

ASTRA MICROWAVE PRODUCTS LIMITED
Registered Office: 'ASTRA TOWERS', Survey No: 12 (Part),
Kothaguda Post, Kondapur, Hitech City,
Hyderabad – 500084.
CIN: L29309TG1991PLC013203

Policy on Board Diversity

Foreword

In terms of Regulation 19 read with Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Nomination and Remuneration Committee shall formulate a policy on Board Diversity.

Purpose:

This Board Diversity Policy sets out the approach to diversity on the Board of Directors of Astra Microwave Products Limited (AMPL).

Scope

This policy applies to the Board. It does not apply to employees generally.

Policy Statement

AMPL recognizes and embraces the importance of a diverse Board in its success. AMPL believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, age, race and gender, which will ensure that AMPL retains its competitive advantage.

AMPL believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- Make corporate governance more effective
- Drive business results
- Enhance sustainable development
- Enhance quality and responsible decision making capability and
- Enhance the reputation of AMPL.

The Nomination and Remuneration Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.



While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board memberships, as well as in evaluating the Board and its individual members.

Accordingly, the Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board.
- Make recommendations to the Board in relating to appointments and maintain an appropriate mix of diversity, skills, experience on the Board, and

The Board shall have an optimum combination of Executive, Non-Executive, at least one Woman Director and Independent Directors in accordance with requirements of the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the statutory, regulatory and contractual obligations of AMPL.

Responsibility and Review

The Nomination and Remuneration Committee will review this policy periodically and recommend appropriate revisions to the Board.

Amendment to the Policy

The policy will be amended as and when needed with the approval of Nomination and Remuneration Committee

For Astra Microwave Products Ltd.


B. Malla Reddy
Managing Director