

Thomas Cook (India) Limited

11th Floor, Marathon Futurex
N. M. Joshi Marg, Lower Parel (East),
Mumbai - 400 013.
Board No.: +91-22-4242 7000
Fax No. : +91-22-2302 2864



August 12, 2025

The Manager,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
Scrip Code: 500413
Fax No.: 2272 2037/39/41/61

The Manager,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block, Bandra-Kurla Complex, Bandra (E),
Mumbai – 400 051
Scrip Code: THOMASCOOK
Fax No.: 2659 8237/38

Dear Sir/ Madam,

Sub: Submission of Business Responsibility and Sustainability Report for the financial year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2024-25, which also forms part of the Integrated Annual Report for financial year 2024-25 submitted to the Stock Exchanges.

The said Report forms part of the Integrated Annual Report for the financial year 2024-25 and is also available on the Company's website at <https://www.thomascook.in/annual-report>.

This is for your information and records.

Thank you.

Yours faithfully,

For **Thomas Cook (India) Limited**

Amit J. Parekh
Company Secretary and Compliance Officer

Encl: a/a

Holidays | Foreign Exchange | Business Travel | MICE | Value Added Services | Visas

Registered & Corporate Office:

Thomas Cook (India) Limited, 11th Floor, Marathon Futurex, N. M. Joshi Marg, Lower Parel (East), Mumbai - 400 013.
Email id: enquiry@thomascook.in CIN No.: L63040MH1978PLC020717
www.thomascook.in

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

| | |
|--|--|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L63040MH1978PLC020717 |
| 2. Name of the Listed Entity | Thomas Cook (India) Limited |
| 3. Year of incorporation | 1978 |
| 4. Registered office address | 11th Floor, Marathon FutureX, N.M. Joshi Marg, Lower Parel (East), Mumbai 400 013 |
| 5. Corporate address | 11th Floor, Marathon FutureX, N.M. Joshi Marg, Lower Parel (East), Mumbai 400 013 |
| 6. E-mail | sharedept@thomascook.in |
| 7. Telephone | +912242427000 |
| 8. Website | http://www.thomascook.in/ |
| 9. Financial year for which reporting is being done | 01/04/2024 - 31/03/2025 |
| 10. Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11. Paid-up Capital | ₹ 47,03,80,562/- |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Madhavan Menon, Executive Chairman (DIN: 00008542) Email id: Sharedept@thomascook.in Phone: 022-4242 7000 and Mr. Mahesh Iyer, Managing Director & Chief Executive Officer (DIN 07560302) Email id: Sharedept@thomascook.in Phone: 022-4242 7000 |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Disclosures are on a Standalone basis |
| 14. Name of assessment or assurance provider | Not Applicable |
| 15. Type of assessment or assurance obtained | Not Applicable |

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 |
|---|------------------------------|----------------------------------|-----------------------------|
| Refer to page 289 of Integrated Annual Report | | | |

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 | Travel & Related Services | 791 | 85.63% |
| 2 | Financial Services | 649 | 13.94% |
| 3 | Leisure hospitality & resorts business | 551 | 0.43% |

III. Operations

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

| | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 0 | 98 | 98 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 21 |
| International (No. of Countries) | 0 |

b. What is the contribution of exports as a percentage of the total turnover of the entity? (Rupees in Mn):

| S. No. | Particulars | FY 25 | FY 24 |
|--------|----------------------------------|-------|-------|
| 1 | Export Revenue | 898.4 | 821.0 |
| 2 | Percentage of the total Turnover | 4.33% | 4.11% |

c. A brief on types of customers

Thomas Cook (India) Limited serves a diverse range of customers seeking travel and tourism services. We cater to individual travellers, families, corporate clients, leisure travellers, honeymooners, adventure seekers, senior citizens, students, special interest groups and non-resident Indians (NRIs). With a commitment to providing comprehensive travel solutions, the company ensures that each customer's unique needs are met. Our customers are from various parts of the country and of different nationalities ranging from individuals to corporate and Government/ Quasi Government bodies/ authorities.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 2,345 | 1,672 | 71.31 % | 673 | 28.70 % |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D +E) | 2,345 | 1,672 | 71.31 % | 673 | 28.70 % |
| WORKERS | | | | | | |
| 4. | Permanent (F) | - | - | - | - | - |
| 5. | Other than Permanent (G) | - | - | - | - | - |
| 6. | Total employees (F +G) | - | - | - | - | - |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1 | Permanent (D) | 1 | 1 | 100 % | 0 | - |
| 2 | Other than Permanent (E) | 0 | 0 | 0 | 0 | - |
| 3 | Total employees (D + E) | 1 | 1 | 100 % | 0 | - |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4 | Permanent (F) | - | - | - | - | - |
| 5 | Other than Permanent (G) | - | - | - | - | - |
| 6 | Total employees (F + G) | - | - | - | - | - |

21. Participation/Inclusion/Representation of women:

| | Total (A) | No. of females (B) | % of females (B / A) |
|--------------------------|-----------|--------------------|----------------------|
| Board of Directors* | 11 | 1 | 9.10% |
| Key Management Personnel | 4 | 0 | - |

* As on March 31, 2025.



22. Turnover rate for permanent employees and workers:

| | 2024-25 | | | 2023-24 | | | 2022-23 | | |
|---------------------|---------|---------|---------|---------|---------|---------|---------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14.02 % | 24.40 % | 17.02 % | 18.81 % | 24.96 % | 21.89 % | 12.39% | 15.79% | 14.09% |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

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

23. 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? |
|--|---|--|-----------------------------------|---|
| Please refer AOC 1 in the Integrated Annual Report | | | | |

VI. CSR Details

| | |
|---|-----------------|
| 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 | Yes |
| (ii) Turnover (in ₹) | 20,73,70,53,965 |
| (iii) Net worth (in ₹) | 19,38,69,52,308 |
| (iv) CSR Spent (in ₹) | Nil |

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place * | 2024-25 | | | | 2023-24 | | |
|---|--|---|--|--|---------|--|--|---------|
| | | If Yes, then provide web link for grievance redress policy | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 1 | 0 | NA | 3 | 0 | NA |

| | | | | | | | | |
|-----------------------|-----|---|------|---|----|------|---|----|
| Employees and workers | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 0 | 0 | NA | 2 | 0 | NA |
| Customers | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 4412 | 0 | NA | 2236 | 0 | NA |
| Value Chain Partners | Yes | https://www.thomascook.in/disclosures-under-regulation-46-of-the-lodr | 0 | 0 | NA | 0 | 0 | NA |

*Stakeholders having grievances can get redressal of their complaints/grievances in the following manner:

1. Filing their complaint on SEBI SCORES Portal:- <https://www.scores.gov.in/scores/Welcome.html>
2. Writing directly to the Designated official of the Company for Investor Grievances.
3. Filing a complaint with NSE:- <https://www.nseindia.com/invest/file-a-complaint-online>
4. Filing a complaint with BSE:- <https://bseclrs.bseindia.com/ecomplaint/frmlInvestorHome.aspx>
5. By writing directly to the Registrar and Share Transfer agent of the company.
6. Vigil Mechanism of the company - send email to dedicated Whistleblower email id.
7. Stakeholders can also approach statutory authorities for the redressal of their grievances.
8. Employees can file a POSH complaint with the company in the manner prescribed.
9. Customers having service quality-related issues can always approach the company.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity |
|--------|---------------------------|--------------------------------------|---|---|--|
| 1 | Carbon Emissions | Risk | Increased business will lead to the need for more offices, resulting in a rise in emissions from the increase in electricity usage. | Implementation of energy - efficient technologies and renewable power will help in reducing emissions and help the company achieve its targets. | Negative - investments in environmentally friendly technology and processes for reducing emissions will lead to increased operating costs. |



| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity |
|--------|---------------------------------|--------------------------------------|---|--|--|
| 2 | Social Impact | Opportunity | The company has the potential to support the development of eco-friendly and sustainable communities in tourist destinations, which can contribute to the growth of these communities. Additionally, being a contributor to the community can improve the company's image and reputation. | | Positive - Community development initiatives offer benefits to the community that can create positive public relations and improve the company's brand, ultimately leading to long-term financial gains. initiatives offer benefits to the community that can create positive public relations and improve the company's brand, ultimately leading to long-term financial gains. |
| 3. | Corporate Governance | Opportunity | Effective corporate governance ensures that the company's management is accountable to its shareholders and acts in their best interests. It also helps to establish clear lines of communication and decision-making, which can improve operational efficiency and ultimately drive profitability. | | Positive - a good governance structure in the company will ensure optimal utilisation of resources and efficient operations free of any legal issues, thereby ensuring the optimal generation of revenue. |
| 4. | Board Diversity | Opportunity | A diverse Board of Directors is crucial for any organization seeking to enhance decision-making, comprehend and cater to its customer base and strengthen its reputation. By uniting individuals with distinct backgrounds and perspectives, a diverse board of directors can aid a company in prospering in a rapidly evolving and diverse global landscape. | | Positive - Having a Board of Directors that is more diverse has the potential to stimulate more vigorous discussions, a greater variety of ideas and ultimately, better decision - making that considers a wider range of perspectives. This, in turn, can result in improved business practices and increased revenue for the company. |
| 5. | Diversity, Equity and Inclusion | Opportunity | It gives the corporation the opportunity to contribute to the advancement of society as a whole, as well as access to a bigger pool of talent for its personnel. | | Positive - Diversity, equity, and inclusion (DEI) efforts can enhance employee morale and reinforce the company's workforce, resulting in long-term financial gains. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity |
|--------|-----------------------------------|--------------------------------------|--|--|---|
| 6. | Human Rights | Risk | Frequent changes in regulations can make it challenging for businesses to maintain ethical and fair employment practices. | All business operations are under strict monitoring to prevent any human rights violations. | Negative - A breach in any of the activities can result in significant financial and reputational risks for the organization. |
| 7. | Employee Welfare | Opportunity | As a crucial part of the business growth plan, failing to meet the workforce expectations can negatively impact the company's employee retention rate and business continuity. | | Positive - The costs associated with employee benefits are essential for promoting the wellbeing of the workforce and motivating employees, leading to increased operational efficiency. |
| 8. | Anti-Corruption and Anti- Bribery | Risk | Violations of state laws, company rules and guidelines can have severe financial, legal and reputational consequences, resulting in the loss of the company's goodwill. | To ensure that all business operations align with the company's values and norms, robust monitoring and compliance mechanisms are in place. | Negative - Any breach in the company's commercial operations can pose significant financial, legal and reputational risks to the organization. |
| 9. | Risk Management | Opportunity | Effective risk management of various components of the company can aid in decision making and ensure the sustainability and profitability of the business. | The company evaluates risk management procedures in each function to identify potential future concerns and takes necessary measures to mitigate such risks. | Positive - Effective risk management processes help in paving the way to a stronger business model and increased revenue. |
| 10. | Privacy and Data Security | Risk | Regular assessment of the significance of technology and cyber security is necessary to prevent data privacy breaches involving sensitive information of the business and its stakeholders. | The company has strengthened its security systems, IT and monitoring systems, antivirus and patch management to mitigate the risks associated with cyber security and data breaches. | Positive - With a strong focus on safe data integrity principles, the company ensures compliance with data security and privacy laws, prevents data loss and leverages cutting edge technology and digitalization activities in its business processes. |
| 11. | Product and Service Transparency | Opportunity | Transparency is crucial as customers depend on the information provided by the service company to comprehend what they will receive and make informed decisions. Failing to do so can mislead them, leading to damage to the company's reputation and ultimately impacting its bottom line | | Positive - transparent product and services of the company will potentially improve the goodwill of the company and increase revenues in the long run. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity |
|--------|--------------------------------|--------------------------------------|---|--|--|
| 12. | Advertising and Communications | Opportunity | Effective advertising and communication strategies can help the company differentiate themselves from competitors and reach their target audience. This is also very effective in helping build brand awareness and increased recognition and trust from customers. | | Positive - an effective Advertising and communication strategy helps the enterprise achieve its business and social goals by helping create strong, preferred brands, increased loyalty and long term value for all stakeholders |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility. These briefly are as follows:

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

| Disclosure Question | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| 1. a. Whether your entity's policy policies cover each principle and its core elements of the NGRBCs. | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | <div><div>• Code of Conduct -https://resources.thomascook.in/downloads/Code_of_Conduct_for_the_Board_of_Directors_and_Senior_Management.pdf</div><div>• Whistle Blower - https://resources.thomascook.in/downloads/Whistle_Blower_Policy_01_04_2019_final.pdf</div><div>• CSR - https://resources.thomascook.in/downloads/01_Thomas_Cook_CSR_Policy.pdf</div><div>• Equal opportunity, Ethics and Anti-corruption - https://resources.thomascook.in/downloads/File_1_Excerpts_on_Anti_Bribery_Anti_Corruption_Policy.pdf</div></div> | | | | | | | | |
| 2. Has the entity translated the policy into procedures? | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

| Disclosure Question | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| 3. Do the enlisted policies extend to your value chain partners? | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 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. | The policies are based on NGRBC, in addition to confirmation of the spirit of the national and international standards. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Given the nature of the business and industry in which the Company operates, it does make efforts to set various commitments and goals for social and environmental-related causes. Further, the Company always strives to have a cordial relationship with its customers and other stakeholders. Work in a collaborative spirit, sharing good practices and solutions, and encourage additional organizations to support one another in setting goals for sustainability. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met. | Given the nature of business and the industry in which the Company operates, performance assessment could be very limited. The Company is in the process of setting goals and targets | | | | | | | | |
| 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). | Refer to page no. 16 of the Integrated Annual Report | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | The Executive Chairman and Managing Director & CEO of the Company are responsible for the implementation and oversight of the BR policies. | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? | The Executive Chairman and Managing Director & CEO of the Company are responsible for the implementation and oversight of the BR policies. | | | | | | | | |

10 Details of Review of NGRBCs by the Company:

a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| <div><div>• Performance against above policies and follow up action</div><div>• Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</div></div> | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board |



b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| Performance against above policies and follow up action | The Company regularly reviews its BRSR policies either periodically or as needed. This review involves department heads, business heads and Executive Directors who assess the effectiveness of the policies and implement any necessary changes to policies and procedures. | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | The Company adheres to the existing regulations as applicable, ensuring compliance. | | | | | | | | |

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|----|----|----|----|----|----|----|----|
| Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? | The internal auditors and regulatory authorities scrutinize the processes and compliances of the Company, as applicable. To ensure best practices and manage risks effectively, policies are periodically evaluated and updated. | | | | | | | | |

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

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----------------|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business | Not Applicable | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles | | | | | | | | | |
| The entity does not have the financial or human and technical resources available for the task | | | | | | | | | |
| It is planned to be done in the next financial year | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | 2 | Principle 1 : Related Party Transactions, SEBI LODR Amendment Regulations on Material Developments | 100 % |
| Key Managerial Personnel | 1 | Principle 1: SEBI LODR Amendment Regulations on Material Developments | 100 % |
| Employees other than BoD and KMPs | 480 | Behavioral & Skill Based, Business Training, Policy & Process, POSH IC, POSH Individual ,FRM, IT - InfoSec / GDPR / Phishing | 99.62 % |
| Workers | Not applicable | | |

- All nine principles laid down in BRSR are covered by Thomas Cook mandatory trainings and Code of Conduct, which are adhered to by all employees.

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):

| | NGRBC Principle | Name of the regulatory / enforcement agencies / judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? |
|-----------------|-----------------|---|-----------------|-------------------|-------------------------------|
| Penalty/ Fine | Nil | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |
| Imprisonment | | | | | |
| 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 |
|----------------|---|
| Not applicable | |

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes, the Company has adopted an Anti-bribery and Anti-corruption Policy. The policy can be viewed at:

https://resources.thomascook.in/downloads/File_1_Excerpts_on_Anti_Bribery_Anti_Corruption_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

| | 2024-25 | 2023-24 |
|-----------|---------|---------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | 2024-25 | | 2023-24 | |
|---|---------|---------|---------|---------|
| | Number | Remarks | Number | Remarks |
| 1. Complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| 2. Complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

NA

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

| | 2024-25 | 2023-24 |
|-------------------------------------|---------|---------|
| Number of days of accounts payables | 383.19 | 339.16 |



9. Open-ness of business

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

| Parameter | Metrics | 2024-25 | 2023-24 |
|----------------------------|--|---------|---------|
| Concentration of Purchases | Purchases from trading houses as % of total purchases | - | - |
| | Number of trading houses where purchases are made from | - | - |
| | Purchases from top 10 trading houses as % of total purchases from trading houses | - | - |
| Concentration of Sales | Sales to dealers / distributors as % of total sales | - | - |
| | Number of dealers / distributors to whom sales are made | - | - |
| | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | - | - |
| Share of RPTs in | Purchases with related parties / Total Purchases | 25.14% | 21.04% |
| | Sales to related parties / Total Sales | 2.59% | 2.69% |
| | Loans & advances given to related parties / Total loans & advances | 84.10% | 83.35% |
| | Investments in related parties / Total Investments made | 96.36% | 94.86% |

Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|---|
| None | | |

Note :

This financial year, we did not conduct any awareness programs for our value chain partners however, we conducted the following initiatives to encourage ethical business practices, integrity and transparency with our value chain partners:

- encourage diverse and equal opportunity work environment and confirm minimum wages are paid as per governance of the minimum wage act.
- follow standard and a transparent process for vendor empanelment
- conduct dual validation and checking for invoice processing
- encourage a diverse and equal-opportunity work environment

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. The Company undertakes assessment in order to identify any and all potential areas for conflict of interest. It engages with internal and external stakeholders to ensure the comprehensiveness of this assessment process. Based on the outcomes of this assessment process, the Company:

- Enhances its business practices to eliminate any perceived threat of a conflict of interest occurring;
- Reviews and re-confirms the effectiveness of both its external grievance system and associated internal systems through which any potential and actual conflicts of interest can be highlighted, investigated and addressed;
- Provides appropriate training to the Board member/ employee with regard to how to recognise and avoid conflicts of interest.

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.

| | 2024-25 | 2023-24 | Details of improvements in environmental and social impact |
|-------|---------|---------|--|
| R&D | - | - | - |
| Capex | - | 1.46 % | Purchase of highly efficient Inverter Air conditioners replacing older models. |

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

Given the nature of business and the Industry in which the Company operates, the impact of the Company's operations on the environment/Social Impacts of products and processes etc is negligible.

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

Not applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

| | |
|--------------------------------|----------------|
| Plastics (including packaging) | Not Applicable |
| E-waste | Not Applicable |
| Hazardous waste | Not Applicable |
| Other waste | Not Applicable |

Given the nature of our business and industry, the impact of the company's operations, products and processes on the environment is negligible. Given below are some initiatives:

- The Company uses VRV/VRF/Inverter Split and Cassettes which runs on environment-friendly gas.
- As a changeover, we have started to install green building sustainable materials(wherever possible) like Bharat Tiles, Paint, Cables, Toughen Glass, and Relwood materials for panelling in our office refurbishment.
- The Company ensures that only LED light fixtures are used at all our offices across the country.
- We have also started using biobased products for office cleaning and have installed sprinkler nozzles in the handwash area for water conservation.
- Sustainability awareness signages are placed in the office workplace.

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, TCIL'S business doesn't produce waste that has to ensure compliance with Extended Producer Responsibility (EPR) activities.

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?

Not 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 Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| Not Applicable | | |



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 re-used input material to total material | |
|-------------------------|--|---------|
| | 2024-25 | 2023-24 |
| | Not Applicable | |

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:

| | 2024-25 | | | 2023-24 | | |
|--------------------------------|----------------|----------|-----------------|---------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Not applicable | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

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 respective category |
|---------------------------|---|
| | Not Applicable |

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

Essential Indicators

1. Well-being of employees and workers

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

| Category | 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 | 1,672 | 1,672 | 100% | 1,672 | 100% | 0 | 0% | 1,672 | 100% | 0 | 0% |
| Female | 673 | 673 | 100% | 673 | 100% | 673 | 100% | 0 | 0% | 0 | 0% |
| Total | 2,345 | 2,345 | 100% | 2,345 | 100% | 673 | 28.70 % | 1,672 | 71.31 % | 0 | 0% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

Not Applicable

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

| | 2024-25 ₹ in Mn | 2023-24 ₹ in Mn |
|--|--------------------|--------------------|
| Costs incurred on well-being measures | 41.74 | 39.80 |
| Total Revenue of the company | 20,646.97 | 19903.78 |
| % of costs incurred on well-being / total revenues | 0.21 % | 0.20 % |

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

| Benefits | 2024-25 | | | 2023-24 | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100 % | NA | Yes | 100 % | NA | Yes |
| Gratuity | 100 % | NA | Yes | 100 % | NA | Yes |
| ESI | 1.63% | NA | Yes | 7.16 % | NA | Yes |

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?

Yes, TCIL ensures that all its facilities are readily accessible to employees and workers with disabilities in compliance with the Rights of Persons with Disabilities Act, 2016. Additionally, a comprehensive checklist has been implemented to guarantee the accessibility of all forthcoming facilities for differently-abled individuals

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes. TCIL respects human rights and nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all.

The policy can be viewed at: https://resources.thomascook.in/downloads/File_2_Excerpts_on_Equal_Opportunity_Policy.pdf

The Company also has a Policy on Labour Practices and Employment Rights that affirms its stance on being an equal opportunity employer and treats all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability and any other characteristic. The policy is available at: https://resources.thomascook.in/downloads/File_2_Excerpts_on_Equal_Opportunity_Policy.pdf

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

| | Permanent employees | | Permanent workers | |
|--------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100 % | 80.96 % | NA | NA |
| Female | 100 % | 87.50 % | NA | NA |
| Total | 100 % | 82.00 % | NA | NA |

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

Yes

If yes, give details of the mechanism in brief.

| | Grievance mechanism available? | If yes, provide details |
|------------------------------|--------------------------------|-------------------------|
| Permanent Workers | NA | NA |
| Other than Permanent Workers | NA | NA |



| | Grievance mechanism available? | If yes, provide details |
|--------------------------------|--------------------------------|---|
| Permanent Employees | Yes | <p>The Company has a Grievance Management Policy, wherein following steps as mentioned below are available to all employees:</p> <ol style="list-style-type: none">1. An employee raises her/his grievance to the RM or to HRBP2. RM to raise this with the concerned HRBP3. Incase, if the grievance is against the RM, employee to raise it to HRBP4. HR to have separate discussions with the employee on the concerned raised5. Prepare a grievance report (Mention the findings and conversations had in elaborated manner)6. Close the grievance as per necessary actions suggested by the Internal Committee |
| Other than Permanent Employees | NA | NA |

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

| Category | 2024-25 | | | 2023-24 | | |
|---------------------------|--|--|-----------|--|--|-----------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | 2,345 | 9 | 0.4 % | 2,250 | 9 | 0.5 % |
| Male | 1,672 | 7 | 0.4 % | 1,595 | 7 | 0.5 % |
| Female | 673 | 2 | 0.3 % | 655 | 2 | 0.4 % |
| Total Permanent Workers | - | - | - | - | - | - |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |

8. Details of training given to employees and workers:

| Category | 2024-25 | | | | | 2023-24 | | | | |
|-----------|-------------------------------|---------|-----------|----------------------|-----------|-------------------------------|---------|-----------|----------------------|-----------|
| | On Health and safety measures | | | On Skill upgradation | | On Health and safety measures | | | On Skill upgradation | |
| | Total (A) | No. (B) | % (B / A) | No. (C) | % (C / A) | Total (D) | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 1,672 | 0 | 0% | 1,518 | 90.79 % | 1,595 | 0 | 0 % | 1,551 | 97 % |
| Female | 673 | 0 | 0% | 630 | 93.62 % | 655 | 0 | 0 % | 633 | 97 % |
| Total | 2,345 | 0 | 0% | 2,148 | 91.60 % | 2,250 | 0 | 0 % | 2,184 | 97 % |
| Workers | | | | | | | | | | |
| Male | Not Applicable | | | | | | | | | |
| Female | | | | | | | | | | |
| Total | | | | | | | | | | |

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

| Category | 2024-25 | | | 2023-24 | | |
|-----------|----------------|---------|-----------|-----------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 1,672 | 1,496 | 89.48 % | 1,595 | 1,301 | 82 % |
| Female | 673 | 580 | 86.19 % | 655 | 483 | 74 % |
| Total | 2,345 | 2,076 | 88.53 % | 2,250 | 1,784 | 79 % |
| Workers | | | | | | |
| Male | Not Applicable | | | | | |
| Female | | | | | | |
| Total | | | | | | |

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, the organization emphasizes the importance of maintaining a safe and healthy workplace for all employees, workers and third-party stakeholders who work on its premises.

- 1 We have annual maintenance contract for all critical and noncritical equipment's wherein regular planned maintenance activities are conducted for enhancement of life and to avoid any breakdowns/hazards of equipment's.
- 2 Fire Drills
- 3 Access Control System
- 4 Fire Detection System & Fire Fighting System.
- 5 CCTV Monitoring
- 6 We conduct structural audits of the office infrastructures wherever required.
- 7 We conduct Food quality testing.
- 8 Branch visits are done to make sure that office is being maintained properly.
- 9 Health awareness campaigns and employee medical camps

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

- 1 Hazardous areas like electrical panels, pumps, Fire Pumps etc. are identified and signages are displayed.
- 2 Access is provided to authorize people only at critical areas like server room, electrical rooms etc.
- 3 Safety PPE kits are encouraged to electrical staffs during the maintenance or operation work.
- 4 Fire Exit Signages are displayed at all appropriate locations.
- 5 Relevant Fire Extinguishers are placed across the office and critical areas such as server room/Hub room, Electrical panels, cafeteria kitchen etc.

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

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. Thomas Cook (India) Limited recognizes that overall wellbeing of its employees is integral to its success and growth aspirations. Employees are covered under group medical insurance where in non-occupational medical and healthcare services are availed from ICICI Prudential Life Insurance Company Limited. Contractual employees are registered in ESIC and some contract staffs are also covered under Mediclaim insurance.

The Company also takes a CGL global insurance policy to cover any 3rd party claims arising due to injuries during work in our offices. Primary necessities like First Aid box, sick bay, wheel chairs, stretcher and basic medical supplies for emergencies are available across all offices.

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

| Safety Incident/Number | Category | 2024-25 | 2023-24 |
|--|-----------|---------|---------|
| Lost Time Injury Frequency Rate (LTIFR) | Employees | Nil | Nil |
| Lost Time Injury Frequency Rate (LTIFR) | Workers | Nil | Nil |
| Total recordable work-related injuries | Employees | Nil | Nil |
| Total recordable work-related injuries | Workers | Nil | Nil |
| Number of fatalities from work-related injuries | Employees | Nil | Nil |
| Number of fatalities from work-related injuries | Workers | Nil | Nil |
| Number of high-consequence work-related injuries | Employees | Nil | Nil |
| Number of high-consequence work-related injuries | Workers | Nil | Nil |

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

The organization emphasizes on the importance of maintaining a safe and healthy workplace for all employees, workers and third-party stakeholders who work on its premises.

- 1 We provide a very conducive and healthy work atmosphere by providing temperature control offices, prepacked purified drinking water, hygienic work area and washrooms.
- 2 We have annual maintenance contract for all critical and noncritical equipment's wherein regular planned maintenance activities are conducted for enhancement of life and to avoid any breakdowns/hazards of the assets.
- 3 Fire Alarm Systems, Fire Fighting System, Fire Extinguishers & CCTV monitoring in the office.
- 4 Wherever possible we provide sick bay/medical rooms in our premises.
- 5 Structural audits are conducted on the requirement basis.
- 6 Branch visits are done to make sure that office is being maintained properly.
- 7 We conduct food testing frequently.

- 8 Emergency contact list has been shared with security desk.
- 9 Fire Drills
- 10 Access Control System
- 11 Fire Detection System & Fire Fighting System.
- 12 CCTV Monitoring

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

| | 2024-25 | | | 2023-24 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | 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% |
| Working Conditions | 100% |

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

All operational branches were assessed. No significant concerns were identified.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of employees?

| | |
|-----------|----------------|
| Employees | Yes |
| Workers | Not applicable |

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 is compliant with statutory dues of employees towards income tax, provident fund, professional tax, etc. as applicable from time to time. The other value chain partners (vendors) are equally responsible to comply as per the contract.

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 | |
|-----------|--|---------|---|---------|
| | 2024-25 | 2023-24 | 2024-25 | 2023-24 |
| Employees | Nil | Nil | Nil | Nil |
| Workers | Nil | Nil | Nil | Nil |



4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done) assessed |
|-----------------------------|--|
| Health and safety practices | The Company expects its value chain partners to follow extant regulations, including health and safety practices and working conditions, these parameters are explicitly captured in the procurement contracts. Performance is monitored on various parameters including but not limited to explicit parameters relating to adherence to health and safety practices and working conditions regulations. |
| Working Conditions | 100% coverage |

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.

None

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

Essential Indicators

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

The Company believes in strong stakeholder relationships, it maintains a strategic stakeholder engagement process where it identifies key stakeholders through a vibrant mechanism. As part of the identification process, the following factors are considered: impact, influence, necessity, interest, legitimacy, and diversity

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

| Stakeholder group | Whether identified as Vulnerable & Marginalized Group | Channels of communication | Frequency of engagement | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|------------------------|---|--|-----------------------------------|---|
| Customer | No | Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings. | Frequent and as and when required | To acquire new customers and service the existing ones |
| Employees | No | Intranet, Newsletters, Employee satisfaction surveys Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards | As and when required | To keep employees abreast of key developments happening in the company and also addressing their grievances |
| Supplier | No | Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media | As and when required | To update suppliers with the latest information |
| Investor/ Shareholders | No | Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows | As and when required | To inform on how the company is currently doing and what it plans to do in near future |

| | | | | |
|---------------------------------------|----|--|----------------------|---|
| Institutions and Industry bodies | No | Networking through meetings, brainstorming sessions, discussions, etc | As and when required | Networking so as to be abreast of new opportunities in sector and drive change |
| Government and regulatory authorities | No | Board Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections | As and when required | Discussions with regards to various regulations, amendments, inspections, approvals and assessments |
| Communities and Civil society/ NGOs | No | Meetings and briefings, Partnerships in community development projects, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media | As and when required | Support CSR projects |

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 stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organization's medium and long-term strategy and planning exercises.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics. 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.

Yes, Based on stakeholder consultation, the Company has mapped its target beneficiary groups for its CSR initiatives. These include the rural and less privileged people who cannot afford dialysis at hospitals. With a strong belief that the Company exists not only for doing good business, but equally for the betterment of society, the Company has implemented its CSR policy/ charter to focus on Health and Sanitation

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

Project Dialysis – The Company's flagship CSR initiative, funded and installed dialysis machines at dialysis centers located in various remote areas of the country where there were no or limited dialysis infrastructure offering free/affordable dialysis access.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

| Category | 2024-25 | | | 2023-24 | | |
|----------------------|----------------|---------------------------------------|---------|-----------|---------------------------------------|---------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent Employees | 2,345 | 2,212 | 94.33% | 2,250 | 0 | 0 % |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Total Employees | 2,345 | 2,212 | 94.33% | 2,250 | 0 | 0 % |
| Workers | | | | | | |
| Permanent Workers | Not Applicable | | | | | |
| Other than permanent | | | | | | |
| Total Workers | | | | | | |

Note : Training for Human Rights is not provided to employees separately



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

| | 2024-25 | | | | | 2023-24 | | | | |
|--------------------------------|-----------|-----------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| Category | 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 Employees | 2,345 | 0 | 0 | 2,345 | 100% | 2,250 | 0 | 0 | 2,250 | 100 % |
| Male | 1,672 | 0 | 0 | 1,672 | 100% | 1,595 | 0 | 0 | 1,595 | 100 % |
| Female | 673 | 0 | 0 | 673 | 100% | 655 | 0 | 0 | 655 | 100 % |
| Other than Permanent Employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Category | Total (A) | Equal to Minimum | | More than Minimum Wage | | | Equal to Minimum Wage | | More than Minimum Wage | |
|----------------------|-----------|------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | Total (D) | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Workers | | | | | | | | | | |
| Permanent Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 11 | 8,50,000 | 1 | 11,00,000 |
| Key Managerial Personnel | 2 | 1,99,58,317 | 0 | 0 |
| Employees other than BoD and KMP | 1,668 | 6,14,573 | 673 | 4,90,269 |
| Workers | 0 | 0 | 0 | 0 |

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

| | 2024-25 | 2023-24 |
|---|---------|---------|
| Gross wages paid to females as % of total wages | 21.56% | 21.11% |

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, Human rights is a sensitive issue and the Company has zero tolerance to Human Rights violation. Any instance of Human Rights violation, whenever reported, shall be investigated by a special committee nominated for the purpose by the Senior Management

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

The Company makes efforts to ensure that employees and other stakeholders are always treated with humanity, dignity and respect. Thomas Cook (India) Limited has a global presence and it is the philosophy of the Company that the organisation gets stronger through the diversity of the employees. The internal codes cover the guidelines on human rights and forbid discrimination or harassment based on an individual's race, colour, religion, gender, age, national origin etc. It is applicable all across the Group Companies. Employees and stakeholders have been provided many avenues to speak up fearlessly and to report any violations of the Code, or to share their concerns confidentially through various modes as per the Code.

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

| | 2024-25 | | | 2023-24 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 5 | 0 | NA | 2 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA | 0 | 0 | NA |

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

| | 2024-25 | 2023-24 |
|---|---------|---------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 5 | 2 |
| Complaints on POSH as a % of female employees / workers | 0.74% | 0.31 % |
| Complaints on POSH upheld | 3 | 0 |

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

We have a grievance management policy along with an escalation matrix in place to handle such issues. Also, there is a Whistle Blower Policy in place for all employees to raise concerns about any irregular or unacceptable practice and/or the occurrence of misconduct.

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

No

10. Assessments conducted

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | Please refer the note below |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |

Note: In accordance with our Code of Conduct and other relevant policies, our office teams diligently monitor and enforce measures to prevent the presence of child labor and forced/involuntary labor. We ensure that each employee's age is verified through official documents to confirm their legal eligibility for employment.

Additionally, we guarantee that all employees receive remuneration above the minimum wage, and salaries are disbursed promptly and punctually. Moreover, during regular periodic meetings, comprehensive reports are submitted by all departments to ensure the thorough coverage of any instances related to sexual harassment and workplace discrimination. These reports are transparently communicated to the Management, reinforcing our commitment to maintaining a safe and respectful working environment for all employees.



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

NA

Leadership Indicators

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

As there were no Human Rights issues in FY25 no business process was modified / introduced due to this.

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

None

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, Accessible to differently abled employees is available at our Marathon (Mumbai) and Udyog Vihar (Gurugram) offices. We have recently installed motorized chair lift at D N Road (Mumbai) office at main entrance area. In case of expansion, where ever possible we will look for buildings / office spaces which are accessible to differently abled employees and workers.

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 | To be assessed |
| Discrimination at workplace | |
| Child labour | |
| Forced/involuntary labour | |
| Wages | |

The Purchase order / Contract document of the value chain partners includes clauses on the above mentioned matters for adherence

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

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 | 2024-25 | 2023-24 |
|---|---------------------------|------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 0 KJ | 0 KJ |
| Total fuel consumption (B) | 0 KJ | 0 KJ |
| Energy consumption through other sources (C) | 0 KJ | 0 KJ |
| Total energy consumed from renewable sources (A+B+C) | | |
| From non-renewable sources | | |
| Total electricity consumption (D) | 1,18,16,07,22,728 KJ | 22,58,06,79,600 KJ |
| Total fuel consumption (E) | 17,93,18,876.92 KJ | 198733635.78 KJ |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 1,18,34,00,41,604.92 KJ | 22779413235.78 KJ |
| Total energy consumed (A+B+C+D+E+F) | 1,18,34,00,41,604.92 KJ | 22779413235.78 KJ |
| Energy intensity per rupee of turnover | 5,73,159.31 KJ / L INR | 1,14,447.66 KJ / L INR |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | 1,17,09,644.64 KJ / L/INR | 0 KJ / L INR |
| Energy intensity in terms of physical output | 0 KJ / | 0 KJ / |
| Energy intensity (optional) – the relevant metric may be selected by the entity | 0 KJ / | 0 KJ / |

Note: The energy consumption data for electricity has been calculate based on the average of amount consumed per unit and is an approximate estimation of the electricity consumed.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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.

Due to the nature of the business, the TCIL does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

| Parameter | 2024-25 | 2023-24 |
|---|---------------------|---------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water withdrawal | - | - |
| (ii) Groundwater withdrawal | - | - |
| (iii) Third party water withdrawal | 48,865.00 Kiloliter | 25,312.50 Kilolitre |
| (iv) Seawater / desalinated water withdrawal | - | - |
| (v) Other withdrawal | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 48,865.00 Kiloliter | 25,312.50 Kilolitre |
| Total volume of water consumption (in kilolitres) | 27,318.00 Kiloliter | 14,062.50 Kilolitre |
| Water intensity per rupee of turnover | 132.31 L / L INR | 70.66 L / L INR |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 2,703.10 / L INR | 0 L / L INR |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

Note: The water consumption and withdrawal for use at majority of facilities of Thomas Cook could not be measured as the facilities are housed in shared commercial premises and the supply of water is not measured for individual spaces within the premises.

Although Thomas Cook works to reduce and recycle waste and water at its corporate office in Mumbai. The company utilizes recycled water for WC flushing and converts organic waste into fertilizers for gardening purposes. To manage sewage effectively, the office premises are equipped with a 500 m³ sewage treatment mechanism.

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

No

4. Provide the following details related to water discharged (in kilolitres):

| | 2024-25 | 2023-24 |
|--|---------|---------|
| Water discharge by destination and level of treatment (in kilolitres) | - | - |
| (i) To Surface water | - | - |
| - No treatment | - | - |
| - With treatment | - | - |
| Level of treatment | - | - |
| (ii) To Groundwater | - | - |
| - No treatment | - | - |
| - With treatment | - | - |
| Level of treatment | - | - |
| (iii) To Seawater | - | - |
| - No treatment | - | - |
| - With treatment | - | - |
| Level of treatment | - | - |



| | 2024-25 | 2023-24 |
|-------------------------------|---------------------|---------------------|
| (iv) Sent to third parties | - | - |
| - No treatment | 21,547.00 Kiloliter | 11,250.00 Kiloliter |
| - With treatment | - | - |
| Level of treatment | - | - |
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment | - | - |
| Level of treatment | - | - |
| Total water discharged | 21,547.00 Kiloliter | 11,250.00 Kiloliter |

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

No

Note : The Company is committed to conduct its business in a sustainable manner. However, being a facilitator of Travel & Tourism industry, the Company through its operations has minimal impact on the environment via water discharge.

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

Due to the nature of business the company does not produce waste water in large quantities and hence no mechanism for Zero Liquid Discharge has been implemented.

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

| Parameter | Please specify | unit | 2024-25 | 2023-24 |
|-------------------------------------|----------------|-------|---------|---------|
| NOx | | µg/m3 | - | - |
| SOx | | µg/m3 | - | - |
| Particulate matter (PM) | | µg/m3 | - | - |
| Persistent organic pollutants (POP) | | | - | - |
| Volatile organic compounds (VOC) | | | - | - |
| Hazardous air pollutants (HAP) | | | - | - |

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

No

Note : Due to the nature of business, the company has no recorded air emissions (other than GHG emissions).

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

| Parameter | Unit | 2024-25 | 2023-24 |
|---|----------------|------------|---------|
| Total Scope 1 emissions | T CO2e | 13.316 | 14.75 |
| Total Scope 2 emissions | T CO2e | 23,303.938 | 4453.41 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover | T CO2e / L INR | 0.12 | 0.02 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | T CO2e / L INR | 2.31 | 0 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | T CO2e / | - | - |
| Custom Scope 1 and Scope 2 emission intensity (optional) | T CO2e / | - | - |

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

No

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

The Company is committed to its business in a sustainable manner, however being a facilitator of the Travel & Tourism industry, the Company through its operations has minimal impact on the environment.

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

| Parameter | 2024-25 | 2023-24 |
|--|-----------|-----------|
| Total Waste generated (in metric tonnes) | - | - |
| Plastic waste (A) | - | - |
| E-waste (B) | - | - |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous Waste(G) | - | - |
| Other Non-hazardous Waste(H) | - | - |
| Total (A+B + C + D + E + F + G + H) | - | - |
| Waste intensity per rupee of turnover | 0 / L INR | 0 / L INR |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | - | - |
| Waste intensity in terms of physical output | - | - |
| Custom Waste intensity metric (optional) | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | - | - |
| (i) Recycled | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | - | - |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | - | - |
| Total | - | - |

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

No

Note : Due to the nature of business, the waste generated by Thomas Cook is negligible and has minimal impact on the environment. Further the minimal waste generated was not accounted for, the company has set up an organic waste converter with a capacity of 200 kgs which has been installed on the Mumbai premises to further enhance waste management efforts.

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.

Given the nature of TCIL's business, waste management practices primarily involve segregating office waste and providing it to vendors for subsequent processing. Both liquid and solid waste from all TCIL premises across different locations are managed in accordance with the guidelines and regulations set by the local authorities.

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

| Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? | If no, the reasons thereof and corrective action taken, if any. |
|--------------------------------|--------------------|---|---|
| Not Applicable | | | |

Note: TCIL offices are not located in commercial and industrial locations as determined by the central and state governments, thus none of its operations/offices are situated in/around ecologically sensitive areas where environmental approvals/ clearances are required.

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|---|----------------------|------|--|---------------------------------------|-------------------|
| Given the nature of TCIL's business, environmental impact assessments are not required. | | | | | |

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.

Yes

Leadership Indicators

1. Areas of water stress

For each facility / plant located in areas of water stress, provide the following information

| (i) Name of the area | (ii) Nature of operations |
|----------------------|---------------------------|
| Not Applicable | |

For each facility / plant located in areas of water stress, provide the water withdrawal and consumption

| Parameter | 2024-25 | 2024-25 Unit | 2023-24 | 2023-24 Unit |
|--|---------|--------------|---------|--------------|
| (i) Surface water withdrawal | - | - | - | - |
| (ii) Groundwater withdrawal | - | - | - | - |
| (iii) Third party water withdrawal | - | - | - | - |
| (iv) Seawater / desalinated water withdrawal | - | - | - | - |
| (v) Other withdrawal | - | - | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | - | - | - | - |
| Total volume of water consumption (in kilolitres) | - | - | - | - |

For each facility / plant located in areas of water stress, provide the water withdrawal and consumption

| | 2024-25 | Unit | 2023-24 | Unit |
|---|---------|------|---------|------|
| Turnover | - | - | - | - |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | - | - | - | - |
| Optional relevant intensity metric | - | - | - | - |

For each facility / plant located in areas of water stress, provide the water discharge by destination and level of treatment

| | 2024-25 | Unit | 2023-24 | Unit |
|----------------------|---------|------|---------|------|
| (i) To Surface water | - | - | - | - |
| - No treatment | - | - | - | - |
| - With treatment | - | - | - | - |
| (ii) To Groundwater | - | - | - | - |
| - No treatment | - | - | - | - |
| - With treatment | - | - | - | - |
| (iii) To Seawater | - | - | - | - |
| - No treatment | - | - | - | - |
| - With treatment | - | - | - | - |

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

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

| Parameter | Unit | 2024-25 | 2023-24 |
|---|----------------|---------|---------|
| Total Scope 3 emissions | T CO2e | 0 | 0 |
| Total Scope 3 emissions per rupee of turnover | T CO2e / L INR | | |
| Total Scope 3 emission intensity (optional) | T CO2e | | |

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

No

3. With respect to the ecologically sensitive areas reported at Question 11 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

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

| Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|-----------------------|--|---------------------------|
| Not Applicable | | |

The Company is committed to conduct its business in a sustainable manner. However, being a facilitator of Travel & Tourism industry, the Company through its operations has minimal impact on the environment.

5. Does the entity have a business continuity and disaster management plan?

Yes, The Company has a Business Continuity Policy. An effective Business Continuity Management System is absolutely necessary to continue our operations and add stakeholder value. As the pandemic has shown, business disruptions can come in many forms and such external factors are rarely in our control. Business continuity plans and the governance processes around it are therefore given the utmost importance by TCIL to attain its strategic objectives. This is achieved through the following:

- Implementation of an effective enterprise risk management framework including documentation of detailed policies and procedures
- An efficient process of identification, monitoring and mitigation of risks – both internal and external
- Working closely with all internal and external stakeholders including employees, customers, supplier partners, etc for addressing emerging risks and ensuring the safety of all concerned
- Allocating adequate resources to business continuity planning and disaster management in the event of unforeseen exigencies including executing periodic drills, ensuring access to systems for critical resources, and working with the relevant authorities
- Training of staff for ensuring adherence to internal business continuity plans and appropriate regulatory requirements

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?

Not Applicable

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

Nil

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

Nil



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

8

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.

| | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations |
|---|---|--|
| 1 | BCC | National |
| 2 | IATA | International |
| 3 | FIEO | National |
| 4 | CII | National |
| 5 | FICCI | National |
| 6 | TAAI | National |
| 7 | TAFI | National |
| 8 | CFBP | 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 |
|-------------------|-------------------|-------------------------|
| Nil | Nil | Nil |

Leadership Indicators

1. Details of public policy positions advocated by the entity

| Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? | Frequency of Review by Board | Web Link, if available |
|-------------------------|-----------------------------------|---|------------------------------|------------------------|
| Nil | Nil | Nil | Nil | Nil |

Note : The Company works closely with trade / industry associations in evolving policies that govern the functioning and regulations of the Tourism Industry. The Company participates in stakeholder consultation with Industry players and support the Government in framing policies in the following areas:

- Governance and administration
- Economic reforms
- Sustainable business principles
- Social and community development

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

| Name and brief details of project | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|--|----------------------|--|---------------------------------------|-------------------|
| No Assessments were done in the current financial year | | | | |

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 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 INR) |
|--|-------|----------|---|--------------------------|---|
|--|-------|----------|---|--------------------------|---|

Due to its nature of operations, there was no project(s) for which Rehabilitation and Resettlement (R&R) was or is being undertaken by TCIL.

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

The grievances of the community could be sent in writing to any of the Branch locations of the Company and addressed to the manager of the Branch. Grievances could also be sent in writing to: shareddept@thomascook.in. The relevant HR / Admin team will handle the grievance redressal process in the manner prescribed.

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

| | 2024-25 | 2023-24 |
|---|---------|---------|
| % of materials sourced from MSMEs / small producers | 5.2% | 1.8% |
| % of materials sourced directly from India | 5.2% | 1.8% |

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

| | 2024-25 | 2023-24 |
|--------------|---------|---------|
| Rural | 0.37 % | 0.33 % |
| Semi-urban | 0.86 % | 1.09 % |
| Urban | 15.41 % | 15.93 % |
| Metropolitan | 83.39 % | 82.65 % |

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| No Social Impact Assessment was done in the current financial year | |

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

| State | Aspirational District | Amount spent (in INR) |
|-------|-----------------------|-----------------------|
| None | | |

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No

b. From which marginalized / 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

NIL

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

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not applicable | | |



6. Details of beneficiaries of CSR Projects

| CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|------------------|---|--|
| Project Dialysis | 30109 | 96% |

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.

A customer complaint mechanism has been established to provide a platform for customers to voice their concerns. Customers can reach out through various channels such as calls, websites, online portals, ORMs, and mail to service. quality@thomascook.in. These emails are then forwarded to the relevant department for resolution. The TCIL team contacts the customer to gather further details and investigate the reported issue. Adequate procedures are in place to escalate complaints when necessary and conduct further investigations. The aim is to resolve all complaints within 30 days, and communication regarding the resolution is sent to the customer.

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

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | Not applicable |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

3. Number of consumer complaints in respect of the following

| | 2024-25 | | | 2023-24 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Restrictive Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other | 4412 | 0 | - | 2236 | 0 | - |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0 | 0 |
| Forced recalls | 0 | 0 |

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes. The Company also has a Board Level Committee on 'Risk management' which includes Cyber Security Risk. The Policy can be viewed at: https://resources.thomascook.in/downloads/File_3-Excerpts_on_Cyber_Security_Policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls, penalty / action taken by regulatory authorities on safety of products / services.

All Complaints received were resolved in the Financial Year 2024-25

7. Provide the following information relating to data breaches

| | |
|---|----|
| a. Number of instances of data breaches | 0 |
| b. Percentage of data breaches involving personally identifiable information of customers | 0 |
| c. Impact, if any, of the data breaches | NA |

Note: There was an incident involving cyber-attack on the IT infrastructure of the Company on December 31, 2024. Immediately upon becoming aware of the incident, the Company took necessary steps to investigate and respond to the incident, including shutting down affected systems. The Company along with Information Technology security experts has completed a full check of all its systems to scan and remove all malware and affected flies to prevent any future recurrence. All Information Technology applications and infrastructure have been restored and running with enhanced security features and the entire business operations are back to normal. The cyber incident neither had any material financial impact on the Company at present, nor is expected to have any material financial impact in the future.

Leadership Indicators

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

All information regarding business of the Company can be accessed through the Company's website www.thomascook.in and in its periodic disclosures such as the stock exchange intimations and in the integrated annual report

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

The Company educates and makes its customers aware about safety related information from time to time.

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

Not Applicable

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.

Not Applicable

5. 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?

No

FOR AND ON BEHALF OF THE BOARD

MADHAVAN MENON

Executive Chairman
DIN: 00008542

MAHESH IYER

Managing Director and Chief Executive Officer
DIN: 07560302

Place: Mumbai
Dated: May 12, 2025

