

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the listed entity	L72900MH1999PLC122970
2.	Name of the listed entity	Nazara Technologies Limited
3.	Year of incorporation	December 08, 1999
4.	Registered office address	51-54, Maker Chambers 3, Nariman Point, Mumbai – 400 021, Maharashtra
5.	Corporate address	51-54, Maker Chambers 3, Nariman Point, Mumbai – 400 021, Maharashtra
6.	Email	investors@nazara.com
7.	Telephone	022 4033 0800
8.	Website	www.nazara.com
9.	Financial year for which reporting is being done	April 01, 2024, to March 31, 2025
10.	Name of the stock exchange(s) where shares are listed	BSE Limited (BSE) Code: 543280 National Stock Exchange of India Ltd. (NSE) Symbol: NAZARA
11.	Paid-up capital	₹ 35,04,65,024
12.	Name and contact details (telephone, Email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Nitish Mittersain Designation: Chief Executive Officer and Joint Managing Director Telephone: 022-40330800 Email: nitish@nazara.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 made in this report are on a standalone basis.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. PRODUCTS/SERVICES

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

S. no.	Description of main activity	Description of business activity	% of turnover of the entity
1	Telco subscription	Players subscribing to curated game packs and payment collected through the telecom operator channel.	88.03%
2	Freemium	Ads and virtual items purchased within the games.	11.97%

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

S. no.	Product/service	NIC code	% of total turnover contributed
1	Telco subscription	61101	88.03%
2	Freemium	73100	11.97%

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	NA	1	1
International		NA	

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	1
International (No. of countries)	NA

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

97.93%

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c. A brief on types of customers

Nazara Technologies Limited (also referred to as 'Nazara Technologies,' 'Nazara' or 'We') serves a broad and diverse customer base. Gamers remain its primary audience, driving engagement across platforms. Beyond individual users, the Company works with sponsors and advertisers who tap into its large, active community for brand visibility. It also partners with telecom operators to offer bundled solutions and extended distribution channels, enhancing both accessibility and user acquisition.

IV. EMPLOYEES

20. Details as at the end of financial year

a. Employees and workers (including differently abled)

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	63	53	84.13	10	15.87
2.	Other than permanent (E)	NA				
3.	Total employees (D + E)	63	53	84.13	10	15.87
Workers						
4.	Permanent (F)	NA				
5.	Other than permanent (G)					
6.	Total workers (F + G)					

Note: Nazara Technologies operates within the service-based industry, focusing on mobile entertainment services. As a result, the Company's workforce is exclusively composed of employees, without any classification of workers.

b. Differently abled employees and workers

Sr. no	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1.	Permanent (D)		NA			
2.	Other than permanent (E)					
3.	Total differently abled employees (D + E)					

Sr. no	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled workers						
4.	Permanent (F)		NA			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8*	1	12.50
Key Management Personnel	4#	1	25

*Note: Mr. Vivek Chopra, appointed as a Non-Executive Director w.e.f. August 13, 2024, Mr. Kuldeep Jain has resigned as an Independent Director of the Company w.e.f. September 18, 2024, and Mr. Arun Gupta has been appointed as an Independent Director of the Company w.e.f. December 17, 2024.

#Note: Ms. Varsha Vyash has resigned as a Company Secretary and Compliance Officer of the Company w.e.f. August 20, 2024 and Mr. Arun Bhandari, appointed as a Company Secretary and Compliance Officer of the Company w.e.f. December 17, 2024.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	26.98%	3.17%	30.16%	17.56%	2.70%	20.27%	10.88%	5.44%	16.33%
Permanent workers						NA			

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) 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)
For details on subsidiaries, associate companies, and joint ventures, please refer to page 73 of the Annual Report. Each of these entities follows its respective business responsibility initiatives.				

CSR DETAILS

- 24. i. Whether CSR is applicable as per Section 135 of Companies Act, 2013:** Yes
- ii. Turnover (in ₹):** ₹ 3,442 Lakhs (on standalone basis)
- iii. Net worth (in ₹):** ₹ 2,68,113 Lakhs (on standalone basis)

VI. 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 was received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide a weblink to the grievance redress policy)	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	No	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA

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Stakeholder group from whom complaint was received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide a weblink to the grievance redress policy)	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Shareholders	Yes, the Company provides stakeholders with a mechanism to address their grievances. Link Intime India Private Limited has been appointed as the Share Transfer Registrar/Agent and is responsible for addressing shareholders' inquiries, requests, and complaints. The Share Transfer Registrar/Agent operates within the guidelines established by SEBI and responds to such grievances through a designated Email address.	0	0	NA	0	0	NA
Employees and workers	Yes, the Company's whistleblower mechanism is accessible to all employees. The Company offers various communication channels, including an Email address, and written complaints, to address any grievances through the whistleblower mechanism.	0	0	NA	0	0	NA
Customers	Yes, customers have multiple communication channels to address their grievances, including Email, couriers, and a quality complaint form available on the website, specifically designed for reporting product quality issues.	0	0	NA	0	0	NA
Value chain partners	Yes. Value chain provided access to reach multiple hierarchies at all levels where their grievances are addressed.	0	0	NA	0	0	NA
Other (please specify)	NA	0	0	NA	0	0	NA

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, and 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 (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.	Regulatory Approvals and Compliance	Risk	Failure to comply with evolving gaming and digital regulations can impact operations and market entry.	Continuous monitoring of regulatory updates, timely approvals, proactive engagement with regulators.	Negative – Non-compliance can result in penalties, sanctions, or operational suspension.
2.	Governance and Ethics	Risk	Governance is essential for long-term value creation, stakeholder trust, and compliance with regulatory requirements.	Strengthen transparency, uphold ethical standards, promote stakeholder engagement, and ensure effective risk oversight.	Negative – Weak governance may lead to regulatory fines, reputational damage, and loss of stakeholder confidence.
3.	Data Privacy and Cybersecurity	Risk	Data breaches and cyber threats are critical risks in gaming, potentially affecting trust and compliance.	Invest in cybersecurity infrastructure, conduct audits, employee training, and implement robust monitoring systems.	Negative – Breaches may cause legal penalties, customer loss, and high remediation costs.
4.	Talent Attraction and Retention	Risk and Opportunity	Skilled talent is vital for innovation and competitiveness; attrition may affect growth.	Build strong workplace culture, offer development programs, competitive benefits, and recognition systems.	<p>Positive – Strong employee retention fosters higher productivity, preserves organisational knowledge, and supports sustainable long-term growth.</p> <p>Negative – Excessive attrition can drive up recruitment and training expenses while disrupting efficiency and continuity across the business.</p>
5.	Employee Health, Safety and Well-Being	Opportunity	Supporting health and well-being improves productivity, retention, and morale.	Health awareness initiatives, safety measures, wellness programmes, insurance benefits.	Positive – Enhances performance, reduces absenteeism, and strengthens talent attraction.
6.	Product and Service Stewardship	Opportunity	Delivering safe, engaging, and responsible products enhances trust and brand value.	Quality control, accessibility, innovation, responsible monetisation practices.	Positive – Builds customer loyalty, investor confidence, and sustainable revenue streams.

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Sr. 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)
7.	Climate Change and GHG Emissions	Risk	Extreme weather and transition risks can disrupt operations and increase costs.	Energy efficiency measures, renewable energy sourcing, awareness among stakeholders.	Negative – Rising costs due to climate risks, insurance, and infrastructure stress.
8.	Customer Centricity/Customer Satisfaction	Risk and Opportunity	Failure to prioritise customers may reduce loyalty, while strong engagement creates growth opportunities.	Collect feedback, personalise services, strengthen customer support, continuous innovation.	<p>Positive – High levels of customer satisfaction and loyalty can drive stronger profitability, open new avenues for growth, and support long-term financial performance.</p> <p>Negative – Declining satisfaction or customer loss can shrink market share, lower revenues, and negatively impact the Company's brand reputation.</p>
9.	Waste Management	Risk	Growing e-waste and improper disposal practices can damage ESG performance and reputation.	E-waste recycling, biodegradable alternatives, certified disposal vendors.	Negative – Non-compliance may cause penalties and reputational harm.
10.	Responsible Procurement and Supply Chain	Risk and Opportunity	Supply chain practices affect reputation, compliance, and sustainability alignment.	Source responsibly, prefer local vendors, apply ESG screening for suppliers.	<p>Positive – Maintaining ethical and sustainable supply chain practices enhances stakeholder trust, supports compliance, and strengthens the Company's reputation.</p> <p>Negative – Weak oversight in supply chain management can expose the Company to compliance risks, reputational damage, and operational disruptions.</p>
11.	Risk and Crisis Management	Risk	Business interruptions (tech failures, cyber incidents, regulatory changes) can impact continuity.	Crisis response planning, redundancy systems, scenario planning, crisis communication.	Negative – Disruptions can cause financial losses, downtime, and reputational setbacks.

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.

Sr. no.	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)	Yes, certain policies may consist of both internal policies of the Company, available to all internal stakeholders, and those published on the Company's website.								
	c. Weblink of the policies, if available	Policy web page: https://www.nazara.com/corporate-governance#two Principle 1: Business Responsibility Policy Policy on Related Party Transactions Policy for determination of Materiality of Events Policy on Material Subsidiaries Policy on Orderly Succession to the Board, KMP and Senior Management Principle 2: Business Responsibility Policy Principle 3: Business Responsibility Policy Employee Stock Option Scheme Risk Management Policy Nomination and Remuneration Policy Whistleblower Policy								

Sr. no.	Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Principle 4: Business Responsibility Policy Dividend Distribution Policy Principle 5: Business Responsibility Policy Whistleblower Policy Policy on Board Diversity Principle 6: Business Responsibility Policy Principle 7: Business Responsibility Policy Principle 8: Business Responsibility Policy Corporate Social Responsibility Policy Principle 9: Business Responsibility Policy Policy on Preservation and Archival of Documents								
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)	The Company's Code of Conduct primarily embodies the principles mentioned above, and the Company anticipates that its stakeholders will adhere to these principles in all their interactions.								

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Sr. no.	Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	NA								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nazara Technologies has established clear ESG commitments with defined timelines. On the environmental front, it is working to lower its carbon footprint, cut electricity use, and enhance energy efficiency. Socially, the Company prioritises an inclusive and diverse workplace, employee development and retention, while also supporting vulnerable communities through CSR initiatives. In governance, Nazara upholds strong standards of transparency, accountability, and fairness, with a focus on continuously strengthening practices to build stakeholder trust.								

Sr. no.	Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Nazara Technologies consistently upholds the highest standards of ethics and integrity, guided by strong policies on fair trade, governance, insider trading prevention, and anti-bribery. Its commitment to transparency extends to non-discrimination practices, CSR initiatives, and product responsibility, with a sharp focus on customer satisfaction through quality, safety, and ethical standards. On the people front, the Company fosters a high-performance learning culture, investing in training, career growth, and retention to strengthen employee engagement. Active stakeholder dialogue further informs its approach to environmental, social, and economic priorities, ensuring alignment with expectations. Through these efforts, Nazara has met its defined commitments and targets, while driving continuous improvement and readiness for emerging challenges.								

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Sr. no.	Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership and oversight										
7	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) :- Nazara Technologies, as a prominent name in the gaming and sports media space, remains deeply committed to embedding responsibility and sustainability into every aspect of our operations. Our approach continues to be guided by Environmental, Social, and Governance (ESG) priorities, ensuring that growth is aligned with accountability. We continue to explore and adopt measures that minimise our environmental impact, with a focus on resource efficiency, responsible waste management, and sustainable practices wherever possible. At the heart of our ESG journey is our belief that long-term success is inseparable from the well-being of people and communities. We emphasise trust, inclusivity, ethical conduct, and equal opportunity as central values that shape the way we operate. Our ambition is not only to deliver engaging gaming experiences but also to contribute positively to the ecosystem in which we function. Engagement with our stakeholders forms a crucial pillar of our strategy. We maintain active dialogue with investors, regulators, employees, and customers to ensure that their perspectives are reflected in our decision-making. By listening closely to their evolving expectations, we are better placed to design policies, strengthen governance, and identify new areas of responsibility that align with global sustainability standards. Technology is at the core of Nazara's identity, and we recognise its dual role in driving both opportunities and risks. As we expand our platforms, we are placing greater emphasis on building secure digital environments, safeguarding user data, and adopting responsible practices in game design. We believe that innovation must be paired with accountability to create safe, inclusive, and engaging experiences for our diverse audience. Looking ahead, Nazara Technologies reaffirms its dedication to advancing sustainability and responsible business conduct. We will continue to pursue our ESG commitments with focus and resilience, ensuring our actions generate value not only for the Company but also for the wider community and the environment.									

Sr. no.	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 implementing and overseeing the Business Responsibility policy(ies).	DIN: 02347434 Name: Mr. Nitish Mittersain Designation: Joint Managing Director and Chief Executive Officer								
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 Name: Mr. Nitish Mittersain Designation: Joint Managing Director and Chief Executive Officer DIN: 02347434 Telephone Number: 022-40330800 Email: nitish@nazara.com								

10 Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether the 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 the above policies and follow-up action	The Company's policies undergo periodic or need-based reviews by department heads, business heads, and senior management personnel. These reviews are presented to the Board of Directors as necessary. The evaluation process involves a thorough assessment of the effectiveness of each policy, ensuring that necessary changes to policies and procedures are implemented accordingly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all relevant regulations, with the Managing Director and Chief Executive Officer, Chief Financial Officer, and Company Secretary providing the Board of Directors with a Statutory Compliance Certificate, affirming adherence to applicable laws.									Quarterly								

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11	Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8

No. The Senior Management and Board Committees of the Company regularly review charters and policies and conduct internal audits to monitor its performance based on corporate responsibility and sustainability aspects related to policies and projects.

- 12 If the answer to question (1) above is 'No' i.e. not all principles are covered by a policy, reasons to be stated

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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 categorised as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that 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

ESSENTIAL INDICATORS

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

Segment	Total no of training and awareness programmes held	Topics/principles covered under the training and impact	% of persons in respective category covered by the awareness programme
Board of Directors	7	<p>During the reporting period, Nazara Technologies held several meetings with the Directors to discuss updates on the Company's performance. These meetings covered a wide range of business activities, including:</p> <ul style="list-style-type: none"> • Macroeconomic and Market Review • Equity Performance • Earnings Outlook • Company Strategy • Business Model • Operations • Service and Product Offerings • CSR Funds <p>Additionally, the Company conducted familiarisation programmes for the Independent Directors.</p>	100%

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Segment	Total no of training and awareness programmes held	Topics/principles covered under the training and impact	% of persons in respective category covered by the awareness programme
Key Managerial Personnel	3	The Company offers comprehensive orientation and on-the-job training programmes to enhance the knowledge and performance of its employees, Key Managerial Personnel (KMPs), and Senior Function Heads. These training sessions cover essential topics, including:	100% of relevant people
Employees other than BOD and KMPs		<ul style="list-style-type: none"> Prevention of Sexual Harassment (POSH) Cyber Risk Management Insider Trading Awareness Overall Job Orientation 	
Workers	NA	NA	NA

2. **Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (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 the entity's website):**

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			Nil		
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		Nil	
Punishment			

3. **Of the instances disclosed in question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed.**

Case details	Name of the regulatory/enforcement agencies/judicial institutions
	Nil

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

Yes, the Company has implemented a well-defined Anti-Corruption and Anti-Bribery Policy that reflects its commitment to honesty, integrity, quality, and transparency in all investor-related dealings. It upholds the highest standards of ethical conduct in every aspect of its operations. To reinforce governance around the management of investor funds, the Company has also adopted a Board-approved Business Responsibility Policy. This policy strictly prohibits any involvement in corrupt, abusive, or anti-competitive practices. Compliance with the policy and its directives is mandatory for all employees.

The policy can be accessed here: https://cdn.prod.website-files.com/648939088bfc729866e83bb2/649aaf61d143c3697bab3197_business-responsibility-policy.pdf

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 (Current financial year)	FY 2023-24 (Previous financial year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25 (Current financial year)		FY 2023-24 (Previous financial year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of conflict of interest of the directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of conflict of interest of the KMPS	Nil	NA	Nil	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.

NA. Nazara Technologies has not faced fines, penalties, or legal actions related to corruption or conflicts of interest; hence no corrective actions have been necessary.

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

	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Number of days of accounts payables	163	157

9. Openness of business

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

Parameter	Metrics	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
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
Shares of RPT in	a. Purchases (Purchases with related parties/Total purchases)	3.38%	2.40%
	b. Sales (Sales to related parties/ Total sales)	4.69%	37.40%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	99.91%	98.72%
	d. Investments (Investments in related parties/Total investments made)	97.31%	94.54%

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total no of awareness campaigns held	Topics/Principles covered under the training	% of value chain programme partners covered (by value of business done with such partners) under the awareness programmes
NA		

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

Yes.

To maintain transparency and uphold strong governance practices, the Company has introduced a dedicated Code of Conduct for its Board members and senior leadership. This framework is designed to proactively prevent situations where personal interests could interfere with professional responsibilities. In accordance with listing regulations, members of the senior management team regularly affirm to the Board that there have been no significant financial or commercial dealings that might compromise the Company's interests.

The Code also promotes full compliance with all legal and regulatory standards. Complementing this, the Company has put in place a detailed policy on related party transactions, which defines the process for identifying such parties and outlines the principles to be followed when entering into these transactions.

The policy can be accessed here:

https://cdn.prod.website-files.com/648939088bfc729866e83bb2/649ab310248ee237b3fdafb1_code-of-conduct-for-board-of-directors.pdf

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 (Current financial year)	FY 2023-24 (Previous financial year)	Details of improvements in environmental and social impacts
R&D Capex	Given Nazara's focus on mobile gaming and digital entertainment, its capital expenditure and R&D efforts were primarily directed toward advancing technology capabilities. These investments were centred around strengthening IT infrastructure, including hardware, software, and communication systems, which were capitalised to support the Company's ongoing digital growth and innovation.		NA

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

Yes.

Given the Company's focus on mobile gaming entertainment services, the scope for sustainable sourcing is limited. Nonetheless, the Company is committed to procuring hardware products and office equipment from suppliers who follow fair business practices and respect human rights, business ethics, and environmental standards. Nazara encourages its suppliers to adhere to social and environmental standards such as SA 8000, ISO 14001, and ISO 45001.

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

The Company has achieved 100% sustainable sourcing of its inputs.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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.

While the scope for waste management at Nazara is limited due to the nature of its operations, the Company remains committed to minimising its environmental impact. It actively encourages recycling practices, ensures responsible e-waste disposal through authorised vendors, and is exploring the use of biodegradable garbage bags as part of its sustainability efforts.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No. Extended Producer Responsibility (EPR) is not applicable for the Company as it does not produce any physical products.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

NIC Code	Name of product/service	% of total turnover contributed	Boundary for which the life cycle perspective/assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the weblink
NA					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of the product/service	Description of the risk/concern	Action/taken
NA		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or reused input material to total material	
	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
NA		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Reused	Recycle	Safely disposed	Reused	Recycle	Safely disposed
Plastics (including packaging)	NA Nazara operates exclusively in the mobile entertainment space and is not involved in manufacturing or the handling of physical goods. Nevertheless, the Company places strong emphasis on environmental responsibility. It encourages the reuse and recycling of materials, works with authorised e-waste management agencies to ensure safe disposal, and is actively considering a shift from plastic to biodegradable garbage bags to further reduce its ecological footprint.					
E-waste						
Others - bio-medical waste						
Others - construction and demolition waste						
Others - battery waste						
Others - radioactive waste						
Hazardous waste						
Other non-hazardous waste						
Total						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
NA	

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	53	53	100	NA							
Female	10	10	100								
Total	63	63	100								
Other than permanent employees											
Male	NA										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	NA										
Female											
Total											
Other than permanent workers											
Male	NA										
Female											
Total											

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

	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.14	0.28

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

Benefits	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with 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 authority (Y/N/N.A.)
PF	100	NA	Y	100	NA	Y
Gratuity	100		Y	100		Y
ESI	7.94		Y	8.10		Y
Others – please specify	NA		NA	NA		NA

3. Accessibility of workplaces

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

Yes, the Company has taken steps to make its office spaces accessible for employees with disabilities. In alignment with the requirements of the Rights of Persons with Disabilities Act, 2016, facilities such as ramps, lifts, and wheelchair-accessible infrastructure have been put in place to ensure ease of movement and inclusivity within the workplace.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, Nazara's Business Responsibility Policy upholds a strong commitment to fostering a diverse and inclusive work environment. The Company maintains a zero-tolerance approach to discrimination of any kind, whether based on gender, sexual orientation, race, religion, caste, creed, disability, marital status, age, or background. Equal opportunity is a core principle, with hiring, promotions, and salary revisions determined solely by individual merit and performance, ensuring fairness across all levels of the organisation.

The policy can be accessed here: https://cdn.prod.website-files.com/648939088bfc729866e83bb2/649aaf61d143c3697bab3197_business-responsibility-policy.pdf

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	Nil		Nil	
Female				
Total				

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	Nazara has put in place a comprehensive Human Resource Policy along with a dedicated Stakeholder Relationship Committee to ensure that any concerns or complaints raised by employees and workers are handled efficiently. These mechanisms are designed to provide a structured and timely resolution process, reinforcing the Company's commitment to a responsive and supportive work environment.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category who are part of association(s) or union (B)	% (B/A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category who are part of association(s) or union (D)	% (D/C)
Total permanent employees	While Nazara does not have a formal labour union, the Company fully acknowledges and respects the right of employees to associate peacefully and engage in collective discussions. It encourages transparent dialogue and direct interaction between employees and the management, aiming to foster a collaborative and supportive workplace culture.					
Male						
Female						
Total permanent workers						
Male						
Female						

8. Details of training given to employees and workers

Category	FY 2024-25 (Current financial year)					FY 2023-24 (Previous financial year)				
	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	53	2	3.77	3	5.66	61	Nil	NA	4	6.56
Female	10	2	20	3	30	13	Nil	NA	4	30.77
Total	63	4	6.35	6	11.32	74	Nil	NA	8	10.81

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Category	FY 2024-25 (Current financial year)				FY 2023-24 (Previous financial year)					
	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)
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	53	53	100	61	Nil	NA
Female	10	10	100	13	Nil	NA
Total	63	63	100	74	Nil	NA
Workers						
Male	NA					
Female						
Total						

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?

The Company places strong emphasis on employee safety and well-being by providing regular training sessions focused on fire safety and office evacuation protocols. In addition, it collaborates with healthcare professionals to enhance awareness on key aspects of well-being such as mental health, nutrition, emotional resilience, and effective team communication, ensuring a healthier and more informed workforce.

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

While this may not be directly relevant to the business, the Company remains dedicated to maintaining a safe work environment.

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

Nazara offers its employees access to non-occupational healthcare support, ensuring that first aid kits are always available across office locations. To further prioritise employee health and well-being, the Company has expanded its benefits to include group term insurance and personal accident coverage. In addition, emergency vehicles are stationed at the corporate headquarters to provide immediate assistance when required.

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

Yes, all the employees of the Company are covered under a Medical Insurance Policy.

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

Safety Incident/Number	Category	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees Workers	Nil	Nil
Total recordable work-related injuries	Employees Workers		
No. of fatalities	Employees Workers		
High-consequence work-related injury or ill-health (excluding fatalities)	Employees Workers		

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

The Company places a strong focus on creating a safe and health-conscious workplace, understanding its impact on employee motivation, productivity, and overall wellness. To support this, various safety protocols have been put in place, such as maintaining fire safety equipment through annual service agreements and conducting regular functionality checks to ensure the equipment remains in proper working condition.

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

	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	NA	Nil	Nil	NA
Health and safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% for offices were assessed
Working conditions	100% for offices were assessed

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

NA

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees - Y (B) Workers - NA

Nazara offers a comprehensive range of employee benefits designed to support both financial security and overall well-being. These include life insurance, health coverage, provident fund contributions, gratuity, and superannuation. The Company also extends its group medical insurance plan to cover not just employees, but their immediate family members as well, including spouses and children.

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

The Company ensures that all value chain partners operate in compliance with relevant legal and regulatory requirements, including the accurate deduction and timely deposit of statutory dues. In addition, partners are expected to align with the Company's Code of Conduct and uphold its core values and business responsibility standards as part of their engagement.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Employees	Nil			
Workers				

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Nazara has put in place a structured retirement policy that defines the terms under which employees retire and outlines possible avenues for future engagement with the Company. Beyond this, there is a strong focus on upskilling and capability-building throughout an employee's career, ensuring they are well-prepared and professionally equipped to explore opportunities even after retirement or separation from the organisation.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	While Nazara does not formally track these parameters, it expects all value chain partners to operate in line with applicable regulations. This includes adhering to fair labour practices and ensuring safe and healthy working environments for their workforce.
Working conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NA

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders

ESSENTIAL INDICATORS

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

Nazara determines its key stakeholders by evaluating their influence on, and contribution to, its operations, offerings, and overall value creation. Maintaining consistent and open communication with these groups is a vital part of the Company's approach, with inclusivity deeply embedded in its business strategy. The primary stakeholder groups identified by the Company include:

- Gaming enthusiasts (customers)
- Investors and shareholders
- Employees
- Vendors
- Local communities

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 and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisements, 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
Gaming enthusiasts (Customers)	No	Emails, social media and other digital platforms, advertisements and the Company's website	Ongoing and need-based	<ul style="list-style-type: none"> • Customer Service and feedback on products/ services • Staying informed about gaming features, benefits, and risks
Investors and shareholders	No	Quarterly earnings calls, Emails, SMS, newspaper, advertisement, notices, website, Annual General Meeting, intimation to stock exchanges, annual and quarterly financials and investor meetings or conferences, investor presentation, press release, annual reports, and many others.	Quarterly and need-based	<ul style="list-style-type: none"> • Provide updates on the latest developments within the Company and the industry • Address any concerns or grievances • Monitor the Company's performance

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisements, 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
Employees	No	Emails, direct interactions, conference calls, one-on-one discussions	Ongoing and need-based	<ul style="list-style-type: none"> Provide training and career development programmes Conduct performance reviews and appraisals Resolve any grievances and concerns
Vendors	No	Emails and phone	As and when required	<ul style="list-style-type: none"> Business requirements
Communities	Yes	CSR organisations	Regular	<ul style="list-style-type: none"> CSR activities

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Nazara understands that its long-term growth and success are closely linked to the interests and expectations of its stakeholders. The Company actively engages with them throughout the year to foster meaningful dialogue and respond thoughtfully to their concerns and priorities. Efforts are currently underway to enhance its stakeholder consultation process, particularly around ESG-related matters. This includes refining how feedback on these issues is gathered and ensuring that key insights are effectively shared with the Board for informed decision-making.

2. Whether stakeholder consultation is used to support identifying and managing environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company's Board plays an active role in monitoring and assessing critical ESG factors by working closely with both employees and stakeholders. This collaborative approach helps ensure that relevant data is identified, collected, and considered as part of the Company's broader sustainability and governance efforts.

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

Nazara actively supports a range of CSR initiatives aimed at improving the lives of vulnerable and marginalised communities. These efforts extend to slum dwellers, domestic workers, underprivileged children, daily wage earners, migrant labourers, senior citizens, cancer patients and their families, as well as tribal populations. Looking ahead, the Company intends to broaden the scope of its initiatives to include residents of aspirational districts recognised by government agencies, further deepening its social impact.

PRINCIPLE 5: Businesses should provide goods and services in a manner that is sustainable and safe

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 (Current financial year)			FY 2023-24 (Previous financial year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	63	63	100.00	74	74	100.00
Other than permanent	NA			NA		
Total employees	63	63	100.00	74	74	100.00

Category	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Workers						
Permanent						
Other than permanent						
Total workers						

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

Category	FY 2024-25 (Current financial year)					FY 2023-24 (Previous financial year)				
	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	63	0	0	63	100	74	0	0	74	100
Male	53	0	0	53	100	61	0	0	61	100
Female	10	0	0	10	100	13	0	0	13	100
Other than permanent	NA									
Male										
Female										
Workers										
Permanent	NA									
Male										
Female										
Other than permanent	NA									
Male										
Female										

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category (₹ in Lakhs)	Number	Median remuneration/salary/wages of the respective category (₹ in Lakhs)
Board of Directors (BoD)**	2	2,84,65,974	0*	NA
Key Managerial Personnel#	2	1,07,07,959	1	4,21,441
Employees other than BoD and KMP	65	5,96,958	13	8,91,552
Workers				NA

Note:

*Sitting fees paid to Independent Directors and Non-Executive Non-Independent Directors are not included for calculation of median remuneration of the BoD

**Women Director is an Independent Director

#In KMPs, a Chairman and Managing Director and a Jt. Managing Director and Chief Executive Officer are not covered, as they are covered under BOD

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

	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Gross wages paid to females as % of total wages	10.98	11.80

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 Company has appointed the Head of Human Resources to oversee matters related to human rights and their associated impacts. As part of this framework, Nazara's Human

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Rights Policy outlines clear principles that must be followed by all relevant stakeholders, ensuring alignment with the Company's commitment to ethical and responsible conduct.

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

Nazara has integrated a structured grievance resolution process within its HR Policy to promptly handle concerns related to human rights. This system is designed to safeguard principles such as equality, fair treatment, and non-discrimination across the organisation. The Company's Code of Conduct reflects its ongoing commitment to human rights and is fully aligned with the legal standards set by the Indian Constitution and other national laws and policies. At every level, Nazara ensures that all stakeholders and customers are approached with respect, compassion, and fairness.

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

	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	NA	NA	Nil	NA	NA
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 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	NA	NA
Complaints on POSH upheld	NA	NA

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

Nazara is firmly committed to creating a safe, respectful, and inclusive work environment where discrimination and sexual harassment have no place. To safeguard this commitment, the Company has adopted a comprehensive Whistleblower Policy that includes clear provisions on anti-discrimination and the Prevention of Sexual Harassment (POSH). This framework enables employees to report concerns confidentially and without fear of retaliation, irrespective of their gender or sexual orientation. The Company follows a strict zero-tolerance approach and ensures that all complaints are taken seriously. An Internal Committee has been formed to conduct fair and thorough investigations and to implement suitable corrective measures wherever necessary.

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

Yes, the Company incorporates human rights provisions into specific business agreements and contracts wherever relevant. This approach ensures that its partners and associates uphold the same ethical standards and commitment to responsible practices as followed within the organisation.

10. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	The Company fully complies with all applicable labour laws and maintains a strict policy against the use of child labour or any form of forced labour. These standards are upheld across all hiring practices and operational activities to ensure ethical and lawful employment throughout the organisation.
Forced/involuntary labour	
Sexual harassment	100%
	The Board receives a quarterly update detailing any complaints related to sexual harassment. This regular reporting ensures transparency, accountability, and oversight in handling such matters within the organisation.
Discrimination at workplace	100%
	The Company has put in place internal monitoring mechanisms to ensure consistent compliance with all relevant laws and organisational policies related to these matters. This helps maintain accountability and alignment with regulatory and ethical standards.
Wages	100%
	The Company has established a robust internal system to ensure compliance with minimum wage requirements. This includes periodic HR audits as well as client-specific reviews, which help track and verify that wage standards are consistently met across all operations.
Others – please specify	NA

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 9 above.

There were no audit concerns in the above areas from assessments in FY 2024-25.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced because of addressing human rights grievances/complaints.

To date, the Company has not received any grievances or complaints and therefore has not found it necessary to make changes to its business processes. Nonetheless, a Stakeholders' Relationship Committee has been established by the Board to proactively handle any concerns that may be raised in the future, ensuring prompt and effective resolution of stakeholder queries and issues.

2. Details of the scope and coverage of any human rights due diligence conducted.

Nazara does not currently conduct dedicated human rights due diligence processes. However, the principles of human rights are embedded within the Company's Code of Conduct and Whistleblower Policy. These frameworks outline broad human rights standards that are consistently upheld and followed across the organisation.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company's office premises are equipped with accessibility features such as lifts, ramps, and wheelchair support to ensure that visitors with disabilities can navigate the facilities comfortably and without barriers.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Nazara has not undertaken formal rights assessments of its value chain partners. However, the Company expects all partners to operate in alignment with its ethical principles and core values.
Discrimination at workplace	
Child labour	
Forced labour/involuntary labour	
Wages	
Others – Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 4 above.

NA

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Principle 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS**

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

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A + B + C)	-	-
From non-renewable sources		
Total electricity consumption (D) (in GJ)	555.12	338.58
Total fuel consumption (E) (in GJ)	307.61	265.55
Energy consumption through other sources (F) (in GJ)	Nil	Nil
Total energy consumed from non-renewable sources (D + E + F) (in GJ)	862.73	604.13
Total energy consumed (A + B + C + D + E + F) (in GJ)	862.73	604.13
Energy intensity per ₹ of turnover (Total energy consumption in GJ/Revenue from operations in ₹ Crores)	0.00000251	0.00000259
Energy intensity per ₹ of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ/Revenue from operations in ₹ Crores adjusted for PPP)	0.00005178	0.00005295
Energy intensity in terms of physical output (Total energy consumed in GJ/Employee)	13.69	8.16
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: The energy consumption numbers for FY 2023-24 have been restated owing to change in the source of factors considered and change in methodology as per the guidelines suggested by SEBI.

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

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

NA

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

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	The Company's office water use is restricted to essential needs such as drinking and sanitation, with an ongoing focus on promoting mindful consumption. Although a structured monitoring system has not yet been implemented, water-saving fixtures and low-flow installations have been introduced to reduce unnecessary use. Since the office operates from a leased facility, direct access to water billing information is not available. The Company is currently exploring ways to collect relevant data that will support more targeted efforts to cut down on water wastage.	
(ii) Groundwater		
(iii) Third-party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per ₹ of turnover (Water consumed/Turnover)		
Water intensity per ₹ of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional) – the entity may select the relevant metric		

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

4. Provide the following details related to water discharged

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	
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.

Water is used exclusively for human consumption at the Company's offices, and although a zero liquid discharge system is not in place, efforts have been made to foster mindful and efficient water usage through a range of internal practices.

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 (Current financial year)	FY 2023-24 (Previous financial year)
NO _x	NA		
SO _x			
Particulate Matter (PM)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others – please specify			

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

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

Parameter	Unit	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	22.81	20.14
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	112.10	68.37
Total Scope 1 and Scope 2 emissions per ₹ of turnover	tCO ₂ e/₹ in Crores	0.00000039	0.00000038

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Parameter	Unit	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Total Scope 1 and Scope 2 emission intensity per ₹ of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/₹ in Crores adjusted for PPP	0.00000810	0.00000776
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ Employee	2.14	1.20
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	NA	NA	NA

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

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

No. The Company intends to begin collecting data on Greenhouse Gas emissions. However, there are currently no ongoing initiatives specifically aimed at reducing them.

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

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	Nil	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
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)		
Total (A + B + C + D + E + F + G + H)		
Waste intensity per ₹ of turnover (Total waste generated/Revenue from operations)		
Waste intensity per ₹ of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output Waste 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	Nil	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the 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.**

Due to the nature of its operations, the Company does not produce any hazardous or toxic chemicals. Its waste management approach focuses on minimising non-hazardous waste through reduction, reuse, and recycling wherever feasible, with ongoing efforts tracked regularly. To ensure responsible disposal of electronic waste, the Company collaborates with authorised e-waste disposal agencies. It is also in the process of evaluating biodegradable alternatives to replace plastic garbage bags as part of its broader sustainability initiatives.

- 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.
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No. None of the offices of Nazara are located in or 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**

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

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

Yes, the Company adheres to all relevant environmental laws, regulations, and guidelines currently applicable in India.

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

LEADERSHIP INDICATORS

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

The Company's office is not located in any of the water stressed areas.

Parameter	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	
(ii) Groundwater		
(iii) Third-party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per ₹ of turnover (Water consumed/turnover)		
Water intensity (optional) – the entity may select the relevant metric		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	NA	
No treatment		
With treatment – please specify the level of treatment		
(ii) Into groundwater		
No treatment		
With treatment – please specify the level of treatment		
(iii) Into seawater		
No treatment		
With treatment – please specify the level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify the level of treatment		
(v) Others		
No treatment		
With treatment – please specify the level of treatment		
Total water discharged (in kilolitres)		

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

2. Please provide details of total Scope 3 emissions and their intensity in the following format:

Parameter	Unit	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		NA	
Total Scope 3 emissions per ₹ of turnover			
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric			

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

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

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

Sr. no	Initiative undertaken	Details of the initiative (weblink, if any, may be provided along with summary)	Outcome of the initiative
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The Company actively adopts emerging technologies aimed at improving overall user experience. Its business model has a limited environmental footprint, with negligible impact on resource usage, emissions, discharges, or waste output. Despite this, the Company continues to promote environmental responsibility by implementing sustainable waste handling processes, using energy-efficient systems, and maintaining clear separation of wet and dry waste streams.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/weblink.

Yes, Nazara has put in place a structured Risk Management Policy to safeguard its growth and operations against unforeseen challenges. This policy is designed to anticipate and address risks across core areas such as technology infrastructure, product development, and user support. It outlines a clear framework for identifying vulnerabilities and implementing appropriate responses, helping the Company maintain operational continuity and remain resilient in the face of potential disruptions.

The policy can be accessed at the following weblink: https://cdn.prod.website-files.com/648939088bfc729866e83bb2/649ab0f8c852897548c38b8f_risk-management-policy.pdf

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

NA. As Nazara operates in the digital entertainment space and does not engage in manufacturing activities, its value chain does not pose any major environmental risks. Consequently, there is no requirement for targeted mitigation or adaptation measures.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

NA

8. How many Green Credits have been generated or procured by the entity.

NA

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.

2

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.

S. no.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Internet and Mobile Association of India (IAMAI)	National
2.	Telangana VFX Animation And Gaming Association	National

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

Name of authority	Brief of the case	Corrective action taken
NA		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (annually/half-yearly/quarterly/others – please specify)	Weblink, if available
NA					

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 the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
NA					

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

S. no.	Name of the 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 ₹)
NA						

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

Given the nature of its operations, this is not applicable, as the Company's community engagement is currently limited to its Corporate Social Responsibility initiatives.

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

	FY 2024-25 (Current financial year)	FY 2023-24 (Previous financial year)
Directly sourced from MSMEs/ Small producers	Owing to the nature of its business, the Company makes a conscious effort to source hardware and office equipment from local suppliers, aiming to increase the proportion of locally procured materials.	
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 (Current financial year)	FY 2023-24 (Previous financial year)
Rural	NA	
Semi-urban		
Urban		
Metropolitan		

(Categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Corrective action taken
The Company ensures that its products and services are aligned with socially responsible practices. The focus remains on delivering a positive user experience while also supporting broader social well-being.	

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

S. no.	State	Aspirational district	Amount spent (in ₹)
NA			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

No

- (b) From which marginalised/vulnerable groups do you procure?

NA

- (c) What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:-

S. no.	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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Nazara has expanded its portfolio through well-planned acquisitions, securing popular intellectual properties such as Kiddopia, Animal Jam, World Cricket Championship, Love Island the game, CATS, and KOT, among others. These IPs have played a key role in enhancing content offerings, increasing user engagement, and driving revenue growth. The strategic use of these assets has enabled the Company to introduce fresh experiences, strengthen its market presence, and create value during the year.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein traditional knowledge is used

Name of authority	Brief of the case	Corrective action taken
NA		

6. Details of beneficiaries of CSR projects

S. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Dr. B. K. Goyal Heart Foundation	8	100%

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.

Nazara considers gaming communities to be central to its growth and encourages open communication by welcoming feedback and concerns from users. The Company remains focused on delivering an experience that goes beyond customer expectations. To ensure this, Nazara has established clear mechanisms for consumer engagement, including a user-friendly feedback interface, a proactive customer support team, and continuous review of user input to improve service quality and promptly address issues.

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

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

3. Number of consumer complaints in respect of the following

	FY 2024-25 (Current financial year)		Remarks	FY 2023-24 (Previous financial year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	Nil	NA	NA	Nil	NA	NA
Advertising						
Cybersecurity						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

Yes. The Company has put in place IT systems to monitor and manage risks related to cybersecurity and data privacy. For more details, please visit: [https://www.nazara.com/privacy-policy#:~:text=We%20may%20access%2C%20preserve%2C%20and,requests%3B%20\(iii\)%20to%20protect](https://www.nazara.com/privacy-policy#:~:text=We%20may%20access%2C%20preserve%2C%20and,requests%3B%20(iii)%20to%20protect)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

- 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; reoccurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.**

There have been no reported challenges or breaches at Nazara relating to promotional activities, information security, cyber threats, service quality, compliance penalties, or the integrity of its offerings.

- 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:

Nil

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

Nil

LEADERSHIP INDICATORS

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

Information about the Company's products and services can be accessed here: <https://www.nazara.com/>

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

NA

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

Nazara has established a structured approach to managing potential service disruptions, supported by a well-defined plan to maintain business operations and ensure timely communication during such events.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

NA