

1. Purpose and Objectives

Astra Microwave Products Limited (AMPL) is committed to conducting its business responsibly, ethically and sustainably, while supporting national security objectives and delivering high quality, safety and reliability defence and aero-space products and services.

The purpose of this Environmental, Social and Governance (ESG) Policy is to outline AMPL's guiding principles, governance framework, commitments and actions towards sustainable development, responsible business conduct and long-term value creation for all its stakeholders.

Policy Objectives

AMPL's ESG objectives include:

- Integrate ESG considerations into AMPL's business practices in a practical and responsible manner
- Manage environmental and social impacts associated with operations
- Promote safe, ethical and inclusive workplaces
- Ensure strong governance, compliance and transparency
- Support responsible engagement with suppliers and communities

2. Scope and Applicability

This Policy applies to:

- All operations, facilities and functions of AMPL
- All units including subsidiaries under AMPL's management control
- All the employees and management personnel

The Policy is framed in alignment with:

- SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework
- Applicable legal and regulatory requirements
- Relevant global sustainability frameworks

3. Environmental Responsibility

- AMPL recognizes the importance of environmental stewardship in ensuring compliance, operational efficiency and long-term sustainability.

3.1 Energy, Climate and Resource Use

- Improve energy efficiency across operations, testing facilities and infrastructure
- Increase the adoption of renewable energy solutions where technically and operationally feasible
- Measure, monitor and transparently report key environmental impacts, including energy consumption and greenhouse gas emissions
- Strive to reduce emissions and environmental footprint through process optimization and technology improvements

3.2 Waste, Pollution and Environmental Compliance

- Take measures to prevent and control air, water and soil pollution arising from operations
- Ensure safe handling, storage and disposal of hazardous materials, chemicals and hazardous waste
- Maintain compliance with applicable environmental laws, permits, legal, and regulatory requirements

3.3 Environmental Considerations in Products and Operations

- Incorporate environmental, health and safety considerations in product design, development, and manufacturing processes, in line with defence, quality and customer requirements
- Promote responsible environmental practices within company premises and, where appropriate, among business partners

4. Social Responsibility

- AMPL is committed to fostering a safe, respectful and supportive work environment and contributing positively to society.

4.1 Health, Safety and Well-being

- Take reasonable measures to prevent occupational injuries and illnesses by providing a safe and healthy workplace
- Identify and mitigate occupational health and safety risks
- Provide relevant safety training and protective measures to employees and workers

4.2 Labour Practices and Human Rights

- Comply with applicable labour laws and employment regulations
- Prohibit child labour, forced labour and any form of exploitation
- Ensure fair wages, reasonable working hours and humane working conditions
- Respect employee rights in accordance with applicable laws

4.3 Diversity, Inclusion and Employee Welfare

- Promote equal opportunity and a workplace free from discrimination and harassment
- Implement employee welfare measures and benefits as per statutory requirements
- Encourage professional development and skill enhancement of employees

4.4 Community Engagement, CSR and Grievance Redressal

- Implement Corporate Social Responsibility (CSR) initiatives in line with statutory requirements
- Support community development initiatives as per AMPL's CSR policy.
- Maintain mechanisms to receive and address grievances from all stakeholders
- Ensure grievances are handled in a fair, confidential and timely manner

5. Governance, Ethics and Integrity

- Strong governance and ethical conduct are fundamental to AMPL's operations, particularly given its role in the defence sector.

5.1 Ethical Conduct and Legal Compliance

- Conduct business in compliance with applicable laws, regulations and contractual obligations
- Maintain zero tolerance for bribery, corruption and unethical business practices
- Identify and manage conflicts of interest in a transparent manner
- Maintain accurate records and disclosures as required

5.2 Data Security, Cybersecurity, Intellectual Property, and Confidentiality

- Protect sensitive business, customer and defence-related information from unauthorized access or disclosure
- Implement appropriate data security and cybersecurity measures and safeguard proprietary technologies, intellectual property and confidential information
- Ensure confidentiality, integrity and privacy of information and systems

5.3 Product Quality and Responsibility

- Maintain robust practices to ensure reliable, high-quality and safe products
- Address the product quality or safety issues in a timely and responsible manner

6. ESG Governance, Risk Management and Supply Chain Responsibility

6.1 ESG Governance

- AMPL shall establish an internal ESG governance mechanism, including a designated committee or function, with defined roles and responsibilities.
- ESG matters shall be periodically reviewed by senior management and, where appropriate, reported to the Board.

6.2 Risk Management

- Identify and manage ESG-related risks of its operations and business context
- Integrate ESG into existing risk management and decision-making processes

6.3 Responsible Supply Chain

- Encourage suppliers and business partners to comply with applicable laws and ethical standards
- Encourage suppliers to comply and align with our Supplier Code of Conduct.
- Promote responsible environmental, labour and business practices within the supply chain, where feasible
- Encourage suppliers, business partners, and the procurement team to source goods and services from vulnerable and marginalized groups, wherever possible.

7. Disclosure, Review and Continual Improvement

- Disclose ESG-related information in accordance with applicable regulatory requirements, including BRSR.
- Promote awareness of ESG principles among employees and relevant stakeholders

All external and internal stakeholder are expected to be aware and comply with this Policy as applicable to their roles and responsibilities.

By adopting this ESG Policy, AMPL affirms its commitment to responsible business conduct, operational excellence and sustainable value creation, while supporting national development and security objectives.

The Company has established a formal Grievance Redressal Mechanism to address concerns related to its ESG Policy and associated practices. Stakeholders are encouraged to report any grievances, concerns, or suspected non-compliance through the designated grievance redressal grievance@astramp.com. All complaints will be treated with due confidentiality, reviewed impartially, and addressed in a timely and transparent manner in accordance with the Company's internal procedures.

This Policy shall be effective upon approval by the Board and may be revised from time to time with appropriate authorization.

Revision: 00

Date: 12.02.2026


(S GURUNATHA REDDY)

MANAGING DIRECTOR

Authorized Signatory

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