

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 - 400021, Maharashtra
5. Corporate address	51-54, Maker Chambers 3, Nariman Point, Mumbai - 400021, Maharashtra
6. E-mail	investors@nazara.com
7. Telephone	022 4033 0800
8. Website	www.nazara.com
9. Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) Code: 543280 National Stock Exchange of India Limited (NSE) Symbol: NAZARA
11. Paid-up capital	₹ 26,46,96,368
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 Number: 022-40330800 E-mail ID: 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.

II. PRODUCTS/SERVICES

14. 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 telecom operator channel	71.93
2	Freemium	Ads & virtual items purchased within the games	28.07

15. 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	71.93
2	Freemium	73100	28.07

III. OPERATIONS

16. 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	

17. 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?

94.88%

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c. A brief on types of customers

Following are the customers of Nazara Technologies:

- Gamers
- Sponsors and Advertisers
- Telcom Partners and Customers

IV. EMPLOYEES

18. 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)	74	61	82.43%	13	17.57%
2.	Other than permanent (E)		NA			
3.	Total employees	74	61	82.43%	13	17.57%
WORKERS						
4.	Permanent (F)		NA			
5.	Other than permanent (G)					
6.	Total workers (F + G)					

Note: Nazara Technologies operates in the service-based industry, specialising in mobile entertainment services. Consequently, the Company's workforce solely consists of employees, with no categorisation 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 (F + G)					
DIFFERENTLY ABLED WORKERS						

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	4*	NIL	NA

* Note: Mr. Manish Agarwal resigned as CEO effective December 01, 2022

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	10.88%	5.44%	16.33%	29.67%	1.29%	30.97%	15.29%	1.17%	16.47%
Permanent workers	NA								

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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For the list of subsidiaries, associate companies, and joint ventures, please refer to Page No. 58 of the Annual Report. The Company's subsidiaries, associate companies, and joint ventures adhere to their individual business responsibility initiatives.

CSR DETAILS

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

- (i) Turnover (in ₹): 229.5 million (on standalone basis)
- (ii) Net worth (in ₹): 9,159 million (on standalone basis)

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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 2022-23 current financial year			FY 2021-22 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	2	0	NA	134	0	NA
Shareholders	Yes, the Company provides a mechanism to address grievances of its shareholders. Link Intime India Private Limited has been appointed as the Share Transfer Registrars/Agents and is responsible for addressing shareholders' inquiries, requests, and complaints. The Share Transfer Registrars/ Agents operate within the guidelines established by SEBI and respond to such grievances through a designated email address.	0	0	NA	0	0	NA

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 2022-23 current financial year			FY 2021-22 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
Employees and workers	Yes, the Company's Whistleblower mechanism is available 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 quality complaints form available on the website, specifically a form for reporting product quality issues.	0	0	NA	0	0	NA
Value Chain Partners	Yes. Value Chain Partners are given access to reach multiple hierarchy at all levels where their grievances are addressed.	0	0	NA	0	0	NA
Other (please specify)	NA				0	0	

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24. 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.	Governance	Risk	Governance is a critical and material issue for Nazara, as it affects the Company's ability to create long-term value for its shareholders, maintain its reputation, and comply with legal and regulatory requirements.	Effective governance is essential to ensure that the Company's decision-making is transparent, ethical, and in the best interests of all stakeholders, including shareholders, customers, employees, and the broader community. Good governance practices can help to mitigate risks, foster trust, and promote sustainable growth.	In case of failure of governance regulations, the Company may face actions that could lead to financial fines and penalties and a tarnished reputation. Additionally, there is a risk of reputational damage from incidents that may not be regulatory in nature, but still raise questions about the ethical conduct of the business.
2.	Data Privacy	Risk	Data privacy is a material issue for the Company as it is critical to maintaining customer trust, complying with legal and regulatory requirements, and avoiding any financial or reputational risks associated with data breaches or unauthorised access to personal data.	To mitigate the Data privacy risk, the Company implemented robust security measures, conducting regular security audits and risk assessments, and providing training and education to employees on data privacy best practices.	Breach of Data Privacy can lead towards legal fines and penalties, loss of customers and the Company may need to spend significant amounts of money to remediate a data breach. The Company also faces reputational loss in case of data breach and securities.
3.	Regulatory Approvals	Risk	The Company operates in a highly regulated industry, and failure to obtain the necessary regulatory approvals can delay the product launch, increase compliance cost, damage the reputation and have legal and financial penalties.	To mitigate the material risk, the Company has prioritised compliance with all applicable regulations and work closely with regulatory agencies to obtain the necessary approvals in a timely manner.	Failure to comply with regulatory requirements can result in legal and financial penalties. These penalties can be significant and can include fines, sanctions, and even suspension of operations.

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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)
4.	Talent, attraction and retention	Risk and Opportunity	<p>Opportunity: The Company should focus on creating a positive work environment that emphasises employee development, growth, and recognition. This can include offering competitive salaries and benefits, providing opportunities for learning and development, and creating a culture of innovation and collaboration. By prioritising talent attraction and retention, the Company can position itself for long-term success and growth.</p> <p>Risk: Talent attraction and retention can also be a material risk for the Company, as the loss of key employees can have significant impact on loss of critical knowledge and expertise which can impact the Company's ability to innovate and develop new products or services and can also result in decreased productivity and efficiency.</p>	To mitigate the material risk posed by talent attraction and retention, the Company should focus on creating a positive work environment that prioritises employee development, recognition, and engagement.	The cost of recruiting and training new employees can be significant, particularly for highly specialised roles. If the Company experiences high turnover, it may need to spend more on recruitment and training, which can impact the Company's financial performance.
5.	Employee Health, Safety, and well-being	Risk	Ensuring the safety and well-being of our employees is of utmost importance to the Company, as employees are the most valuable resource. To achieve this, the Company assess and manage health and safety risks across all our operations.	The Company emphasises on placing safety as a pre-requisite across all its operations. Further, the Company also takes various measures to ensure the health and well-being of employees by resorting to various interventions through health awareness programmes.	Prioritising employee health, safety, and well-being can provide financial benefits to the Company by reducing costs associated with accidents and illnesses, increasing productivity and profitability, and improving talent attraction and retention.
6.	Product and Service Stewardship	Opportunity	Product and service stewardship presents material opportunities for Nazara Technologies by aligning its business practices with sustainability principles, enhancing its brand value, driving innovation, engaging stakeholders, attracting investors, and managing risks. By embracing stewardship, Nazara Technologies can position itself as a responsible leader in the gaming and entertainment industry, contributing to a more sustainable future.		By prioritising product and service stewardship, the Company can create long-term value for its stakeholders, including customers, investors, and the environment. This can lead to increased profitability and financial sustainability over time.

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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	Risk	Industries in the IT, gaming, technology service sectors consume a substantial amount of energy and are heavy emitters of carbon. The effects of climate change, specifically extreme weather events, can physically disrupt the operations of the Company and compromise the safety and welfare of its employees. Furthermore, economic disruptions caused by transition risks can hinder the growth and profitability of the Company.	The Company is implementing several measures to mitigate risks, starting with assessing its energy consumption. The Company is transitioning to more energy-efficient sources and creating awareness among stakeholders to do the same.	Climate change can lead to increased operational costs as rising global temperatures and extreme weather events can affect the Company's infrastructure, data centres, and gaming servers. Further, increasing climate-related risks, such as natural disasters and extreme weather events, can impact insurance costs for businesses.
8	Customer centricity/ customer satisfaction	Risk & Opportunity	<p>Risk: If the Company fails to prioritise customer needs and preferences, it may result in decreased customer satisfaction. Dissatisfied customers are more likely to switch to competitors resulting in losing market share.</p> <p>Opportunity: The openness, precision, and clarity of marketing communications, service explanations, terms, and procedures are crucial in shaping the relationship between businesses and their customers. In the context of Nazara Technologies this necessitates the provision of trustworthy information about their services.</p>	To mitigate these risks, Nazara Technologies should prioritise customer-centric strategies, including actively listening to customer feedback, personalising experiences, improving customer support, and continuously innovating to meet evolving customer needs.	<p>Positive: The Company's profitability is greatly impacted by customer satisfaction and loyalty, as they have a significant positive influence. In addition, enhancing customer satisfaction can open up better business prospects and contribute to financial growth.</p> <p>Negative: The loss of customers can lead to a decline in market share and operational revenue for the Company. Additionally, customer dissatisfaction has the potential to negatively impact the Company's reputation.</p>
9	Waste Management	Risk	The rapid growth of the gaming industry has resulted in a significant impact on the environment, from the use of mined metals and plastic casings in circuits to the energy required to power game consoles. E-waste is also one of the growing concerns.	The Company is taking deliberate measures to reduce plastic waste and promote the use of recyclable paper. To encourage waste management, visual aids are being placed strategically throughout the organisation. Pet plastic bottles are being replaced, and paper shredders are used to recycle the waste generated. Furthermore, wet and dry wastes are separated into biodegradables and non-biodegradables.	Failure to comply with current and future regulations related to recycling and the circular economy can lead to financial penalties and harm the reputation of the Company.

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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. Some policies may also include a combination of internal policies of the Company which are accessible to all internal stakeholders and policies placed on the Company's website.								
	c. Weblink of the policies, if available	The policies can be accessed at the following link- https://corp.nazara.com/?page_id=5928								
2	Whether the entity has translated the policy into procedures. (Ye/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company's Code of Conduct largely imbibes the above-mentioned principles and the Company expects its stakeholders to adhere to the same in all their dealings.								
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.	Environmental Commitments: <ul style="list-style-type: none"> Decreasing carbon Footprints Reducing electricity consumption Accelerate efforts on improving energy efficiency 								

Sr. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Social commitments: <ul style="list-style-type: none"> Create a work environment that cultivates top-performing talent by promoting inclusivity and diversity, while also encouraging employee growth and retention Uplifting the vulnerable and marginalised group of society through Nazara's CSR activity Governance commitments: <ul style="list-style-type: none"> To maintain high standards of corporate governance and transparency in all its operations. Foster a culture of accountability, responsibility, and fairness in all its business dealings, and is committed to continuously improving its governance practices to build trust and confidence among its stakeholders. 								
6	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.	Business Ethics and Integrity: Business ethics involves conforming to suitable business policies and practices, encompassing ethical trade practices, corporate governance, prevention of insider trading, anti-bribery measures, non-discrimination policies, corporate social responsibility, and fulfilling fiduciary responsibilities. Product Responsibilities: The Company bears product responsibility by ensuring the quality, safety, and ethical standards of its products. They prioritise customer satisfaction, compliance with regulations, and strive to deliver innovative and reliable solutions. Through diligent monitoring and continuous improvement, the Company upholds its commitment to responsible product development and delivery.								

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Sr. No.	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
		<p>Training & Retention of employees: At the core of the Company's human resource policies lies a strong emphasis on training and retention of employees. The Company is dedicated to cultivating a high-performance learning culture that motivates and rewards the employees. Nazara actively encourages its employees to showcase their skills and capabilities by providing ample opportunities for growth and development.</p> <p>Stakeholder Engagement: The Company consistently enhances its connections with stakeholders, actively seeking valuable insights into critical matters that impact the Company. This includes environmental, social, and economic issues that influence the Company's ability to generate value. By prioritising stakeholder engagement, the Company aims to stay informed and address these important factors effectively.</p>								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Nazara Technologies, is a Company that operates in gaming and sports media, believes in conducting business in a responsible and sustainable manner by aligning its actions with ESG (Environmental, Social, and Governance) responsibilities. The Company has implemented various environmental initiatives to reduce waste and improve recycling efforts, such as using energy-efficient measures, cloud servers for data storage, and water management systems, as well as conducting tree plantation efforts. Additionally, the Company prioritises customer satisfaction, diversity, equality, ethical conduct, and community involvement under the social focus.</p> <p>The Company is committed to maintaining good communication with investors and shareholders and upholding sound corporate governance practices in the interest of stakeholders. The Company recognises that Ethical Business Conduct, Efficient and Transparent Customer Service, Corporate Governance, Risk Management, and Human Capital Development are the key ESG issues and has implemented several measures to address them, such as a Comprehensive Code of Conduct and Business Ethics, fostering a sound risk culture, introducing innovative products, investing in emerging areas of cybersecurity and information security, developing employee welfare policies, monitoring resource consumption, and setting targets for reducing electricity, fuel, and paper usage.</p>								

Sr. No.	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
8	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).	<p>DIN: 02347434 Name: Mr. Nitish Mittersain Designation: Chief Executive Officer and Joint Managing Director</p>								
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.	<p>Yes Name: Mr. Nitish Mittersain Designation: CEO & Joint Managing Director DIN: 02347434 Telephone Number: 022-40330800 E-mail ID: nitish@nazara.com</p>								

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 as-needed reviews by department heads, business heads, and senior management personnel, and are presented to the Board of Directors as necessary. This evaluation includes an assessment of policy efficacy and any necessary changes to policies and procedures are implemented accordingly.	Quarterly																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to applicable regulations, and the Managing Director & Chief Executive Officer/ Chief Financial Officer/General Counsel & Company Secretary provides the Board of Directors with a Statutory Compliance Certificate regarding relevant laws.																		

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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	9
		No. The Senior Management and Board Committees of the Company regularly review charters and policies and conduct internal audits to monitor the performance of 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 is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
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	% age of persons in respective category covered by the awareness programme
Board of Directors	In the reporting period, Nazara Technologies has conducted several meetings with the Directors, KMPs and Senior Function Heads to discuss updates on the Company's performance. During these meetings, the entire range of business activities including macroeconomic and market review, equity performance, earnings outlook, the Company's strategy, business model, operations, service and product offerings, and CSR Funds are discussed.		
Key Managerial Personnel			
Employees other than BOD & KMPs			
Workers	NA		

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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 places great importance on the values of honesty, integrity, quality and trust in dealing with investors. The Company is committed to conducting business

by following the highest ethical standards. In order to further strengthen the good governance in dealing with investors' money, a 'Business Responsibility Policy' has been framed and duly approved by the Board of Directors which restricts the Company to engage in practices that are abusive, corrupt, or anti-competitive. All employees of the Company are bound to abide by the policy and instructions contained therein.

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 2022-23 (Current Financial year)	FY 2021-22 (Previous financial year)
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2022-23 (Current financial year)		FY 2021-22 (Previous financial year)	
	Number	Remarks	Number	Remarks
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				

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. Nazara Technologies has not incurred any fines, penalties, or legal action from regulatory bodies, law enforcement agencies, or the judiciary relating to incidents of corruption or conflicts of interest. There has been no necessity for the Company to implement corrective actions in relation to these issues.

Leadership Indicators

1. 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.

The Company has implemented Code of Conduct for Board members and senior management personnel to prevent any conflicts of interest involving the Board and Key Management Personnel (KMP). Additionally, as per listing regulations, senior management assures the Board of Directors that there have been no significant financial or commercial transactions in which they have a personal interest that could potentially have conflict with the Company's overall interests.

The purpose of the Code of conduct for Board members and senior management is to ensure compliance with relevant acts and regulations applicable to the Company's business. Furthermore, the Company has developed a policy on related party transactions to provide guidelines for identifying related parties and regulating such transactions.

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 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Since the Company's main area of expertise lies in mobile gaming and entertainment services, its Capex and R&D spending have been predominantly geared towards technological investments. This has entailed incorporating IT infrastructure such as equipment, software, and communication networks as capital assets to fuel the Company's digital initiatives.		
Capex			

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

Yes. Due to the Company's focus on mobile gaming entertainment services, the scope of sustainable sourcing is somewhat restricted. However, the Company strives to procure hardware products and office equipment from suppliers who adhere to fair business practices, emphasising respect for human rights, business ethics, and the environment. The Company also encourages suppliers to comply with 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 sourced 100% of inputs sustainably.

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.

Due to the nature of Nazara's business, scope regarding these parameters is limited. However, the Company recognises the requirement to effectively handle waste in an environmentally friendly manner. In order to accomplish these goals, the Company promotes reusing and recycling whenever feasible and closely monitors progress in this area. Additionally, the Company collaborates with certified e-waste handlers to properly dispose of electronic waste. Furthermore, the Company is in discussion to switch from plastic garbage bags to biodegradable bags.

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. The Company does not have any physical products, hence Extended Producer Responsibility (EPR) is not applicable.

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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
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No. The Company's business activity is to cater mobile entertainment services to mobile operators and not related to any manufacturing activity. Although the Company has not conducted an LCA for its services, it is actively working to collect data to have such assessments in the coming years to the extent possible/applicable.

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 2022-23 Current financial year	FY 2021-22 Previous financial year

'Not applicable' pertains to the fact that the Company provides mobile entertainment services to mobile operators and does not engage in any manufacturing activities. Additionally, the Company does not produce any physical products.

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 2022-23 Current financial year			FY 2021-22 Previous financial year		
	Reused	Recycle	Safely Disposed	Reused	Recycle	Safely Disposed
Plastics (including packaging)	Not applicable. The Company provides mobile entertainment services to mobile operators and not related to any manufacturing activity and does not have any physical products.					
E-waste	Not applicable. The Company provides mobile entertainment services to mobile operators and not related to any manufacturing activity and does not have any physical products.					
Others - Bio-medical waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Others - Construction and demolition waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Others - Battery waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Others - Radioactive waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Hazardous waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Other Non-hazardous waste	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					
Total	Despite the limitations in the scope of Nazara's business, the Company recognises the importance of managing waste in an environmentally conscious way. To attain this goal, the Company promotes the reuse and recycling of materials whenever feasible and tracks progress in this area. The Company also collaborates with certified e-waste handlers to guarantee the appropriate disposal of electronic waste. Furthermore, the Company is currently considering a transition from plastic garbage bags to biodegradable alternatives.					

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
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Not applicable. The Company provides mobile entertainment services to mobile operators and not related to any manufacturing activity. And, the Company does not manufacture any physical products.

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	61	61	100%								
Female	13	13	100%							NA	
Total	74	74	100%								
Other than permanent employees											
Male											
Female										NA	
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											
Female										NA	
Total											
Other than permanent workers											
Male											
Female										NA	
Total											

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

Benefits	FY 2022-23 current financial year			FY 2021-22 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%		Y	100%		Y
Gratuity	100%		Y	100%		Y
ESI	9.46%	NA	Y	15.07%	NA	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 made its offices accessible to employees with disabilities by providing lifts and ramps, as well as providing provisions for wheelchairs.

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.

The work environment at Nazara Technologies fosters and advocates for diversity and inclusivity in the workplace. The Company prohibits any form of discrimination based on gender, sexual orientation, race, colour, caste, creed, religion, marital status, disability, or age.

The Company also ensures that all potential candidates are provided with equal opportunities to work with the Company, and promotions and hikes are solely based on performance without any discrimination.

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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	No. However, Nazara Technologies has established a Human Resource Policy and Stakeholder Relationship Committee dedicated to promptly and effectively resolving any grievances or complaints raised.
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 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total employees/workers in the respective category	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	No. of employees/workers in the respective category who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	While Nazara Technologies doesn't have a labour union, the Company acknowledges and respects its employees' right to engage in peaceful association and collective bargaining. Additionally, the Company encourages open communication and direct engagement between management and employees, fostering a healthy work environment.					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current financial year)					FY 2021-22 (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	61	61	100%	NIL	NA	62	62	100%	NIL	NA
Female	13	13	100%			11	11	100%		
Total	74	74	100%			73	73	100%		
Workers										
Male	NA									
Female	NA									
Total	NA									

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	61	42	68.85%	62	38	61.29%
Female	13	9	69.23%	11	10	90.90%
Total	74	51	68.92%	73	48	65.75%
Workers						
Male	NA					
Female	NA					
Total	NA					

10. Health and safety management system:

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

Nazara Technologies provides safety training to its employees, including periodic training on fire safety and evacuation drills at Company's offices. The Company also conducts healthcare specialists to raise awareness about mental health and nutrition, resilience, and empathetic communication with team members.

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

Given the nature of business, this is not directly applicable. However, the Company ensures safety at workplace.

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

Yes, Nazara Technologies offers its employees access to non-occupational medical and healthcare services, and first aid kits are always available on the premises. The Company has also improved its employee benefits to prioritise the protection of health and well-being, including group term insurance and personal accident insurance. In case of emergencies, emergency vehicles are readily available at the corporate headquarters.

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 Medical Insurance Policy.

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

Safety Incident/Number	Category	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High-consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

Recognising the significant impact a healthy work environment can have on employee motivation, productivity, and overall well-being, the Company has implemented significant measures to ensure that its offices are secure and promote good health. These

measures include maintaining fire safety equipment in good condition through an annual maintenance contract and regularly testing them to ensure their effectiveness.

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

	FY 2022-23 (Current financial year)			FY 2021-22 (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 & Safety						

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	

Note: Nazara Technologies has not conducted statutory audits of health and safety practices currently. However, the Company is actively working to collect data and effectively assess health and safety conditions at its various offices. Nazara ensures safe working environments for all employees and remains committed to making ongoing improvements in this area.

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

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).

Yes, the Company provides benefits such as term life insurance and health insurance, as well as provident fund, gratuity, and superannuation. Moreover, all employees, as well as

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their families including spouses and children, are covered under the Company's group medical insurance.

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 its value chain partners have deducted and deposited statutory dues in compliance with applicable laws and regulations. The Company expects all of its value chain partners to adhere to its code of conduct, business responsibility principles, and values.

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 or are being 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 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Employees	NIL			
Workers				

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)

The Company has established a retirement policy that outlines the terms of retirement for its employees and the subsequent opportunities for engagement with the Company. The Company places significant emphasis on the training and development of its employees, making them highly skilled and employable even after retirement or termination.

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	These parameters are currently not explicitly assessed or measured. However, Nazara expects its value chain partners adhere to existing regulations, including fair labour practices and the provision of healthy and safe working conditions.
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.

Not applicable

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.

The Company identifies key stakeholder groups based on their significance and potential to bring or add value to the Company's activities, products and services. Maintaining regular communication with the stakeholder is crucial, and inclusiveness is prioritised as a vital element of Nazara's core business strategy.

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

Stakeholder	Whether identified as Vulnerable & Marginalised	Channels of communication	Frequency of engagement (Annually/ Half-yearly/ Quarterly/)	Purpose and scope of engagement, including key topics and group concerns raised during such engagement
Gaming enthusiasts (Customers)	No	Emails, social media & other digital platforms, Advertisements and the Company's website	Ongoing and need based	Customer Service and Feedback on products/ services To stay abreast of gaming features, benefits and risks.

Stakeholder	Whether identified as Vulnerable & Marginalised	Channels of communication	Frequency of engagement (Annually/ Half-yearly/ Quarterly/)	Purpose and scope of engagement, including key topics and group concerns raised during such engagement
Investors & Shareholders	No	Quarterly earnings calls, emails, SMS, newspaper, advertisement, notices, website, Annual General Meeting, intimation to stock exchanges, annual/quarterly financials and investor meetings /conferences, investor presentation, press release, annual reports, and many others.	At least quarterly and need based	Providing updates on the latest developments within the Company and the industry, and to address any concerns or grievances, it is essential to monitor the performance of the Company.
Employees	No	Emails, direct interactions, conference calls, one on one discussions	Ongoing and need based	Providing training and career development programmes, performance review and appraisals, resolving any grievances and concerns.
Vendors	No	Emails and phone	As and when required	Business requirements
Communities	Yes	CSR Organisations	Regular	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.

The Company's business growth and value creation depend heavily on its stakeholders, and it is dedicated to engage with them in a meaningful and proactive manner throughout the year. By doing so, the Company intends to address stakeholder's interests, concerns, and competing expectations in a responsible manner. Nazara Technologies is working to build up the stakeholder consultation process for ESG and the factors influencing ESG.

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.**

Active steps are being taken by the Company's Board to identify and collect data on material ESG factors in amalgamation with employees and stakeholders.

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

Nazara Technologies funds several CSR projects with the objective of serving vulnerable and marginalised groups including slum community, domestic workers, underprivileged children, daily wage workers, migrant labourers, elderly people, cancer patients and their relatives, and tribal communities. In future, it aims to lend help to a wider group of people who are residents of the aspirational districts as identified by Government bodies.

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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 2022-23 Current financial year			FY 2021-22 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	74	74	100%	73	73	100%
Other than permanent		NA			NA	
Total employees	74	74	100%	73	73	100%
Workers						
Permanent						
Other than permanent					NA	
Total workers					NA	

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

Category	FY 2022-23 Current financial year				FY 2021-22 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	74	0	0	74	100%	73	0	0	73	100%
Male	61	0	0	61	100%	62	0	0	62	100%
Female	13	0	0	13	100%	11	0	0	11	100%
Other than permanent										
Male										
Female									NA	

Category	FY 2022-23 Current financial year				FY 2021-22 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)
Workers										
Permanent										
Male									NA	
Female										
Other than permanent										
Male									NA	
Female										

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

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category	Number	Median remuneration/salary/wages of the respective category
Board of Directors (BoD)	6	2,78,27,942	1	0
Key Managerial Personnel	4	3,05,54,490	0	0
Employees other than BoD and KMP	65	4,65,780	17	5,18,748
Workers				NA

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 entrusted the Head of the Human Resource department with the responsibility of addressing any human rights issues or impacts. The Company's Human Rights Policy requires all relevant stakeholders to adhere to the principles outlined in the policy.

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

Yes, the Company has an internal mechanism outlined in its HR Policy that promptly addresses grievances related to human rights issues. The Company adheres to the principles of respecting human rights, non-discrimination among employees, and providing a redressal mechanism for its key constituents. Its Code of Conduct also promotes and respects human rights. Yes, the Company complies with all human rights laws and guidelines set forth by the Constitution of India, national laws and policies, and treats all stakeholders and customers with dignity, respect, and understanding.

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

	FY 2022-23 Current financial year			FY 2021-22 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	NIL	NA	NA	NIL	NA	NA
Wages						
Other Human Rights-Related Issues						

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

Yes, the Company is dedicated to create a work environment that is free from all forms of discrimination and sexual harassment. To prevent and address such issues, the Company has established whistle-blower policy which has Anti-discrimination and Prevention of Sexual Harassment (POSH) sections in the policy. These policies offer a mechanism for addressing complaints of sexual harassment, and employees can report incidents without fear of retaliation regardless of their gender or sexual orientation. We maintain a zero-tolerance policy towards sexual harassment and are committed to addressing all cases

reported to us. The Company has constituted an Internal Committee to investigate every complaint thoroughly and ensure appropriate corrective action is taken.

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

Yes, in certain business agreements and contracts where relevant, the Company has human rights requirements.

9. 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 adheres to all rules and regulations outlined in labour laws and strictly prohibits any form of child labour or forced labour in its hiring and operations.
Forced/involuntary labour	A quarterly update on complaints pertaining to sexual harassment is presented to the Board.
Sexual harassment	The Company ensures internal monitoring to comply with all applicable laws and policies regarding the mentioned issues.
Discrimination at workplace	The Company maintains a strong internal process to ensure adherence to minimum wages. Regular HR audits and client-specific audits are conducted to monitor compliance.
Wages	Others – please specify NA

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

Not applicable

Leadership Indicators

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

No. The Company has not received any grievances or complaints and hence has not perceived any obligation to introduce changes in its business processes. The Board has set up a Stakeholders' Relationship Committee which works to resolve any such queries, complaints or grievances.

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

Presently, Nazara Technologies does not conduct human rights due-diligence. The Code of Conduct and Whistler Blower policies of the Company hold a vast coverage of Human Rights protocols which are respected and followed.

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, Nazara Technologies has made its offices accessible to employees with disabilities by providing lifts and ramps, as well as providing provisions for wheelchairs.

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	Assessments of the value chain partners with regards to human rights violations have not been carried out. However, Nazara Technologies strongly recommends and expects its value chain partners to abide by the values, principles and business ethics that the Company follows.
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.

Not applicable. The Company takes all necessary preventive measures and recognises key risks with respect to its value chain. The Company also ensures that business is conducted in an ethical and transparent pattern.

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 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total electricity consumption (A) (in GJ)	366.68	316.22
Total fuel consumption (B) (in GJ)	25,726.72	16,253.29
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C) (in GJ)	26,093.40	16,569.51
Energy intensity per rupee of turnover (Total energy consumption in GJ/turnover in rupees)	113.45	81.22
Energy intensity (optional) – the relevant metric may be selected by the entity	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

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 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Water consumption within the Company's office premises is exclusively allocated for human use, and the Company has taken measures to promote responsible water usage. While no formal monitoring system for water utilisation is currently in place, the Company has implemented energy-efficient faucets and fixtures to encourage mindful consumption. Ongoing endeavours involve the acquisition of data regarding water consumption and minimising wastage. It's important to note that the Company is leasing its premises, which results in an unavailability of the water bill.	
(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 rupee of turnover (Water consumed/turnover)		
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

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

Due to the Company's strict limitation of water usage to human consumption purposes, it has not implemented a zero liquid discharge mechanism. Nonetheless, the Company has implemented several initiatives to ensure responsible water consumption.

5. Please provide details of air emissions (other than GHG emissions) by the entity in the following format

Parameter	Please specify unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
NOx	No substantial air emissions have been made by the Company as it is a service sector company. It is however working to collect all the possible relevant data on emissions generated.		
Sox			
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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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	1,875.45	1,174.55
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	83.52	72.03
Total Scope 1 and Scope 2 emissions per million rupee of turnover	CO ₂ /mn ₹	8.52	6.11
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric		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

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

No. The Company aims to collect any relevant data on Green House Gas emissions generated and presently it has no active project working on reducing Green House Gas emissions.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	The Company takes conscious steps to reduce and encourage reuse and recycling whenever possible and monitors progress in this regard. Moreover, the Company partners with certified e-waste handlers to ensure proper disposal of electronic waste. Additionally, the Company is exploring the possibility of transitioning from plastic garbage bags to biodegradable ones.	
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)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	
(ii) Re-used		
(iii) Other recovery operations		
Total		

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (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

9. 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.

Given the nature of the Company's business, it does not generate any hazardous and toxic chemicals. The waste management practices adopted by Nazara Technologies have been described above in Q. 8 of Principle 6.

10. 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.

No. None of the Nazara Technologies' offices are located in or around ecologically sensitive areas.

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

No. The Company is a mobile entertainment service provider and hence no Environmental Impact Assessments of projects are conducted.

12. 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 is compliant with the applicable environmental law/regulations/guidelines in India as per the business activities, products and services.

Leadership Indicators

1. Provide a break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources in the following format:

The Company is aiming to shift to clean energy eventually. It will also work on collecting data and disclose about the same in the future.

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
From renewable sources (in GJ)		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources (in GJ)		
Total electricity consumption (D)	366.68 GJ	316.22 GJ
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	366.68 GJ	316.22 GJ

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. Provide the following details related to water discharged:

Not applicable

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment		
With treatment – please specify the level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify the level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify the level of treatment		NA
(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 has been carried out by an external agency? (Y/N) If yes, the name of the external agency- No

3. 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

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

Not applicable

Nazara Technologies office is not located in any of the water stressed areas.

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(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)		NA
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the entity may select the relevant metric		

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
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		NA
(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

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

The Company is primarily engaged in a service-oriented business that revolves around the mobile entertainment services. Simultaneously, the Company acknowledges the negative environmental consequences of both direct and indirect emissions. However, the Company does not track or measure Scope 3 emissions.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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)	Metric tonnes of CO ₂ equivalent	Not applicable	
Total Scope 3 emissions per rupee 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

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

Not applicable.

As no offices or operations of Nazara Technologies are situated in or around ecologically sensitive areas, it does not have any direct or indirect impacts on biodiversity of such areas.

6. 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 alongwith summary)	Outcome of the initiative
		Yes. Nazara Technologies constantly practices the use of innovative technology and thereby level-up the user's satisfaction. With no significant impacts on resource efficiency/ emissions/effluent discharge/waste generated caused by the Company's business, it proactively works on segregating wet and dry waste, using energy efficient options, and encouraging sustainable approaches of waste management.	

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

Nazara Technologies has a Risk Management Policy that ensures sustainable business growth with stability during different types of interruptions which may affect critical activities like development, IT services, and customer support. The policy holds in place a structured and disciplined approach to manage risks that might affect the business. A risk management framework has been outlined in the policy where material issues have been identified and strategies have been planned to manage them.

8. 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.

Not applicable.

Nazara Technologies being a company that caters to mobile entertainment services to mobile operators, is not involved in manufacturing activities. Its value chains do not cause any severe harmful effects on the environment.

9. Percentage of Value Chain Partners (by value of business done with such partners) that were assessed for environmental impacts.

Not applicable.

The Company caters to mobile entertainment services and is not involved in manufacturing activities. Its value chains do not cause any severe harmful effects on the environment.

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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.

The Company is part of the Internet & Mobile Association of India (IAMAI)

- 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 & Mobile Association of India (IAMAI)	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 (No adverse orders were received in the last Financial Year)		

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
There is no public policy advocated by the Company right now but it is actively working to identify key issues faced by the industry and its customers.					

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
Currently the Company does not have any Social Impact Assessment (SIA) projects in place.					

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

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 ₹)
Not applicable, as the Company has not undertaken any ongoing Rehabilitation and Resettlement (R&R) projects.					

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

Given the nature of the business, this is not applicable as the Company's interaction with the community is limited to CSR activity.

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

	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
Directly sourced from MSMEs/Small producers	Not applicable, taking the nature of business into consideration. However, the Company endeavours to obtain its hardware and other office equipment from local vendors.	
Sourced directly from within the district and neighbouring districts		

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's products/services don't have any negative social impacts. The Company puts emphasis on customer satisfaction and social impact.	

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? Not applicable
 (c) What percentage of total procurement (by value) does it constitute? Not applicable

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

Through strategic acquisitions, Nazara Technologies has gained access to iconic intellectual properties including World Cricket Championship, Kiddopia, Halaplay, and Qunami. Leveraging these properties has allowed Nazara to develop engaging games, grow its user base, and boost revenues. While relying on licensed IP from partners for some operations, Nazara owns IP rights for original esports content. Acquiring and properly utilising these various intellectual properties has driven growth, enabled new offerings, and created value for Nazara this financial year.

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
	Nazara Technologies has never had any corrective actions taken or underway in regards to intellectual property. The Company ensures strict adherence to all ethical and legal obligations as a Company	

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	60	100%
2.	The Hindu Women's Welfare Society	150	100%
3.	Shiksha Seva Foundation	40	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 Technologies identifies gaming enthusiasts i.e. its customers as their key stakeholder and encourages them to convey their complaints and feedback. The Company is determined to outshine customer expectations and ensure their satisfaction.

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	

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3. Number of consumer complaints in respect of the following

Nazara Technologies upholds transparency by adhering to India's Information Technology Act across its digital offerings. Nazara's subsidiary, Telco Subscription, engages directly with users and addresses issues related to the games developed and supplied by the parent company. It responds to all customer complaints, questions, and feedback to ensure satisfaction.

	FY 2022-23 (Current financial year)		Remarks	FY 2021-22 (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	
Advertising						
Cybersecurity						
Delivery of essential						
Services						
Restrictive trade practices						
Other						

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

Not applicable.

Nazara Technologies, being a company that caters to mobile entertainment services to mobile operators, is not involved in manufacturing activities.

	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 follows IT measures to keep a check on cybersecurity and data privacy related risks. The same can be reviewed at the following weblink- https://aws.amazon.com/products/security/?sc_icampaign=aware_what-is-seo-pages&sc_ichannel=ha&sc_icontent=awssm-11373_aware&sc_iplace=ed&trk=1e0434cb-26e-4515-9053-14186a8e2064~ha_awssm-11373_aware

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 the safety of products/services.

Nazara Technologies has not come across any issues related to advertising, data privacy or cyber security, delivery of services, penalties or actions taken, product/service security as can be reflected from the data shared above.

Leadership Indicators

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

The information on products and services of the Company can be accessed at the weblink- <https://corp.nazara.com/>

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

Not applicable, as the Company does not have any products/services that can entail safety issues or usage abuse.

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

The Company has a business continuity mechanism in place to handle any disruption of services and a suitable communication plan.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along with impact- NIL
- Percentage of data breaches involving personally identifiable information of customers- NIL