

ENVIRONMENTAL

At ‘Z’, we are committed to understand, manage and reduce our environmental footprints through strategic action towards carbon emission reduction, energy conservation, water management and responsible waste handling to strengthen both ecological and business resilience.



Key highlights, FY26

3.4%

Reduction in energy consumption from electricity

5.4%

Reduction in Scope 2 emissions

13.2%

Increase in waste recycled

45

Employees trained on sustainability

Carbon footprint management

Understanding our carbon footprint is a critical step towards managing GHG emissions and identifying opportunities for decarbonisation. We follow consistent emissions accounting practices to enhance transparency and support informed decision-making, building a foundation for long-term environmental resilience.

Mapping our GHG emissions

To better understand carbon emissions across our operations and value chain, we engaged with internal and external stakeholders to develop a comprehensive greenhouse gas (GHG) inventory covering Scope 1, 2, and 3.

Emissions footprint (In MT CO₂e)

Emission indicators	FY24	FY25	FY26
Scope 1 (MT CO ₂ e)	5,929.53	6,065.10	6,724.21
Scope 2 (MT CO ₂ e)	8,722.17	8,340.66	7,890.79
Scope 3 (MT CO ₂ e)	60,358.00	55,102.88	57,184.71
GHG emissions intensity per Full Time Employee (FTE) (MT CO ₂ e/ FTE)	23.3	26.6	31.0
Data coverage as a % of operations	100	100	100

*Includes consolidated numbers
MT – Metric Tonnes
CO₂e – Carbon dioxide equivalent
FTE – Full-Time Employees*

Scope 3 emissions categories (In MT CO₂e)

Category 1	Purchased Goods and Services	42,804.00
Category 2	Capital Goods	1,950.52
Category 3	Fuel and Energy-Related Activities	4,327.18
Category 5	Waste Generated in Operations	21.44
Category 6	Business Travel	2,004.48
Category 7	Employee Commuting	2,653.38
Category 8	Upstream Leased Assets	130.28
Category 13	Downstream Leased Assets	3,293.44
Total Scope 3 emissions		57,184.71

Source of our GHG emissions

Scope 1 Emissions: Direct emissions from sources such as fuel used in generators and company vehicles, natural gas consumption, refilling of fire extinguishers and cooling gases.

Scope 2 Emissions: Indirect emissions arising from electricity purchase and use, including grid electricity and DG set unit consumption.

Scope 3 Emissions: Other indirect emissions from activities such as content production-related purchases, services, capital goods procurement, upstream and downstream leased assets, employee commute, business travel, waste management, and well-to-tank emissions from energy use.

Measuring and reporting GHG emissions

Methods and Data Sources: Financial records, operational data, travel logs, and employee surveys

Sources of Emission Factors Applied: Department for Environment, Food and Rural Affairs (DEFRA) 2025, International Energy Agency (IEA), Supply Chain Greenhouse Gas Emission Factors, 2022 and Central Electricity Authority (CEA)

Reporting Framework: The GHG inventory has been prepared in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).



Energy management

Recognising the opportunities that efficient energy management presents, 'Z' undertook Energy audit across its pan-India locations. The insights from the energy audit will be used by process owners to prioritise energy conservation opportunities in the forthcoming year.

Energy consumption

Energy indicators	FY24	FY25	FY26
Total energy consumption due to electricity (kWh)	12,240,766.7	11,514,901.3	11,120,713.2
Total energy from fuel (kWh)	26,008,027.9	26,269,786.5	27,615,088.7
Energy consumption outside the organisation (GJ)	1,147,775.6	886,779.5	768,930.2

kWh – Kilo watt-hour

GJ – Giga Joules

Monitoring air quality

Zee monitors air quality from both stationary and ambient source levels.

Ambient air quality (in $\mu\text{g}/\text{m}^3$)

Air quality indicators	FY24	FY25	FY26
Particulate Matter (PM 10)	134	117	104
Particulate Matter (PM 2.5)	79.5	67.8	58.6
Sulphur Dioxide (SO ₂)	22.8	22.3	24
Nitrogen Dioxide (NO ₂)	43.3	42.7	42.8
Carbon Monoxide (CO)	0.057	0.1	0.7

$\mu\text{g}/\text{m}^3$ – Microgram per cubic metre

Water and wastewater management

Our approach

Water is primarily used across our facilities for drinking and other domestic purposes. Recognising water as a valuable natural resource, we focus on responsible consumption and conservation through efficient water management practices across our operations.

We meet our water requirements through external sources, including municipal supply for domestic use, bottled water for drinking, and groundwater sourced via third-party providers. Our total water consumption is aligned with overall withdrawal volumes.

Waste water treatment and reuse

Wastewater generated from routine office activities is treated by building owners at our leased facilities using treatment systems. At most of our locations, this treated water is reused for non-potable applications such as flushing and gardening, supporting efficient water use.

Water consumption

Water indicators	FY24	FY25	FY26
Total water consumption (ML)	136.4	146.9	159.7
Water consumption at offices located in water-stress areas (KL)	22,551.1	10,037.5	12,756.0
Water intensity per employees (KL)	32.2	40.9	53.1

ML – Megalitre

KL – Kilolitre

Employees includes both FTE and other than permanent employees



Waste management

Our approach

We seek to minimise the environmental impact of waste generated across our operations through responsible handling, segregation, recycling and disposal practices. A structured waste management process governs the management of all waste streams, ensures compliance with applicable regulations. All waste streams are measured and documented prior to disposal. A regularly updated waste logbook is maintained to ensure regulatory compliance and audit-readiness.

HAZARDOUS WASTE

E-waste, used oil,
and battery waste

- Centrally managed and disposed of by the commercial team through agencies authorised by the Pollution Control Board
- Regulatory compliances are adhered to during the disposal of hazardous waste, and records are duly maintained in the prescribed formats

NON- HAZARDOUS WASTE

Dry waste, wet waste, food waste, plastic waste, paper waste, metal waste

- Managed in accordance with defined waste management protocols
- Segregated at source into wet and dry streams to enable efficient handling and disposal
- Dry waste is channelled to authorised recyclers to minimise landfill disposal
- Wet waste is processed at facilities designated by building management

Waste diverted from landfill (In MT)

Waste indicators	FY24	FY25	FY26
Total hazardous waste generated	17.2	4.0	9.3
Hazardous waste diverted	17.2	4.0	9.3
Total non-hazardous waste generated	73.6	86.6	87.8
Non-hazardous waste diverted	37.4	53.9	57.4