AVL/SE/2026-27

May 30, 2026

To
The Corporate Relations Department
BSE Limited
Floor 25, P J Towers, Dalal Street,
Mumbai – 400 001, India.
Scrip Code: 532406

To
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051, India.
Symbol: AVANTEL

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report for FY 2025-26.

Ref: ISIN: INE005B01027

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2025-26, forming an integral part of the Annual Report for FY 2025-26.

The above information is also being made available on the Company's website at www.avantel.in/investors.

We request you to take the same on record and treat this as compliance with the applicable provisions of the SEBI Listing Regulations.

Thanking you,

Yours faithfully,
For **Avantel Limited**

RAJASEKHARA REDDY DONDETI
Digitally signed by RAJASEKHARA REDDY DONDETI
Date: 2026.05.30 13:29:34 +05'30'

D Rajasekhara Reddy
Company Secretary & Compliance Officer

Avantel Limited

CIN - L72200AP1990PLC011334

Corporate office:
Survey No. 17, Unit No. 201 & 202, 2nd Floor,
Block - 1, Vasavi's Shalom Sky City,
Gachibowli, Serilingampally (M), Ranga Reddy (D),
Hyderabad - 500032, Telangana.
Tel : +91-40-6630 5000, Fax : +91-40-6630 5004
marketing@avantel.in www.avantel.in

Registered Office & Unit-1
Plot No.47/P, APIIC Industrial Park,
Gambheeram (V), Anandapuram (M),
Visakhapatnam - 531 163, Andhra Pradesh.
Tel : +91-891-2850000
Fax : +91-891-2850004

Unit-2
Plot No. S-119 (M), Sy. No. 49,
E-City, Raviryal (V), Maheswaram (M),
Ranga Reddy (Dt),
Hyderabad - 501510, Telangana.
Tel: +91-40-3537 1900
Fax: +91-40-3537 1904

Business Responsibility & Sustainability Reporting for the Financial year ended March 31, 2026

As per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L72200AP1990PLC011334
2. Name of the Listed Entity: Avantel Limited
3. Year of Incorporation: 30/05/1990
4. Registered office address: Sy. No.141, Plot No. 47/P, APIIC Industrial Park, Gambheeram (V), Anandapuram (M), Visakhapatnam – 531163, Andhra Pradesh, India.
5. Corporate address: Sy. No. 17, Unit No.201 & 202, 2nd Floor, Block - 1, Vasavi's Shalom Sky City, Gachibowli, Serilingampally (M), Ranga Reddy (D), Hyderabad - 500032, Telangana, India.
6. E-mail: compliance@avantel.in
7. Telephone: +91 040-6630 5000
8. Website: https://www.avantel.in/
9. Financial Year (FY) for which reporting is being done: 2025-26
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited (BSE) & National Stock Exchange of India Limited (NSE)
11. Paid-up Capital: Rs.53,14,21,700/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Dr Abburi Vidyasagar, Managing Director, Telephone: +91 040-6630 5000, Email: compliance@avantel.in
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): The disclosures are made on a standalone basis under this report
14. Name of assurance provider: Not Applicable
15. Type of assurance obtained: Not Applicable

II. Products/ Services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Strategic Equipment's	100.00%

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

S.No.	Product/Service	NIC Code*	% of total Turnover contributed
1.	Strategic Equipment's	2630, 2651, 3030, 3314, 6120, 6130, 6190, 6201	100.00%

* As per National Industrial Classification, 2008 – Ministry of Statistics and Programme Implementation.

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	3	1	4
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All States
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity? – 6.48%

c. A brief on types of customers

The Company primarily caters to Indian Defence Forces and Government organizations such as the Defence Research and Development Organization (DRDO), the Indian Space Research Organization (ISRO), Defence Public Sector Undertakings (DPSUs), Shipyards, and Ordnance Factories, Indian Railways, Research Institutes. Additionally, its client base includes publicly listed companies like L&T, NewSpace India Limited etc., as well as numerous private firms operating in the defence and space industries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	421	351	83.37%	70	16.63%
2.	Other than Permanent (E)*	155	150	96.77%	5	3.23%
3.	**Total employees (D + E)**	576	501	86.98%	75	13.02%
Workers						
4.	Permanent (F)	32	32	100%	0	0
5.	Other than Permanent (G)*	224	205	91.52%	19	8.48%
6.	**Total workers (F + G)**	256	237	92.58%	19	7.42%

b. Differently abled Employees and worker:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D+E)**	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F+G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	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	7.23%	25.71%	10.34%	7.52%	6.56%	7.34%	4.88%	2.94%	4.60%
Permanent Workers	6.06%	0%	6.06%	33%	0%	33%	0%	0%	0%

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

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sl. 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 in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Imeds Global Private Limited	Subsidiary Company	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (in Rs.): Rs 22,135.23 Lakhs
(iii) Net worth (in Rs.): Rs.35,650.45 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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 Web-link: https://www.avantel.in/investors	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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
Investors (other than shareholders)	Yes Web-link: https://www.avantel.in/investors	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes Web-link: https://www.avantel.in/investors	26	Nil	-	3	Nil	-
Employees and workers	Yes Web-link: https://www.avantel.in/investors	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes Web-link: https://www.avantel.in/investors	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes Web-link: https://www.avantel.in/investors	Nil	Nil	Nil	Nil	Nil	Nil

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	Approach to Adapt or Mitigate (in case of Risk)	Financial Implications (Positive/Negative)
1.	Carbon footprint and emissions	Opportunity	Transitioning towards energy efficiency and sustainable practices presents an opportunity to reduce dependency on non-renewable energy	The Company has commissioned a 224 kVA solar power system at its E-City facility situated at Raviryala Village, Maheshwaram	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	Approach to Adapt or Mitigate (in case of Risk)	Financial Implications (Positive/Negative)
			sources and minimize environmental impact	Mandal, Ranga Reddy District, Telangana and a 25 kVA solar power plant at its facility located at APIIC Industrial Park, Gambheeram Village, Anandapuram Mandal, Visakhapatnam, Andhra Pradesh. The initiative reflects the Company's commitment towards sustainability, energy efficiency and reduction of carbon emissions through adoption of renewable energy sources.	
2.	Customer Satisfaction and Retention	Opportunity	High levels of customer satisfaction foster loyalty and advocacy, which contribute to increased sales, stronger customer relationships, and enhanced brand reputation.	The Company continuously focuses on delivering quality products and services, maintaining strong customer engagement, and addressing feedback effectively to ensure sustained customer satisfaction.	Positive
3.	Capacity or Infrastructure Constraints	Risk and Opportunity	Identifying capacity and infrastructure constraints is essential to optimize resource utilization and prevent operational bottlenecks that may hinder growth.	The Company undertakes continuous investments in capacity expansion and infrastructure development based on demand forecasts. Strategic partnerships and collaborations are also leveraged to address temporary constraints.	Efficient capacity planning enhances operational performance, minimizes disruptions, and supports revenue growth.
4.	Financial Risk – Timely Availability of Fund-Based and	Risk	Ensuring timely availability of financial resources is critical for uninterrupted operations and execution of growth	The Company maintains strong banking relationships, diversifies funding sources, and regularly evaluates its financial requirements. It also	Effective financial risk management mitigates potential cash flow disruptions, avoids penalties, and supports sustained business

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	Approach to Adapt or Mitigate (in case of Risk)	Financial Implications (Positive/Negative
	Non-Fund-Based Finance		strategies.	focuses on effective working capital management and contingency planning.	growth.
5.	Supply Chain Disruption	Risk	Disruptions in the supply chain can lead to production delays, increased operational costs, and potential customer dissatisfaction.	The Company maintains a diversified supplier base, conducts periodic risk assessments, and implements contingency plans. Strong supplier relationships and real-time monitoring enable prompt response to disruptions.	Effective mitigation minimizes financial losses arising from production downtime and cost escalations.
6.	Talent Acquisition and Retention	Risk and Opportunity	Attracting and retaining skilled talent is vital for long-term growth, while high attrition may lead to increased hiring costs and loss of expertise.	The Company offers competitive compensation, career development opportunities, and fosters a positive work environment. It has also implemented an ESOP scheme to enhance employee retention and engagement.	Strong talent management enhances productivity and reduces recruitment costs, whereas high attrition may adversely impact efficiency and increase expenses.
7.	Technological Advancements and Innovation	Opportunity	Leveraging technological advancements and innovation enables the Company to maintain a competitive edge, develop advanced products, and improve customer satisfaction.	The Company continuously invests in research and development and adopts emerging technologies to drive innovation and operational efficiency.	Positive, through revenue growth, cost optimization, and improved profitability.

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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Principles:

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

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

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

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

Principle 5: Businesses should respect and promote human rights.

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

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

Principle 8: Businesses should promote inclusive growth and equitable development.

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.avantel.in/investors								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Avantel maintains robust compliance management system and follows all applicable SEBI regulations and guidelines on Corporate Governance to ensure ethical, transparent and accountable business conduct among others. The company has ISO 14001:2015 specifies the requirements for an environmental management system and ISO 45001:2018 specifies requirements for an occupational health and safety (OH&S) management system.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y	Y
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): **Yes.**									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Name: Dr. Abburi Vidyasagar Designation: Chairman & Managing Director DIN: 00026524								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board of Directors at their meeting held on April 25, 2024, has constituted the Risk Management Committee. This committee will review the sustainability related matters.								

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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	The Business responsibility policies are reviewed periodically and necessary actions for preserving the essence of the policies are reviewed.									Periodically whenever required								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.	Compliance with respect to various statutory requirements is placed before the Board of Directors.									Periodically whenever required								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No, the Company has not carried out an independent external assessment. However, internal audits and management reviews are conducted periodically.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

We specialize in the development and manufacturing electronic equipment's includes Software Defined Radios, Satellite Communication equipment, HF Communication equipment, Network Management Systems & Application Software, and Embedded Systems & Digital Signal Processing technologies. In the course of our operations throughout the year, we do not have direct process emissions; however, emissions arise from energy consumption (Scope 1 and Scope 2), which have been disclosed under Principle 6.

PRINCIPLE 1

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Key Developments, Regulatory updates, Review of Policy & procedures and Code of Conduct and Ethics. These sessions enabled the Board to stay updated on evolving regulatory requirements and strengthened governance oversight.	100%
Key Managerial Personnel	4	The training programmes focused on health and safety measures, skill upgradation, and adherence to the Code of Conduct and Ethics. These initiatives enhanced leadership capabilities and ensured alignment with organizational values and compliance standards.	100%
Employees other than BoD and KMPs	59	The programmes covered safety precautions and processes, Quality Management Systems (QMS), CAD macro applications, induction programmes, management development initiatives on effective communication, workshops on prevention of sexual harassment, skill upgradation, and Code of Conduct and Ethics. These initiatives contributed to improved operational efficiency, employee awareness, and workplace compliance.	29.04%
Workers	26	The training programmes included CAD macro applications, MSS Hub, 3D printing machine operations, two-way terminal training, safety precautions and processes, and Code of Conduct and Ethics. These sessions enhanced technical proficiency, safety awareness, and overall productivity.	37.14%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an Appeal been preferred? (Yes/No)**
Penalty/ Fine	NA	NA	NA	NA	No
Settlement	NA	NA	NA	NA	No
Compounding	NA	NA	NA	NA	No

Non-Monetary				
	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	No
Punishment	NA	NA	NA	No

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 an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has an anti-corruption and anti-bribery policy. The policy asserts our zero-tolerance approach towards corruption and bribery. The policy also provides information and guidance on how to trace and deal with bribery and corruption issues. As a part of our training on the Code of Conduct, anti-bribery awareness sessions are also given to employees on Anti-Corruption and Anti-bribery topics. The web link is https://www.avantel.in/investors.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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: **Nil**

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	7	9

9. Openness 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.

(Rs in Lakhs)

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NA	NA
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales#	a) Sales to dealers / distributors as % of total sales	NA	NA
	b) Number of dealers / distributors to whom sales are made	NA	NA
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributor	NA	NA
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	5.55	6.40
	b) Sales (Sales to related parties / Total Sales)	8.31	45.98
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d) Investments (Investments in related parties / Total Investments made)	1,010.00	1,300.05

PRINCIPLE 2

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

Essential Indicators:

1. Percentage of Research and Development (R&D) and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total Research and Development (R&D) and capex investments made by the entity, respectively:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
CAPEX	3.05%	1.16%	The R&D function focuses on development of SDRs and Ku-Band terminals, with consideration of environmental and social aspects in product development. The primary objective of this endeavor is to enhance the environmental and social impact of its products, aiming for a more sustainable and socially responsible approach. Research and Development (R&D) expenditure is limited to core technology and Intellectual Property (IP) development and excludes product design and development expenses.
R&D	4.81%	1.47%	

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

   No. We understand the importance of sustainable practices and are actively exploring ways to integrate sustainable sourcing into our operations. We are committed to adopting responsible sourcing practices in the future to minimize environmental impacts, uphold ethical standards, and contribute positively to the communities and regions from which we source our materials.

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

   NA

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) (b) E-waste (c) Hazardous waste and (d) other waste.

   The Company is in the business of providing technology and technological products and services for defence and space sector. Hence, the Company does not reclaim its products from its customers. The Company has a proper process keeping all regulatory norms in mind for reusing / recycling and disposing of end of life for plastics including packaging material, e-waste, hazardous waste and other types of waste from its production cycle. Further, the Company is abiding by all conditions and procedures mentioned by respective State Pollution Control Boards.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same: **Not Applicable**

   The main products of the Company are Defence and space technology products for use in security applications. Once the products are sold, they will not be returned to the Company.

PRINCIPLE 3

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

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	351	351	100%	351	100%	-	-	-	-	-	-
Female	70	70	100%	70	100%	70	100%	-	-	-	-
Total	**421**	**421**	**100%**	**421**	**100%**	**70**	**100%**	-	-	-	-
Other than Permanent employees*											
Male	150	150	100%	150	100%	-	-	-	-	-	-
Female	5	5	100%	5	100%	5	100%	-	-	-	-
Total	**155**	**155**	**100%**	**155**	**100%**	**5**	**100%**	-	-	-	-

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	32	32	100%	32	100%	-	-	-	-	-	-
Female	0	0	-	0	0	0	0	-	-	-	-
Total	**32**	**32**	**100%**	**32**	**100%**	0	0	-	-	-	-
Other than Permanent workers*											
Male	205	205	100%	205	100%	-	-	-	-	-	-
Female	19	19	100%	19	100%	19	100%	-	-	-	-
Total	**224**	**224**	100%	**224**	100%	**19**	**100%**	**-**	**-**	**-**	**-**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	1.02%	0.63%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	75.54%	100%	Y	79.28%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	1.31%	33.67%	Y	3.90%	43.50%	Y
Others (please Specify)	-	-	-	-	-	-

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

The Company strives to provide equal opportunities for its especially abled employees and provides them with the necessary infrastructure to work and access to the facilities for the same.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes. The same is hosted on the intranet of the Company.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work Rate	Retention Rate	Return to work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Employees / workers are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team. Apart from this, an Ethics and POSH escalation mechanism is also available including a third-party helpline. The Company, on a regular basis, sensitizes its employees /workers on the same. It is mandatory for new employees / workers to read, understand and affirm the Company's Code of Conduct as part of the induction programme. Employees / workers can raise their concerns to POSH Committee Members, the Whistleblower channel, and Grievance Redressal channel. The concerns received are investigated by authorized people by gathering, validating and analyzing the data. The observations and findings / recommendations are shared with the committee members. The documentation of the action taken is maintained for record purposes. Periodically, these concerns are reviewed by the Audit Committee. The lessons learned are also shared during the quarterly Employee Communication meetings. The same grievance redressal mechanisms, including reporting managers, HR, POSH Committee, whistleblower channel, and grievance redressal system, are applicable to Other than Permanent Workers, Permanent Employees and Other than Permanent Employees.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: Nil
   No employees/workers are part of any association or union recognized by the Company.

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	**-**	**-**	**-**	**-**	**-**	**-**
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	**-**	**-**	**-**	**-**	**-**	**-**
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B / A)	No (C)	% (C / A)		No (E)	% (E / D)	No (F)	% (F / D)
Employees										
Male	351	92	26.21%	128	36.47%	271	87	32.10%	147	54.30%
Female	70	18	25.71%	33	47.14%	61	29	47.54%	43	70.49%
Total	**421**	**110**	**26.13%**	**161**	**38.24%**	**332**	**116**	**34.93%**	**190**	**57.23%**
Workers										
Male	32	30	93.75%	20	62.50%	241	121	50.21%	200	83.26%
Female	0	0	0.00%	0	0.00%	5	3	60.00%	3	60.00%
Total	32	30	93.75%	20	62.50%	246	124	55.11%	203	71.63%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	351	351	100%	271	271	100%
Female	70	70	100%	61	61	100%
Total	**421**	**421**	**100%**	**332**	**332**	**100%**
Workers						
Male	32	32	100%	241	241	100%
Female	0	0	100%	5	5	100%
Total	**32**	**32**	**100%**	**246**	**246**	**100%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, occupational health and safety management system has been implemented as an integrated management system combining both ISO 14001:2015 & 45001:2018 (EHS). It covers the entire operations covering the manufacturing facilities and offices. The management systems have been implemented in accordance with these Standards. The EHS Management System defines the mandatory requirements for systematic management and execution within the organisation. The Company's Integrated EHS Management System is accredited by international certification bodies.

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 has a procedure in place to establish, implement & maintain a documented procedure for ongoing identification of the hazards, assessment of risks, and the implementation of necessary control measures.

The procedure is based on six step risk assessment:

- Classify Work Activities
- Identify Hazards
- Determine Risks
- Decide if Risk is Tolerable
- Prepare Risk Control Action Plan
- Review adequacy of action plan and the same is the key driver for controlling the hazardous risk.

All relevant stakeholders and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement, is developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are documented, approved and communicated to all relevant parties involved in the activity. This is periodically audited by trained internal auditors and by accreditation bodies.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N): **Yes**

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 (Current FY)	FY 2024-25 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

    As a part of the EHS Integrated Management system, the safe and healthy workplace is ensured through periodic reviews through:

    a) Internal Audit

    b) External audit by accreditation bodies

    c) Review of risks and objectives in the management reviews

    d) Incident Management Process

    e) Near miss management process

    f) Health Awareness Program

    g) Periodical Occupational Health Checkup

    h) Safety Review Meetings

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators:

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

   We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external and direct as well as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities, Management, Bank / financial institutions and the community.

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 (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement (including key topics and concerns)
Employees	No	The Company uses both digital and physical channels, including emails, leadership interactions, appraisal discussions, and training programmes.	Regular	The Company aims to provide an empowering and inclusive workplace that fosters transparent communication, innovation, and professional growth. Continuous two-way engagement is maintained across corporate offices, manufacturing locations, and field operations globally.
Investors	No	Engagement channels include investor meetings and calls, conferences, earnings calls, investor events, emails, press releases, stock exchange intimations, investor presentations, and annual reports.	Quarterly and need based	The Company engages with investors to enable informed decision-making. Key discussions include business and financial performance, strategic initiatives, growth drivers, opportunities, and risks.
Customers	No	Physical and virtual meetings, customer events, calls, emails, and the Company's website.	Daily	Engagement focuses on ensuring uninterrupted product supply, sharing updates on new offerings, participating in bids/tenders, and enhancing market reach.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)No	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & Partners	No	Physical and virtual meetings, supplier forums, partner events, calls, emails, and website communications.	Frequent and need-based	The Company engages suppliers to communicate quality requirements, technical specifications, and adherence to ethical standards and Company policies.
Government authorities	No	Emails, meetings, statutory filings, and official submissions, as required.	Need-based	Engagement is aimed at regulatory compliance and fulfilling statutory obligations. The Company also interacts with policymakers to understand and contribute to industry-related developments.
Community	No	Physical visits and digital communication channels.	Frequent and need-based	As part of its commitment to social responsibility, the Company undertakes CSR initiatives and employee volunteering programmes focused on education, healthcare, and rural development.
Management	No	Emails, intranet, meetings, website, and telephonic communication.	As and when required	Engagement is focused on driving growth in sales and profitability and improving operational efficiency and effectiveness.
Bank / Financial Institutions	No	Emails, meetings, letters, website, and telephonic communication.	As and when required	Engagement is aimed at maintaining strong financial performance, ensuring access to financial resources, and strengthening institutional relationships.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators:

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: (Employees ever trained / Headcount March 31, 2026)**

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	421	410	97.38%	332	332	100%
Other than Permanent*	155	130	83.87%	246	246	100%
Total Employees	576	540	93.75%	578	578	100%
Employees						
Permanent	32	28	87.50%	0	0	0%
Other than Permanent*	224	202	90.17%	69	69	100%
Total Employees	256	230	89.84%	69	69	100%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	351	-	-	351	100%	271	-	-	271	100%
Female	70	-	-	70	100%	61	-	-	61	100%
Other than Permanent*										
Male	150	-	-	150	100%	241	-	-	241	100%
Female	5	-	-	5	100%	5	-	-	5	100%

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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)
Workers										
Permanent										
Male	32	-	-	32	-	-	-	-	-	-
Female	0	-	-	0	-	-	-	-	-	-
Other than Permanent*										
Male	205	-	-	205	100%	69	-	-	69	100%
Female	19	-	-	19	100%	4	-	-	4	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	115.81 Lakhs	1	115.56 Lakhs
Key Managerial Personnel	3	94.51 Lakhs	1	115.56 Lakhs
Employees other than Board of Directors and KMP	501	5.24 Lakhs	75	5.00 Lakhs
Workers	241	3.20 Lakhs	19	3.20 Lakhs

Note: * Only Executive Directors are considered. The Independent Directors are eligible for sitting fees.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	11.73%	12.73%

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/No)

   Yes

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

   The Company does not have a separate dedicated mechanism; however, existing grievance redressal and whistleblower mechanisms also cover human rights-related concerns.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labor / Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

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

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

   It is ensured that no work-related adverse consequences are imposed out to the Complainant by implementing appropriate interim measures to ensure a safe and neutral work environment to ensure a safe and neutral work environment, in case both were in the same workplace. Moreover, the Complainant can report any such incident to the higher authorities for appropriate action.

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

   Yes

10. Assessments for the year:

	% 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	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

    N.A.

PRINCIPLE 6

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

Essential Indicators:

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	26,29,857	19,25,355
Total fuel consumption (B)	2,10,350	1,43,620
Energy consumption through other sources (C)	52,918	26,565
Total energy consumed from renewable and non-renewable sources (A+B+C)	**28,93,125**	**20,95,540**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	**130.70 Kwh per Lakh turnover**	**84.33 Kwh per Lakh turnover**

The increase in energy consumption during FY 2025–26 is attributable to expansion of operations at Unit 2 (E-City, Hyderabad), commissioning of new facilities, and consolidation of data across all locations.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2. Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) - 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.

   The Company does not have any sites/facilities identified as Designated Consumers (DCs) under the Perform, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres) *		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	20,900	7,500
(iii) Third party water	672	Not Applicable
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**21,572**	**7,500**
Total volume of water consumption (in kilolitres)	**21,572**	**7,500**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**0.97 kilolitres per Lakh turnover**	**0.34 kilolitres per Lakh turnover**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

The increase in water consumption is primarily due to construction activities for new facilities.

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

The Company has implemented a Zero Liquid Discharge (ZLD) mechanism at its manufacturing facility. A Sewage Treatment Plant (STP) is in place to treat wastewater, which is reused for gardening purposes. Treated water is periodically tested through authorized laboratories to ensure compliance with applicable standards, ensuring no untreated discharge into the environment.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	Metric tons	Not Applicable	Not Applicable
Sox	Metric tons	Not Applicable	Not Applicable
Particulate matter (PM)	Metric tons	Not Applicable	Not Applicable
Persistent organic pollutants (POP)	Metric tons	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	Metric tons	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	Metric tons	Not Applicable	Not Applicable
Others – please specify	Nil	Not Applicable	Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

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

Parameter	*Unit*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO2 equivalent*	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	Nil	Nil
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	*Metric tonnes of CO_2 equivalent /rupee of turnover*	Nil	Nil
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 / Revenue from operations adjusted for PPP)	*Metric tonnes of CO_2 equivalent /rupee of turnover adjusted for PPP*	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	*Metric tons CO2 / metric ton produced*	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

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

Yes. The Company has commissioned a 224 kVA solar power system at its E-City facility located at Raviryala Village, Maheshwaram Mandal, Ranga Reddy District, Telangana State, India.

In addition, a 25 kVA solar power plant has been installed at its facility situated at Gambheeram (V), Anandapuram (M), Visakhapatnam, Andhra Pradesh.

These initiatives contribute to the reduction of greenhouse gas emissions and support the Company's transition towards increased reliance on renewable energy sources.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	1.26	0.20
E-waste (B)	0.118	0.07
Bio-medical waste (C)	Nil	NIl
Construction and demolition waste (D)	0.57	Nil
Battery waste (E)	0.46	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	59.43	Nil
Total (A+B + C + D + E + F + G + H)	**61.84**	**0.27**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) *		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(I) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

* Note: The increase in waste generation is primarily due to construction and infrastructure expansion activities during the year, along with improved tracking and classification of waste streams. Waste generated is disposed through authorized recyclers and vendors as per applicable environmental regulations.

9. 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 waste.

Material required to be scrapped is periodically identified through a list which is approved as per the policy. Such identified scraps are segregated and moved to designated storage areas earmarked for disposal. Stores records will be updated accordingly.

Interested qualified Vendors shall be allowed to visit the scrap yard for assessment before submitting the quotation / bid.

Competitive quotes are collected and upon comparison of the quotations, an internal assessment will be carried out for process compliance and issue of scrap invoices. Upon finalization, the vendor is invited to pick up the scrap.

Disposal of E wastes & Hazardous material (eco – friendly waste disposal):

The above-mentioned process is applicable for e-waste also. Additionally, the vendor who is interested in collecting the e-waste has to be approved by the pollution control board and has to hold a valid license as below.

a. Hazardous waste authorization.

b. Consent Order for Air and Water.

The vendor is required to provide a certificate of destruction with our documentation references for the records.

The above is in Compliance with ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System.

10. 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:

S.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.
NA			

11. 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
NA					

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

The Company has complied 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.

S.No.	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
NA				

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

Yes. The company is compliant with all the applicable laws.

S.No.	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
NA				

PRINCIPLE 7

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

Essential Indicators:

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

   Three. The Company is a member of Federation of Telangana Chamber of Commerce and Industry (FTCCI), Telangana State, India; the Federation of Andhra Pradesh Chambers of Commerce and Industry (FAPCCI) Andhra Pradesh, India and Confederation of Indian Industry (CII), Andhra Pradesh, India.

   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.

S.No.	Name of the Trade and Industry Chambers/ Associations	Reach of trade and Industry Chambers/ Associations (State / National)
1.	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	National
2.	Federation of Andhra Pradesh Chambers of Commerce and Industry (FAPCCI)	National
3.	Confederation of Indian Industry (CII)	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
NA		

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

Sl. 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)
Nil						

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

   The Board of Directors of the Company has adopted the Whistle Blower Policy. A mechanism has been established for all stakeholders including Directors, employees, vendors and suppliers to report concerns about unethical behavior, actual or suspected fraud or violation of the Code of Conduct and Ethics. It also provides adequate safeguards against the victimization of employees who avail themselves of the mechanism and allows direct access to the Chairperson of the audit committee in exceptional cases. The Audit Committee reviews periodically the functioning of whistle blower mechanism. No personnel have been denied access to the Audit Committee. A copy of the Whistle Blower Policy is also available on the website of the Company https://www.avantel.in/investors. The Company has established grievance redressal mechanisms, including whistleblower channels and stakeholder engagement processes, to address community concerns.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs / small producers	19.08	18.73%
Directly from within India	67.06	59.62%

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:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.00%	0.00%
Semi-urban	50.75%	65.44%
Urban	0.00%	0.00%
Metropolitan	49.25%	34.56%

Note: The above figures are based on standalone entity.
Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan.

PRINCIPLE 9

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

Essential Indicators

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

   The Company has internal ERP-based systems (FUNWORK) where all activities from "Enquiry" to "After Market Support" are captured and archived. All customer communications are handled with utmost care, and grievances are addressed promptly and effectively. The mechanisms for receiving customer communications & complaints are through email, letters, fax, website portal and verbal communications directly to project management teams. In addition, the CSD team collects feedback forms from clients/customers regularly as per the Company's Standard Practice and the complaints are addressed in right earnest for quick disposal. Being an AS9100 & ISO 9001 compliant company, these mechanisms are critically scrutinized during internal and external audits which otherwise will result in major non-compliance and bears the risk of cancellation of certification. The Company ensures timely and effective resolution of customer concerns in line with defined service standards of customers and has systems in place to ensure timely resolution of customer complaints within defined timelines.

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

Details	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:

	FY ended March 31, 2026 (Current Financial Year)		Remarks	FY ended March 31, 2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

   Yes. The Company has a framework on cyber security and risks related to data privacy. The same is hosted on the website of the Company. The web link is https://www.avantel.in/investors.

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: Nil

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches - Nil

   b. Percentage of data breaches involving personally identifiable information of customers – 0%

   c. Impact, if any, of the data breaches - Nil

By order of the Board of Directors
For **Avantel Limited**

Sd/-
Dr. Abburi Vidyasagar
Chairman & Managing Director
DIN: 00026524

Place: Hyderabad
Date: April 26, 2026