and Negative
3	Waste Management	Risk	Waste Management presents environmental, regulatory, operational, cost, and reputational risks. Being a Company running hundreds of multiplexes that generate significant volumes of packaging and food-related waste every day, waste management is a high material environmental issue.	The Company manages waste-related risks through measures such as reducing waste, segregating and recycling waste, using environmentally friendly packaging, minimising food waste, ensuring proper disposal of e-waste, training employees, working with suppliers, and complying with applicable laws.	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)
4	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
5	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
6	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
7	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)
8	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
9	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 and Accountability

Code of Business Conduct & Ethics Policy

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

Insider Trading Policy

Whistle Blower Policy

Anti-Bribery and Anti-Corruption Policy

Policy on Gifts, Hospitality & Vendor Management

Suppliers Code of Conduct

Related Party Transaction Policy

Principle P2: Safe and sustainable goods and services

Product Responsibility Policy

Environment Policy

Food Safety and Quality Policy

Sustainable Sourcing Policy

Waste Management 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

Investor Relations Policy

Corporate Communication Policy

Human Rights Policy

Principle P5: Respect and promote Human Rights

Equal Opportunity Policy

Policy on Prevention of Sexual Harassment (POSH Policy)

Diversity Policy

Human Rights Policy

Principle P6: Respect, protect and restore the Environment Business

Environment Policy

Product Responsibility Report

Waste Management Policy

E-Waste Management Policy

Sustainable Procurement Policy

Principle P7: Responsible and transparent policy advocacy

Public Advocacy Policy

Anti-Bribery and Anti-Corruption Policy

Code of Business Conduct & Ethics Policy

Principle P8: Promote inclusive growth and equitable development

Corporate Social Responsibility Policy

Stakeholder Engagement Policy

Local Sourcing Policy

Diversity Policy

Principle P9: Provide value to consumer responsibly

Customer Value Policy

Customer Grievance Redressal Policy

Data Privacy 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/investors-section								
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.	The Company continues to strengthen its sustainability framework and is in the process of establishing specific sustainability commitments, 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,

In FY'2025-26, Environmental, Social and Governance (ESG) continued to shape the way businesses create long-term value for all their stakeholders. As expectations from regulators and society continued to evolve, sustainability became an integral part of business strategy rather than just a compliance requirement.

At PVR INOX Limited, we have always believed that sustainability is not a standalone initiative but an integral part of the way we operate and grow. As India's leading cinema exhibition company, we recognise that our responsibility extends beyond delivering exceptional cinema experiences to creating long-term value for our customers, employees, business partners, investors and the communities we serve. Over the past year, we have continued to strengthen our sustainability journey by embedding ESG more deeply into our business processes, governance framework and enterprise-wide risk management approach.

Building on the strong foundation established in the previous years through our Supply Chain Assessment, Stakeholder Mapping and Materiality Mapping aligned with the Global SASB Standards for the Leisure and Entertainment (Cinema Exhibition) Industry, we further strengthened our ESG framework to reflect evolving business risks and stakeholder expectations. During the year, we refined our material sustainability priorities with greater emphasis on Data Privacy, Responsible Supply Chain Management and Waste Management, while continuing to strengthen our focus on Customer Experience & Satisfaction, Food Safety & Quality, Energy Consumption, Talent Management & Retention, Ethical Governance & Compliance, and Diversity, Equity & Inclusion.

We also strengthened our responsible sourcing framework through enhanced supplier due diligence, periodic assessments, supplier engagement programmes and the implementation of a Suppliers' Code of Conduct. Recognising that responsible business extends beyond our own operations, we expanded our governance framework by extending grievance redressal mechanisms to our value chain partners. We also strengthened our approach to data privacy and governance, recognising customer trust and responsible management of information as critical pillars of a resilient and future-ready organisation.

As we continue our sustainability journey, our focus remains on embedding responsible business practices across every aspect of our operations, strengthening governance, fostering innovation, enhancing stakeholder trust and creating sustainable long-term value. We remain committed to building a resilient, responsible and future-ready PVR INOX that continues to lead the industry with purpose, integrity and excellence.

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).	The Managing Director is responsible for the implementation and oversight of the Business Responsibility Policies and for decision-making on sustainability-related matters.								
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	As above.								

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 is 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:

Disclosure 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 uphold 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 Directors & Senior Management, Insider Trading Policy and the Whistle Blower Policy of the Company, accessible on our website at https://www.pvrcinemas.com/investors-section, outlines guidelines for business conduct and integrity in the workplace. The Anti-Bribery and Anti-Corruption (ABAC) Policy and Gifts Policy are communicated to employees and are accessible through the Company's internal portal. Collectively, these policies establish the standards of ethical conduct expected from Directors and employees, guide their interactions with stakeholders, promote responsible business practices, and ensure respective 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 programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	Principle 1	100%
Key Managerial Personnel	5	Principle 1	100%
Employees other than BoD and KMP	97	Principle 1, 3, 4, 5 and 9	92.40%
Workers	0	NA	NA

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (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 except as disclosed on quarterly basis.

	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	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.				
Settlement					
Compounding Fee					

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

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. The Company has adopted a separate Anti-Bribery and Anti-Corruption Policy, which has been uploaded on the internal portal and made accessible to all employees.

Further, the Company ensures that vendors and contractors comply with ethical standards through specific clauses incorporated in their work contracts. These contractual provisions cover compliance with anti-corruption laws, anti-bribery measures, confidentiality obligations, and other relevant requirements.

In addition, the Code of Business Conduct & Ethics Policy and the Code of Conduct for Board of Directors & Senior Management Personnel also reinforce the Company's commitment towards ethical business practices and prevention of bribery and corruption. Relevant Policies are accessible on Company's website at https://www.pvrcinemas.com/investors-section

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 2025-26	FY 2024-25
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 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMP	0	NA	0	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:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	29	41#

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 2025-26	FY 2024-25
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)	3.7%	4.6%#
	b. Sales (Sales to related parties/Total Sales)	0.1%	0.2%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	89%	82%
	d. Investments (Investments in related parties/Total Investment made)	100%	100%

*Related Parties are only Wholly Owned Subsidiaries, Subsidiaries and 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 Advertising

We assess our value chain through a Sustainability/ESG lens to identify opportunities for responsible business practices and alignment with the United Nations Sustainable Development Goals (SDGs). Some of the key initiatives undertaken by PVR INOX include:

1. PVR INOX is committed to promoting diversity, equity and inclusion and enhancing accessibility for persons with disabilities. The Company continues to undertake initiatives aimed at making its cinema experience more accessible and inclusive, contributing to SDGs 10 and 11.

2. PVR INOX is committed to promoting sustainable sourcing and responsible resource utilisation across its value chain. Key initiatives include:

    - Introduction of Waste-2-Wear fabric uniforms made from recycled polyester and cotton, replacing conventional uniforms.
    - Use of Sugarcane Bagasse, PLA and other biodegradable/ compostable alternatives for serving food and beverages, wherever feasible.
    - Use of recyclable garbage bags that comply with applicable standards and certifications.
    - Introduction of biodegradable corn-starch 3D glass covers and fabric sleeves as alternatives to conventional plastic covers in PVR Gold Cinemas.
    - Continued efforts to eliminate and reduce single-use plastics, including the elimination of plastic straws across the cinema network and adoption of more sustainable alternatives.

    These initiatives contribute towards reducing the Company's dependence on conventional plastics, promoting the use of recycled and biodegradable materials, and improving resource efficiency across operations.

    Furthermore, as PVR INOX expands its presence into smaller cities and towns, the Company seeks to promote local sourcing and engagement with local communities, thereby contributing to local economic development and employment opportunities.

3. The "Let's Start Doing Good" initiative represents PVR INOX's collaborative approach towards engaging with communities and stakeholders on sustainability and social development. The initiative focuses on fostering dialogue, awareness and action-oriented projects around the 17 Sustainable Development Goals (SDGs).

    Through this initiative, PVR INOX seeks to build partnerships with organisations and stakeholders committed to long-term action towards sustainable development and creating a positive social and environmental impact.

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 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R & D			Not Applicable
Capex	6.65%	17.53%#	• Solar Rooftop • EC Fan • Laser Projectors • Energy Management Network System (EnMS) IoT system HVAC Scale Break • Automatic Power Factor Correction • RO Plant • HVAC Upgrade • Step Climber • Stairs Climber

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

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

The Company has partially established procedures that support sustainable sourcing, with several environmentally responsible practices already implemented and others in progress.

All Diesel Generators (DGs) comply with government-prescribed CPCB-IV norms, and older units have been upgraded with approved retrofit kits to meet current environmental standards. Energy-efficient measures, such as the installation of EC fans, are being actively implemented, and additional initiatives like waterless urinals are under consideration to improve resource conservation.

The Company ensures that contractors adhere strictly to workplace safety and labor law requirements, as defined in contractual agreements.

From a sourcing perspective, environmentally preferable materials are being prioritized, including the use of bamboo-based paper products and biodegradable, compostable garbage bags in daily operations.

While these initiatives demonstrate a clear commitment to sustainability, the Company is in the process of further formalizing and expanding its sustainable sourcing procedures into a more comprehensive framework.

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 single use plastic products from our housekeeping operations, we are now trying to incorporate recycled plastic in our uniforms by tying up with various suppliers dealing with the same and manufacturing uniforms from recycled plastic. The rest of the recyclable waste is sent to authorized recyclers through mall management by their authorized Waste Disposal Collectors.

(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: The Company is committed to responsible management of hazardous waste in accordance with environmental laws and regulations.

(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 and instructed our vendors to adhere to the same requirement and standards.

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 leadership and supervisory development programmes, including Parivartan 4.0, SELFIE 2.0 and DISCOVER 2.0.
- Conduct of case study-based and masterclass sessions covering areas such as leadership, business finance, productivity, business communication, data visualisation, service excellence and other functional and operational capabilities.
- Implementation of structured cinema and service excellence programmes, including Pramukh, a premium service training programme for Luxe & Insignia teams focused on grooming, hospitality and process adherence.
- Regular masterclasses led by in-house and external subject-matter experts continued throughout the year as part of the Parivartan journeys, covering topics such as Balance Sheet and P&L, Service Excellence and Executive Presence
- Our HR-centric apps, 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	Total (A)	Health insurance Number (B)	Health insurance % (B/ A)	Accident insurance Number (C)	Accident insurance %(C/ A)	Maternity benefits Number (D)	Maternity benefits % (D/ A)	Paternity Benefits Number (E)	Paternity Benefits % (E/ A)	Day Care facilities Number (F)	Day Care facilities %(F/ A)
Permanent employees											
Male	3934	3934	100%	3934	100%	0	0%	3934	100%	3934	100%
Female	397	397	100%	397	100%	397	100%	0	0%	397	100%
Total	**4331**	**4331**	**100%**	**4331**	**100%**	**397**	**100%**	**3934**	**100%**	**4331**	**100%**
Other than Permanent employees											
Male	8116	8116	100%	8116	100%	0	0%	8116	100%	8116	100%
Female	2657	2657	100%	2657	100%	2657	100%	0	0%	2657	100%
Total	**10773**	**10773**	**100%**	**10773**	**100%**	**2657**	**100%**	**8116**	**100%**	**10773**	**100%**

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		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%**

* During the Financial Year, there were no employees falling within the meaning of workers.

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.34%	0.39%

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

Particulars	FY 2025-26			FY 2024-25		
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*	3.53%	NA	Y	6.63%	NA	Y
Other - Pls. specify	-	-	-	-	-	-

*All Applicable employees are covered under ESI.

**During the Financial Year, there were no employees falling within the meaning of workers.

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.

The Policy is available on the Company's internal HR Portal.

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%	90.91%	NA	NA
Female	100%	95.83%	NA	NA
Total	**100%**	**91.47%**	**NA**	**NA**

*During the Financial Year, there were no employees falling within the meaning of workers.

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The process is aligned to the Code of Conduct, Ethics Policy, Anti-Bribery & Anti-corruption 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.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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 employees, 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. In FY25-26, the function scaled this commitment further — deepening leadership pipelines through the second cohort of Parivartan and the launch of a new senior-leadership journey, extending mandatory-compliance coverage to the corporate and regional office cadre for the first time and introducing large, self-paced knowledge programmes (Movie Knowledge Modules, product/technology enablement trainings) that reached several thousand employees at each release cycle.

Flagship Initiatives and Programs

1. Training Day:

   The PAN India, monthly on-ground training touchpoint continued through FY25-26, reinforcing operational priorities via a standardised, two-shift, in-auditorium format facilitated by Cinema Managers and Duty Managers, with completion validated through a mandatory assessment. The monthly themes for the year were focused on strengthening guest experience standards, enhancing accessibility and inclusion, improving frontline operational capabilities, reinforcing policy and compliance awareness and equipping teams to confidently manage challenging customer interactions across the cinema ecosystem.

2. **Instagyan:**

The micro-learning, Instagram-Reels-style content series continued through the year with new "How-To" modules - alongside product-knowledge and service capsules, aligned to frontline consumption preferences.

3. **Cine-Wah!**

The customer-centricity initiative matured this year from video-led messaging into an interactive "Learn-Practice-Apply" format — the CineWAH! Pledge Cards — reinforced through role plays and Train-the-Trainer sessions for Cinema and Duty Managers and remained a recurring theme across regional training calendars through the year.

4. **Individual Development**

The curriculum continued to cover professional grooming, verbal and non-verbal communication for superior guest service and techniques for managing challenging workplace scenarios, alongside core operational competencies — sales acumen, spoken English, MS Excel, Box Office operations, sales-point handling and F&B product knowledge — delivered through a mix of ILT, VILT and on-the-job training across regions.

5. **Employee Benefits Learning Modules**

The dedicated video series on leave policies, medical and term insurance and referral programmes remained live on the learning platform through the year and was reinforced pan-India as the October'25 Training Day theme ("Employee Benefits — HR Policies"), keeping both new and existing employees informed of their entitlements.

6. **Masterclasses & Knowledge Sessions**

Regular masterclasses led by in-house and external subject-matter experts continued through the year, most notably as part of the Parivartan journeys — Balance Sheet and P&L, Service reaching 251 Duty Managers across two sessions and Executive Presence reaching 240 participants.

7. **Movie Knowledge Modules**

New in FY25-26: a recurring, self-paced module launched for every major movie release (including vernacular versions for the South), covering storyline, cast, genre, certification and duration — designed to equip frontline staff to field guest queries confidently and drive box-office/concession cross-sell. This was done leveraging AI Voice software for major & vernacular languages.

8. **Product & Digital Enablement Trainings**

New/expanded flagship area in FY25-26: large, business-critical rollouts to equip cinema teams on partner products and in-house technology, each reaching several thousand employees per cycle. Notable rollouts included: Visa Tap & Pay, PVR INOX Kotak Credit Card, MJ Bot, Mastercard CC Tap & Go, Basketing App, PVR INOX App Campaign

Developmental Learning Programs

PVR INOX's structured leadership and professional development journeys saw one full cohort close out and a new cohort launch during FY25-26:

- **SELFIE 2.0 — Leadership Assessment (New):** A new leadership-assessment initiative delivered in partnership with Jombay. Phase 1 launched in December'25; the Phase 2 orientation (introducing Recorded Interview and Case Study assessment tools) was conducted engaging 250 Cinema Leaders across locations, ahead of the Phase 2 formal launch.

- **Parivartan 4.0 — For Duty Managers:** The fourth cohort of the flagship DM development programme ran its full six-month journey from 7th April to 30th September'25, comprising 9 self-learning modules (Leadership Skills, Introduction to Business Finance — Balance Sheet & P&L, Boost Your Productivity, Business Communication That Works, Data Visualisation & Simulation, Sales Championship and others), 2 masterclasses, an on-field cross-learning/action-learning assignment and a final assessment. The programme closed with regional Award & Closure Ceremonies in October'25.

- **Pramukh — Premium Service Training (Luxe & Insignia):** Pramukh continued through the year as regional, hands-on workshops for GSA/GRE/Service Associate teams at Luxe and Insignia properties.

- **DISCOVER 2.0 – Leadership Assessment for Zonal Heads & Area Heads:** DISCOVER 2.0 is PVR INOX's flagship leadership assessment and capability-building initiative for senior operational leaders (Zonal Heads & Area Managers). The programme leverages a customized assessment centre methodology to objectively evaluate leadership competencies, behavioural effectiveness, cognitive capability and future potential.

  Through a combination of personality assessments, critical thinking evaluations, business case simulations and behavioural interviews, the initiative provides data-driven insights into leadership strengths and development areas. DISCOVER 2.0 enables the organization to strengthen its leadership pipeline, support succession planning, foster a culture of continuous development and build leaders capable of driving customer excellence, business growth, innovation and people development across the organization.

Mandatory Compliance Training

- **POSH Training:**

  Completed by 13,819 employees and 26 internal committee members, ensuring legal compliance and fostering a respectful work environment.

- **FoSTaC & Fire Safety Training:**

  Food safety capability was reinforced through FoSTaC sessions and the development of a high-impact training module on the FSSAI 12 Golden Rules. The rules were simplified through motion graphics and vernacular learning content, supported by a pre-launch awareness campaign in which one rule was communicated daily.

  Fire and safety remained a recurring learning priority through Instagyan content, dedicated video production, engineering/safety learning and leadership communication. A CEO message on Fire Safety and Organizational Responsibility was recorded to reinforce individual accountability, zero tolerance for safety lapses and the relationship between guest safety and brand trust.

- **Digital Learning, Content Innovation and Knowledge Democratization**

  The year saw continued expansion of self-paced learning through Springboard, SCORM journeys, vernacular content, role-play videos, knowledge capsules, newsletters, AI-enabled graphics and motion-based learning. Content was increasingly designed in short, practical formats so complex policies, processes and regulatory requirements could be understood and applied quickly by geographically dispersed cinema teams. The L&D Times newsletter also provided a recurring channel for sharing training rollouts, completion updates and engagement highlights.

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 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	12050	9100	75.52%	10639	88.29%	11835	9046	76.43%	11065	93.49%
Female	3054	2321	76.00%	2828	92.60%	2802	2124	75.80%	2667	95.18%
Transgender	0	0	0%	0	0%	1	1	100%	1	100%
Total	**15104**	**11421**	**75.62%**	**13467**	**89.16%**	**14638**	**11171**	**76.31%**	**13733**	**93.81%**
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**

* During the Financial Year, there were no employees falling within the meaning of workers.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	12050	3167	26.28%	11836	3151	26.62%
Female	3054	253	8.28%	2802	231	8.24%
Total	**15104**	**3420**	**22.64%**	**14638**	**3382**	**23.10%**
Workers*						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

*During the Financial Year, there were no employees falling within the meaning of workers

Note: For the current year's BRSR, the percentage has been calculated considering the total employee strength, including on-roll employees and other employees. For comparability, the previous year's percentage has also been recalculated using the total employee strength, including on-roll employees and other employees. Accordingly, both current-year and previous-year percentages are presented on a consistent basis.

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.

The OHS management system covers all cinema locations, corporate offices, and Food and Beverage (F&B) operations and includes the following key elements:

- Deployment of physical and electronic security surveillance systems, along with advanced fire detection, alarm, suppression, and firefighting systems across operational sites.
- Periodic emergency preparedness measures, including regular fire safety and evacuation drills.
- Comprehensive safety audits comprising internal audits, third-party audits, Fire Safety and Security Officer (FSSO) audits, mystery audits, and regulatory inspections to ensure compliance with applicable laws, local by-laws, and state-specific cinematographic regulations.
- Safe operating procedures for food preparation and kitchen equipment, including popcorn machines, ovens, beverage dispensers, and other F&B equipment. Safety features include double thermostats on hazardous equipment, temperature display systems for ovens, and the use of double-ply cups for hot beverages and caddy trays with cup holders for safe service.
- Fire prevention measures in F&B areas, including installation of Bonpet fire suppression devices above deep-fat fryers, kitchen exhaust duct suppression systems, and periodic cleaning of exhaust ducts.
- Safe handling and storage practices for raw materials and chemicals, including mandatory vehicle and temperature checks at the time of receipt, temperature-controlled storage of food products, segregation of cleaning chemicals, and procurement only from FSSAI-approved vendors. (LPG is not used in the Company's cinema operations.)
- Provision and mandatory use of appropriate Personal Protective Equipment (PPE), including gloves, aprons, hairnets, and safety shoes, wherever applicable.
- Incident reporting through a digital daily pulse checklist with an automated notification mechanism to facilitate timely reporting and corrective action.
- Regular workplace inspections, hazard identification, and risk assessments through daily operational checklists, quarterly quality audits, and periodic third-party FSSAI audits.
- Employee health and hygiene measures, including annual medical fitness examinations and certification for food handlers, FoSTaC certification, use of food-grade packaging materials, periodic potable water quality testing, and verification of certificates of analysis for raw materials used in food preparation.

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.

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

Safety Incident/Number	Category (including in the contract workforce)	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	16	11
	Workers*	0	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 remain our highest priorities. Given that our workplaces are also customer-facing environments, safeguarding the well-being of every individual is fundamental to our operating philosophy.

We adhere to stringent safety and security protocols to ensure a secure and healthy environment for both employees and patrons. Our enhanced preventive measures are designed to mitigate risks and protect against accidents, injuries, and unforeseen incidents.

A strong culture of safety is actively fostered through systematic reporting and analysis of near-misses, enabling timely corrective actions before risks escalate. Our security personnel undergo comprehensive and continuous training to effectively manage emergencies, including fire, flood, and other critical situations. In addition, mandated half-yearly first aid training is conducted to ensure prompt and effective response to medical emergencies.

Periodic evacuation drills are carried out to assess preparedness and ensure that both staff and customers can be safely and efficiently evacuated during emergencies.

Regular safety audits are conducted to ensure sustained compliance with established standards. In addition, our staff is trained to assist customers with diverse needs and is proficient in operating assistive equipment to ensure seamless accessibility.

These initiatives collectively reinforce our commitment to delivering a safe, secure, and inclusive environment for all stakeholders.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	4*	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
Health and safety practices	100%
Working Conditions	100%

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 2025-26			FY 2024-25		
	Human Rights issues / policies			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	4331	3642	84%	4362	3972	91%
Other than Permanent	10773	7779	72%	10276	8120	79%
Total Employees	**15104**	**11421**	**76%**	**14638**	**12092**	**83%**
Workers*						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Workers	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

*During the Financial Year, there were no employees falling within the meaning of workers.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	3934	83	2.11%	3851	97.89%	3966	139	3.50%	3827	96.50%
Female	397	24	6.05%	373	93.95%	396	50	12.62%	346	87.38%
Other than Permanent										
Male	8116	5116	63.04%	3000	36.96%	7870	4947	62.85%	2923	37.14%
Female	2657	2208	83.10%	449	16.90%	2406	1994	82.87%	412	17.13%
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

*During the Financial Year, there were no employees falling within the meaning of workers.

3. **Details of remuneration/ salary/ wages:**

a. Median remuneration / wages:

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	25,00,000	2	33,00,000	0	0
Key Managerial Personnel*	3	2,70,00,000	0	0	0	0
Employees other than BoD and KMP	12,047	2,95,236	3,054	2,48,520	0	0
Workers**	NA	NA	NA	NA	NA	NA

*This also includes Managing Director.

**During the Financial Year, there were no employees falling within the meaning of workers.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	20.22%	24%

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 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	36	0		43	10	
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:**

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	36	43
Complaints on POSH as a % of female employees / workers	1.18%	1.53%#
Complaints on POSH upheld	29	33

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)
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 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	16,183 GJ	13,515 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) (Solar+Wind)	**16,183 GJ**	**13,515 GJ**
From non-renewable source		
Total electricity consumption (D)	10,99,548 GJ	10,93,146 GJ
Total fuel consumption (E)	12,302 GJ	8,879 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	11,11,850 GJ	11,02,025# GJ
Total energy consumed (A+B+C+D+E+F)	**11,28,033 GJ**	**11,15,540# GJ**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	176.49 GJ/Cr	204.97 GJ/Cr
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	364.29 GJ/Million US$	423.47 GJ/Million US$
Energy intensity in terms of physical output	0.0075 GJ/Footfall	0.0082025 GJ/ Footfall
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water*	11,18,198.00	10,08,998.00
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**11,18,198.00**	**10,08,998.00**

Parameter	FY 2025-26	FY 2024-25
Total volume of water consumption (in kilolitres)	11,18,198.00	10,08,998.00
Water intensity per rupee of turnover (Water consumed / turnover)	174.95 KL/Cr	185.39 KL/Cr
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	361.11 KL/Million US$	383.02 KL/Million US$
Water intensity in terms of physical output	0.0075 KL/Footfall	0.0074 KL/Footfall
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

* 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 2025-26	FY 2024-25
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 2025-26	FY 2024-25
NOx	Kg/Year	510.461 Kg/Year	143 mg/Nm3
SOx	Kg/Year	98.659 Kg/Year	76.07 mg/Nm3
Particulate matter (PM)	Kg/Year	635.243 Kg/Year	32.33 mg/Nm3
Persistent organic pollutants (POP)	-	-	-

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others -please specify	-	-	-

Unit Transition:

- For FY 2025-26 – Kg/Year
- For FY 2024-25 – Mg/Nm3

During the current reporting cycle, the organization has transitioned its emission reporting units to Kilograms per Year (Kg/Year) from (Mg/Nm3) from last year. This transition provides:

Greater Transparency: Using absolute mass units (Kg) over concentration-based units (Mg/Nm3) offers a clearer representation of total annual environmental impact.

Audit-Ready Comparability: By normalizing all data into kg/year, the organization ensures that measured and extrapolated data points are presented on a consistent, year-over-year comparable scale.

Note: Direct year-over-year comparison should be interpreted with caution due to the transition from concentration-based reporting (Mg/Nm^3) to mass-based reporting (Kg/Year)

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	11639	11705
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	216855	220755
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	TCO_2e/Crores of turnover	35.75 TCO_2e/Cr	42.71 TCO_2e/Cr
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	TCO_2e/Million US$ of Turnover	73.79 TCO_2e/ Million US$	88.24 TCO_2e/ Million US$
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO_2e/Number of Footfall	0.0015 TCO_2e/ Number of Footfall	0.0017 TCO_2e/ Number of Footfall
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 and 1 in FY25-26.

Apart from solar rooftop we are working on utilizing green energy via Open Access for Solar Energy with estimated carbon emission reduction of 2787 tonnes per year. The Company is pleased to report that we've already offset a substantial portion of our total power consumption with 4995MWH of green power including Solar & wind energy during the year.

Looking ahead, we have plans to expand our solar power initiatives to another 23 sites in the coming years, furthering our commitment to sustainability and reducing our environmental footprint.

Solar roof top Generation details Properties wise FY 2025-26

Unit Name	Capacity in KWp	Solar Commissioning date	Total KWH
PVRINOX GOA GMC	137	09 January 2023	1,72,739
PVRINOX JALGAON	187	06 September 2023	2,14,602
PVRINOX PUNE BUND GARDEN	140	24 September 2023	1,34,903
PVRINOX BHIWANDI	167	11 October 2023	1,31,580
PVRINOX NAGPUR TULI	80	10 December 2023	82,035
PVRINOX MUMBAI JUHU	195	03 March 2024	2,31,587
PVRINOX AMRITSAR STC	200	20 February 2024	1,85,916
PVRINOX MUMBAI DAHISAR	300	19 March 2024	3,28,944
PVRINOX JALANDHAR FRIENDS	90	08 March 2024	1,02,978
PVRINOX ZIRAKPUR COSMO	82	21 March 2024	87,388
PVRINOX DELHI PRIYA	109	23 March 2024	1,32,675
PVRINOX DELHI SAKET	137	23 March 2024	1,67,940
PVRINOX -NARAINA,DELHI	101	10 April 2024	1,16,089
PVRINOX Vijayawada Urvashi	215	25 May 2024	2,79,956
PVRINOX NARSIPATNAM-THEATRE SREEKANYA	253	05 October 2024	2,88,295
PVRINOX VIKASPURI,DELHI	90	10 February 2025	88,397
PVRINOX Hyderabad MP	200	24 February 2025	2,49,409
PVRINOX PVRINOX Alveal, Coimbatore	220	03 April 2025	3,18,632
TOTAL	**2,902**		**33,14,064**

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 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste* **(A)** (in Metric Tons)	13.0000	0.0575
E-waste **(B)** ** (in Metric Tons)	0.1000	0.9885
Bio-medical waste **(C)**	NA	NA
Construction and demolition waste **(D)**	NA	NA
Battery waste **(E)**	55.0000	NA
Radioactive waste **(F)**	NA	NA
Other Hazardous waste. Please Specify, if any. **(G)**	2.0000	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)	1.7000	65.3092
Total (A+B + C + D + E + F + G + H)	**71.8000**	**66.3552**
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.0112 MT/Cr	0.012 MT/Cr
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.023 MT/US$	0.025 MT/US$
Waste intensity in terms of physical output	0.000481 Kg/ Number of Footfall	0.000487 Kg/ Number of Footfall
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	0
(ii) Re-used	0	0
(iii) Other recovery operations	Approx. 16,500 Plastic Bottles	Approx. 14,517 Plastic Bottles
Total	**16,500**	**14,517**

Parameter	FY 2025-26	FY 2024-25
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***	20.410	16.301
(iii) Other disposal operations	0	0
Total	**20.410**	**16.301**

*Includes all kind of dry waste.
**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.
****During FY 2025-26, the Company undertook a reconciliation and review of waste data across its operations, including refinement of waste classification and reporting methodology. A significant portion of waste generated at cinema locations is managed by the respective mall/property management and authorised waste-management partners.

PVR INOX is committed to the responsible management of electronic waste (e-waste) generated from its operations. The Company engages with authorised e-waste recyclers, in accordance with applicable regulatory requirements, to ensure the responsible collection, handling, recycling and disposal of e-waste.

The Company is also committed to reducing its dependence on single-use plastics and promoting the adoption of sustainable alternatives across its operations. Key initiatives undertaken by PVR INOX include:

- Adoption of biodegradable garbage bags meeting applicable standards and certifications, as an alternative to conventional plastic garbage bags.
- Progressive transition from conventional plastic straws to paper and PLA-based alternatives, where feasible, thereby reducing the use of conventional plastics.
- Replacement of conventional plastic blanket covers with fabric sleeves across PVR INOX Gold Cinemas.
- Substitution of conventional plastic covers for 3D glasses with biodegradable corn-starch-based alternatives.

PVR INOX continues to promote circular economy by increasing the use of recycled, recyclable and biodegradable materials across its operations. Key initiatives include:

- Use of Waste2Wear fabric made from recycled PET bottles for cinema uniforms, supporting the reuse of post-consumer plastic waste.
- Use of food and beverage containers made from sugarcane bagasse, an agricultural by-product, as an alternative to conventional plastic packaging.
- Continued evaluation and adoption of sustainable packaging and material alternatives across cinema operations, wherever technically and commercially feasible.

These initiatives reflect PVR INOX's continued commitment to environmental stewardship, responsible resource management and reduction of its environmental footprint. The Company remains focused on identifying opportunities to minimise waste generation, reduce the use of single-use plastics and promote the principles of resource efficiency and circularity across its value chain.

10. Briefly describe the waste management practices adopted in our establishments. Describe the strategy adopted by our 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.

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.

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.** 10

   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 Owner's Association	State
8	Telangana State Film Chamber of Commerce	State
9	Telugu Film Chamber of Commerce	State
10	Federation of Karnataka Chambers of Commerce & Industry (FKCCI)	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 No.	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. ● 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 were trained through skills and awareness programs, of whom 18% are now either employed or have established their own home based businesses. ● Five Pink Centres upgraded their infrastructure to support skilling programs, awareness initiatives, capacity building, and structured learning for both women and children and 4 NSDC training modules were also introduced at the centers.	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 Indian Institute of Management (IIM), Indore.	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/
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. PVR NEST's Safety & Protection Programme serves more than 35 urban slum communities across Delhi, with an annual footfall of nearly 1 million women and girls. During the year, a Social Impact Assessment of the Programme was conducted by students of the Indian Institute of Management (IIM) Indore across five Pink Centres and one Garima Grih. The assessment covered 639 respondents, comprising 480 community users, 145 skilling participants and 14 WASH Champions and Trainers. The assessment indicated positive outcomes across safety, inclusivity, hygiene, sanitation, health and livelihoods. Overall, 92.7% of respondents expressed satisfaction with the centres, while 89.4% reported an improved perception of safety and 88.1% recognised the centres as inclusive and accessible community spaces. Further, 91.0% of respondents reported improved handwashing practices and 89.4% observed improvements in sanitation-related behaviours, while 86.7% experienced fewer sanitation-related health concerns. Among applicable respondents, 98.9% reported reduced absenteeism from work or education. The assessment also highlighted the contribution of the Programme's skilling initiatives and WASH Champion model towards strengthening women's confidence, employability, financial independence and community leadership. Overall, the assessment validated PVR NEST's integrated approach of combining safe sanitation infrastructure with skilling, awareness and community support, and highlighted its contribution towards improving women's

wellbeing, safety, health and social inclusion. The findings will further support PVR NEST in strengthening and expanding its programmes for women and vulnerable communities.

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 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	21.27%	13.54%
Directly within India	78.73%	86.46%

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 2025-26	FY 2024-25
Rural	NA*	NA
Semi-Urban	NA*	NA
Urban	72.92%	73%
Metropolitan	27.08%	27%

*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)

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:**

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	53.42%
Safe and responsible usage	53.42%
Recycling and/or safe disposal	Not Applicable

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

   2. **Sale of Food and Beverages (F&B) 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.

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	31.55%
Safe and responsible usage	31.55%
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:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	15.03%
Safe and responsible usage	15.03%
Recycling and/or safe disposal	100% of waste generated out of sale of F&B

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

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

	FY 2025-26			FY 2024-25		
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Data Privacy	0	0	0	0	0	0
Advertising	12	0	0	45	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	27,293	0	0	25,183	505	0

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 Information Security Policy covers the access and data aspects of the Company. The same is available on the Company's internal portal.

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: 0

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

c. Impact, if any, of the data breaches: NA

For and on behalf of Board of Directors
of PVR INOX Limited

Place: Gurugram
Date: 11.05.2026

Ajay Kumar Bijli
Managing Director

Sanjeev Kumar
Executive Director

*The comparative figure for FY 2024-25 has been re-arranged to ensure a more accurate and consistent reporting.