ASTRA MICROWAVE PRODUCTS LIMITED
Regd. Office: ASTRA Towers, Survey No. 12(P), Kothaguda Post, Kondapur, Hitech City, Hyderabad - 500084, Telangana, INDIA
Tel:+91-40-46618000, 46618001. Fax:+91-40-46618048
Email:mktg@astramwp.com,website:www.astramwp.com
CIN: L29309TG1991PLC013203

August 22, 2026

To	To
The General Manager	The Vice President,
Department of Corporate Relations	Listing Department
BSE Limited	**The National Stock Exchange of India Limited**
Sir Phiroze Jeejeebhoy Towers,	Exchange Plaza, Bandra Kurla Complex, Bandra
Dalal Street, Fort, Mumbai -400 001	(East), Mumbai 400 051
Scrip code: 532493	**Scrip code: ASTRAMICRO**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which forms an integral part of the Annual Report for the Financial Year 2025-26. We request you to kindly take the same on record.

Thanking you,

Yours faithfully
For Astra Microwave Products Limited

ANJANEYULU THALLAPALLI
Digitally signed by ANJANEYULU THALLAPALLI
Date: 2026.08.22 11:46:03 +05'30'

T.Anjaneyulu
Company Secretary & Compliance Officer

ANNEXURE II

Business Responsibility & Sustainability Reporting

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2025-2026
1	Corporate Identity Number (CIN) of the Listed Entity	L29309TG1991PLC013203
2	Name of the Listed Entity	ASTRA MICROWAVE PRODUCTS LIMITED
3	Year of incorporation	13-09-1991
4	Registered office address	Astra Towers, Survey No: 12 (Part), Opp.CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500084, India
5	Corporate address	Astra Towers, Survey No: 12 (Part), Opp.CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500084, India
6	E-mail	sgr@astramwp.com
7	Telephone	040-46618000
8	Website	http://www.astramwp.com/
9	Financial year for which reporting is being done	FY 2025-2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd (Bombay Stock Exchange) & NSE Ltd. (National Stock Exchange of India)
11	Paid-up Capital	Rs. 18,98,90,016/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T. Anjaneyulu (Company Secretary & Compliance Officer) 040-46618007 tan@astramwp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	Intertek India Private Limited
15	Type of assurance obtained	Reasonable Assurance

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Design, Development, and Manufacturing of RF & Microwave Systems, Sub System and Components.	Radar, Radar apparatus and radio remote control apparatus	96.00%
2	Manufacture of navigational, meteorological, geophysical and related instruments and apparatus oceanographic or hydrological instruments; seismometers, rangefinders, automatic pilots, sextants, ultrasonic sounding instruments and special instruments for air navigation	Navigational, meteorological, geophysical and related instruments and apparatus	4.00%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacture of radar equipment, GPS devices, search, detection, navigation, aeronautical and nautical equipment	26515	99.17
2	Manufacture of integrated circuits (analog, digital or hybrid)	26103	0.74
3	Manufacture of meteorological instruments	26514	0.09

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	2	9
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

Note :

National: The company operates across 15 states in India through its offices, dealers, and website.

International: The company has a presence in 2 countries through exports, subsidiaries, joint ventures, sales offices, or direct operations.

b. What is the contribution of exports as a percentage of the total turnover of the entity? 14%

c. A brief on types of customers

Astra Microwave Products Limited serves a broad and diverse customer base across strategic sectors, with a strong focus on defense, aerospace, and government applications. Its key customers include government agencies, defense public sector undertakings (DPSUs), public sector enterprises, and other institutional clients.

Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	1,684	1,379	81.89%	305	18.11%
2	Other than Permanent (E)	196	158	80.61%	38	19.39%
3	**Total employees (D + E)**	1,880	1,537	81.76%	343	18.24%
	WORKERS					
4	Permanent (F)	NA				
5	Other than Permanent (G)					
6	**Total workers (F + G)**					

b. Differently abled Employees and workers:

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

* The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	0%

Note : Total KMP includes the Managing Director and Whole-Time Directors.

22. Turnover rate for permanent employees and workers

Particular	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.49%	15.86%	11.43%	10.25%	22.04%	12.16%	13.05%	13.86%	13.17%
Permanent Workers*	NA								

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	Astra Defence Technologies Private Limited (Formerly known as Bhavyabhanu Electronics Private Limited)	Subsidiary	100%	No
2	Aelius Semiconductors Pte. Ltd.	Subsidiary	100%	No
3	Astra Space Technologies Private Limited	Subsidiary	100%	No
4	Astra Rafael Comsys Private Limited	Joint Venture	50%	No
5	Navictronics Private Limited	Joint Venture	50%	No
6	Janyu Technologies Private Limited	Associate	6.13%	No

Note: Astra Foundation was converted into Astra Private Limited on 12th March, 2025 and the company was subsequently struck off by ROC on 16th September, 2025 from the Register of Companies.

V. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

a. Turnover (in Rs.)	11,55,66,76,329.00
b. Net worth (in Rs.)	12,90,80,67,756.00

VI. 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 (Yes/No)*	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		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	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others	-	-	-	-	-	-	-

*** Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)**

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://astramwp.com/contact-us/shareholders
Investors (other than shareholders)	https://scores.sebi.gov.in/
Shareholders	https://astramwp.com/shareholdersfeedback-form/
Employees and workers	https://hrconnect.astramwp.com/HRInquiries.aspx *-
Customers	https://astramwp.com/
Value Chain Partners	https://astramwp.com/contact-us/
Others	-

*The provided link will be accessible only through the company's authorized systems.

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Design & Innovation	O	By focusing on continuous improvement and staying at the forefront of technological advancements, companies can create innovative products that meet evolving customer needs. Embracing user-centered design, incorporating sustainable practices, and fostering a culture of creativity and collaboration can drive competitive advantage, customer loyalty, and market growth. This opportunity allows companies to lead the industry and shape the future of RF and microwave technology.	-	Positive
2	Employee Satisfaction and Wellness	O	Fostering employee satisfaction is a valuable opportunity for companies. By prioritizing factors such as worklife balance, career development, competitive compensation, and a positive work environment, companies can enhance employee morale, productivity, and retention. Engaging employees, providing growth opportunities, and recognizing their contributions can create a motivated workforce that drives innovation and contributes to the overall success of the organization.	-	Positive
3	Sustainable Supply Chain	O	Sustainable supply chain presents an opportunity to reduce environmental impact while enhancing efficiency and profitability. It allows the company to meet growing consumer demand for eco-friendly products, boost brand reputation, and potentially open new market opportunities. Companies that actively manage the supply chain's impacts through standards, monitoring, and engagement with suppliers may be better positioned to protect shareholder value in the long run.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Energy Management and Clean Tech	O	Optimizing energy management and incorporating clean technology presents tremendous opportunities for RF and microwave technology companies. By reducing energy consumption and integrating renewable energy sources, companies can lower operational costs and carbon footprint. Leveraging clean technology fosters innovation, drives efficiency, and aligns with increasing global emphasis on sustainability, thus enhancing the company's reputation and market position.	-	Positive
5	Data privacy and cyber security	R	In the realm of RF/Microwave/ Digital electronics, hardware products and associated software can harbor security gaps that may pose threats to consumer data security. Therefore, the onus is on the manufacturers in this industry to ensure the integrity of user data. If businesses operating in this sector fail to devise a comprehensive methodology to detect such vulnerabilities, they may inadvertently place consumer data at risk and potentially undermine their customer.	To address data privacy and security, the company has established a robust Cyber Risk Management framework. This framework, overseen by the Information Technology & Security Committee and Risk Management Committee, ensures constant monitoring of cyber risks and their mitigation. Data access is strictly controlled and data encryption is employed to ensure security. Moreover, the company has intensified its efforts to educate employees, customers, and other stakeholders about cyber frauds and the importance of data privacy, as part of its commitment to maintaining a secure digital environment.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Corporate Governance	R	Companies are assessed on their performance in key governance areas such as ownership structure, board remuneration, accounting practices, corporate ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	To mitigate corporate governance risk, the company regularly reviews and updates its policies to ensure they remain relevant and effective. The Board plays a crucial role in this process, overseeing the review of governance practices and structures. Additionally, governance policies are revised to reflect changes in legislation and industry best practices. This proactive approach to governance helps manage risk, enhance transparency, and ensure compliance with all relevant regulations and standards.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://astramwp.com/policies-1/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015 & AS9100 D	-	-	ISO 45001:2018	ISO 14001:2015	-	-	ISO 27001:2022

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our institution acknowledges the importance of setting clear benchmarks to evaluate progress in adhering to the principles of the National Guidelines on Responsible Business Conduct (NGRBC). As we embark on our first year of Environmental, Social and Governance (ESG) implementation, we intend to articulate our goals and aspirations in the forthcoming reporting cycle. We understand the critical need to align our ESG initiatives with our overarching business objectives and remain committed to develop a comprehensive and effective ESG strategy that promotes sustainability and generates long-term value for all stakeholders.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

	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)
	Dear Stakeholders, At Astra Microwave Products Limited, sustainability is an integral part of our business strategy and long-term value creation approach. We are committed to managing Environmental, Social, and Governance (ESG) impacts responsibly while delivering innovative solutions to our stakeholders. Our sustainability journey is guided by a strong governance framework, continuous improvement, and a commitment to creating positive environmental and social outcomes. As part of our ESG efforts, we have conducted a comprehensive materiality assessment to identify and prioritize the sustainability issues most relevant to our business and stakeholders. We have also assessed our carbon and water footprints to better understand our environmental impact and establish informed strategies for resource efficiency and emissions management. To strengthen our sustainability governance, we have implemented a robust Business Responsibility and Reporting (BRR) framework that guides our policies, practices, and decision-making processes. Our commitment to environmental stewardship is reflected in several initiatives undertaken across our operations. The Bangalore facility has been awarded a prestigious 5-Star GRIHA rating, recognizing its high standards of energy efficiency and sustainable infrastructure. We have invested in solar power generation to increase the use of renewable energy and reduce our dependence on conventional energy sources. Additionally, sewage treatment plants (STPs) have been installed across operational units to support responsible water management and enhance resource conservation. We recognize that our employees play a critical role in achieving our sustainability objectives. Accordingly, we invest in continuous learning and development programs to build awareness, capabilities, and engagement in sustainability initiatives. We have also established a transparent grievance redressal mechanism that enables employees, customers, vendors, investors, and other stakeholders to raise concerns and seek timely resolution through a structured and accountable process. Beyond our operational initiatives, we remain deeply committed to social responsibility and community development. Through our Corporate Social Responsibility (CSR) programs, we have supported a range of initiatives focused on education, healthcare, cultural preservation, community welfare, and social development. During the reporting period, our CSR projects benefited thousands of individuals, with a significant focus on vulnerable and marginalized communities. Key initiatives included support for the Shrujan LLDC Craft Museum in Kutch, healthcare programs in Hyderabad, community service activities through the Sri Sathya Sai Trust in Bangalore, educational programs in government schools across Kerala, support for underprivileged students, heritage conservation initiatives, and provision of food, clothing, shelter, and healthcare facilities to disadvantaged children. Notably, nearly all beneficiaries of these programs belonged to vulnerable and marginalized groups, reflecting our commitment to inclusive and equitable development. We acknowledge that the sustainability landscape continues to evolve, presenting challenges related to data management, regulatory developments, stakeholder expectations, and emerging ESG risks. As a responsible organization, we continuously monitor these developments and adapt our strategies to align with evolving requirements and global best practices.

	To further strengthen our contribution to sustainable development, we have established targets and initiatives focused on energy efficiency, sustainable mobility, health and well-being, education, poverty alleviation, and the promotion of inclusive and productive employment. These commitments reinforce our dedication to creating long-term value for society while supporting national and global sustainability objectives. As we move forward, transparency, accountability, stakeholder engagement, and continuous improvement will remain central to our approach. We value the trust and support of our stakeholders and remain committed to building a more sustainable, resilient, and inclusive future. S. Gurunatha Reddy Managing Director Astra Microwave Products Limited
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) **Mr. S. Gurunatha Reddy** **Managing Director**
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). — Yes
	If Yes please provide details
	Mr. S. Gurunatha Reddy **Managing Director**

10 Details of Review of NGRBCs by the Company

Subject for Review		Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Director								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director								

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Annually								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually								
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)*.	**No**	**Yes**	**No**	**No**	**Yes**	**Yes**	**No**	**No**	**Yes**
If yes, provide name of the agency.	-	International Organization for Standardization	-	-	International Organization for Standardization	International Organization for Standardization	-	-	International Organization for Standardization

*While the Company has not undertaken an independent audit specifically for these policies, they are subject to periodic review through various management system audits conducted by certification bodies, including Environment, Health and Safety (EHS), ISO, Aerospace Standards (AS), and Information Security Management System (ISMS) audits, as well as internal audits. Policies related to statutory and regulatory compliance are further reviewed by Internal Auditors, Statutory Auditors, and Secretarial Auditors to ensure continued compliance and effectiveness.

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 (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	5	• Compliance (SEBI, ROC, Industry Overview, Corporate Governance, Knowledge Enhancement)	100%
Key Managerial Personnel	5	• Compliance (SEBI, ROC, Industry Overview, Corporate Governance, Knowledge Enhancement)	100%
Employees other than BOD and KMPs	5	• POSH Training • AS9100D Awareness • Environmental Impact • Production Process • QMS/EHS/ISMS	91.28%
Workers*	NA	NA	NA

* The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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**

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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
NA	NA

4. **Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)** Yes

If Yes, provide details in brief

The Company is committed to maintaining the highest standards of integrity, transparency, and ethical business conduct through its comprehensive Anti-Corruption and Anti-Bribery Policy. The Company strictly prohibits all forms of corruption, bribery, abusive practices, and anti-competitive behavior across its operations and business relationships. To support this commitment, robust internal controls, compliance mechanisms, and periodic audits are implemented to ensure adherence to applicable laws, regulations, and ethical standards.

The Company adopts a zero-tolerance approach to unethical conduct and fosters a culture of accountability, honesty, and transparency, thereby strengthening stakeholder trust and safeguarding its reputation as a responsible and ethical organization.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

https://hrconnect.astramwp.com/HRInquiries.aspx*

* The provided link is accessible only through the Company's authorized systems.

5. **Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

Particular	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

* The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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

Case Details	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.**

   No corrective action required.

8. **Number of days of accounts payables in the following format:**

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	72	38

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	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.63%	2.22%
	b. Sales (Sales to related parties / Total Sales)	13.87%	7.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.35%	1.49%
	d. Investments	88.12%	98.58%

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company conducted awareness programmes for its value chain partners by sharing and communicating its Supplier Code of Conduct, outlining expectations related to ethical business practices, environmental responsibility, and social compliance.		

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)** Yes

   If Yes, provide details of the same.

   Astra Microwave Products Limited has established processes and governance mechanisms to identify, disclose, monitor, and manage potential conflicts of interest involving members of the Board.

   Board members are required to disclose any actual or potential conflict of interest at the time of appointment and whenever such situations arise. These disclosures are reviewed in accordance with the AMPL's Code of Conduct, applicable Board policies, and relevant statutory/regulatory requirements.

Where a conflict of interest is identified, the concerned Board member is expected to abstain from participating in discussions, deliberations, or decision-making on the relevant matter. The Company maintains appropriate records of such disclosures and actions taken, and the Board periodically review compliance with these processes to ensure transparency, accountability, and good corporate governance.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	0%	0%	-
2	Capex	0%	0%	-

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

b. If yes, what percentage of inputs were sourced sustainably?? 100%

* The Company has implemented a Supplier Code of Conduct, with all suppliers expected to comply with its provisions.

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

(a)	Plastics (including packaging)	Not Applicable Considering the nature of our operations, which involve significant engagement with defense and government agencies, we currently do not undertake product reclamation for reuse, recycling, or disposal. This approach is maintained in view of the sensitive nature of these sectors and the stringent regulatory and compliance requirements associated with them.
(b)	E-waste	
(c)	Hazardous waste	
(d)	Other waste	

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) No

b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Extended Producer Responsibility (EPR) is not applicable to our company.

c If not, provide steps taken to address the same

NA

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)? (Yes/No)

If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
The Company has not undertaken a Life Cycle Assessment (LCA) of its products.						

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.**

Sr. No.	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).**

Sr. No.	Indicate input material	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2025-26	FY 2024-25
The Company promotes the use of recycled and reused materials by reusing packaging materials received during procurement for product packaging and exploring opportunities to incorporate recycled materials into its packaging wherever feasible.			

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:**

Sr. No.	Particular	FY 2025-2026			FY 2024-2025		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)						
2	E waste						
3	Hazardous waste						
4	Other waste						

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,379	1104	80.06%	1379	100%	NA	NA	0	0%	0	0%
Female	305	196	64.26%	305	100%	305	100%	NA	NA	0	0%
Total	1,684	1300	77.20%	1684	100%	305	100%	0	0%	0	0%
Other than permanent employees											
Male	158	0	0%	0	0%	0	0%	0	0%	0	0%
Female	38	0	0%	0	0%	0	0%	0	0%	0	0%
Total	196	0	0%	0	0%	0	0%	0	0%	0	0%

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

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

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

1. c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format**

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.08%	0.08%

*The Company has revised the methodology used to calculate the cost of employee well-being initiatives. Accordingly, the value reported for FY 2024–25 has been updated.

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

Benefits	FY 2025-26			FY 2024-25		
	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	4.57%	NA	Yes	11.07%	NA	Yes
Group Mediclaim	77.20%	NA	Yes	88.93%	NA	Yes
Group Personnel Accident (GPA)	100%	NA	Yes	100%	NA	Yes
Employees Compensation (EC)	100%	NA	Yes	100%	NA	Yes

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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

If not, whether any steps are being taken by the entity in this regard.

The Company is committed to fostering an inclusive and accessible workplace for all employees. Its office facilities are thoughtfully designed to support ease of access, mobility, and navigation, ensuring a comfortable and welcoming environment for individuals with diverse needs, including persons with disabilities. By integrating accessibility considerations into workplace design and operations, the Company reinforces its commitment to diversity, equity, inclusion, and equal opportunity for all.

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

If so, provide a web-link to the policy.	The Company has implemented an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy reflects the Company's commitment to providing fair, equitable, and non-discriminatory opportunities throughout the employee lifecycle, including recruitment, employment, training, career development, and advancement, irrespective of caste, creed, gender, race, religion, disability, or any other protected characteristic. The Company is dedicated to fostering a diverse, equitable, and inclusive workplace where all individuals are treated with dignity and respect, and are empowered to contribute and thrive to their fullest potential. The link for the policy is provided below: https://hrconnect.astramwp.com/Policies.aspx

* The provided link is accessible only through the Company's authorized systems.

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

Gender	Permanent Employees		Permanent Workers*	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0%	0%	NA	NA
Female	61.11%	88.24%	NA	NA
Total	61.11%	88.24%	NA	NA

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	Our organization has established a structured Grievance Redressal mechanism to facilitate the prompt and effective resolution of employee concerns. Employees are encouraged to initially raise their grievances with their immediate supervisor, ensuring timely communication of any issues. In instances where the grievance pertains to the immediate supervisor, employees may directly approach the Human Resources (HR) department to ensure an impartial and unbiased review of the matter. The immediate supervisor or designated HR representative will undertake a thorough investigation and make reasonable efforts to resolve the issue within approximately three working days. All discussions and actions taken will be carefully documented and submitted to the HR department for record-keeping. If the employee remains dissatisfied with the resolution provided at the initial level, they may escalate the matter by submitting a Grievance Form (Annexure - 17) to the next-level manager. The manager will conduct a comprehensive review and strive to resolve the grievance within a reasonable timeframe, generally within three working days. All proceedings and relevant documentation will be diligently recorded and shared with the HR department. In cases where the employee continues to be unsatisfied with the outcome, they have the right to seek further recourse by approaching the HR department. The HR team will conduct an impartial investigation, taking into account all perspectives, and will deliver a final resolution. Through the implementation of this Grievance Redressal mechanism, we aim to ensure that all employee concerns are addressed in a fair, transparent, and efficient manner. This structured approach promotes accountability and thorough documentation throughout the resolution process.

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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

Category	FY 2025-26			FY 2024-25		
	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	1,684	0	0%	1,491	0	0%
Male	1,379	0	0%	1,259	0	0%
Female	305	0	0%	232	0	0%
Total Permanent Workers*	NA					
Male						
Female						

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	1379	1379	100%	1219	88.40%	1259	240	19.06%	287	22.80%
Female	305	305	100%	305	100%	232	61	26.29%	64	27.59%
Total	1684	1684	100%	1524	90.50%	1491	301	20.19%	351	23.54%
Workers*										
Male	NA									
Female										
Total										

Note - Disclosure is provided for both permanent employees and workers.

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1379	1175	85.21%	1259	860	68.31%
Female	305	218	71.48%	232	137	59.05%
Total	1684	1393	82.72%	1491	997	66.87%
Workers*						
Male	NA					
Female						
Total						

Note - Disclosure is provided for both permanent employees and workers.

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

10. **Health and safety management system**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No) Yes**

If Yes, the Coverage such systems?

The Company has implemented an Occupational Health and Safety Management System (OHSMS) across its facilities and operations. The system is aligned with internationally recognized standards, including ISO 45001:2018, and, where applicable, integrated with ISO 14001:2015 Environmental Management Systems.

The OHSMS covers all operational activities, including manufacturing, maintenance, utilities, warehousing, administrative functions, and office operations. Its scope extends to all employees, contract workers, visitors, and other relevant stakeholders across the Company's units and Head Office.

The system incorporates a structured process for identifying, evaluating, and managing occupational health and safety risks arising from both routine and non-routine activities. Hazards are assessed based on defined risk criteria, likelihood and severity ratings, significance scores, and potential emergency situations. Significant risks are prioritized for corrective action, while the effectiveness of implemented control measures is periodically reviewed through reassessment processes.

Key elements of the OHSMS include hazard identification and risk assessment, legal and regulatory compliance management, employee training and awareness programs, incident reporting and investigation, emergency preparedness and response planning, performance monitoring through defined KPIs, internal audits, and management reviews. This comprehensive framework supports the continuous improvement of workplace health and safety performance and promotes a safe and healthy working environment across all locations.

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

The Company follows a structured and systematic process to identify, assess, and manage occupational health and safety (OHS) hazards and risks arising from both routine and non-routine activities. This process ensures effective evaluation, prioritization, and mitigation of workplace risks to maintain a safe and healthy working environment.

Identification and Assessment of Significant Hazards and Risks

- Hazards across all work areas are systematically identified and evaluated using predefined assessment criteria and risk ratings to determine their significance.
- Hazards classified as potential emergencies or falling under designated overriding factors are automatically considered significant due to their potential severity and impact.
- Identified hazards are further assessed based on their significance scores. Hazards categorized as "Unacceptable" or "Needs Correction," typically with Likelihood × Severity (L×S) scores ranging from 5 to 25, are prioritized for corrective and preventive actions.

Evaluation of Control Measures and Risk Reassessment

- The effectiveness of implemented control measures is regularly evaluated to ensure the mitigation of identified hazards and associated impacts.
- Occupational health and safety risks are periodically reassessed using the same risk evaluation criteria, including overriding factors and significance scoring methodologies.
- Based on the assessment results, risks are classified into High, Medium, or Low categories using a predefined risk matrix, enabling the prioritization of mitigation actions and resource allocation.

Through this comprehensive risk management framework, the organization ensures the timely identification, assessment, and control of occupational health and safety risks, supporting continuous improvement in workplace safety and minimizing the likelihood of occupational incidents and injuries.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No) Yes

The Company has established a dedicated Emergency Response Team (ERT) comprising trained personnel responsible for managing emergency situations and coordinating with local emergency services to ensure a timely and effective response. The ERT is structured with clearly defined roles and responsibilities to facilitate a systematic and efficient response while minimizing risks to personnel, assets, and operations.

The team includes designated members responsible for key functions such as rescue operations, first aid, fire response, observation and monitoring, security, and communication, all operating under the supervision and direction of the designated Security Officer or Incident Coordinator. Through regular training, preparedness activities, and clearly defined response protocols, the ERT enhances the organization's ability to effectively manage emergencies and ensure business continuity.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) **Yes**

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The Company is committed to maintaining a safe, healthy, and secure workplace through a comprehensive Occupational Health and Safety (OHS) framework. A structured process is in place to identify, assess, and manage workplace hazards and risks, enabling the implementation of appropriate preventive and corrective measures to mitigate potential impacts.

To support effective health and safety management, Astra maintains comprehensive documentation and records in accordance with its Environmental, Health and Safety Management System (EHSMS), ensuring that critical information related to safety procedures, incidents, investigations, and corrective actions is accurately recorded and readily accessible.

AMPL also conducts regular internal and external audits to evaluate compliance with established safety standards, identify opportunities for improvement, and ensure adherence to applicable regulatory and management system requirements. Furthermore, department-specific Environmental, Health and Safety (EHS) objectives and key performance indicators (KPIs) have been established and are regularly monitored to track performance, address deviations, and drive continuous improvement. This proactive approach reinforces the organization's commitment to fostering a culture of safety and operational excellence across all its activities.

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

Particulars	FY 2025-26			FY 2024-25		
	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	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

Particulars	% 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.

No corrective actions were required to resolve safety-related incidents or to address any significant risks or concerns identified during health and safety practice assessments and evaluations of workplace conditions.

Leadership Indicators

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

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)*	NA

*The Company does not employ any workers; therefore, disclosures related to workers are 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 has implemented a Supplier Code of Conduct for its value chain partners, requiring compliance with applicable statutory obligations, including the timely deduction and deposit of statutory dues, as well as adherence to human rights and other regulatory requirements.

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:**

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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/ No/ NA)** No

5. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.**

No corrective action required.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

   The Company's stakeholders include individuals, groups, and organizations that are either directly or indirectly affected by its operations, as well as those who have the potential to influence its ability to create value over the short, medium, and long term. The Company is committed to building strong, transparent, and mutually beneficial relationships with its stakeholders based on trust, collaboration, and ongoing engagement. Through regular interactions, the Company seeks to understand stakeholder expectations, address their concerns, and incorporate their perspectives into strategic decision-making and operational activities.

   In alignment with its business objectives, the Company has identified key stakeholder groups to ensure that their interests and priorities are effectively considered in its value creation and sustainability efforts.

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** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	**Frequency of engagement** (Annually, Half-yearly, Quarterly, others- Please specify)	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Community	Yes	Email, Calls, Direct contact, directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Shareholders	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Employees	No	Direct contact, HR Connect, Email, SMS, Daily Calls	Daily	To communicate key developments within the company to employees; to engage them in the decision-making process and align them with the company's shared purpose, including its Vision, Values, and business strategy; and to motivate employees while supporting the fulfillment of the company's employee value proposition.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors/ suppliers	No	Email, SMS, Website, other physical and digital channels	Frequent or as and when required	Business services and increase scope for further expansion
Industry bodies Regulators	No	Email, personal meetings, calls	As and when required	Engagements concerning policy regulations and amendments, as well as matters related to inspections and approval processes.
Government; NGOs; Local Communities, media, Industry analyst, Society at large	Yes	Email, Calls, Direct contact, communicating through Astra foundation, directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Customers	No	Direct contact, Email, SMS, Newspaper, Pamphlets, Advertisement, Website	Frequent or as and when required	Product quality / technical complaints/delay Deliveries
Investors	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Industry peers	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals

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 places significant importance on maintaining open, transparent, and constructive engagement with its stakeholders, recognizing that their perspectives are essential for informed decision-making and long-term value creation. To facilitate effective communication, the Company has established multiple channels for gathering stakeholder feedback on economic, environmental, social, and governance matters, including email correspondence, online surveys, meetings, and dedicated feedback mechanisms.

Stakeholder inputs are systematically collected, reviewed, and analyzed to identify key concerns, expectations, and opportunities for improvement. Material insights and emerging issues are communicated to senior management and, where appropriate, presented to the Board of Directors to support strategic deliberations and decision-making. This structured engagement process enhances transparency, strengthens stakeholder relationships, and ensures that the Company remains responsive to the issues that are most relevant to its stakeholders and business objectives.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).** Yes

   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.

   The Company actively engages with its stakeholders to identify, assess, and address material environmental and social issues. Stakeholder perspectives, particularly those of internal stakeholders, play a critical role in the materiality assessment process, helping the Company prioritize topics that are most significant to its operations, stakeholders, and long-term value creation objectives.

   Stakeholder feedback is also considered in the development, implementation, and periodic review of the Company's environmental and social policies, ensuring that these policies remain relevant, responsive, and aligned with stakeholder expectations. In addition, the Company incorporates stakeholder inputs into the design and execution of programs and initiatives aimed at managing environmental and social impacts. This collaborative approach strengthens decision-making, enhances stakeholder trust, and supports the continuous improvement of sustainability performance.

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

   The Company engages with vulnerable and marginalized communities through its Corporate Social Responsibility (CSR) initiatives. These programs address key community needs, including education, healthcare, livelihood enhancement, and community development, thereby supporting the well-being and socio-economic development of these stakeholder groups.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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**

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1684	1684	100%	1491	1491	100%
Other than permanent	196	196	100%	0	0	0%
Total Employees	1,880	1,880	100%	1491	1491	100%
Workers*						
Permanent	NA					
Other than permanent						
Total Workers						

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

2. **Details of minimum wages paid to employees and workers**

Category	FY 2025-26					FY 2024-25				
	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										
Male	1,379	0	0%	1379	100%	1259	0	0%	1259	100%
Female	305	0	0%	305	100%	232	0	0%	232	100%
Total	1684	0	0%	1684	100%	1491	0	0%	1491	100%
Other than Permanent										
Male	158	0	0%	158	100%	NA	NA	NA	NA	NA
Female	38	0	0%	38	100%	NA	NA	NA	NA	NA
Total	196	0	0%	196	100%	NA	NA	NA	NA	NA
Workers*										
Permanent										
Male										
Female	NA									
Total										
Other than Permanent										
Male										
Female	NA									
Total										

*The Company does not employ any workers; therefore, disclosures related to workers are not applicable.

3. **Details of remuneration/salary/wages**

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	4	28,50,000	1	27,50,000
Key Managerial Personnel	5	1,30,80,000	0	NA
Employees other than BOD and KMP	1536	5,37,648	339	4,08,144
Workers	NA	NA	NA	NA

Note:

i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

ii. Key Managerial Personnel (KMP) includes Executive Directors.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	14.71%	14.34%

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

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

Employees are encouraged to report grievances to their immediate supervisor. Where the grievance involves the supervisor, employees may directly approach the Human Resources (HR) department.

Upon receiving a grievance, the supervisor is responsible for conducting a thorough investigation and seeking to resolve the matter within approximately three working days. All discussions, findings, and actions taken are documented and submitted to HR for record-keeping.

If the employee is not satisfied with the resolution provided, the grievance may be escalated to the next-level manager, who will undertake an independent review and aim to resolve the matter within a similar timeframe. All proceedings are documented and shared with HR.

Where the issue remains unresolved, the employee may further escalate the grievance to the HR department, which conducts an independent and impartial review and provides a final resolution. This process is designed to ensure fairness, transparency, accountability, and timely resolution of human rights-related concerns across the organization.

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

Particulars	FY 2025-26			FY 2024-25		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company maintains a zero-tolerance approach toward discrimination and harassment and is committed to fostering a respectful, inclusive, and safe workplace. All grievances related to discrimination and harassment are handled with the utmost confidentiality to protect the privacy and dignity of the individuals involved.

Information pertaining to such complaints is shared strictly on a need-to-know basis, minimizing any potential risk of retaliation or undue exposure to the complainant. Recognizing the sensitive nature of these matters, the Company ensures that all concerns are addressed through a fair, impartial, and confidential process.

By upholding stringent confidentiality standards, the Company creates an environment in which employees feel safe and supported in reporting concerns, with the assurance that their privacy will be respected throughout the investigation and resolution process. This commitment promotes trust, encourages open communication, and strengthens the effectiveness and integrity of the grievance redressal mechanism.

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

10. **Assessments for the year:**

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

No corrective action required.

Leadership Indicators

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

Since no human rights-related grievances or complaints have been reported to date, no modifications to existing processes or implementation of new business processes have been required in this regard.

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

Not Applicable, as no human rights violations have been identified.

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/No)** Yes

4. **Details on assessment of value chain partners:***

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

* All our value chain partners are aligned with the supplier code of conduct covering these parameters.

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

No corrective actions were identified.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	4619.87	10,430.61
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	**4,619.87**	**10,430.61**
From non-renewable sources		
Total electricity consumption (D)	16,676.24	32,048.21
Total fuel consumption (E)	1,731.80	1,682.53
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**18,408.04**	**33,730.75**
Total energy consumed (A+B+C+D+E+F)	**23,027.91**	**44,161.36**
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000019926	0.0000042291
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000405296	0.0000873725
Energy intensity in terms of physical output [Total energy consumed (in GJ) / <mention the physical output details>]	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.	-	

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for FY 2025-26, which is 20.34.

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? (Yes/No) No

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.

Performance, Achieve and Trade (PAT) Scheme is not applicable to our company

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	45.00
(ii) Groundwater	33,200.72	1,03,289.40
(iii) Third party water	2,658.90	1,180.00
(iv) Seawater / desalinated water	0	0
(v) Others – Rainwater	10,300.00	131.32
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**46,159.62**	**1,04,645.72**
Total volume of water consumption (in kilolitres)	**29,263.51**	**1,04,225.72**
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	**0.0000025322**	**0.0000099811**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	**0.0000515044**	**0.0002062089**
Water intensity in terms of physical output [Total water consumption (in KL) / <mention the physical output details>]	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.	-	

Note:

i. Recycled water constitutes 21.36% of our total water withdrawal.

ii. During the reporting year, for HO, Unit 1 and Unit 2, the Company adopted the methodology proposed in the Urban Wastewater Scenario in India study (August 2022), which considers a 20% water loss factor while calculating water consumption.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	**16,896.11**	**420.00**
No treatment	0	0
With treatment – Secondary Treatment	16,896.11	420.00
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**16,896.11**	**420.00**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	-	

Note:

Water consumption at office locations is discharged into community sewage or, after treatment at the plant, wastewater is sent to the CETP for further treatment.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge?** Yes

If yes, provide details of its coverage and implementation.

The Company has implemented a comprehensive Zero Liquid Discharge (ZLD) system at Units 3 and 4 to ensure sustainable water management and eliminate wastewater discharge beyond the facility boundary. The ZLD system covers all wastewater-generating operations, including domestic sewage and other general wastewater streams.

Wastewater generated within the facility is collected through a dedicated drainage network and treated in a Sewage Treatment Plant (STP). The treated water is further processed through advanced treatment technologies, including Reverse Osmosis (RO) and Multiple-Effect Evaporation (MEE), where applicable, to maximize water recovery.

The recovered water is reused within the facility for non-potable applications such as gardening and landscape maintenance, thereby reducing freshwater consumption. The residual concentrate generated during the treatment process is subjected to further evaporation, while the resulting sludge is appropriately treated and utilized for landscaping and gardening purposes, wherever feasible.

The system is supported by continuous monitoring and operational controls to ensure compliance with applicable regulatory requirements and prevent any liquid discharge outside the premises. As a result, the facility achieves complete recycling and reuse of wastewater, maintaining full compliance with Zero Liquid Discharge (ZLD) principles and supporting the Company's commitment to environmental sustainability and resource conservation.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/nm3	40.12	47.77
SOx	mg/nm3	34.17	44.95
Particulate matter (PM)	mg/nm3	24.90	33.41
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		-	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	595.62	127.63
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,288.93	6,471.96
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations (in rupees)]	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.0000003361	0.0000006320
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	0.0000068369	0.0000130572
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) /<mention the physical output details>		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Parameter	Unit	FY 2025-26	FY 2024-25
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		-	

Note:
Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO2 Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

8. **Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)** Yes

If Yes, then provide details.

The Company has undertaken several initiatives to promote environmental sustainability and reduce its environmental footprint. A key initiative includes the installation of solar photovoltaic systems across its offices and manufacturing facilities, with a cumulative installed capacity of nearly 1 MW. This investment in renewable energy supports the transition towards cleaner energy sources and reduces reliance on conventional fossil fuel-based electricity.

The Company also actively contributes to afforestation and biodiversity enhancement efforts through participation in programs such as Telangana Haritha Haram. Through these initiatives, a significant number of trees have been planted, helping to increase green cover, improve local ecosystems, and support carbon sequestration.

In addition, the Company places strong emphasis on maintaining and enhancing green spaces within its operational premises through regular landscaping and plantation activities. To further reduce greenhouse gas emissions associated with employee commuting, the Company provides shared transportation facilities, encouraging the use of collective transport and reducing the number of individual vehicles on the road.

Collectively, these initiatives contribute to energy conservation, emission reduction, resource efficiency, and environmental stewardship, demonstrating the Company's ongoing commitment to sustainable development and climate action.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.91	1.52
E-waste (B)	1.50	1.17
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	1.50
Battery waste (E)	3.00	1.93
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	82.31	0.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	60.90	91.40
Total (A+B + C + D + E + F + G + H)	148.63	97.88
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000129	0.0000000094
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000002616	0.0000001937
Waste intensity in terms of physical output Total waste generated (in MT) / <mention the physical output details>	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	0.68	0.03
(ii) Re-used	1.30	2.11
(iii) Other recovery operations	3.10	8.87
Total	**5.08**	**11.01**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	143.56	86.88
Total	**143.56**	**86.88**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		

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.

The Company maintains a comprehensive waste management framework across all its manufacturing facilities and offices, recognizing responsible waste management as a key component of environmental stewardship and corporate sustainability.

All waste generated at our facilities is systematically monitored, documented, and managed in accordance with applicable regulatory requirements. To ensure environmentally sound treatment, disposal, and recycling practices, we engage authorized and certified waste management vendors. These partners utilize approved waste handling methods that help minimize environmental impacts and promote resource recovery wherever feasible.

In addition, the Company has implemented stringent procedures for the management of electronic waste (e-waste) and hazardous waste, which require specialized handling and disposal. These waste streams are managed exclusively through certified and licensed vendors that adhere to the latest regulatory standards and industry best practices, ensuring the protection of both the environment and human health.

Through continuous monitoring, robust waste management practices, and collaboration with accredited service providers, the Company is committed to ensuring that all waste streams—including general, hazardous, and electronic waste—are managed responsibly and sustainably throughout their lifecycle.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not Applicable. The Company does not operate any offices or plants located within or adjacent to ecologically sensitive areas.				

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 (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environmental Impact Assessment was not required during the current reporting year.					

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 (Y/N/NA).** Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We are compliant with the applicable environmental laws/ regulations/ guidelines in India.			

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):***

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

(i) Name of the Area	NA
(ii) Nature of Operations	NA

*The Company does not have presence in any water-stressed area.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	8,495.18	-
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCo2e) / Revenue from operations (in rupees)]	(Total Scope 3 GHG emissions / Revenue from operations)	0.0000007351	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		-	

Note:

i. Scope 3 emissions include emission from the following categories – Category 1- Purchased Goods & Services, Category 2- Capital Goods, Category 3-Fuel and energy related emissions, Category 4- Upstream Transportation & Distribution, Category 5-Waste Generated in Operations, Category 6- Business Travel.

ii. US EPA Supply Chain Emission Factors and DEFRA 2025 Emission Factors.

iii. Scope 3 emissions have been calculated using a spend based approach.

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. The Company does not operate any manufacturing facilities, offices, or other operational sites within or adjacent to ecologically sensitive areas. Consequently, the Company's activities do not result in any significant direct or indirect impacts on biodiversity in such areas.

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	Corrective action taken, if any
Renovation of Earth Pits for Critical Equipment	Refurbishment and maintenance of earth pits associated with critical equipment to ensure effective grounding and surge protection.	Maintained grounding resistance within the standard range of 1–2 ohms, improving equipment reliability and operational safety.	No corrective action required.
Installation of Chimney for Canteen	Installation of a chimney system to improve ventilation and exhaust management in the canteen area.	Enhanced workplace hygiene and safety for employees.	No corrective action required
Installation of Gas Bank	Centralized gas bank installation for safe storage and distribution of gas cylinders.	Improved safety for workers and reduced handling risks.	No corrective action required
Installation of Exhaust Fan near Solar Main Breaker Panel	Installation of exhaust fans to improve ventilation around solar electrical panels.	Enhanced cooling and operational efficiency of solar breaker panels.	No corrective action required
Electrical Modifications in Old CAD Room	Internal electrical modification works carried out to optimize facility infrastructure.	Cost savings achieved by reducing dependency on external vendors.	No corrective action required
STP Water Pipeline to Garden Areas	Laying of PVC pipelines to utilize treated wastewater from the STP for irrigation of gardens and plantation areas.	Improved water reuse and reduced freshwater consumption.	No corrective action required
Installation of Solar Water Heaters in Canteen	Deployment of solar water heating systems for canteen operations.	Reduced dependence on conventional energy sources for water heating and promoted renewable energy use.	No corrective action required
Installation of Sanitary Napkin Incinerator	Installation of an incinerator for safe disposal of used sanitary napkins.	Improved sanitary waste management	No corrective action required
Sensor-Based Water Taps	Installation of automatic sensor- based taps across facilities and aim to reduce 50% water consumption.	Reduction in water consumption from taps.	No corrective action required
Motion Sensor- Based Lighting	Installation of motion sensors to control lighting based on occupancy and aim to reduce 10,000 units electricity	Annual electricity savings.	No corrective action required
Rainwater Harvesting System	Collection and reuse of approximately 10,300 kilolitres of rainwater for gardening and other purposes.	Significant reduction in freshwater consumption.	No corrective action required
Overhead Tank Level Sensors	Installation of sensors to monitor water levels in overhead tanks and prevent overflow.	Water savings achieved.	No corrective action required
Outdoor Lighting Timers	Installation of timers to automate switching of outdoor lighting and achieving of 200 units of electricity.	Electricity savings through optimized operation.	No corrective action required
Hand Dryers Installed	Replacement of paper towels with electric hand dryers in washrooms.	Reduction in paper waste generation and resource consumption.	No corrective action required

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
DG Set Chimney Installation	Installation of chimney systems for diesel generator sets.	Reduced localized air pollution impacts and improved emission dispersion.	No corrective action required
DG Set Shed Installation	Provision of protective sheds for diesel generator sets.	Improved containment of diesel vapors and enhanced equipment protection.	No corrective action required
Chemical Carry Bags for Material Handling	Provision of specialized bags for safe transportation of chemical containers.	Improved safety in chemical handling and reduced spill risks.	No corrective action required
Secondary Storage Racks for Chemicals	Installation of secondary containment storage racks.	Reduced risk of leaks and spills from chemical storage areas.	No corrective action required
Installation of Safety Signboards	Placement of safety awareness and instruction signboards across the facility.	Improved employee awareness regarding workplace safety practices.	No corrective action required
Segregated Scrap Room with Partitions	Creation of designated areas for segregation and storage of hazardous and non- hazardous waste.	Improved waste segregation and compliance with waste management requirements.	No corrective action required

5. Does the entity have a business continuity and disaster management plan? (Yes/No) Yes

Give details in 100 words/ web link.

The Company has established a comprehensive Business Continuity and Disaster Recovery (BCP/DR) framework to ensure the resilience, availability, and timely recovery of critical business operations and ICT infrastructure during disruptions. The framework includes periodic risk assessments, business impact analyses, recovery strategy development, disaster recovery planning, and regular testing of continuity measures.

Critical systems, applications, data, communication infrastructure, and personnel requirements are assessed and prioritized based on their business impact. Regular data backups, redundant systems, failover mechanisms, and secure offsite storage are maintained to support business continuity and minimize downtime.

The Company conducts periodic training, awareness programs, testing exercises, and disaster recovery drills to validate the effectiveness of continuity plans. Business continuity and disaster recovery plans are reviewed and updated regularly to address emerging risks, technological advancements, organizational changes, and lessons learned from testing or actual incidents.

Roles and responsibilities for continuity management are clearly defined, with oversight provided by the Information Security function and senior management. Through continuous monitoring, maintenance, and improvement of its continuity framework, the Company seeks to ensure operational resilience, safeguard critical information assets, and maintain uninterrupted service delivery during unforeseen events.

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.

No adverse impacts were identified.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 100%*

*All our value chain partners are aligned with the supplier code of conduct covering these parameters.

8. How many Green Credits have been generated or procured:

a. By the listed entity	0
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	0

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.** 7

   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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	Electronics and Computer Software Export Promotion Council	National
2	Andhra Chamber of Commerce	State
3	Confederation of Indian Industry	National
4	Electronics Industries Association of India	National
5	ASSOCHEM	National
6	Indian Space Association	National
7	Society of Indian Defence Manufacturers	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
Not Applicable, as no corrective actions were required.		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)	Web Link, if available
Astra Microwave Products Limited actively engages with industry associations, regulatory bodies, and sectoral forums to contribute to discussions on technology advancement, sustainable business practices, quality standards, and regulatory compliance.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

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	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
As the contribution is not exceeding Rs. 10 Crores, the same is not applicable.					

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

Sr. No.	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)
No Rehabilitation and Resettlement has been undertaken by the entity.						

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

We place strong emphasis on transparent communication and the timely resolution of community concerns. To support this commitment, we have established multiple grievance redressal channels through which residents can raise their concerns, including a dedicated hotline (040-46618000), an online complaint form available on our website at https://astramwp.com/contact-us/, and an email address at info@astramwp.com.

Upon receiving a grievance, we follow a structured redressal process that ensures prompt acknowledgement, thorough investigation, timely response, and transparent communication throughout the resolution process. Our objective is to achieve fair and mutually satisfactory outcomes while continuously strengthening our grievance mechanism to ensure it remains accessible, efficient, and equitable for all community stakeholders.

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

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	27.56%	12.82%
Directly from within India	51.09 %	32.27%

*The Company has updated its methodology for assessing the percentage of input materials sourced from suppliers during the current reporting year. Accordingly, the corresponding value for FY 2024–25 has been recalculated.

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

Particular	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	76.00%	0%
Urban	0%	91.00%
Metropolitan	24.00%	9.00%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken CSR projects in designated Aspirational Districts during the reporting year. However, it has implemented CSR initiatives in other areas. Please refer to Leadership Disclosure 6 under Principle 8 for details of the Company's CSR activities.			

3. a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)** No

   b) **From which marginalized /vulnerable groups do you procure?**

   Not Applicable

   c) **What percentage of total procurement (by value) does it constitute?** NA

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:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Shrujan LLDC Craft Museum in Kutch region of Gujarat State	400	100%
2	Bal Aarogya Samvardhan in Hyderabad	5	100%
3	Seva activities under Sri Sathya Sai Trust, Bangalore	1000	100%
4	Educare Program in Govt Schools of Kerala	1500	100%
5	Research Project in University of Hyderabad	-	-
6	Revival of Bharat`s grand heritage	10	100%
7	Education-School fees of 10^{th} Class Students	45	100%
8	Food, Clothing, Shelter and Health facilities to Under-privileged children	100	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The company's product portfolio is exclusively comprised of electronics designed for Defence and Space applications, with no offerings directed toward the general consumer market. As part of our standard operating procedure, we conduct an annual collection of formal feedback from clients and customers. Our customer feedback channels include email, postal correspondence, fax, website portals, and direct verbal communication with project management teams. Additionally, customers may submit complaints via the telephone and email contacts listed on the company's website.

Our objective is to maintain the highest standards of customer satisfaction through a comprehensive and effective grievance redressal system. To facilitate easier communication, we have also provided a dedicated email address (mktg@astramwp.com) for customer correspondence.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

Particular	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
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	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)** Yes

If available, provide a web link of the policy	The company has established a framework for cyber security and data privacy elated risks, which is accessible on the company's intranet. https://hrconnect.astramwp.com/ITPolicies.aspx

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.**

   Not Applicable, as no corrective actions were required.

7. **Provide the following information relating to data breaches**

a.	**Number of instances of data breaches along-with impact**	0
b.	**Percentage of data breaches involving personally identifiable information of customers**	0
c.	**Impact, if any, of the data breaches**	

Not Applicable, as no incidents of data breaches were reported during the reporting period.

Leadership Indicators

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

   The information of the company's product can be accessed on the company website - https://astramwp.com/

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

   The Company educates consumers on the safe and responsible use of its products through regular interactions by its sales team, providing guidance and creating awareness on appropriate product usage.

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

   The Company operates in the defence technology sector, and its products are not classified as essential services. Therefore, the disclosure relating to mechanisms for informing consumers about the disruption or discontinuation of essential services is not applicable.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)** Yes

   a. **If yes, provide details in brief.**

      The Company provides and displays all product-related information in compliance with applicable legal and regulatory requirements.

   b. **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?s (Yes/No)** Yes*

      * The Company periodically conducts customer satisfaction surveys to assess feedback on its products.

Independent Reasonable Assurance Statement to Astra Microwave Products Limited on their Business Responsibility & Sustainability Report (BRSR) Core Disclosures as part of the Annual Report FY2025-26.

To the Board of Directors of Astra Microwave Products Limited, Hyderabad, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Astra Microwave Products Limited (“Astra Microwave”) to provide an independent reasonable assurance on its BRSR (Business Responsibility & Sustainability Report) Core disclosures as a part of the Annual Report FY2025-26 (“the Report”). The scope of the Report comprises the reporting periods of FY2025-26. The Report is prepared by Astra Microwave based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC), International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this reasonable assurance engagement were, by review of objective evidence, to confirm whether the sustainability related disclosures in the Report are in alignment with the Business Responsibility and Sustainability Report (BRSR) requirements laid down by SEBI and were accurate, complete, consistent, transparent and free of material errors or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report FY 2025-26 of Astra Microwave Products Limited.

Responsibilities

The management of Astra Microwave is solely responsible for the development of Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek’s responsibility, as agreed with the management of Astra Microwave, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek’s independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability performance disclosures as per BRSR core disclosures with reference to Business Responsibility and Sustainability Reporting by listed entities as per SEBI Master Circular no. HO/49/14/14(7)2025-CFDPOD2/ I/3762/2026 on 30th January 2026, presented by Astra Microwave in its Annual Report FY2025-26. The assurance boundary included data and information for the operations of Astra Microwave at its manufacturing facilities and corporate office in Hyderabad. Our scope of assurance included verification of internal control systems, data and information on BRSR core disclosures reported as summarized below:

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable:

- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties.
- Loans and advances & investments with related parties.

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

- Cost incurred on well-being measures as a % of total revenue of the company.
- Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers.

Principle 5: Businesses should respect and promote human rights:

- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH

Principle 6: Businesses should respect and make efforts to protect and restore the environment

- Total Scope 1 and Scope 2 emissions
- GHG emissions intensity (scope 1 and 2).
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.
- Total energy consumed, % of energy consumed from renewable sources and energy intensity.
- Total waste generated (category-wise); waste intensity; Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill.

Principle 8: Businesses should promote inclusive growth and equitable development

- Input material sourced (from MSMEs/ small producers and from within India)
- Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events

Assurance Criteria

Intertek conducted the assurance work in accordance with the requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necesaary in the circumtances. A materiality threshold level of 5% was applied.

Limitations

We have relied on the information, documents, records, data, and explanations provided to us by Astra Microwave for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.

- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Methodology

Intertek performed assurance work using risk-based approach to obtain information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews, visit to Astra Microwave's sites and corporate office in Hyderabad and stakeholder interviews with regards to the reporting and supporting records for the FY2025-26. Our assurance task was planned and carried out during June-July 2026. The assessment included the following:

- Assessment of the select sustainability performance disclosures in accordance with the SEBI's BRSR Core guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at selected Astra Microwave's operational sites and digitally.
- Conducted physical and remote interviews with key personnel responsible for data management from selected Astra Microwave's operational site and corporate office.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by Astra Microwave for data analysis.
- Review of BRSR core disclosures for the duration from 1st April 2025 to 31st March of 2026 for Astra Microwave was carried out onsite at Astra Microwave's corporate office and select business locations.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details were provided in a separate management report.

Conclusions

Intertek reviewed the BRSR Core Indicators in the "Report" for the reporting period from 1st April 2025 to 31st March 2026. Based on the scope of our review, we conclude with reasonable assurance that the sustainability data and information is fairly presented in all material aspects as per BRSR Core guidelines.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

Pulak Mishra
Environmental KPIs Verifier
Intertek India
2026/08/05

Priyanka Agrawal
Social and Governance KPIs Verifier
Intertek India
2026/08/05

Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2026/08/05

No member of the verification team (stated above) has a business relationship with Astra Microwave Products Limited stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intim idated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.