

August 21, 2025

<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor Plot No. C/1, G Block; Bandra (East) Mumbai 400 051			<b>BSE Limited</b> Corporate Relationship Department Phiroze Jeejeebhoy Towers Dalal Street; Fort, Mumbai 400 001		
<b>Equity</b>	<b>Scrip Code</b>	<b>RADIOCITY</b>	<b>Equity</b>	<b>Scrip Code</b>	<b>540366</b>
	<b>ISIN</b>	<b>INE919I01024</b>		<b>ISIN</b>	<b>INE919I01024</b>
<b>NCRPS</b>	<b>Scrip Code</b>	<b>RADIOCITY</b>	<b>NCRPS</b>	<b>Scrip Code</b>	<b>717504</b>
	<b>ISIN</b>	<b>INE919I04010</b>		<b>ISIN</b>	<b>INE919I04010</b>

Dear Sir/Ma'am,

**Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2024-25 which forms part of the Annual Report FY 2024- 25.

The BRSR is also available on the website of the Company at <https://www.radiocity.in/investors/annual-reports>.

This is for your information and records.

Thanking you,

**For Music Broadcast Limited**

**Arpita Kapoor**

Company Secretary and Compliance Officer

Encl: As above



## Annexure III to the Director's Report

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

In recent years, there is a noticeable surge in investor and stakeholder interest in companies that embed Environmental, Social and Governance (ESG) practices into their operations. This trend continues to gain momentum both globally and within India. Investors are increasingly drawn to businesses that demonstrate a clear commitment to sustainability, ethical governance and social responsibility, making ESG performance a key factor in investment strategies and stakeholder relationships.

ESG investing has solidified its position as a mainstream investment approach, driven by a growing recognition that long-term value creation extends beyond purely financial outcomes. Investors are increasingly integrating environmental stewardship, social impact and governance quality into their decision-making frameworks. This paradigm shift is particularly evident in India, where capital flows are gradually tilting toward enterprises that align with global sustainability benchmarks and demonstrate resilience through responsible business practices.

The Securities and Exchange Board of India (SEBI) has reinforced its commitment to responsible business practices and sustainability by mandating the Business Responsibility and Sustainability Reporting (BRSR) framework for listed entities. This regulatory move aligns corporate disclosures with the nine principles outlined in the National Guidelines on Responsible Business Conduct, aiming to bring greater transparency and accountability to ESG-related matters.

Through the BRSR framework, listed companies are now required to offer detailed insights into their environmental initiatives, social responsibility efforts, governance standards and broader contributions toward sustainable development. This structured disclosure not only enhances stakeholder trust but also encourages businesses to embed sustainability into the heart of their strategic and operational decision-making.

For investors and stakeholders, BRSR functions, as a critical instrument in evaluating a company's ESG performance, enabling more informed and value-aligned investment choices. In addition, the framework fosters meaningful engagement among businesses, investors and the wider stakeholder community, thereby supporting India's transition toward its Sustainable Development Goals (SDGs).

Music Broadcast Limited (MBL), a key player in India's private radio sector within the Media & Entertainment industry, affirms its commitment to ESG principles as a core dimension of its performance matrix—alongside financial and operational metrics. Recognizing the transformative impact of digitalization on media content creation, distribution and engagement, MBL has proactively aligned its strategies to leverage these technologies responsibly.

With an acute awareness of the environmental, social and governance implications of its operations, MBL continues to strengthen its ESG posture by integrating sustainability into its digital transformation journey. This forward-looking approach not only enhances content delivery and audience engagement but also ensures that business growth is pursued in tandem with societal and environmental stewardship.

By embedding responsible practices into its business model, MBL aspires to deliver long-term value to its stakeholders while contributing meaningfully to the broader community. Its ESG-driven agenda is a testament to the company's belief that sustainable success stems from a balance between profitability, people and the planet.

## Section A: General Disclosures

### Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Company</b>	L64200MH1999PLC137729
2.	<b>Name of the Listed Entity</b>	Music Broadcast Limited ("MBL")
3.	<b>Year of incorporation</b>	1999
4.	<b>Registered Office Address</b>	5 <sup>th</sup> Floor, RNA Corporate Park, Off. Western Express Highway, Kalanagar, Bandra (East), Mumbai 400051
5.	<b>Corporate address</b>	5 <sup>th</sup> Floor, RNA Corporate Park, Off. Western Express Highway, Kalanagar, Bandra (East), Mumbai 400051
6.	<b>E-mail</b>	investor@myradiocity.com; cs@myradiocity.com
7.	<b>Telephone</b>	022-66969100
8.	<b>Website</b>	www.radiocity.in
9.	<b>Financial year for which reporting is being done</b>	April 1, 2024 - March 31, 2025
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited ("NSE") BSE Limited ("BSE")
11.	<b>Paid-up Equity Capital</b>	₹ 69,13,71,250
12.	<b>Name and Contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	
	<b>Name of the Person</b>	Ms. Arpita Kapoor, Company Secretary and Compliance Officer
	<b>Telephone Number</b>	022-66969100
	<b>E-mail address</b>	cs@myradiocity.com
13.	<b>Reporting boundary</b>	The disclosures made under this report are on standalone basis
14.	<b>Name of assurance provider:</b>	Not Applicable
15.	<b>Type of assurance obtained:</b>	Not Applicable

### Products/ Services -

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

Sr. no.	Description of the main activity	Description of business activity	% of turnover of the entity
1.	Private FM radio broadcasting	Broadcasting content	89.72

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

Sr. no.	Product/Service	NIC Code	% of total Turnover contributed
1.	Private FM radio broadcasting	60100	89.72

### 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	NA	Studios at 28 cities and Satellite Stations at 11 cities	39*
International	NA	-	-

\* For further details, refer to the Report on Corporate Governance, forming part of the Annual Report

#### 19. Markets served by the Entity

##### a. Number of locations:

Locations	Number
National (Number of States)	13
International (Number of Countries)	0

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

MBL is a service-based Company, which provides radio broadcasting services to listeners across India. Owing to the nature of business, export of services is 0.59% of the total turnover of the Company for the year ended March 31, 2025.

c. A brief on types of customers

With 39 radio stations across India, MBL engages with a wide spectrum of customers, which include listeners, multiple advertisement agencies, media partners, other broadcasting agencies, government & non-government organizations, retail chains, etc.

## Employees –

### 20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	489	387	79%	102	21%
2	Other than Permanent (E)	187	130	70%	57	30%
<b>3</b>	<b>Total employees (D + E)</b>	<b>676</b>	<b>517</b>	<b>76%</b>	<b>159</b>	<b>24%</b>
<b>Workers</b>						
4	Permanent (F)					
5	Other than Permanent (G)					
<b>6</b>	<b>Total Workers (F + G)</b>					

b. Differently abled employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)					
2	Other than Permanent (E)					
<b>3</b>	<b>Total employees (D + E)</b>					
<b>Differently Abled Workers</b>						
	Permanent (F)					
	Other than Permanent (G)					
	<b>Total Workers (F + G)</b>					

### 21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Management Personnel (KMP)*	3	1	33%

\*KMP includes Chief Executive Officer, Chief Financial Officer and Company Secretary as defined under Section 203 (1) of the Companies Act, 2013

### 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	22%	17%	21%	23%	22%	28%	43%	30%
Permanent Workers	-	-	-	-	-	-	-	-	-

## Holding, Subsidiary and Associate Companies (including joint ventures) -

### 23. Names of holding / subsidiary / associate companies / joint ventures

Sr. 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	Jagran Prakashan limited	Holding	74.05%	No

## CSR Details

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

(ii) Turnover: ₹ 23,448.11 Lakhs

(iii) Net worth: ₹ 49,773.67 Lakhs

\*For further details on CSR activities, refer the Board's Report, forming part of the Annual Report.

## Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2024-25)			FY (2023-24)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, MBL has a comprehensive CSR policy focusing on community well being and development. MBL CSR initiatives encompass education, healthcare, environmental sustainability and socio-economic development, aiming to create a positive impact on communities while promoting responsible corporate citizenship. Policies can be accessed at <a href="https://www.radiocity.in/investors/policies-code-of-conduct">https://www.radiocity.in/investors/policies-code-of-conduct</a>	No complaints filed during the reporting year	NIL	NA	No complaints filed during the reporting year	NIL	NA
Shareholders Investors (Other than shareholders)	Yes, MBL is dedicated to promptly addressing shareholders' grievances and correspondences, facilitated by a robust grievance redressal mechanism. Shareholders have the option to register complaints, grievances, or concerns directly with the company or through its registrar and share transfer agent. This ensures efficient handling of shareholder issues and reinforces MBL's commitment to transparency and stakeholder satisfaction. A dedicated policy <a href="https://www.radiocity.in/investors/policies-code-of-conduct">https://www.radiocity.in/investors/policies-code-of-conduct</a> is available to all the shareholders to share their grievances / complaints.	For details on investor complaints received and resolved, refer to the 'Investor complaints' available in the corporate governance report of this Annual Report.					

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2024-25)			FY (2023-24)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employee & Workers	Yes, MBL implements a POSH Policy and a Whistleblower Policy to address employee grievances. Additionally, it has a dedicated BRSR policy aligned with NGRBC guidelines for human rights practices and employee welfare. These policies underscore MBL's commitment to corporate governance, employee well-being and ethical business practices. The Business Responsibility and Sustainability (BRSR) policy is accessible on the website of the Company at <a href="https://www.radiocity.in/investors/policies-code-of-conduct">https://www.radiocity.in/investors/policies-code-of-conduct</a>	No complaints filed during the reporting year	NIL	NA	No complaints filed during the reporting year	NIL	NA
Customers	MBL operates with an open-door policy, welcoming direct communication from customers to address any concerns or provide feedback regarding service quality. This approach allows customers to engage directly with company officials, facilitating prompt resolution of issues and continuous improvement of service standards. By encouraging direct interaction with customers, MBL demonstrates its commitment to delivering exceptional service and ensuring customer satisfaction.	No complaints filed during the reporting year	NIL	NA	No complaints filed during the reporting year	NIL	NA
Value Chain Partners	MBL has in place a dedicated Supplier Code of Conduct and BRSR policy accessible on the website of the Company at <a href="https://www.radiocity.in/investors/policies-code-of-conduct">https://www.radiocity.in/investors/policies-code-of-conduct</a> ) to address supplier grievances effectively. These policies serve as platforms for ensuring ethical conduct, fair treatment and transparency in MBL's interactions with suppliers.	No complaints filed during the reporting year	NIL	NA	No complaints filed during the reporting year	NIL	NA
Others (Please specify)	-	-	-	-	-	-	-

**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 following format:

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Human Capital (Employee engagement and well being, diversity and inclusion, occupational health and safety, training and education)	Risk & Opportunity	<p><b>Risk:</b> The Company's success hinges on the ongoing dedication, skills and expertise of its employees, posing a risk in recruiting and retaining talented individuals amidst evolving market demands and competition, potentially incurring substantial costs or delays.</p> <p><b>Opportunity:</b> Recognizing human resources as a pivotal asset, the organization proactively invests in providing both tangible and intangible benefits to employees, fostering a supportive work culture and ensuring equitable compensation linked to performance and appraisals.</p>	<ul style="list-style-type: none"> <li>Implementation of comprehensive employee-friendly policies and procedures, including training sessions on human rights awareness, employee engagement initiatives and adherence to statutory regulations.</li> <li>Establishment of a robust occupational health and safety management system aimed at mitigating potential risks.</li> <li>Implementation of mechanisms to prevent workforce discrimination and sexual harassment while fostering a fair and inclusive working environment for all the employees.</li> </ul>	<p><b>Risk:</b> Any failure in the Operational Health &amp; Safety management system may cause loss in man-days and impact productivity of operations. Further, it has an intangible effect on demoralizing employees.</p> <p><b>Opportunity:</b> Strengthening the employee relationship and abiding by human rights can result in enhanced productivity and lower attrition rate.</p>
2.	Data Privacy and Cyber Security	Risk	<p><b>Risk:</b> If a business is irresponsible for privacy breaches and security incidents, it may incur reputational damage and financial penalties in accordance with relevant laws and regulations.</p>	Developed and enacted policies and procedures aimed at promptly identifying and reporting privacy breaches to the impacted individuals within designated timelines.	<p><b>Risk:</b> The erosion of trust from customers and other stakeholders resulting from reported incidents of privacy or security breaches can result in financial penalties.</p> <p><b>Opportunity:</b> Reduce cyber security risks for customers and other stakeholders by implementing advanced cybersecurity solutions.</p>

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Business Ethics, Governance and Transparency	Risk & Opportunity	<p><b>Risk:</b> The occurrence of unethical practices and behavior can negatively impact the brand's image.</p> <p><b>Opportunity:</b> Cultivating a culture of integrity and transparency not only aligns with fulfilling obligations but also enhances stakeholder relationships.</p>	Clearly articulated Code of Conduct and policies applicable to both internal and external stakeholders.	<p><b>Risk:</b> Exposure to penalties resulting from non-compliance with applicable laws and regulations aligned with ethical business conduct.</p> <p><b>Opportunity:</b> Embracing ethical practices and robust governance fosters enduring relationships and trust with stakeholders.</p>
4.	Risk Management	Risk & Opportunity	<p><b>Risk:</b> The risk of business decline due to insufficient or dysfunctional internal processes, systems, or personnel, as well as external occurrences.</p> <p><b>Opportunity:</b> Implementing robust risk management processes facilitates the identification of both risks and opportunities linked to essential aspects of the business.</p>	<ul style="list-style-type: none"> <li>Adequate Business Continuity Strategy.</li> <li>Comprehensive Enterprise Risk Management Structure.</li> </ul>	<p><b>Risk:</b> Reputational harm and financial repercussions resulting in customer attrition.</p> <p><b>Opportunity:</b> Implementing risk mitigation strategies can drive business expansion and consequently improve financial results.</p>

### Section B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

<p><b>P1</b></p> <p>Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable</p>	<p><b>P2</b></p> <p>Businesses should provide goods and services in a manner that is sustainable and safe</p>	<p><b>P3</b></p> <p>Businesses should respect and promote the well-being of all employees, including those in their value chains</p>
<p><b>P4</b></p> <p>Businesses should respect the interests of and be responsive towards all its stakeholders</p>	<p><b>P5</b></p> <p>Businesses should respect and promote human rights</p>	<p><b>P6</b></p> <p>Businesses should respect, protect, and make efforts to restore the environment</p>
<p><b>P7</b></p> <p>Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent</p>	<p><b>P8</b></p> <p>Businesses should promote inclusive growth and equitable development</p>	<p><b>P9</b></p> <p>Businesses should engage with and provide value to their consumers in a responsible manner</p>

Disclosure	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	9
<b>Policy and Management Processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.radiocity.in/investors/policies">https://www.radiocity.in/investors/policies</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	MBL has adopted ISO 9001:2015 to provide Safe & Healthy work infrastructure.								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	NIL								
<b>6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.</b>	NIL								

### Governance, leadership and oversight

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

Dear Stakeholders,

At Music Broadcast Limited, we are pleased to present our Business Responsibility and Sustainability Report (BRSR), reflecting our unwavering commitment to sustainable and inclusive growth. Our overarching objective is to enhance business performance while embedding Environmental, Social, and Governance (ESG) principles into our core operations and decision-making processes.

During the year, we have significantly intensified our sustainability initiatives, aligning our practices with the National Guidelines on Responsible Business Conduct (NGRBC) as prescribed by SEBI. These efforts underscore our commitment to ethical governance, transparency, and responsible corporate citizenship.

As part of our ESG journey, we conducted comprehensive stakeholder engagement exercises to identify material ESG issues most relevant to our business and stakeholders. These insights have informed our approach to adopting global best practices and implementing targeted mitigation strategies to address potential adverse impacts.

At MBL, we remain dedicated to upholding the highest standards of ethical conduct, fostering an inclusive and engaging workplace, supporting continuous learning and development, and advancing the well-being of our employees and communities. Through these initiatives, we aim to drive long-term value creation and contribute meaningfully to environmental sustainability and social development.

#### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Shailesh Gupta, Non-Executive Director (DIN: 00192466)

#### 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Board has entrusted Mr. Shailesh Gupta, the Non-Executive Director of the Company to oversee the sustainability initiatives at MBL

**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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	<p>The Company remains steadfast in its commitment to the highest standards of ethics, integrity and regulatory compliance. This dedication is reflected in the robust implementation of key governance policies across all levels of the organization. These include the Code of Conduct, Whistleblower Policy, Fair Disclosure Policy for Unpublished Price Sensitive Information (UPS), Policy on Related Party Transactions, Policy on Archival of Material Disclosures to Stock Exchanges and the Policy against Sexual Harassment at the Workplace.</p> <p>Regular monitoring and periodic reviews ensure adherence to these frameworks, with appropriate follow-up actions taken in response to any identified gaps or non-compliances. Through structured awareness programs, employee trainings, and grievance redressal mechanisms, the Company fosters a transparent and accountable work environment. These practices not only mitigate risks but also reinforce a culture of trust, ethical behavior, and responsible corporate conduct.</p>																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<p>At Music Broadcast Limited (MBL), regulatory compliance is a key pillar of corporate governance. The Company ensures adherence to all applicable statutory requirements through the integration of Lexplosion, an electronic compliance management tool. This platform enables real-time tracking and monitoring of compliance obligations across functions and is regularly updated to incorporate amendments to relevant laws and regulations. Each department head is responsible for ensuring compliance within their respective areas, under the overall oversight of the Compliance Officer.</p> <p>In alignment with Section 138 of the Companies Act, 2013, the Company's Internal Auditors conduct periodic evaluations of business functions and internal controls. Their findings and recommendations are submitted to the Audit Committee of the Board on a quarterly basis. This structured approach ensures that any instances of non-compliance are promptly identified, reported, and addressed through corrective and preventive actions, reinforcing MBL's commitment to transparency, accountability, and continual improvement.</p>																	

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

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company conducts periodic internal evaluations of its policies to ensure they remain effective and are updated as necessary. This commitment reflects the Company's focus on maintaining the highest standards in areas such as quality, service management, information security, and business continuity. Additionally, these processes and compliance measures are subject to review by internal auditors, secretarial auditors, and statutory auditors, in accordance with legal requirements.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not applicable, as the policies of the Company comply with NGRBC guidelines.								
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

<b>Principle 1:</b>	<b>Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable</b>
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## Essential Indicators -

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%Age of persons in respective category covered by the awareness programmes
Board of Directors	1	MBL conducted an orientation and familiarization program for its Board of Directors and Key Managerial Personnel, focusing on recent and significant regulatory developments in Indian corporate law. The program covered key amendments to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, the Companies Act, 2013, and insights from SEBI consultation papers. Details of the familiarization program are available on the Company's website at <a href="https://www.radiocity.in/investors/policies">https://www.radiocity.in/investors/policies</a> .	100%
Key Managerial Personnel	1	POSH, Regulatory Updates	100%
Employees other than BOD and KMPs	3	POSH, Choosing Health, Wellness League, Knowledge Connect, AWE Training, Winning Presentation, Excel Training, Youtube Training, Facebook Training, AI Knowledge Training, Video Editing & Xchange & Xcel	100%
Workers	-	-	-

## 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.

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on entity's website):

## Monetary

	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					

## Non-Monetary

	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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.**

MBL is firmly committed to conducting its business with integrity and in full compliance with applicable laws, including those related to anti-corruption and anti-bribery. The Company upholds the highest standards of corporate ethics through a well-defined governance framework that promotes transparency, accountability, and risk-based controls.

MBL's Code of Conduct explicitly includes provisions related to anti-corruption and anti-bribery, guiding employees and stakeholders to engage in fair and ethical business practices across all jurisdictions of operation. The policy reinforces zero tolerance towards any form of bribery, facilitation payments, or unethical conduct. The Policy is available on the Company website at <https://www.radiocity.in/investors/policies-code-of-conduct>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers	Not Applicable	

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

	FY 2024-25	FY 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors.	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

**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 2024-25	FY 2023-24
Number of days of accounts payables	38	42

**9. Open-ness of business:**

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

Parameters	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	0.45%	0.73%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**
**Essential indicators**

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

	FY 2024-25 (₹ In Lakhs)	FY 2023-24 (₹ In Lakhs)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	47.31	41.82	We have installed DG sets at various locations which are compliant with latest CPCB IV+ standard of Central Pollution Control Board. These DG sets have improved pollutant control and efficient fuel combustion. This contributes to lower greenhouse gas emissions, improving air quality aligning with global efforts to combat climate change and supporting sustainability.

- 2a. Does the entity have procedures in place for sustainable sourcing?**

As MBL engages in radio broadcast service, its dependency on sourcing material is negligible. However, the Company remains committed to aligning its procurement practices with the principles of sustainable sourcing wherever applicable. In line with this approach, MBL actively promotes the engagement of local vendors near its office locations, thereby reducing its environmental footprint and supporting local communities.

- 2b. If yes, what percentage of inputs were sourced sustainably?**

Not Applicable

- 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.**

As MBL is a service-based Company, recycling or reusing of products is not applicable. However, the company has procedure in place to dispose off e-waste.

- 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.**

Owing to the nature of business, Extended Producer Responsibility is not applicable to the company.

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**
**Essential Indicators**

- 1. Measures undertaken for Employee Wellbeing –**

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

- 1) RC Wellness League** is considered as one of the best practices at RC and is highly recalled programme by our employees. This programme brings in high level of engagement across pan India which had more than 500 employees as participants participated in all 3 seasons. This not only involves the employees but also their family members. This activity is conducted for 4 weeks and has 8 teams led by 8 Mentors. RC Wellness League is an annual activity which is conducted during the month of June every year.

Season 3.0 witnessed the highest quotient of fun, entertainment and clash of 8 huge teams. New social media stars too emerged. The season saw more than 220 participants including family members for 30 days. The season covered more than 24,000 kms.

Several activities like walking, running, zumba, gyming, cycling, cross fit etc., were inducted into the event. Weekend challenges were introduced every Saturday.

The activity provides an opportunity for all employees irrespective of their level to come forward and lead a team. The team leaders could choose their team members from any level, any function or location. The leaders get the opportunity to work and bond with cross-functional team members during this activity, motivate them to participate in the declared activity and reach a team goal to win. Through this fun activity the employee who is leading a team gets to experience a leadership role.

**2) Choosing Health**

Every quarter we organize sessions by expert doctors on the premises for our employees. The topics are around how to prevent lifestyle diseases like Blood Pressure, Blood Sugar, Heart, Women's Health etc. The employees can ask questions to clarify their doubts and interact with the doctors.

**3) Radio City Positive Life**

Everyday Health tips are shared with employees to prevent lifestyle diseases, mental health manage the seasonal change, improve their daily diet etc. Early morning employees look forward to these snackable tips to start their day with.

**4) Medical Check for Senior Management**

Every year Medical Check up is organized for Senior Management along with doctor consultation. This exercise provides them complete insight into their health.

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	387	387	100	387	100	0	0	387	100	387	100
Female	102	102	100	102	100	102	100	0	0	102	100
<b>Total</b>	<b>489</b>	<b>489</b>	<b>100%</b>	<b>489</b>	<b>100%</b>	<b>102</b>	<b>21%</b>	<b>387</b>	<b>79%</b>	<b>489</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	130	130	100	130	100	0	0	130	100	130	100
Female	57	57	100	57	100	57	100	0	0	57	100
<b>Total</b>	<b>187</b>	<b>187</b>	<b>100%</b>	<b>187</b>	<b>100%</b>	<b>57</b>	<b>30%</b>	<b>130</b>	<b>70%</b>	<b>187</b>	<b>100%</b>

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

Category	% Of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.59%*	0.61%*

\*Health insurance expenditures pertaining to permanent employees and consultants of the Company are included.

**2. Details of retirement benefits, for FY 2024-25 and FY 2023-24:**

Benefits	FY 2024-25			FY 2023-24		
	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	71%	0	Y	68%	0	Y
Gratuity	72%	0	Y	68%	0	Y
ESI	0	0	NA	0	0	NA
Other (Please specify)	0	0	NA	0	0	NA

\*Excludes neo, consultants, free lancers whose salary does not include Provident Fund

**3. Accessibility of workplaces:**

**Are the premises / offices of the entity accessible to differently abled employees any workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes, the premises/offices are accessible to differently abled employees as per the requirement of Rights of Persons with Disabilities Act, 2016.

**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.**

MBL upholds a policy of providing equal employment opportunities, refraining from any form of discrimination based on age, color, disability, marital status, nationality, race, religion, sex, or sexual orientation. The company adheres to the Rights of Persons with Disabilities Act, 2016, as proposed by the Government of India and maintains a zero-tolerance stance towards workplace discrimination.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	14	100	-	-
Female	0	0	-	-
<b>Total</b>	<b>14</b>	<b>100</b>	<b>-</b>	<b>-</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	The Company fosters an environment of open and transparent communication, ensuring that all employees feel empowered to address their concerns and grievances. Employees have the option to raise their concerns directly with the Human Resource Team or their immediate supervisors, initiating discussions and necessary interventions from senior management to resolve issues. Additionally, the Company has established a Vigil Mechanism/Whistleblower policy, approved by the Board, providing a formal platform for reporting complaints and grievances. Furthermore, MBL has implemented a Prevention of Sexual Harassment (POSH) Policy, enabling employees to approach the Internal Complaints Committee (ICC) for redressal of any incidents of sexual harassment.
Other than Permanent Employees	

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

MBL fully acknowledges and respects the right of employees to freedom of association, in accordance with applicable laws. As of now, there is no formal employee association or union recognized by the Company, nor have any employee unions been formed within the organization.

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	None					
- Male						
-Female						
<b>Total Permanent Workers</b>						
- Male						
-Female						

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health Safety Measures		On Skill Upgradation		Total (D)	On Health Safety Measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	517	501	97%	258	50%	479	454	95%	243	51%
Female	159	146	92%	102	64%	190	177	93%	83	44%
<b>Total</b>	<b>676</b>	<b>647</b>	<b>96%</b>	<b>360</b>	<b>53%</b>	<b>669</b>	<b>631</b>	<b>94%</b>	<b>326</b>	<b>49%</b>
<b>Workers</b>										
Male	Not Applicable									
Female										
<b>Total</b>										

**9. Details of performance and career development reviews of employees and worker:**

All employees of MBL undergo an annual performance appraisal process. The Company conducts people development evaluation aligned with the Company's objectives/ targets and basis the roles and responsibilities assigned to each of its employee. Furthermore, Music Broadcast Limited has in place a well-defined succession planning process to facilitate career planning and development of high potential talent, mitigate risk arising from attrition and ensure business continuity.

Category	FY 2024 - 25			FY 2023 - 24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employee</b>						
Male	517	474	92%	479	467	97%
Female	159	148	93%	190	139	73%
<b>Total</b>	<b>676</b>	<b>622</b>	<b>92%</b>	<b>669</b>	<b>606</b>	<b>91%</b>
<b>Workers</b>						
Male	Not Applicable					
Female						
<b>Total</b>						

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

a	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Safety remains a top priority for Music Broadcast Limited. The Company operates with a steadfast commitment to safeguarding its employees, contractors, customers and the communities from any risks or hazards resulting from unsafe business practices. MBL actively promotes a safety-first culture among its employees and contractors, striving to achieve the goal of zero workplace injuries and illnesses. This includes implementing comprehensive fire safety policies covering regulations on fire-fighting equipment, emergency exits, fire drills and other safety measures for office maintenance.
b	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	MBL is a service-based company and does not possess extensive work-related risks or hazards.
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Not Applicable
d	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	All employees at MBL are enrolled in comprehensive Medical Health Insurance provided by the Company. Additionally, employees have the option to extend health coverage to declared dependents.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	NIL	NIL
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	Not Applicable	Not Applicable

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

At Music Broadcast Limited (MBL), we believe that a thriving workforce begins with a healthy one. Our commitment to employee well-being goes beyond policy. We champion a culture that prioritizes physical and mental wellness by promoting work-life balance, sharing practical health tips, and empowering employees with simple, effective home remedies for everyday care.

To deepen this impact, we regularly host expert-led health and wellness workshops for our employees and consultants, offering valuable insights from seasoned professionals in the medical field.

All team members, including our Radio Jockeys, benefit from Comprehensive Medclaim coverage. Additionally, we've introduced an optional insurance top-up cover, with 10% of our workforce opting in for enhanced protection apart from the organisation Medclaim Policy covering employee and their family members. All employees are covered under Term Life Insurance Policy and Personal Accident Policy.

Our POSH policy ensures safety of our women employees at the work place. All employees mandatorily have to go through POSH training module and have to score more 80 percent.

Every year Fire & Safety training session is organised for our employees and mock drills conducted so that they know how safe themselves incase of any eventuality.

As a result, of these initiatives, our organisation's Great Place to Work (GPTW) score has increased by 1 basis point reaching 90 in 2024-25 (89 in 2023-24). Our current score of 90 with 98% of employee participation in the survey talks about strong people practices in the organization. Last year we were ranked as 7<sup>th</sup> best place to work by Great Place To Work and further 33<sup>rd</sup> Best Place to Work in Asia. This achievement reflects the trust and pride our employees have in the Radio City brand.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	Nil	-	0	Nil	-
Health & Safety	0			0		

**14. Assessments for the year:**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Nil
Working Conditions	

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

Not Applicable.

**Principle 4:**

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

**Essential Indicators**

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

MBL has established a robust process to identify and regularly engage with its key internal and external stakeholders, aiming to comprehend their expectations and concerns effectively. The Company highly values the inputs provided by each stakeholder group and endeavors to incorporate these insights into its business strategy. Emphasizing the importance of understanding the dynamic perceptions and aspirations of stakeholders, MBL aligns its services to meet their evolving needs. Additionally, MBL actively supports vulnerable and marginalized stakeholder groups through various campaigns and programs, promoting their well-being and overall development.

**2. List 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
Senior Management including KMPs	No	<ul style="list-style-type: none"> <li>Direct contact</li> <li>Regular meetings</li> <li>Leadership and manager connect</li> </ul>	Annually/ Half yearly/ Quarterly and as and when required	<ul style="list-style-type: none"> <li>Compliance</li> <li>Ethical practices</li> <li>Economic performance</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Strategy &amp; Review meet every 6 months</li> <li>Employee engagement initiatives</li> <li>Employee on-ground and virtual connect by Human Resources</li> <li>Town Hall</li> <li>Coffee with CEO</li> <li>Rewards &amp; Recognition</li> </ul>	Monthly/ Quarterly and Annually	<ul style="list-style-type: none"> <li>Employee engagement</li> <li>Employee wellness and safety</li> <li>Learning and development</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>CSR initiatives</li> <li>Regular meetings</li> <li>E-mails/ Calls</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Inclusive growth</li> <li>Literacy and development</li> <li>Environmental and social protection</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>Quarterly reports and press releases</li> <li>Investor meets, earnings calls and General Meetings (GMs)</li> </ul>	Annually/ Half yearly/ Quarterly and as and when required	<ul style="list-style-type: none"> <li>Compliance with regulatory laws</li> <li>Governance and ethical practices</li> <li>Economic performance</li> </ul>

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
Vendors and Suppliers	No	<ul style="list-style-type: none"> <li>▪ Suppliers meet</li> <li>▪ Website</li> <li>▪ Phone calls and surveys</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Partnership</li> <li>▪ Governance and ethical practices</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>▪ One-on-One interactions</li> <li>▪ Website</li> <li>▪ Online and postal communication</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Data security</li> <li>▪ Responsible communication</li> </ul>

**Principle 5: Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. employees' workers covered (B)	% (B / A)	Total (C)	No. employees' workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	489	489	100%	479	479	100%
Other than permanent	187	187	100%	190	190	100%
<b>Total Employees</b>	<b>676</b>	<b>676</b>	<b>100%</b>	<b>669</b>	<b>669</b>	<b>100%</b>
<b>Workers</b>						
Permanent						
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wages		More than Minimum wages		Total (D)	Equal to Minimum Wages		More than Minimum wages	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	387	387	100	387	100%	379	379	100	379	100%
Female	102	102	100	102	100%	100	100	100	100	100%
<b>Other than Permanent</b>										
Male	130	130	100	130	100%	129	129	100	129	100%
Female	57	57	100	57	100%	61	61	100	61	100%
<b>Worker</b>										
<b>Permanent</b>										
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	NIL	Refer to the Board's Report	NIL	Refer to the Board's Report
Key Managerial Personnel (KMP)	2	1,77,44,570	1	27,59,408
Employees other than BOD and KMP#	515	8,02,444	158	10,75,000
Workers	-	-	-	-

\*MBL does not have any Executive Director on the BoD

#this includes Neo, Consultants and Permanent Employees.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	18.95%	20.38%

### 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 Human Resources acts as the focal point to address issues pertaining to human rights and ensures compliance with aspects such as child labor, forced labor, sexual harassment that have significant impact on the business operations.

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

Music Broadcast Limited upholds an open-door policy that encourages employees to reach out to the HR department and senior leadership in the event of any grievances related to human rights. Additionally, the Company has instituted a Vigil Mechanism/Whistle blower Policy, serving as a formal platform for reporting concerns regarding human rights violations. Furthermore, MBL has implemented policies pertaining to the Prevention of Sexual Harassment (POSH), fostering a working environment that is free from discrimination and ensures a mechanism for addressing concerns and resolving disputes. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has established an Internal Complaints Committee (ICC).

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

	FY 2024-25			FY 2023 - 24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labor	Nil	Nil	-	Nil	Nil	-
Forced Labor/ Involuntary Labor	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY 2024 - 25	FY 2023 - 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

MBL is firmly committed to fostering a safe, respectful and inclusive workplace, grounded in the principles of ethical and responsible conduct. The Company has instituted robust mechanisms through its Prevention of Sexual Harassment (POSH) Policy and Whistleblower Policy, which provide clear procedures for addressing complaints related to discrimination, harassment, or misconduct.

To ensure that complainants are protected from any form of retaliation or adverse consequences, MBL has established confidential reporting channels. Employees can safely raise concerns by writing to the designated Internal Committee at [posh@myradiocity.com](mailto:posh@myradiocity.com), with assurance of fair handling and strict confidentiality. These measures reinforce MBL's zero-tolerance stance on workplace misconduct and its commitment to safeguarding the rights and dignity of every employee.

**9. Do human rights requirements form part of your business agreements and contracts?**

MBL has adopted a Supplier Code of Conduct that incorporates key principles related to human rights, occupational health and safety, and ethical business practices. This Code forms an integral part of the Company's business agreements and contractual obligations. MBL ensures that all suppliers and business partners comply with these standards, reinforcing its commitment to responsible and ethical value chain practices.

**10. Assessments for the year:**

For FY 24-25, no statutory assessments were undertaken, however, sample assessment by the internal auditors of the Company were conducted and zero non-compliances were reported.

Parameter	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – please specify	-

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

As per the sample assessment conducted by MBL, zero incidents of non-compliances were reported for the current financial year.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment:**
**1. Details of total energy consumption (in Gega Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
<b>Total electricity consumption (A)</b>	Nil	Nil
Total fuel consumption (B)*	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	Nil	Nil
<b>From non-renewable sources</b>		
Total electricity consumption (D)	21999 GJ	21360 GJ
Total fuel consumption (E)	2140 GJ	2233 GJ
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>24139 GJ</b>	<b>23593 GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>24139 GJ</b>	<b>23593 GJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption (GJ)/ Revenue from operations (₹ in Lakhs))	1.03	1.03
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed (GJ) / Revenue from operations adjusted for PPP)*	0.21	0.23
<b>Energy intensity in terms of physical output**</b>	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity		

\* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 and for FY 2023-24 is 22.40 as per the 2025 IMF update.

\*\* As the Company is a service-based entity, there is no physical output or goods manufactured, so the field requiring details of physical output is not applicable.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?

No

If yes, name of the external agency

Not Applicable

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.

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
<b>Water Withdrawn by Source (in kilo litres)</b>		
(i) Surface Water		
(ii) Ground Water		
(iii) 3 <sup>rd</sup> Party Water		
(iv) Seawater/ desalinated water		
(v) Other sources		
<b>Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)</b>		
<b>Total volume of water consumption (in kilo litres)</b>		
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations (In INR ₹))		
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)		
<b>Water intensity in terms of physical output</b>		
Water intensity (optional) – the relevant metric may be selected by the entity		

The Company operates majorly out of leased premises across various locations in India. The Company's water usage is restricted to human consumption only and efforts are undertaken to utilise water in a responsible manner. The Company does not engage in surface or ground water withdrawal.

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

4. Provide the following details related to water discharged:

The Company being in the service industry and considering the nature of its operations, there is no industrial water discharged and water consumption and discharge is limited to regular use in offices.

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface Water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Ground Water		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Seawater/ desalinated water		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to 3 <sup>rd</sup> Party		
- No treatment		
- With treatment – please specify level of treatment		
(v) Other		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

Not Applicable.

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

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

Not Applicable.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Not Applicable.

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	160	167
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4837	4213
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations (₹ in Lakhs))	-	0.21	0.18
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)	-	4.402829	4.293169
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

\*As the Company is a service-based entity, there is no physical output or goods manufactured, so the field requiring details of physical output is not applicable.

**Note:**

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

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

Due to the nature of its business, MBL has a notably low contribution of greenhouse gas (GHG) emissions. However, to address environmental concerns associated with its operations, MBL promotes awareness among its employees to minimize energy and water consumption and encourages the reuse of materials such as paper. Additionally, MBL has implemented energy-efficient practices, including the use of LED lights and prioritizes energy efficiency across all corporate offices and studios.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	6.879	11.334
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>6.879</b>	<b>11.334</b>

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations(₹ in Lakhs))	0.0002934	0.000301
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (₹ in Lakhs)	0.0061	0.0111
Waste intensity in terms of physical output*	0	0
<b>For each category of waste generated, total waste recovered through recycling, re-using or</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of disposal Method</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations*	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

\*As the Company is a service-based entity, there is no physical output or goods manufactured, so the field requiring details of physical output is not applicable.

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

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

MBL generates two types of waste: E-waste (specifically battery waste) and dry waste. The Company ensures responsible and environmentally-friendly disposal of E-waste through a systematic recycling process. Each station tracks the E-waste generated, which is subsequently disposed of by licensed agencies. MBL maintains records of Form 6 (waste manifest) and other relevant documentation post-waste collection by vendors, demonstrating its commitment to responsible waste management.

Furthermore, as part of its sustainability efforts, MBL explores innovative approaches to recycle and reuse waste. For instance, one-sided printed paper is repurposed into notepads for all employees, showcasing the Company's dedication to minimizing environmental impact while promoting resource efficiency.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)
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:

Yes, MBL complies with all applicable environmental laws and regulations in India.

**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:**

MBL is the member of two (2) prominent Trade and Industry Chambers/Associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Radio Operators for India	National
2	Media Research Users Council	National

**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.**

Name of the Authority	Brief of the Case	Corrective Action Taken
Not Applicable		

**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No)	Relevant Weblink
Not Applicable					

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

S. No.	Name of Project for which R&R is Ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs Covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

MBL engages with its community members through the NGO partners for identified areas of contribution in the domain of education, healthcare and development. Within its areas of work, the NGO partners have robust mechanism to assess the intended beneficiaries. These mechanism ranges from in-person meeting and group discussions with beneficiaries to provide ample opportunity to receive and redress their grievances.

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

	FY 2024 - 25	FY 2023 - 24
Directly sourced from MSMEs/ small producers	Not applicable, as we are not in manufacturing of goods and sourcing of goods is not a part of our principal business activities.	
Sourced directly from within India		

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

Location	FY 2024 - 25	FY 2023 - 24
Rural	-	-
Semi-urban	4.07%	3.86%
Urban	20.37%	20.16%
Metropolitan	75.56%	75.98%

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

Note: Classification is based on the RBI Guidelines and Census 2011

**Principle 9:**

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

**Essential Indicators**

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

The Company adopts a comprehensive approach to promptly address consumer complaints and feedback concerning service quality. Complaints received from stakeholders, including suppliers and customers, are handled by respective department heads, prioritizing the materiality of the issue/complaint. Stakeholders can also reach out to the Company officials through the contact information available on the website of the Company at <https://www.radiocity.in/contact-us>.

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

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

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

The Company being in the service sector, does not involve in any product manufacturing activity. Therefore, this requirement is not applicable to the Company.

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced Calls		

**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.**

MBL has implemented an information and cyber security framework to safeguard all information assets, ensuring a comprehensive management process across the organization. The Company maintains a Cyber Security policy and is communicated to employees on a need-to-know basis.

**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:**

For FY 2024-25, there were no complaint received for issues relating to advertising, cyber security and data privacy of customers and penalty by regulatory authorities on any of the services provided by MBL.

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches - Nil
- b. Percentage of data breaches involving personally identifiable information of customers - NA
- c. Impact, if any, of the data breaches - NA