Date: July 10, 2026

BSE Limited
Phiroze Jeejeebhoy Towers, Dalal Street,
Mumbai - 400 001
Scrip Code: 544022
ISIN No.: INE491J01022

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block - G, Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051
Symbol: ASKAUTOLTD
ISIN No.: INE491J01022

Sub: Business Responsibility and Sustainability Report – FY 2025-26

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for financial year 2025-26 which also forms part of the Annual Report for financial year 2025-26. The same is also available on the website of the Company at www.askbrake.com.

Kindly take the above information on your record.

Thanking you,
For **ASK Automotive Limited**

Rajani Sharma Digitally signed by Rajani Sharma Date: 2026.07.10 21:13:36 +05'30'

Rajani Sharma
Company Secretary & Compliance Officer
Membership No.: ACS14391

Business Responsibility & Sustainability Report at a Glance

At ASK Automotive Limited, sustainability is inseparable from the products we make. As one of India's leading manufacturers of safety-critical and performance-defining automotive components spanning Advanced Braking Systems, Aluminium Light-weighting Precision solutions and Safety Control Cables, our work directly enables safer journeys and lighter, more fuel-efficient vehicles. This places responsibility at the heart of our business and aligns our growth with the wider transition towards cleaner and safer mobility.

This year, we advanced our environmental commitments meaningfully. Our renewable electricity consumption almost tripled, rising by around 192% over the prior year, supported by rooftop solar and a 9.9 MWp grid-connected solar arrangement; our combined Scope 1 and Scope 2 emissions reduced by close to 13% (with emission intensity improving by around 15%); and we recycled approximately 99.6% of the waste we generated while eliminating landfill disposal of hazardous waste.

Our people remain central to this journey. We achieved a Lost Time Injury Frequency Rate of zero across employees and workers, with 100% of our workforce covered by health and accident insurance and trained on health and safety. We also extended our responsible-business expectations into our supply chain, assessing our key value-chain partners representing around 65% by value of business across health and safety, human rights and environmental and ESG parameters, and engaging them on opportunities to improve.

Our governance framework, anchored in a Board-approved Code of Conduct and overseen through dedicated committees, ensures integrity, transparency and accountability in everything we do. Through our philanthropic arm, AHSAAS, we supported communities across education, healthcare, skilling, women's empowerment and sport.

Our progress has been recognised externally, including being named a Deloitte Best Managed Company 2025 and receiving Sustainability, Quality, Environment and CSR awards from leading customers such as TVS Motor, Suzuki Motorcycle, Denso, Maruti Suzuki, Royal Enfield and Honda India Power. As we look ahead, we remain committed to conducting our business responsibly, sustainably and efficiently, creating long-term value for all our stakeholders.

SECTION A GENERAL DISCLOSURE

ASK Automotive Limited is one of India's leading manufacturers of safety-critical and performance-defining automotive components, with a portfolio spanning Advanced Braking Systems, Aluminium Light-weighting Precision (ALP) solutions and Safety Control Cables. From 14 manufacturing facilities and a corporate office, the Company serves 29 states across India and exports to 12 countries, supplying original equipment manufacturers (OEMs), a nationwide independent aftermarket network and a growing base of overseas customers. With a turnover of ₹3,304.88 crore and a net worth of ₹1,257.67 crore, ASK combines manufacturing scale with deep process and metallurgical expertise.

Sustainability at ASK is anchored in the nature of its products. Braking systems are intrinsically about safety, while aluminium lightweighting directly reduces vehicle weight, improves fuel efficiency and lowers tailpipe emissions across the life of every vehicle the Company's parts go into. This positions ASK as an enabler of cleaner, safer mobility and of the industry's transition towards electrification and stricter emission norms. The Company's responsible-growth philosophy is reinforced by a workforce of over 6,300 employees and workers, a strong governance and ethics architecture, ISO and IATF certified operations, and a community-development arm, AHSAAS, that channels the Company's social commitment.

The Company has identified its material responsible-business issues through a structured assessment covering emissions and energy management, waste, product quality and safety, product design and life-cycle management, and employee training and engagement. These topics are managed as either risks to be mitigated or opportunities to be captured, with clear linkages to operational efficiency, regulatory readiness, customer trust and long-term financial resilience.

14
Manufacturing plants across India

29/12
States served / Export countries

6,367
Total workforce (employees + workers)

₹3,304.88 Cr
Turnover, FY 2025-26

Alignment with GRI Standards and UN Sustainable Development Goals (SDGs)

Framework / Standard	Topic / Reference Covered
GRI	GRI 2: General Disclosures (2-1 to 2-6, organisational profile, activities, workforce) GRI 3: Material Topics (3-1, 3-2)
UN SDGs	SDG 8 (Decent Work & Economic Growth) SDG 9 (Industry, Innovation & Infrastructure) SDG 12 (Responsible Consumption & Production)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

I - Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L34300DL1988PLC030342
2. Name of the Listed Entity	ASK Automotive Limited
3. Year of incorporation	1988
4. Registered office address	Flat No. 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi, Delhi - 110005
5. Corporate address	Plot No. 13-14, Sector-5, IMT Manesar, Gurugram, Haryana - 122050
6. E-mail	compliance@askbrake.com
7. Telephone	+91 124 4396900
8. Website	www.askbrake.com
9. Financial year for which reporting is being done	2025-2026
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 39,42,85,200
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Ms. Rajani Sharma Senior VP (Legal), Company Secretary & Compliance Officer Contact No.: +91 124 4396900 Email: compliance@askbrake.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 the Assessment or Assurance Provider.	Ecopurus Sustainability Solutions Private Limited
15. Type of Assessment or Assurance obtained.	Independent Limited Assurance

II - Products and 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	Automotive Components	95.87

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	Advanced Braking Systems	30913	42.41
2	Aluminum Light weighting Precision Solutions	24320	42.95
3	Safety Control Cables	30913	4.25
4	Wheel Assembly	30913	6.26

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	14	1	15
International	0	0	0

Note: 2 Additional Plants are under construction.

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	29
International (No. of Countries)	12

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

3.60%

c. A brief on types of customers

The Company's customers are mainly original equipment manufacturers (OEM) for automotive components. The Company also has dealers' network for independent aftermarket for automotive components/parts in India. Additionally, the Company has overseas customers for its automotive and non-automotive components/parts.

IV - Employees

20. Details at the end of the 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)	1,186	1,168	98.48	18	1.52
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	**Total Emp. (D + E)**	**1,186**	**1,168**	**98.48**	**18**	**1.52**
		Workers				
1	Permanent (F)	370	369	99.73	1	0.27
2	Other than Permanent (G)	4,811	4,742	98.57	69	1.43
3	**Total workers (F+G)**	**5,181**	**5,111**	**98.65**	**70**	**1.35**

b- Differently abled Employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		DIFFERENTLY ABLED EMPLOYEES				
1	Permanent (D)	4	4	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	**Total differently abled employees (D+E)**	**4**	**4**	**100.00**	**0**	**0.00**
		DIFFERENTLY ABLED WORKERS				
1	Permanent (F)	0	0	0.00	0	0.00
2	Other than Permanent (F)	16	16	100.00	0	0.00
3	**Total differently abled workers (F+G)**	**16**	**16**	**100.00**	**0**	**0.00**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	10	2	20.00
Key Management Personnel	2	1	50.00

Note: Key Management Personnel only includes the Chief Financial Officer and Company Secretary of the Company

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.24%	0.00%	16.02%	17.69%	25.81%	17.79%	17.50%	6.25%	17.40%
Permanent Workers	8.38%	0.00%	8.36%	2.99%	0.00%	2.99%	6.00%	0.00%	6.00%

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

23a- Names of holding / subsidiary / associate companies / joint ventures

S. 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	ASK Automobiles Private Limited	Subsidiary	100.00	No
2	ASK Fras-Le Friction Private Limited	Joint Venture	49.00	No
3	AISIN ASK India Private Limited	Joint Venture	51.00	No
4	ASK GTD Control Cables Private Limited	Joint Venture	49.00	No

VI- CSR Details

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

Yes

24 ii- Turnover (In Crore Rupees) - 3,304.88 Crore Rupees

24 iii- Net worth (In Crore Rupees) - 1,257.67- Crore Rupees

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 2025-2026 Current Financial Year			FY 2024-2025 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)	https://askbrake.com/wp-content/uploads/whistleblowerpolicy.pdf	0	0	-	0	0	-
Shareholders		0	0	-	6	0	Complaints Resolved
Employees and workers	https://askbrake.com/contact/	0	0	-	1	1	Since the complaint was received on 31st March 2025, hence it was pending as of that date.
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-

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 2025-2026 Current Financial Year			FY 2024-2025 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
Other (please specify)		0	0	-	0	0	-

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:

S. 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	Emissions Management	Risk	Manufacturing processes generate emissions due to energy use, industrial operations, fuel consumption etc. Globally, climate change is leading to stricter regulations and compliances. If not managed, this can lead to climate risks and regulatory penalties	Measure Scope 1 and 2 emissions regularly; shift to clean fuels; adopt cleaner technologies.	Negative - Penalties or loss of contracts if emissions are too high; Positive -Reduced costs with efficiency improvements.
2	Energy Management & Energy Efficiency	Opportunity	The production processes of auto components manufacturers involve the use of fossil fuels and energy, which leads to both direct and indirect emissions of greenhouse gases (GHGs). The majority of the energy consumed in the auto parts business comes from purchased power. The industry is also being urged to lower GHG emissions by regulators and customers. Access to alternate energy sources and dependence on other forms of energy may become more crucial as overall energy efficiency costs and hazards are managed.	NA	Positive- Reduced input costs and enhanced Environmental performance can improve operational margins and stakeholder trust.

S. 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)
3	Waste management	Opportunity	Waste generated by the industry includes machine lubricants and coolants, solvent cleaning systems, paint, and scrap metals and plastics. Violating environmental regulations may increase legal expenses as well as capital expenditures for pollution control facilities.	NA	Positive- Reuse of materials can reduce costs
4	Product Quality & Safety	Risk	Driving inherently carries the risk of accidents, which may lead to injuries or fatalities involving drivers, passengers, or pedestrians. While many factors can contribute to accidents, defective vehicle components significantly increase this risk. If an auto components manufacturer fails to identify and address such defects before products reach the market, the consequences can be severe - including large scale recalls, regulatory penalties, and legal liabilities. Therefore, maintaining high standards of product quality and safety is not only critical for protecting end-users but also essential for preserving brand reputation and financial stability	Rigorous quality control processes, ISO 9001 / QMS certifications, product testing, and regular client audits.	Negative - Warranty claims and OEM dissatisfaction if compromised; Positive - High quality builds, loyalty and pricing power
5	Product Design & Life Cycle Management	Opportunity	Motor parts and components that lower vehicle fuel consumption are becoming more and more in demand from automobile manufacturers. Fuel efficient parts and components are essential for lowering emissions due to, energy efficiency improvements, and other considerations. Companies who design and produce these parts may see a boost in sales who are increasingly dealing with more stringent environmental rules and consumer demands for greener vehicles.	NA	Positive - New product offerings, regulatory compliance in global markets, and circular economy alignment.

S. 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	Training & Education & Employee Engagement	Opportunity	In an industry that is increasingly being shaped by automation, electrification, digital tools, and evolving customer expectations, a skilled workforce is essential. Continuous training not only helps employees stay current with new technologies and industry standards but also strengthens product quality, innovation capability, and operational efficiency. Learning a culture contributes to employee engagement, satisfaction, and retention- especially important in manufacturing setups where attrition and skill gaps can disrupt productivity.	NA	Positive - Leads to improved product quality, higher productivity, fewer errors, and stronger employee loyalty, ultimately reducing costs related to turnover and rework.
7	Water Management & Stewardship	Risk & Opportunity	The Company's manufacturing operations require water across its processes, while tightening discharge norms and growing water scarcity make responsible water management material to the Company. Sound water stewardship reduces regulatory and operational risk and creates opportunities for cost savings through recycling and reuse.	The Company has implemented a multi-stage water treatment facility and operates on a Zero Liquid Discharge basis, recycling and reusing treated water within its process areas. Effluent quality is monitored on a real-time basis and linked to pollution-control authorities, alongside continuous improvement in water efficiency.	Negative: higher costs or regulatory exposure if water use and discharge are not managed; Positive: lower freshwater consumption, reduced costs and stronger regulatory and reputational resilience.

SECTION B MANAGEMENT & PROCESS DISCLOSURES

ASK Automotive's approach to ESG governance is built on a structured policy framework that translates the principles of the National Guidelines on Responsible Business Conduct (NGRBC) into day-to-day operating procedures. Board-approved policies - including the Code of Conduct & Ethics, the Whistle-Blower Policy, the Quality Policy, the Environmental, Occupational Health & Safety (EHS) Policy and the Corporate Social Responsibility Policy - collectively cover all nine NGRBC Principles and have been translated into procedures across the organisation.

Accountability is clearly assigned. Implementation and oversight of each policy are mapped to designated authorities and Board committees: the Code of Conduct and Whistle-Blower Policy to the Chief Human Resource Officer and the Ethics Committee; the Quality Policy to the Corporate Quality Head and the Executive Director - Operations; the EHS Policy to the EHS Head and the Managing Director; and the CSR Policy to the CHRO and the CSR Committee. Sustainability-related decisions are guided by the Company's CSR Committee, Risk Management Committee and Stakeholders Relationship Committee, each acting as the principal decision-making body within its domain.

The Company's commitment to operational excellence is externally validated through globally recognised certifications: IATF 16949:2016 for automotive quality management, ISO 9001:2015 for quality, ISO 14001:2015 for environmental management, ISO 45001:2018 for occupational health and safety, and ISO/IEC 27001:2022 for Information Security Management. Forward-looking commitments include expanding renewable-energy use and Scope 3 measurement, strengthening value-chain training, increasing recycled-material use and improving workforce diversity - reflecting a management agenda that is steadily institutionalising sustainable practice.

9/9
NGRBC Principles covered by Board-approved policy

5
ISO / IATF management-system certifications

4
Committees/Authorities with sustainability oversight

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 2: Governance (2-9 to 2-21) GRI 2: Strategy, Policy Commitments & Embedding Responsible Business Practices (2-22 to 2-28)
UN SDGs	SDG 16 (Peace, Justice & Strong Institutions) SDG 12 (Responsible Consumption & Production)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

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

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)	Yes								
1 b- Has the policy been approved by the Board? (Yes/No)	Yes								
1 c- Web Link of the Policies, if available	**[P1]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/whistleblowerpolicy **[P2]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/qualitypolicy • https://askbrake.com/EHSpolicy **[P3]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/whistleblowerpolicy • https://askbrake.com/EHSpolicy **[P4]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/whistleblowerpolicy • https://askbrake.com/CSRpolicy **[P5]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/whistleblowerpolicy **[P6]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/EHSpolicy **[P7]:** • https://askbrake.com/codeofconductandethics **[P8]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/EHSpolicy • https://askbrake.com/CSRpolicy **[P9]:** • https://askbrake.com/codeofconductandethics • https://askbrake.com/whistleblowerpolicy									
2- Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3- Do the enlisted policies extend to your value chain partners? (Yes/No)	No								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4- Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**[P1]:** • IATF 16949: 2016 • ISO 14001:2015 • ISO 9001:2015 **[P2]:** • ISO 9001:2015 • IATF 16949:2016 • ISO 14001:2015 **[P3]:** ISO 45001: 2018 **[P4]:** **[P5]:** ISO 45001:2018 **[P6]:** ISO 14001: 2015 **[P7]:** **[P8]:** • ISO 9001: 2015 • IATF 16949:2016 **[P9]:** • ISO 9001: 2015 • IATF 16949:2016 • ISO 14001:2015 • ISO/IEC 27001:2022								
5- Specific commitments, goals and targets set by the entity with defined timelines, if any.	**[P1]:** Continue and expand training and awareness programmes on ethics and the Code of Conduct for employees and critical value chain partners. **[P2]:** 1- Operationalise a system to track R&D and capex investment allocated to environmental and social improvement. 2- Progressively increase the use of recycled and reused material in production. **[P3]:** 1. Increase the inclusion of women in the workers' category. 2. Expand the coverage of performance and career-development reviews across the workforce. **[P4]:** None **[P5]:** 1. Continue tracking training imparted to other-than-permanent (contract) workers and progressively increase coverage. 2. Strengthen ESG assessment coverage across value chain partners. **[P6]:** 1. Increase the share of renewable energy in total energy consumption. 2. Progressively expand the measurement and disclosure of Scope 3 emissions across additional categories. **[P7]:** None **[P8]:** None **[P9]:** None								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

6- Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

[P1]:

1. Critical value chain partners were covered through awareness and training programmes during the year. The commitment was met (26.6% value chain partners covered).
2. The Company strengthened its ESG governance and disclosure processes through the adoption of Planet Sustech's ESG management platform, KARBON, enabling structured ESG data collection, monitoring and calculation of sustainability performance indicators.

[P2]:

1- Capex investment tracking was achieved; R&D investment tracking is in progress and will be disclosed in the upcoming financial year.

2- The Company continued to enhance the use of recycled and reused materials in its operations, with recycled/reused aluminium alloy accounting for approximately 44.56% (as against 44.07% in the previous year) of total aluminium alloy consumption during FY 2025-26.

3- Around 72.5% (as against 49.2% in the previous year) of inputs were sourced sustainably, and the Company is registered under the applicable EPR framework.

[P3]:

1. The Company sustained strong safety performance, achieving a Lost Time Injury Frequency Rate of zero, and assessed 65% of value chain partners (by value of business) on health and safety practices.
2. Female participation in the workers category strengthened during the year, increasing to 70 workers in FY 2025-26(as against 33 in the previous year) . The Company remains committed to further enhancing diversity and inclusion across its workforce

[P4]: None

[P5]:

1. The Company assessed 65% of value chain partners (by value of business) on human-rights parameters.
2. The Company has strengthened its human rights awareness and capability-building approach by maintaining records of training imparted to other-than-permanent (contract) category workers.

[P6]:

1- Renewable energy utilised through solar projects.

2- Grid solar power (9.9 MWp) was adopted; renewable electricity consumption more than doubled, rising around 192% as compared to previous year.

3- Conventional fuels partially replaced with cleaner alternatives.

4- Around 99.6% of hazardous waste generated was recycled, with zero landfill disposal of hazardous waste.

5- 64.8% of treated water was reused within process areas

[P7]: None

[P8]:

1. Inclusive sourcing strengthened sourcing from MSMEs/small producers rose to 50.36% (as against 41.12% in the previous year)
2. The Company continued to undertake CSR initiatives focused on key areas including education, healthcare, skill development, environmental sustainability and community development, with an emphasis on supporting vulnerable and marginalised communities

[P9]: None

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Our Company is acting responsibly in business and dedicatedly working towards sustainability with an aim to make significant contribution to the society and the environment. We are progressing well towards building a more sustainable future by undertaking initiatives to lower carbon emissions, reducing wastage and usage of renewable energy. We are making significant investments in our quest towards transition to renewable energy. Employee wellbeing and safety of our workforce is also one of our top priorities. We firmly believe that providing a safe working environment and nurturing a diverse and inclusive workplace is essential for employee satisfaction and improved productivity of our employees, who continuously strive for excellence. By fostering such an environment, we cultivate a workplace and organisational culture that are poised for growth and achievement. In addition, as a contribution towards socio economic growth of the society, our philanthropic arm AHSAAS continues to work on the ground level to support Education, Health Care, Women Safety, Nurturing the Skill development and Sports Talent in our country. Further, to promote Ethical Conduct and Corporate responsibility, the Company has put in place sound governance policies & practices ensuring transparency and adherence to the applicable laws. Our commitment to institutionalise these practices in future will enable us to continue to conduct business responsibly, sustainably and efficiently. **Mr. Kuldip Singh Rathee** Chairman & Managing Director								
8- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	(see table below)								
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 Company's existing committees such as the Corporate Social Responsibility Committee, Risk Management Committee, and Stakeholders Relationship Committee etc. each serving as the principal decision-making body for sustainability issues within their respective domains.								

Policy	Implementation Authority	Oversight Authority
Code of Conduct & Ethics and Whistle Blower Policy	Chief Human Resource Officer	Ethics Committee
Quality Policy	Corporate Quality Head	Executive Director - Operations
Environmental, Occupational Health and Safety (EHS) Policy	EHS Head	Managing Director
Corporate Social Responsibility (CSR) Policy	Chief Human Resource Officer	CSR Committee

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
Performance against above policies and follow up action	Director								
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
Performance against above policies and follow up action	As per the requirement								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	As per the requirement								

	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	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								

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

Questions	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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.

01 PRINCIPLE

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

At ASK Automotive, integrity is treated as foundational to every product and every relationship. The Company's conduct is governed by a Board-approved Code of Conduct & Ethics that sets clear expectations of honesty, fairness and accountability for all employees and senior management, with anti-bribery and anti-corruption guidance embedded directly within it. A robust Whistle-Blower Policy and an Ethics Committee provide secure, confidential channels for raising concerns without fear of retaliation, while a dedicated Policy on the Obligations of Directors and Senior Management ensures that conflicts of interest are disclosed and managed at the highest level.

This culture is reinforced through extensive awareness-building. During the year, the Company conducted structured training and awareness programmes on various topics across its workforce, reaching 100% of Key Managerial Personnel, 88.9% of employees other than BoD and KMPs, and 98.35% of workers. As a leadership practice, ASK extended its ethics and quality awareness to its value chain, covering 26.6% of participating partners through programmes on corrective and preventive action, problem-solving and standardisation.

The results reflect the strength of these systems: the Company recorded no fines, penalties or settlements with regulators, no disciplinary action against any Director, KMP, employee or worker on charges of bribery or corruption, and no complaints relating to conflict of interest during the year. Disclosures on openness of business, including concentration of purchases and sales and related-party transactions, and an accounts-payable cycle of 39 days demonstrate transparent commercial conduct and fair dealing across the Company's stakeholder base.

Zero
Bribery/corruption actions & conflict-of-interest complaints

100%
KMP covered by ethics & awareness training

26.6%
Value-chain partners covered for awareness programmes

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 205: Anti-corruption GRI 206: Anti-competitive Behaviour GRI 2-15: Conflicts of interest GRI 2-23: Policy commitments GRI 2-26: Mechanisms for seeking advice and raising concerns GRI 2-27: Compliance with Laws and Regulations
UN SDGs	SDG 16 (Peace, Justice & Strong Institutions)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	4	a. Developing a High-Performance Team Towards the Journey from Good to Great.	30.00
		b. CSR Initiatives and ESG Aspects	50
		c. Risk Management Framework	50
		d. Business Review, Global Scenario & future Outlook	50
Key Managerial Personnel (KMP)*	1	Developing a High-Performance Team Towards the Journey from Good to Great.	100.00
Employees other than BoD and KMPs	698	Integrity, Transparency, Professionalism, Perseverance and Sustainability, Code of Conduct, Energy Management, Stress Management and work life Balance, Safety Related, Environmental, Social, and Governance, Prevention of Sexual Harassment, Communication, Presentation Skill. Technical Training, & Quality Related	88.90
Workers	898	Integrity, Code of Conduct, Environment-Health & Safety, Stress Management, POSH, Technical, Quality & SOP	98.35

Note: KMP includes Company Secretary and Chief Financial Officer only.

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 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					
Settlement		Nil			
Compounding Fee					

Non- Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?(Yes/No)
Imprisonment		Not Applicable		
Punishment				

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
Not Applicable	

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.

Yes. The Company has adopted a Code of Conduct and Ethics, which provides a framework for conducting business with the highest standards of integrity, transparency, honesty and ethical behaviour. The Code is applicable to all employees, including senior management, and guides them in maintaining professional conduct while performing their responsibilities and representing the Company.

The Code includes provisions related to anti-bribery and anti-corruption practices, requiring employees to avoid unethical business practices, conflicts of interest, improper payments or any actions that may compromise the Company's values and compliance standards. The Company promotes a culture of accountability and responsible business conduct through its governance framework.

The policy is available at: https://askbrake.com/codeofconductandethics

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2025-2026 Current Financial Year		FY 2024-2025 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

Not Applicable

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Number of days of accounts payable	39	32

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Concentration of purchases	a. Purchases from trading houses as % of total purchases	3.22%	3.42%
	b. Number of trading houses where purchases are made from	374	411
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	41.30%	41.25%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	13.21%	11.05%
	b. Number of dealers / distributors to whom sales are made	483	454
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	19.52%	22.01%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.82%	5.55%
	b. Sales (Sales to related parties / Total Sales)	4.72%	4.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	95.55%	98.33%
	d. Investments (Investments in related parties / Total Investments made)	96.60%	100.00%

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	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
1	Total 5 - (Corrective and preventive actions (CAPA), Problem Solving, Quality Improvement, Material Handling, Documentation & Standardization	26.6%

2- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company has established a “Policy with Respect to Obligations of Directors and Senior Management” to identify, avoid and manage situations involving actual or potential conflicts of interest. The policy requires Directors and Senior Management personnel to act within the scope of authority granted to them, exercise independent judgement, and perform their duties in compliance with applicable laws, regulations and the Company’s ethical standards.

The policy requires individuals to avoid participating in any discussion or decision-making process where their personal interests may conflict, or appear to conflict, with the interests of the Company. In the event of any actual or potential conflict of interest, the concerned individual is required to make appropriate disclosure in writing to the Board, providing relevant details for review, guidance and necessary action.

This framework supports transparency, accountability and objective decision-making at the highest governance level.

02 PRINCIPLE

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

ASK Automotive's product strategy is inherently aligned with sustainability. Its Aluminium Light-weighting Precision (ALP) solutions reduce vehicle weight, directly improving fuel efficiency and lowering emissions over the life of each vehicle, while its Advanced Braking Systems and Safety Control Cables address the safety performance that responsible mobility demands. As OEMs and global markets increasingly demand fuel-efficient, lower-emission components, the Company views sustainable product design and life-cycle management as a clear commercial opportunity as well as an environmental responsibility.

Resource circularity is being designed into the manufacturing model. In FY 2025-26, recycled or reused aluminium alloy accounted for 44.56% of input material by value, a steady improvement that lowers both embodied carbon and dependence on virgin metal. The Company has procedures for sustainable sourcing in place, with approximately 72.5% of inputs sourced sustainably, and channels its capital expenditure towards clean energy, environmental protection, workplace safety and smart waste solutions. ASK is building the systems needed to track R&D investment in environmental and social improvements so that this performance can be reported with greater granularity going forward.

Because the Company's components are integrated into OEM assemblies rather than sold as standalone end-products, direct end-of-life reclaim is limited; ASK manages applicable waste streams responsibly through authorised channels in accordance with prevailing environmental regulations. Extended Producer Responsibility (EPR) provisions are applicable to the Company, and the Company is registered under the applicable EPR framework. This combination of light-weighting, recycled-content use and responsible material management positions ASK to support its customers' decarbonisation and circular-economy goals.

44.56%
Recycled/reused aluminium alloy (by value)

~72.5%
Inputs sourced sustainably

EPR
Registered

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 301: Materials (301-2 recycled inputs) GRI 204: Procurement Practices (Sustainable Sourcing)
UN SDGs	SDG 9 (Industry, Innovation & Infrastructure) SDG 12 (Responsible Consumption & Production)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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.

	Current Financial Year (2025-2026)	Previous Financial Year (2024-2025)	Details of improvements in environmental and social impacts
R&D	Not Quantified	Not Calculated	The Company focuses on product innovation, process efficiency and technology advancement aimed at improving vehicle performance, safety and resource efficiency. The Company is strengthening mechanisms to track sustainability-linked R&D investments separately.
Capex	Not Quantified	50%	The Company undertakes investments towards operational efficiency, environmental protection, workplace safety, energy efficiency and sustainable manufacturing practices. Sustainability-linked capital expenditure may vary year-on-year depending on project implementation cycles.

Note: The Company undertakes various initiatives aimed at improving environmental and social performance. The investments disclosed above represent expenditures specifically identified and categorised towards environmental and social impact improvements. The Company continues to strengthen its internal tracking mechanisms for improved measurement and reporting.

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

Yes

2b- If yes, what percentage of inputs were sourced sustainably?

72.5%

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.

a) Plastics (including packaging) b) E-waste c) Hazardous waste d) Other waste	Given the nature of the Company's business of manufacturing automotive components that are supplied to OEMs and integrated into vehicle assemblies, direct end-of-life reclamation of finished products is limited. However, the Company remains committed to responsible resource management and ensures that waste generated from its operations, including plastic waste, e-waste, hazardous waste and other applicable waste streams, is collected, stored, recycled or disposed through authorised recyclers/vendors in accordance with applicable regulatory requirements.

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.

Yes, Extended Producer Responsibility (EPR) provisions are applicable to the Company, and the Company is registered under the applicable EPR framework.

The Company is undertaking necessary actions to ensure compliance with applicable EPR requirements and continues to manage applicable waste streams responsibly through authorised channels in accordance with prevailing environmental regulations.

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)? 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.
Life Cycle Assessment is not being conducted					

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.**

Name of Product / Service	Description of the risk / concern	Action Taken
Life Cycle Assessment is not being conducted		

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).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Aluminium Alloy	44.56%	44.07%

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:**

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0			0		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

03 PRINCIPLE

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

ASK Automotive's people are at the centre of its operating model, and the Company has built a comprehensive well-being and safety architecture around them. Every permanent and non-permanent employee and worker - over 6,300 in total - is covered by health and accident insurance, and 100% of eligible female employees and workers receive maternity benefits and access to day-care facilities. Retirement benefits including Provident Fund and Gratuity are extended across the workforce, and well-being spend stood at 0.25% of revenue during the year.

Occupational health and safety is governed by ISO 45001:2018-certified management systems across the plants, supported by a fully compliant Hazard Identification and Risk Assessment (HIRA) process that allows workers to report hazards and remove themselves from unsafe situations. The Company's safety performance improved markedly: the Lost Time Injury Frequency Rate fell to zero for both employees and workers in FY 2025-26, with zero fatalities recorded. Proactive engineering controls - including a three-tier machine safety interlocking system combining dual-hand control, safety-door interlocking, 360-degree guarding and photo-sensor interlocking - together with 5S monitoring, behavioural observation, incident root-cause analysis and Kaizen competitions, sustain a strong culture of prevention.

Capability-building and dignity in transition complete the picture. All employees and workers received training on health-and-safety measures and skill upgradation during the year, and performance and career-development reviews are conducted across the workforce. As a leadership practice, ASK extends Group Term Life and Workmen's Compensation insurance, runs a retainership-based transition-assistance framework for employees approaching retirement, and extends its safety commitment into the supply chain, assessing 73 value-chain partners, covering 65% by business value, on health-and-safety and working-condition standards through Planet Sustech's ESG management platform, KARBON. Assessed partners achieved an average score of close to 77%, with over 70% of partners scoring above the 70% mark, reflecting sound standards across the Company's key supply base; partners scoring below the Company's expected threshold are engaged for improvement.

0
LTIFR & fatalities (employees and workers)

100%
Workforce covered by health & accident insurance

100%
Trained on H&S and skill upgradation

73 Partners
Value chain assessed on H&S & working conditions (Average Score ~77%)

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 401: Employment GRI 403: Occupational H&S GRI 404: Training & Education GRI 414: Supplier Social Assessment
UN SDGs	SDG 3 (Good Health & Well-being) SDG 5 (Gender Equality) SDG 8 (Decent Work & Economic Growth)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		% of employees covered by									
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,168	1,168	100.00	1,168	100.00	0	0.00	0	0.00	0	0.00
Female	18	18	100.00	18	100.00	18	100.00	0	0.00	18	100.00
Total	**1,186**	**1,186**	**100.00**	**1,186**	**100.00**	**18**	**1.52**	**0**	**0.00**	**18**	**1.52**
Other than Permanent employees											
Male	NIL										
Female											
Total											

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		% of employees covered by									
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	369	369	100.00	369	100.00	0	0.00	0	0.00	0	0.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
Total	**370**	**370**	**100.00**	**370**	**100.00**	**1**	**0.27**	**0**	**0.00**	**1**	**0.27**
Other than Permanent workers											
Male	4,742	4,742	100.00	4,742	100.00	0	0.00	0	0.00	0	0.00
Female	69	69	100.00	69	100.00	69	100.00	0	0.00	69	100.00
Total	4,811	4,811	100.00	4,811	100.00	69	1.43	0	0.00	69	1.43

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.25%	0.26%

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

Benefits	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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	99.58%	95.81%	Y	99.58%	100.00%	Y
Gratuity	100.00%	100.00%	N.A.	100.00%	100.00%	N.A.
ESI	25.55%	77.48%	Y	6.03%	19.54%	Y
Others-Specify	0.00%	0.00%	N.A.	0.00%	0.00%	N.A.

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.

Yes, the Company's premises/offices are accessible to differently abled employees and workers in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company is committed to providing an inclusive, safe and supportive workplace environment and undertakes necessary measures to facilitate accessibility and equal participation for all employees and workers.

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 Company is an equal-opportunity employer and is committed to creating an inclusive workplace in alignment with the principles of the Rights of Persons with Disabilities Act, 2016. The Company's Code of Conduct and Ethics promotes fairness, equal opportunity and a workplace free from discrimination or harassment.

The Code provides guidelines for reporting or escalating instances of discrimination or inappropriate conduct and reinforces a zero-tolerance approach towards discrimination on any grounds, including disability, gender, religion, ethnicity, age, race or other personal characteristics.

Employment-related decisions, including recruitment, development and career progression, are based on merit, competence, performance and potential. The Company endeavours to provide an inclusive environment that supports equal participation and growth opportunities for all employees.

Web-link: https://askbrake.com/codeofconductandethics

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				
Female		Nil		
Total				

Note: No permanent employees or workers availed parental leave during the reporting period; hence, return to work and retention rates 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.

	Yes/No	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	Yes. The Company has established mechanisms to receive, address and resolve grievances raised by employees and workers in a fair, transparent and timely manner. Employees and workers can raise their concerns through designated reporting channels, and the matters are reviewed by appropriate authorities for necessary action and resolution. The Company's Whistle-Blower Policy further provides a secure and confidential mechanism for reporting genuine concerns relating to unethical conduct, violation of the Code of Conduct and Ethics, policies or systems. The policy promotes responsible reporting and ensures that concerns are handled in an impartial manner without fear of retaliation. The Policy is available at https://askbrake.com/whistleblowerpolicy

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

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 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 ofassociation(s) or Union (D)	% (D/C)
Total Permanent Employees	1,186	0	0.00	1,177	0	0.00
Male	1,168	0	0.00	1,162	0	0.00
Female	18	0	0.00	15	0	0.00
Total Permanent Workers	370	0	0.00	394	0	0.00
Male	369	0	0.00	393	0	0.00
Female	1	0	0.00	1	0	0.00

8- Details of training given to employees and workers.

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 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	1,168	1,168	100.00	1,168	100.00	1,162	1,162	100.00	1,162	100.00
Female	18	18	100.00	18	100.00	15	15	100.00	15	100.00
Total	**1,186**	**1,186**	**100.00**	**1,186**	**100.00**	**1,177**	**1,177**	**100.00**	**1,177**	**100.00**
Workers										
Male	5,111	5,111	100.00	5,111	100.00	4,901	4,901	100.00	4,901	100.00
Female	70	70	100.00	70	100.00	33	33	100.00	33	100.00
Total	**5,181**	**5,181**	**100.00**	**5,181**	**100.00**	**4,934**	**4,934**	**100.00**	**4,934**	**100.00**

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

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,168	880	75.34	1,162	1,114	95.87
Female	18	12	66.67	15	10	66.67
Total	**1,186**	**892**	**75.21**	**1,177**	**1,124**	**95.50**
Workers						
Male	369	358	97.02	393	393	100.00
Female	1	1	100.00	1	1	100.00
Total	**370**	**359**	**97.03**	**394**	**394**	**100.00**

Note: 97.03% of the permanent employees and workers have received performance management reviews.

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 such system?

Yes, each plant/office has an Occupational Health and Safety Management System.

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 identifies and assesses work-related hazards through a structured Hazard Identification and Risk Assessment (HIRA) process covering routine and non-routine activities across its operations. The process includes identification of potential hazards, evaluation of associated risks, implementation of suitable control measures and periodic review of their effectiveness.

The Company supports this process through workplace inspections, safety audits, employee training, incident analysis and continuous monitoring. The Occupational Health and Safety Management System implemented across facilities is aligned with ISO 45001:2018 requirements.

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

Yes, the hazard Identification and Risk Assessment (HIRA) process followed by the Company is fully compliant with ISO 45001:2018 and is implemented across all Company facilities. This structured approach enables the identification and evaluation of work-related hazards and associated risks for all activities. The effectiveness of these systems and processes is ensured through regular internal reviews.

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.357
	Workers	0	1.066
Total recordable work-related injuries	Employees	1	1
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	1

12- Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company conducts regular training for employees and workers on topics such as Know Your Workplace (KYW), first aid, stress management, fire and safety, product and process knowledge, and technical skills, ensuring awareness and preparedness in day-to-day operations.

To further strengthen workplace safety, the Company has implemented several proactive measures:

- **Safety Inspections & Audits:** Scheduled checks are conducted to ensure compliance with safety standards and regulations.
- **Behavioural Observations:** Monitoring of employee behavior helps identify unsafe acts and promotes a culture of safety.
- **Incident Investigation and Analysis:** All workplace incidents are thoroughly investigated to prevent recurrence through root cause analysis.
- **HIRA (Hazard Identification and Risk Assessment):** Potential hazards are identified and evaluated to mitigate risks before they cause harm.
- **Statutory Compliance:** The Company ensures full compliance with health and safety laws, including the Factories Act, 1948 and relevant rules.
- **5S Monitoring:** The 5S system (Sort, Set in Order, Shine, Standardize, Sustain) is used to maintain clean and organized workspaces.
- **Motivational Programs:** Regular sessions are conducted to encourage positive attitudes and safety awareness among employees and workers.
- **Kaizen Competitions:** Employees participate in small improvement initiatives that contribute to workplace safety and efficiency.
- **Sports and Engagement Activities:** Recreational and team-building events are organized to support mental well-being and foster a positive work environment.

These efforts collectively ensure a safe, healthy, and engaging workplace for all employees and workers.

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

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 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	NIL			NIL		
Health & Safety						

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	100.00
Working Conditions	

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.

The Company regularly assesses workplace health and safety conditions through internal inspections, safety audits and external assessments conducted by agencies such as DQS India, Factory Health & Safety Department and Fire Department. Identified observations and improvement areas are addressed through appropriate corrective and preventive actions.

The Company follows a structured approach for managing safety risks through Hazard Identification and Risk Assessment (HIRA), incident investigation, root cause analysis, behavioural observations and implementation of suitable control measures.

Key corrective and preventive measures undertaken include:

- Strengthening machine safety through engineering controls such as dual-hand control systems, safety door interlocking, 360-degree machine guarding and photo sensor interlocking systems.
- Periodic safety inspections and audits to monitor workplace conditions and compliance requirements.
- Implementation of corrective actions identified from incident investigations and risk assessments.
- Regular monitoring through 5S practices, Kaizen initiatives and employee safety awareness programmes.

The Company ensures compliance with applicable occupational health and safety requirements, including the Factories Act, 1948 and relevant regulations, and continues to enhance workplace safety through continuous improvement initiatives.

LEADERSHIP INDICATORS

1- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees: Yes, GTL Policy / ESIC Applicability

(B) Workers: Yes, we have Group Term Life Insurance as well as WC Insurance

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 ensures compliance with statutory requirements in cases where it acts as the principal employer, particularly for manpower contractors engaged within its operations. The Company verifies applicable statutory compliance records and documents submitted by such contractors to ensure that required statutory dues are deducted and deposited in accordance with applicable laws.

For the broader value chain, the Company encourages adherence to applicable statutory and regulatory requirements as part of its responsible business practices.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Employees	0	1	0	1
Workers	0	1	0	1

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)

Yes, the Company is committed to support its workforce beyond active employment and has established retainership opportunities as part of its transition assistance framework. These opportunities are reviewed annually to ensure relevance and alignment with both individual capabilities and organizational needs. This approach reflects the Company's belief in valuing experience and enabling continued engagement, thereby facilitating a smooth and dignified transition for employees approaching retirement.

5- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	65.00
Working Conditions	

Note: During FY 2025-26, the Company strengthened sustainability and responsible-business practices across its supply chain by assessing 73 value-chain partners, covering 65% of value chain partners by value of business. The assessment was facilitated through Planet Sustech's ESG management platform, KARBON, enabling structured data collection, evaluation and monitoring of supplier performance. The assessment focused on the Company's most significant partners by business value.

The assessment results indicate a mature and responsible supplier base, with key outcomes as follows:

- Assessed value-chain partners achieved an average score of approximately 77% (median score of ~79%).
- 71% of assessed partners scored above 70%, reflecting strong adherence to health, safety and working-condition practices.
- Nearly 47% of assessed partners scored above 80%, demonstrating advanced implementation of responsible business practices.
- Approximately 89% of assessed partners scored 60% or above, indicating consistent performance standards across the Company's key supply chain.

Partners scoring below the Company's expected threshold are engaged constructively, with improvement areas identified and progress monitored over time, reinforcing a culture of continuous improvement throughout the value chain.

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 significant risks or concerns requiring corrective actions were identified during the assessment of health & safety practices and working conditions of value chain partners. The Company continues to engage with its value chain partners to promote responsible workplace practices and encourages improvements wherever applicable through ongoing interactions and assessments.

04 PRINCIPLE

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

ASK Automotive defines its stakeholders as all individuals, groups, organisations and communities directly or indirectly affected by its operations and value chain. Key stakeholder groups - employees, shareholders and investors, suppliers, customers, communities and regulatory bodies - are identified through a materiality-driven approach that focuses on those who most influence, or are most influenced by, the Company's activities. Reflecting evolving expectations, ASK also recognises ESG-focused investors and ESG rating agencies as important stakeholders shaping its sustainability agenda.

Engagement is structured and continuous. The Company communicates through employee engagement activities, grievance-redressal mechanisms, investor meets and general meetings, supplier assessments, customer and distributor meetings, CSR programmes and regulatory filings, with frequencies ranging from regular and need-based to quarterly and annual. Communities, identified as a vulnerable and marginalised group, are engaged through CSR programmes, NGO partnerships and social-media outreach focused on skill-based local employment, education, health and sports.

Stakeholder voice feeds directly into governance. As a leadership practice, departmental teams gather feedback and consultations, which are systematically escalated to Senior Management for analysis and then to the Board, supported by quarterly updates that summarise progress and stakeholder concerns. This consultation process actively informs the Company's sustainability focus areas and the design of its CSR initiatives, ensuring alignment with stakeholder expectations and maximum social impact, with particular care taken to address the concerns of vulnerable and marginalised groups.

6
Key stakeholder groups engaged

Quarterly
Stakeholder updates to the Board

ESG-led
Investors & rating agencies recognised

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 2-29: Stakeholder engagement GRI 3-1: Material-topic determination GRI 413: Local Communities
UN SDGs	SDG 16 (Peace, Justice & Strong Institutions) SDG 17 (Partnerships for the Goals)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

The Company defines its stakeholders as all individuals, groups, organizations, and communities that are directly or indirectly impacted by its operations and value chain. Guided by its commitment to delivering sustained value, the Company places strong emphasis on fostering long-term relationships with its stakeholders. Key stakeholders are identified through a materiality-driven approach, focusing on those who significantly influence or are affected by the Company's activities. These include customers, investors, regulatory bodies, employees, contract workers, local communities, and various government entities. The Company actively engages with its stakeholders to understand their expectations and feedback, ensuring that its business practices and processes evolve in response to these insights. In line with emerging trends, the Company also recognizes ESG-focused investors and ESG rating agencies as important stakeholders in shaping its sustainability agenda.

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 (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
Employees	No	• Employee Engagement Activities • Grievance redressal mechanism • Internal communication • Notice board • Training and awareness programmes • Emails and meetings • Social media platforms • One-on-One interactions	Regularly	• Training and development • Career growth opportunities • Communication with senior leadership team • Providing a safety culture and inculcating healthy and safe work practices and work conditions among employees • Improving Diversity and Inclusion • Incidents and grievance redressal • Information on Company activities
Shareholders and Investors	No	• Investor Meets • Annual General Meeting • Stock Exchange Intimations • Press Releases • Annual Reports • dedicated email id for Investors Grievances/Communication • Company's Website	Quarterly / Half Yearly/ Annually/ Need Basis	To discuss with investors about the performance of the Company, to update them about the latest development in the Company and industry and to address their queries. Key Topics:- • Financial performance • Operational performance • Business Outlook • CSR programs • Corporate Governance • Material Events
Suppliers	No	• Suppliers' assessment • Emails and meetings	Regularly	• Business relation continuity • Price negotiations • Long-term partnership

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ 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
Customers	No	• Customers and Distributors meetings • Product Catalogues • Customers feedback • Company's website	Regularly	• Continuous improvement in quality, delivery and services • Concerns related to product and service-related issues • New business opportunities
Communities	Yes	• Press Release • Social Media • CSR Programs • Meeting with NGOs	Regularly	• Promoting employment of local youth through skill training • Promoting education, health and sports
Regulatory Bodies	No	• Emails and meetings • Regulatory Filings • Communications to Stock Exchanges and SEBI	Regularly	Legal Compliances

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.

As part of its commitment to responsible and inclusive decision-making, the Company has established structured channels for stakeholder engagement across all functional areas. Relevant departments regularly interact with their respective stakeholders to gather feedback, hold consultations, and receive suggestions on key economic, environmental, and social matters.

This stakeholder input is systematically communicated to the Senior Management team, which plays a crucial role in analysing and addressing the concerns raised. Senior Management, in turn, keeps the Board appraising significant developments and issues discussed. Additionally, the Board receives quarterly updates that highlight progress and provide an overview of any stakeholder concerns, ensuring transparency and alignment at the highest level of governance.

2- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). 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 has established a comprehensive consultation process to identify and prioritize key environmental and social topics. It actively engages with relevant stakeholders to gather meaningful feedback, conduct consultations, and receive suggestions on these matters. Insights gained from this ongoing engagement not only inform the Company's sustainability focus areas but also play a strategic role in planning its CSR initiatives, ensuring that they align with stakeholder expectations and deliver maximum impact.

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

The Company remains deeply committed to the well-being of vulnerable and marginalized groups, recognizing their integral role in the broader social fabric. Through its Corporate Social Responsibility (CSR) initiative, the Company actively collaborates with local communities to drive impactful change in critical areas such as healthcare, eradication of hunger, poverty, and malnutrition, and enhancement of education and employment opportunities.

These efforts are designed not just as charitable contributions, but as meaningful, long-term investments in human development. In addition to its CSR programs, the Company continuously engages with various stakeholder groups to understand their unique challenges and expectations. Wherever feasible, it takes responsive action by supporting community development initiatives and implementing targeted social programs. This approach ensures that the voices of the underrepresented are heard, and their concerns are addressed with empathy, responsibility, and sustained commitment

05 PRINCIPLE

Businesses should respect and promote human rights.

Respect for human rights is embedded across ASK Automotive's policies, processes and culture. Human-rights protection at the workplace is built into the Company's HR policy and Code of Conduct, with the Chief Human Resource Officer serving as the designated focal point and a Works Committee / Grievance Redressal Committee providing dedicated oversight. During the year, 100% of employees and workers - permanent and non-permanent - received training on human-rights issues and the Company's policies, embedding awareness throughout the organisation.

The Company upholds fair and equitable treatment in practice. Every employee and worker was paid above the applicable minimum wage, and ASK maintains a strict prohibition on the employment of any person below 18 years of age and on discrimination based on caste, race, sex, colour, creed, religion, disability, age or marital status. Robust safeguards - the Whistle-Blower Policy and the POSH framework - protect complainants from retaliation, victimisation or any adverse employment consequence. As a result, the Company recorded zero complaints during the year relating to sexual harassment, discrimination, child labour, forced labour or wages.

Human-rights diligence extends beyond ASK's own operations. Human-rights requirements form part of the Company's business agreements and supplier Code of Conduct, awareness sessions are conducted to reinforce compliance, and all manufacturing sites undergo periodic human-rights assessments. 100% of plants and offices were internally assessed during the year (with also conducting SA 8000-aligned audits), with no violations observed. Extending this diligence into the supply chain, the Company assessed 73 value-chain partners covering 65% by business value through Planet Sustech’s ESG management platform, KARBON, on key human-rights parameters including sexual harassment, discrimination at workplace, child labour, forced or involuntary labour and wages. Assessed partners achieved an average score of approximately 74%, with two-thirds scoring above the 70% mark, and no significant concerns were identified, reinforcing sound human-rights and labour practices across the Company's key supply base.

100%
Workforce trained on human rights

100%
Paid above minimum wage

Zero
Human-rights complaints (incl. child/forced labour)

73 Partners
Value chain assessed on human-rights parameters (Average Score ~74%)

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 2-25 / 2-26: Grievance mechanisms & raising concerns GRI 405/406: Diversity & Non-discrimination GRI 408/409: Child & Forced Labour GRI 412: Human-rights Assessment
UN SDGs	SDG 5 (Gender Equality) SDG 8 (Decent Work & Economic Growth) SDG 10 (Reduced Inequalities).

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

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.

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 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	1,186	1,186	100.00	1,177	1,177	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total employees	**1,186**	**1,186**	**100.00**	**1,177**	**1,177**	**100.00**
Workers						
Permanent	370	370	100.00	394	394	100.00
Other than permanent	4,811	4,811	100.00	4,540	4,540	100.00
Total workers	**5,181**	**5,181**	**100.00**	**4,934**	**4,934**	**100.00**

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

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 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	1,186	0	0.00	1,186	100.00	1,177	0	0.00	1,177	100.00
Male	1,168	0	0.00	1,168	100.00	1,162	0	0.00	1,162	100.00
Female	18	0	0.00	18	100.00	15	0	0.00	15	100.00
Other than permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	370	0	0.00	370	100.00	394	0	0.00	394	100.00
Male	369	0	0.00	369	100.00	393	0	0.00	393	100.00
Female	1	0	0.00	1	100.00	1	0	0.00	1	100.00
Other than permanent	4,811	0	0.00	4,811	100.00	4,540	0	0.00	4,540	100.00
Male	4,742	0	0.00	4,742	100.00	4,508	0	0.00	4,508	100.00
Female	69	0	0.00	69	100.00	32	0	0.00	32	100.00

3a- Details of remuneration/salary/wages, in the following format.

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	4,50,00,000.00	2	4,14,00,000.00
Key Managerial Personnel	5	3,04,76,832.00	1	93,80,556.00
Employees other than BoD and KMP	1166	6,09,840.00	14	7,20,000.00
Workers	369	4,23,276.00	1	3,16,152.00

3b- Gross wages paid to females as % of total wages paid by the entity, in the following format.

Safety Incident/Number	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Gross wages paid to females as % of total wages	1.00%	0.77%

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. The Company has designated mechanisms for addressing human rights-related concerns through the Works Committee / Grievance Redressal Committee, with oversight from the Chief Human Resources Officer (CHRO), who serves as the focal point for human rights-related matters.

The Company promotes a culture of respect, fairness, diversity and equal opportunity across its operations. Human rights principles are embedded within the Company's policies and practices, including employee-related policies and the Code of Conduct and Ethics.

Employees and workers can raise concerns related to human rights, workplace conduct or policy violations through established grievance redressal channels and the Whistle Blower Mechanism, ensuring that concerns are reviewed and addressed appropriately.

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

The Company has established internal mechanisms to receive, review and address grievances related to human rights matters through its HR policies, grievance redressal channels and Whistle Blower Mechanism. Employees and workers can raise concerns relating to discrimination, harassment, workplace behaviour, unsafe working conditions, excessive working hours, denial of statutory benefits or any other violation of workplace rights.

Reported concerns are reviewed by designated personnel/committees and appropriate actions are undertaken in accordance with the Company's policies and applicable regulatory requirements. The mechanism aims to ensure fair, transparent and timely resolution while maintaining confidentiality and protecting individuals raising genuine concerns.

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 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		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 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		
Complaints on POSH upheld		

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

The Company is committed to fostering an inclusive and respectful work environment that upholds dignity and equality for all. Discrimination or harassment of any kind is strictly prohibited and addressed through clearly defined policies. These principles are embedded in the Employee Code of Conduct, which is reinforced through regular training sessions aimed at cultivating awareness and accountability across the workforce.

To support this commitment, the Company has established a robust grievance redressal system and a Whistle Blower Policy. These frameworks ensure that employees can safely report any concerns or unethical practices. The policy explicitly safeguards whistle-blowers from any form of retaliation, discrimination, harassment, victimization, or unjust employment consequences such as termination, demotion, or denial of promotion. It also ensures that no misuse of authority impedes the whistle-blower’s ability to perform their duties or submit further disclosures. This protective environment reflects the Company’s unwavering stand on ethical conduct, transparency, and employee well-being.

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

Yes- all value partners have to abide by all agreed clauses mentioned in agreement.

The company is deeply committed to promoting a corporate culture that respects universally recognized human rights. This commitment is reinforced through contractual obligations and a supplier code of conduct. Regular awareness sessions are conducted to ensure compliance with our company's human rights directive. Additionally, all manufacturing sites undergo periodic human rights assessments, with different department heads overseeing various aspects of human rights

10- Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	100.00
Discrimination at workplace	
Wages	
Others - please specify	0

Note: 100% internal assessment done by the company, also customers are doing audits as per their check point (SA 8000) time to time. even we have policies in place to prohibit any violation of human rights, including sexual harassment. The Company ensures that no person below the age of 18 years is employed. Furthermore, the company strictly prohibits any form of employment discrimination based on factors such as caste, race, sex, color, creed, religion, disability or handicap, age, height, weight, veteran status, and marital status.

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

No significant risks or concerns were identified during the human rights assessments conducted during the reporting period. Accordingly, no corrective actions were required. The Company continues to monitor compliance with applicable human rights principles through its policies, internal processes and review mechanisms.

LEADERSHIP INDICATORS

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

During the reporting period, there were no significant human rights grievances or complaints that required modification of existing business processes. However, the Company continues to strengthen its human rights practices through periodic review of policies, grievance redressal mechanisms, employee awareness initiatives and workplace practices.

The Company remains committed to fostering a respectful, inclusive and safe working environment by proactively improving systems that support human rights protection and responsible workplace conduct.

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

The Company integrates human rights due diligence principles within its operational processes through compliance with applicable statutory requirements, internal policies and periodic assessments. The scope covers employees and workers across the Company's operations, including aspects such as prevention of child labour and forced/ involuntary labour, non-discrimination, prevention of harassment, fair workplace practices, wages and occupational health & safety.

Human rights considerations are monitored through internal assessments, policy implementation, grievance redressal mechanisms, employee engagement processes and applicable compliance reviews. These measures support the Company's commitment towards maintaining a fair, inclusive, safe and respectful working environment.

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, the Company's premises are accessible to differently abled visitors in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. Necessary provisions have been made to ensure ease of access.

4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	65
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – ESG Evaluation	

Note: During FY 2025-26, the Company extended its responsible-business commitment into the supply chain by assessing 73 value-chain partners, covering 65% of value chain partners by value of business on key human-rights parameters including sexual harassment, discrimination at workplace, child labour, forced/involuntary labour and wages, through Planet Sustech's ESG management platform, KARBON. The assessment prioritised the Company's most significant partners by business value.

The assessment results indicate a responsible and compliant supplier base, with key outcomes as follows:

- Assessed value-chain partners achieved an average score of approximately 74% (median score of ~77%).
- 66% of assessed partners scored above 70%, reflecting strong adherence to human-rights and labour practices.
- Approximately 82% of assessed partners scored 60% or above, indicating sound human-rights standards across the Company's key supply chain.
- No significant adverse human-rights findings were identified through the assessment.

Partners scoring below the Company's expected threshold are engaged constructively, with improvement areas identified and progress monitored over time, reinforcing a culture of continuous improvement and shared accountability across the value chain.

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

No significant risks or concerns requiring corrective actions were identified during the assessment of value-chain partners on human rights parameters. The Company continues to engage with its value-chain partners to promote responsible business practices and encourages improvements wherever applicable through ongoing engagement and assessment processes

06 PRINCIPLE

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

Environmental stewardship is a strategic priority for ASK Automotive, supported by ISO 14001:2015-certified operations and full compliance with India's environmental laws, with no non-compliances or penalties during the year. The Company's most visible progress is in clean energy: renewable electricity consumption almost tripled to 76,733 GJ in FY 2025-26 from 26,303 GJ a year earlier. This was driven by rooftop solar installations, a 9.9 MWp solar power arrangement for the Manesar plant, and the consumption of grid-based solar electricity at the Bangalore plant. In addition, the Company reduced dependence on conventional fuels by switching from High-Speed Diesel (HSD) to Piped Natural Gas (PNG) in certain processes and replacing diesel forklifts with battery-operated units.

These actions are translating into measurable emission reductions. The Company's combined Scope 1 and Scope 2 emissions reduced by around 13% year on year, with Scope 1 at 13,090.65 tCO2e and Scope 2 at 47,112.67 tCO2e and Scope 1 and 2 emission intensity improved by close to 15% year on year. The Company also measures Scope 3 emissions for selected categories (15,959.51 tCO2e), which reduced year on year (the prior-year figure having been restated on updated emission factors), a meaningful step towards value-chain transparency. Specific initiatives delivered an estimated 566.69 tCO2e saved through rooftop solar and 14,566.79 tCO2e saved through grid-connected solar, underlining the growing impact of the Company's renewable-energy transition.

The Company operates an advanced three-stage water treatment facility, reusing 64.8% of treated water within its process areas, with live effluent quality monitored through online analysers connected to the Central and State Pollution Control Boards. On waste, ASK recycled almost all of the 4,752.80 MT generated (a recycling rate of around 99.6%) and achieved the complete elimination of landfill disposal for hazardous waste, routing it instead to recycling, co-processing or incineration. A Business Continuity and Disaster Management Plan, annual review cycles, and the environmental and ESG assessment of around 65% of value-chain partners by business value round out a maturing environmental-management system.

–13%
Total emissions (Scope 1, 2 & 3) vs. prior year

+192%
Renewable electricity vs. prior year

64.8%
Treated water reused in process

~99.6%
Waste recycled; zero hazardous landfill

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 302: Energy GRI 303: Water & Effluents GRI 305: Emissions GRI 306: Waste
UN SDGs	SDG 6 (Clean Water & Sanitation) SDG 7 (Affordable & Clean Energy) SDG 12 (Responsible Consumption & Production) SDG 13 (Climate Action)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	76,733.13	26,303
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	76,733.13	26,303
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	2,38,881.12	2,80,243.12
Total fuel consumption (E)	Gigajoule (GJ)	2,15,113.43	1,95,859.01
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	4,53,994.55	4,76,102.14
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	5,30,727.68	5,02,405.14
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Crores	160.59	156.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) /Crores	3,266.40	3,223.37
Energy intensity in terms of physical output	Gigajoule (GJ)	0	0
Energy intensity (optional) - the relevant metric may be selected by the entity	Gigajoule (GJ)	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Independent Limited Assurance of the reported energy consumption data has been conducted by Ecopurus Sustainability Solutions Private Limited

Energy intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the International Monetary Fund (IMF) PPP conversion factor. The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

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) 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.

No, the Company does not have any sites/facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, disclosure related to achievement of PAT targets is not applicable.

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

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	904.73	0
(ii) Groundwater	1,00,022.83	90,467
(iii) Third party water	56,373.82	55,090
(iv) Seawater / desalinated water	0	0
(v) Others	124.5	0
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	1,57,425.88	1,45,557
Total volume of water consumption (in kilo litres)	75,307.96	1,31,380
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	22.79	40.80
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	463.55	842.92
Water intensity in terms of physical output	0	0
Water intensity (optional) - the relevant metric may be selected by the entity	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Independent Limited Assurance of the reported water withdrawal and consumption data has been conducted by Ecopurus Sustainability Solutions Private Limited.

Water intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the International Monetary Fund (IMF) PPP conversion factor. The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

4- Provide the following details related to water discharged.

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
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	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others (Sent to Common Effluent Treatment Plant)	82,117.92	14,177
- No treatment	0	1,904
- With treatment - please specify level of treatment	82,117.92	12,273
Total water discharged (in kilolitres)	**82,117.92**	**14,177**

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Independent Limited Assurance of the reported water discharge data has been conducted by Ecopurus Sustainability Solutions Private Limited.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

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

Yes, the company has taken significant strides in water management, achieving a 64.8% reuse of treated water within its process area. Moreover, the company has implemented an advanced three-stage water treatment facility to attain zero liquid discharge.

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

Parameter	Please specify unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
NOx	µg/m³	20.1	20.82
SOx	µg/m³	7.39	8.31
Particulate matter (PM)	µg/m³	57.92	59.96
Persistent organic pollutants (POP)	µg/m³	0	0
Volatile organic compounds (VOC)	µg/m³	2.28	2.40
Hazardous air pollutants (HAP)	µg/m³	0	0
Others - please specify	µg/m³	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No assessment from external agency

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

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	13,090.65	13,679.52
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	47,112.67	55,270.17
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 CO2 equivalent/ Crores	18.22	21.40
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 CO2 equivalent/ Crores Rs.	370.59	442.12
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	0	0
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	NA	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Independent Limited Assurance of the reported Scope 1 and Scope 2 greenhouse gas (GHG) emissions data has been conducted by Ecopurus Sustainability Solutions Private Limited.

Total Scope 1 and Scope 2 emission intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the Purchasing Power Parity conversion factor published by the International Monetary Fund (IMF). The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

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

Yes, the Company has undertaken strategic initiatives to mitigate its carbon footprint. Notably, the Company has shifted High-Speed Diesel (HSD) to Piped Natural Gas (PNG) for cleaner energy use. Additionally, the Company has installed rooftop solar panels to harness renewable energy, also company has installed 9.9 MWp solar panels and connecting through Grid power.

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

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	71.27	130.58
E-waste (B)	0.67	0
Bio-medical waste (C)	0.004	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.15
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	68.69	89.56
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,612.16	3,593.58
Total (A+B + C + D + E + F + G + H)	4,752.80	3,813.88
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	1.44	1.18
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	29.29	24.37
Waste intensity in terms of physical output	0	0
Waste intensity (optional) - the relevant metric may be selected by the entity	0	0
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	4,732.85	2,772.90
(ii) Re-used	0	951.26*
(iii) Other recovery operations	0	0
Total	**4,732.85**	**3,724.16***
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	19.956	20.87
(ii) Landfilling	0	0
(iii) Other disposal operations	0	68.84*
Total	**19.956**	**89.71***

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.

Independent Limited Assurance of the reported waste management data has been conducted by Ecopurus Sustainability Solutions Private Limited.

Waste intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the Purchasing Power Parity conversion factor published by the International Monetary Fund (IMF). The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

*Certain figures reported for FY 2024-25 have been revised/reclassified to ensure improved accuracy and consistency in reporting

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 strictly adheres to all environmental compliance requirements and ensures that waste generated across its operations is disposed of responsibly through authorized dealers. To maintain a high standard of accountability, the Company also tracks the quantity and type of waste generated and disposed of, ensuring traceability at every stage.

To manage different types of waste effectively, the Company has implemented well-defined Operational Control Procedures for each waste category. These procedures are regularly reviewed and updated to ensure environmental best practices. One of the significant milestones achieved by the Company is the complete elimination of landfill disposal for hazardous waste.

This reflects the Company's commitment to sustainable waste management and environmental stewardship. Moreover, the Company actively undertakes initiatives to minimize the usage of hazardous and toxic chemicals in its products and processes. This contributes to a safer working environment and promotes the long-term sustainability of its operations.

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.

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		

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
No					

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.

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
All complied			

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

Not Applicable

(ii) Nature of operations

Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilo litres)	**NA**	**NA**

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

Not Applicable

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

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	15,959.51	18,564.28*
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ Rs. Crores	4.83	5.77*
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	NA	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance of Scope 3 greenhouse gas (GHG) emissions data has been carried out by an external agency during the reporting period.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

*Certain figures reported for FY 2024-25 have been revised due to the application of updated emission factors to ensure improved accuracy, consistency and alignment with current reporting methodology.

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

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
Reuse the treated water in process	ETP & STP treated water recycling through UF & RO and reusing in process	64.8% water Reusing in process after treatment
Qualitative Data reporting of treated water	Online analyser installed on ETP outlet and its connected through CPCB and State pollution control board	Live quality monitoring in the plants, wherever applicable
Zero land fill of Hazardous waste	All the waste now sending for recycling/co-processing/ incineration	Zero landfill of waste
Roof Top Solar	Roof Top solar Plants.	566.69 tCo2e emissions Reduced
Grid Solar	9.9 MWp Solar plant installed for Manesar Plants and consumed solar energy at Bangalore Plant.	14,566.79 tCo2e emissions saved due to uses of solar energy
Fuel Replaced	Fossil fuel consumption eliminated in Process and introduced PNG as Fuel. (Bangalore & Gurgaon Plants)	Reduced Co2 Generation
Forklift Replaced	HSD operated forklift replaced with Battery operated forklifts (Bangalore & Gurgaon Plants)	Reduced Co2 Generation

5- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, ASK Automotive Limited has a robust Business Continuity and Disaster Management Plan to ensure uninterrupted critical operations and quick recovery during disruptions.

The plan includes risk assessment, business impact analysis, recovery strategies, secure on-site and off-site data backup, emergency response procedures, evacuation plans, communication protocols, and coordination with local emergency services. Alternative site arrangements are available if primary facilities are affected. Regular employee training and mock drills are conducted, and the plan is reviewed annually or more frequently when required. This helps safeguard assets, reputation, and operational continuity.

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 significant adverse environmental impacts were identified from the Company's value chain during the reporting period. The Company continues to engage with its value-chain partners to promote responsible environmental practices and encourages improvements in areas such as resource efficiency, waste management, regulatory compliance and sustainable operations.

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

As part of its sustainable supply-chain programme, the Company assessed approximately 65% of its value-chain partners (by value of business) on environmental and broader ESG parameters during the year, covering 71 partners through Planet Sustech's ESG management platform, KARBON. The assessment spanned key areas including energy and fuel management, greenhouse-gas emissions, waste and hazardous-materials management, and related governance, compliance and transparency practices.

The assessment results provided insights into the environmental maturity and sustainability preparedness of the Company's key supply chain partners, with key outcomes as follows:

Around 37% of assessed partners scored 60% or above, reflecting established sustainability practices among a section of the supplier base.

Approximately 23% of assessed partners scored above 70%, demonstrating advanced adoption of environmental management and ESG practices.

Based on the findings, the Company engages with its partners to strengthen environmental management, resource efficiency, data transparency and regulatory compliance, with the objective of progressively enhancing sustainability performance across its value chain.

8- Introduction of Green Credits Disclosure

8 i- Green Credits generated or procured by the listed entity.

0

8 ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

0

07 PRINCIPLE

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

ASK Automotive engages with public and regulatory policy in a manner that is responsible, transparent and aligned with the broader interests of the automotive industry and society. The Company participates in ten trade and industry chambers and associations, including the Automotive Component Manufacturers Association of India (ACMA), the Society of Indian Automobile Manufacturers (SIAM), the Confederation of Indian Industry (CII) and the National Safety Council, alongside specialist forums such as the Great Die-Casting Technology Forum and the North America Die Casting Association, and state-level bodies including the Haryana Environmental Management Society.

Through these affiliations, ASK contributes to the development of industry standards, safety norms and technical best practices - particularly in die-casting technology, environmental management and workplace safety - that advance the collective capability and responsibility of the sector. The Company's engagement is guided by its Code of Conduct, ensuring that advocacy is conducted ethically and in the public interest.

ASK's conduct in this domain is clean and uncontested: there were no instances of anti-competitive conduct and no adverse orders from regulatory authorities requiring corrective action during the year. This reflects a disciplined, compliance-led approach to public engagement that protects the Company's reputation and the integrity of the markets in which it operates.

10

Trade & industry association memberships

Zero

Anti-competitive conduct cases

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 415: Public Policy GRI 2-28: Membership associations
UN SDGs	SDG 16 (Peace, Justice & Strong Institutions) SDG 17 (Partnerships for the Goals).

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

10

1- 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	Automotive Component Manufacturers Association of India (ACMA)	National
2	Society of Indian Automobiles Manufacturers	National
3	Confederation of Indian Industries	National
4	Great Die Casting Technology Forum (GDCTech)	National
5	North America Die Casting Association (NADCA)	International
6	Institute of Directors (IOD)	National
7	IMT Industrial Association	State
8	Gurgaon Industrial Association	State
9	Haryana Environmental Management Society	State
10	National Safety Council	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	

Note: No adverse orders or cases relating to anti-competitive conduct were reported against the Company by any regulatory authority during FY 2025-26. Accordingly, no corrective actions were required during the reporting period.

LEADERSHIP INDICATORS

1- Details of public policy positions advocated by the entity:

S. 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
			Not Applicable		

08 PRINCIPLE

Businesses should promote inclusive growth and equitable development.

Inclusive growth is woven into ASK Automotive's purpose and delivered at scale through its philanthropic arm, AHSAAS. The Company's CSR programmes focus on creating long-term positive social impact through initiatives across key areas including healthcare, hunger and poverty eradication, education and vocational skilling, conservation of natural resources, protection of flora and fauna, rural development, and promotion of nationally recognised, Paralympic and Olympic sports.

These programmes are designed as long-term investments in human development and community well-being rather than one-off contributions, with a focus on supporting vulnerable and marginalised communities.

Equitable development is also pursued through the Company's sourcing and employment practices. Procurement from MSMEs and small producers rose to 50.36% of input value (from 41.12% the previous year), and 98.08% of inputs were sourced from within India, strengthening domestic supply chains and local enterprise. ASK preferentially engages suppliers and contractors located near its plants to support local economies, and 29.11% of its wage cost flowed to rural locations - evidence of meaningful job creation beyond metropolitan centres.

Community concerns are heard through a confidential, multi-channel Whistle-Blower mechanism (operated through an independent ethics helpline) that allows grievances to be raised anonymously and without fear of retaliation. While formal Social Impact Assessments and Rehabilitation & Resettlement were not applicable during the year, the Company's combination of community development, MSME-led sourcing and local employment reflects a coherent strategy for inclusive and equitable growth.

4+ CSR Focus Areas

Education | Healthcare | Skill Development | Environmental Sustainability (Supporting vulnerable & marginalised communities)

50.36%

Inputs sourced from MSMEs/ small producers

98.08%

Inputs sourced from within India

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 203: Indirect Economic Impacts GRI 413: Local Communities
UN SDGs	SDG 1 (No Poverty) SDG 2 (Zero Hunger) SDG 3 (Good Health) SDG 4 (Quality Education) SDG 8 (Decent Work) SDG 10 (Reduced Inequalities)

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic 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
Not Applicable					

Note: Not Applicable, as the Company has not undertaken any projects during the reporting period requiring Social Impact Assessment under applicable laws.

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

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)
Not Applicable					

Note: Not Applicable, as the Company has not undertaken any projects involving Rehabilitation and Resettlement (R&R) during the reporting period.

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

The Company has established mechanisms to receive and address concerns raised by stakeholders, including communities. Grievances or concerns can be reported through the Company's Whistle Blower Mechanism/Ethics Helpline, which provides dedicated channels for raising issues in a confidential and secure manner.

The mechanism enables stakeholders to report concerns through multiple channels, and all reported matters are reviewed and addressed through the defined escalation and resolution process. The Company ensures confidentiality of complainants and provides protection against retaliation for concerns raised in good faith.

In addition, the Company engages with local communities through its CSR and operational teams, enabling continuous dialogue and timely resolution of community-related concerns wherever applicable.

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	50.36%	41.12%
Directly from within India	98.08%	97.95%

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.

Location	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Rural	29.11%	30.59%
Semi-urban	0.00%	0.00%
Urban	70.89%	69.41%
Metropolitan	0.00%	0.00%

(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	

Note: Not Applicable, as no projects requiring Social Impact Assessment under applicable laws were undertaken during the reporting period. Accordingly, no negative social impacts requiring corrective actions were identified.

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

S. NO	State	Aspirational District	Amount spent (In INR)
1	NA	NA	0.00

Note: No CSR projects were undertaken in designated aspirational districts during the reporting period

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

No. The Company does not have a specific preferential procurement policy for suppliers comprising marginalised/ vulnerable groups. However, supplier selection is undertaken based on defined business requirements, quality, capability and compliance criteria while promoting fair and responsible procurement practices

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

Not applicable

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

Not applicable

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:

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

Note: Not Applicable, as the Company has not owned/acquired intellectual property based on traditional knowledge during the reporting period.

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	

Note: Not Applicable, as there were no adverse orders related to intellectual property involving traditional knowledge during the reporting period.

6- Details of beneficiaries of CSR Projects.

S. NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1	Promoting Education, including special education and employment enhancing vocational skills	911	100.00%
2	Training to Promote Rural, Nationally recognized, Paralympic and Olympic Sports	81	100.00%
3	Protection of flora and fauna, conservation of natural resources	6400	100.00%
4	Promoting Health Care, Eradicating hunger, poverty and malnutrition	37426	100.00%
5	Rural Development	1000	100.00%

09 PRINCIPLE

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

As a supplier of safety-critical components to OEMs and the aftermarket, ASK Automotive treats customer trust as central to its long-term value. Product quality, safety and environmental responsibility are managed through IATF 16949:2016, ISO 9001:2015 and ISO 14001:2015-certified management systems, supported by rigorous quality control, product testing and regular client audits. Information security is managed through an ISO/IEC 27001:2022-certified Information Security Management System.. This discipline is reflected in the Company's track record: there were no product recalls - voluntary or forced - and no consumer complaints relating to advertising, restrictive or unfair trade practices during the year.

Consumers and customers are supported through a clear, multi-channel complaint and feedback mechanism, including a dedicated customer-care team, Key Account Managers and accessible telephone, email and written channels. Because the majority of customers are OEMs, ASK provides technical product information, and for the aftermarket it conducts dealer trainings, plant visits, workshops and regular awareness campaigns for mechanics on safe and responsible product usage. Eco-labelled and certified products further support informed, responsible consumption.

On data responsibility, the Company maintains a framework and policy on cyber-security and data privacy covering access controls, network security, incident response and secure data handling, storage and disposal, accessible to employees through its HR management system. ASK recorded zero data breaches and zero complaints relating to data privacy or cyber-security during the year - underscoring a responsible, customer-centric approach to both product integrity and information security.

Zero

Product recalls & consumer complaints

Zero

Data breaches / data-privacy complaints

IATF / ISO

Certified quality management systems

ALIGNMENT WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Framework / Standard	Topic / Reference Covered
GRI	GRI 416: Customer H&S GRI 417: Marketing & Labelling GRI 418: Customer Privacy
UN SDGs	SDG 9 (Industry, Innovation & Infrastructure) SDG 12 (Responsible Consumption & Production) SDG 16 (Peace, Justice & Strong Institutions).

Global Reporting Initiative (GRI): Global Reporting Initiative (GRI) Standards are internationally recognised sustainability reporting standards that provide guidance for organisations to report their economic, environmental and social impacts.

United Nations Sustainable Development Goals (UN SDGs): United Nations Sustainable Development Goals (UN SDGs) are a collection of 17 global goals adopted by the United Nations to address key sustainability challenges, including climate action, responsible consumption, equality, and sustainable economic development.

ESSENTIAL INDICATORS

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

The Company has established a clear and responsive mechanism to address consumer complaints and feedback promptly. Consumers can register their concerns through multiple channels-via telephone, email, or by sending written correspondence to the Company's registered office at Flat 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi-110005.

Additionally, a dedicated customer care team and Key Account Managers are available to assist customers. Consumers may contact them directly via phone or email or write to askdelhi@askbrake.com for support. This multi-channel approach ensures timely resolution and enhances consumer satisfaction.

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

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

Note: The Company operates primarily as a business-to-business (B2B) auto-component manufacturer, supplying products based on customer specifications and applicable regulatory requirements. Relevant product-related information, including technical specifications, quality requirements, safe handling and usage-related details, wherever applicable, is communicated through appropriate product documentation and customer engagement mechanisms.

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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/policy on cyber security and risks related to data privacy. The policy outlines the Company's approach to information security, including the implementation of technical and organizational measures to protect against cyber threats and unauthorized access to sensitive data.

Specifically, the policy covers areas such as access controls, network security, incident response, and data backup and recovery. Furthermore, the policy emphasizes the importance of data privacy and protection of personal information in accordance with relevant data protection regulations. It includes provisions for secure handling, storage, and disposal of confidential data. The IT Security Policy is available on Company's Human Resources Management System ("HRMS") and can be accessed by employees.

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. During the reporting period, there were no reported instances requiring corrective actions relating to advertising, delivery of essential services, cyber security and data privacy of customers, recurrence of product recalls, or penalties/actions by regulatory authorities concerning product safety.

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

Nil

c. Impact, if any, of the data breaches

Not Applicable, as there were no reported instances of data breaches 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 details and pertinent information of our products can be accessed on the Company's website: www.askbrake.com

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

The majority of the customers are Original Equipment Manufacturers (OEMs). For aftermarket supplies, the Company conducts trainings, plant visits and workshops for its dealers. Additionally, there are regular workshops and awareness campaigns for mechanics.

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

Not Applicable, as the Company is not directly engaged in delivering essential services.

4- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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? (Yes/No)

No, the company provides information about its projects, including various features of the projects

INDEPENDENT ASSURANCE STATEMENT

on the Business Responsibility & Sustainability Reporting (BRSR) Core ESG Performance Disclosures of ASK Automotive Limited for the Financial Year 1 April 2025 – 31 March 2026

Engagement reference	ECO/BRSR/2025-26/01
Assurance provider	Ecopurus Sustainability Solutions Private Limited
Type of engagement	Independent Limited Assurance
Reporting standard / criteria	SEBI BRSR Core (LODR); reported per BRSR principles
Assurance standards	ISAE 3000 (Revised), ISAE 3410
Statement version / date	V1.0 / 26-June-2026

1. Intended Users of the Verification Statement

This Independent Limited Assurance Statement (the "**Statement**") has been prepared for **ASK Automotive Limited** (the "**Company**"), including its Board of Directors, management, investors, customers, lenders and financial institutions, regulatory authorities, employees, value-chain partners and other relevant stakeholders.

2. Introduction and Objectives

Ecopurus Sustainability Solutions Private Limited (formerly known as BT Green Advisors Pvt Ltd "**Ecopurus**", "**we**", "**us**") was engaged by the Company to undertake an independent limited assurance engagement on its BRSR Core / ESG performance disclosures for the financial year from 1 April 2025 – 31 March 2026 (the "**Reporting Period**").

The engagement covered the disclosures made against the nine Principles of the National Guidelines on Responsible Business Conduct (NGRBC) and the Key Performance Indicators (KPIs) / attributes prescribed under the BRSR Core framework notified by the Securities and Exchange Board of India (SEBI).

The preparation and presentation of the ESG information, including the design, implementation and maintenance of internal controls relevant to the preparation of disclosures that are free from material misstatement, are the sole responsibility of the management of the Company. Ecopurus's responsibility is to express an independent limited assurance conclusion on the identified subject matter based on the procedures performed.

3. Subject Matter

The subject matter of this engagement comprises the BRSR Core / ESG performance disclosures of the Company for the Reporting Period, covering environmental, social and governance indicators. The disclosures covered include, inter alia:

- GHG emissions: Scope 1 and Scope 2 emissions and emission intensity
- Energy: total energy consumption and energy intensity
- Water: water withdrawal by source, water discharge by destination and treatment level, and intensity
- Waste: waste generated by category, recovered, and disposed of by method, and intensity
- Employee well-being: expenditure on well-being measures as a percentage of revenue
- Occupational health & safety: Lost Time Injury Frequency Rate (LTIFR), recordable injuries and fatalities
- Gender & inclusion: gross wages paid to females as a percentage of total wages, and complaints under the Prevention of Sexual Harassment (POSH) Act
- Responsible sourcing: input sourced from MSMEs / small producers and job creation in smaller towns
- Openness of business: concentration of purchases/sales & related-party transactions and days of accounts payable
- Data privacy & cyber-security: instances of customer data loss/breach as a percentage of events
- A detailed list of the BRSR Core KPIs / attributes covered under this engagement is provided in **Annexure A**.

4. Reporting Criteria

The engagement was conducted against the following reporting criteria:

- The SEBI BRSR Core framework and related guidance applicable for the Reporting Period;
- The National Guidelines on Responsible Business Conduct (NGRBC) principles and the applicable disclosure requirements under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR);
- Internal reporting methodologies, definitions and calculation approaches adopted by the Company; and
- Applicable statutory and regulatory requirements were relevant.

5. Assurance Standards and Level of Assurance

This engagement was planned and performed in accordance with:

- International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", issued by the IAASB.
- ISAE 3410, "Assurance Engagements on Greenhouse Gas Statements", for the GHG-related disclosures.

The engagement was undertaken to provide a **limited level of assurance**.

Note: A limited assurance engagement is substantially less in scope than a reasonable assurance engagement; the procedures performed are more limited in nature, timing and extent and consequently the level of assurance obtained is substantially lower.

6. Organisational Boundary and Scope

The organisational boundary of the engagement comprises the Company's operations and facilities listed in **Annexure B**. The assurance procedures were performed through a combination of:

- On-site verification visits at a sample site;
- Virtual assessment and remote verification procedures;
- Review of documentary evidence and source records;
- Analytical review and trend analysis; and
- Management interviews and inquiries.

7. Materiality

For the purpose of this engagement, Ecopurus applied a quantitative materiality threshold of ±5% to quantitative disclosures. Qualitative considerations which include significant omissions, non-compliance and systemic reporting weaknesses were also considered in determining materiality.

8. Responsibilities of the Company's Management

The Company's management is responsible for:

- Preparing and presenting the ESG / BRSR Core disclosures in accordance with the applicable reporting criteria;
- Establishing and maintaining appropriate internal controls and data management systems;
- Ensuring the completeness, accuracy and reliability of the reported information; and
- Providing all relevant information and supporting documentation required for the engagement.

9. Ecopurus's Responsibilities

Our responsibility is to express an independent limited assurance conclusion on the identified subject matter based on the procedures performed and the evidence obtained.

Ecopurus maintains a system of quality management and complies with applicable independence and ethical requirements, including those founded on the principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. Our assurance team possesses the necessary competencies and experience in ESG assurance, sustainability reporting, GHG accounting, environmental management, occupational health & safety and social compliance assessments.

10. Assurance Methodology

The engagement was conducted using a risk-based approach in accordance with ISAE 3000 (Revised). The key procedures performed ncluded:

Planning and Risk Assessment

- Understanding the reporting processes and governance mechanisms adopted by the Company;
- Assessing the inherent and control risks associated with ESG data reporting; and
- Determining materiality and developing a sampling plan based on the identified risks.

Evidence Gathering and Verification

- Conducting interviews with responsible personnel across the EHS, HR, Procurement and Finance functions;
- Reviewing supporting records including utility bills, payroll records, incident logs, waste records, environmental compliance documents, statutory filings and management reports;
- Performing analytical review and trend analysis;
- Conducting sample-based recalculation and cross-verification of selected KPI data;
- Reviewing methodologies, assumptions and estimation techniques; and
- Undertaking on-site facility walkthrough and remote verification procedures.

Evaluation and Reporting

- Assessing the sufficiency and appropriateness of the evidence obtained;
- Communicating observations and discrepancies to management for clarification and corrective action; and
- Reviewing revised submissions and final disclosures prior to the issuance of this Statement.

11. Key Observations

Based on the procedures performed:

- The ESG disclosures were generally supported by the underlying records and documentary evidence made available during the engagement;
- For the 14 operational facilities within the BRSR reporting boundary (Annexure B), the reported environmental indicators were reconciled to the underlying records: renewable and non-renewable (grid) electricity, expressed as energy, agreed with the figures reported in the BRSR, and total energy consumed and total waste generated agreed within the applied materiality threshold of ±5% (variances of approximately +0% and -0.33% respectively);
- The methodologies adopted for KPI calculations were found to be broadly aligned with the BRSR Core reporting requirements; and
- The maturity of ESG data-management systems and internal controls varied across functions; however, no material deviations were identified that would affect the overall conclusion.

12. Limitations

Non-financial data is subject to inherent limitations due to the nature of ESG information, including the use of estimation techniques, assumptions and evolving reporting practices. Accordingly, the engagement did not include:

- Verification of forward-looking statements, targets, commitments or projections;
- Assessment of the effectiveness of internal controls beyond the scope necessary for the engagement; and
- Assurance of information outside the defined reporting boundary and the Reporting Period.

13. Independent Limited Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the BRSR Core / ESG disclosures of **ASK Automotive Limited** for the Reporting Period, covering the BRSR Core KPIs set out in Annexure A, are not prepared, in all material respects, in accordance with the applicable reporting criteria.

Further, nothing has come to our attention that causes us to believe that the reported disclosures are materially misstated in relation to those reporting criteria.

This limited assurance conclusion has been formed in accordance with the requirements of ISAE 3000 (Revised) and ISAE 3410 standards.

14. Independence, Impartiality and Competence

Ecopurus confirms that this engagement was conducted independently and objectively. We have complied with the applicable ethical and independence requirements relevant to this engagement. No member of the assurance team was involved in the preparation of the ESG disclosures that were subject to assurance, and there is no conflict of interest between Ecopurus and the Company that would compromise our impartiality.

15. Restriction on Use

This Statement has been prepared solely for the purpose described herein and for use by ASK Automotive Limited and its stakeholders in relation to the disclosures covered by this engagement. Ecopurus does not accept or assume responsibility or liability to any third party other than as agreed under the terms of the engagement.

16. Authorisation

For and on behalf of Ecopurus:

Verified & signed by — Lead Verifier
Name: Arti Sharma
Designation: Lead Verifier
Date: 26-June-2026
Place: Noida, Uttar Pradesh

Reviewed & approved by — Technical Reviewer & Quality Assurer
Name: Ashish Kumar Choubey
Designation: Technical Reviewer & Quality Assurer
Date: 26-June-2026
Place: Noida, Uttar Pradesh

ANNEXURE A

BRSR Core: Detailed KPI / Attribute Disclosures Covered

S. NO	BRSR Principle	KPI / Attribute Description
1	Principle 1	Number of days of accounts payable
2	Principle 1	Concentration of purchases & sales with trading houses/dealers/related parties; loans, advances & investments with related parties
3	Principle 3	Spending on well-being of employees and workers as a % of total revenue
4	Principle 3	Safety incidents: LTIFR, recordable work-related injuries, number of fatalities
5	Principle 5	Gross wages paid to females as a % of total wages paid
6	Principle 5	Complaints under the POSH Act 2013 which are reported, as a % of female employees, and upheld
7	Principle 6	Total energy consumption (in Joules or multiples) and energy intensity
8	Principle 6	Total water withdrawal by source (kL) and intensity
9	Principle 6	Water discharge by destination and level of treatment (kL)
10	Principle 6	GHG emissions of Scope 1 and Scope 2 and intensity
11	Principle 6	Waste generated by category, recovered, and disposed by method, and intensity
12	Principle 8	Input material directly sourced from MSMEs/small producers and from within India as a % of purchases
13	Principle 8	Job creation in smaller towns, wages paid to persons employed in smaller towns as a % of total wage cost
14	Principle 9	Instances of loss/breach of customer data as a % of total data breaches / cyber-security events

ANNEXURE B

List of Sites / Facilities Covered under the Engagement

S. NO	Location (City / State)	Site / Facility Name
1	Gurgaon, Haryana	Unit 1 - 1010
2	Manesar, Haryana	Unit 2 - 1020
3	Manesar, Haryana	Unit 3 - 1030
4	Manesar, Haryana	Unit 4 - 1040
5	Haridwar, Uttarakhand	Unit 5 - 1050
6	Manesar, Haryana	Unit 7 - 1070
7	Bangalore, Karnataka	Unit 8 - 1080
8	Manesar, Haryana	Unit 10 - 1100
9	Ahmedabad, Gujarat	Unit 11 - 1110
10	Manesar, Haryana	Unit 12 - 1120
11	Manesar, Haryana	Unit A1 - 1160
12	Manesar, Haryana	Unit A2 - 1170
13	Haridwar, Uttarakhand	Haridwar - 1150
14	Baddi, Himachal Pradesh	Baddi - 1140

Note: This engagement covered the 14 operational manufacturing facilities of ASK Automotive Limited that fall within the standalone BRSR reporting boundary for FY 2025-26. Consistent with the basis of preparation disclosed in the Company's BRSR, six locations/entities were excluded from the assurance scope and from the reported figures subject to this Statement: Unit AB1 (4010), Unit AB2 (4020) and Unit AB3 (4030), being units outside the operational reporting boundary; and ASK Fras-Le Friction Private Limited, Gold Brake-lining and AA Friction Materials, being joint-venture / associate entities that do not form part of the Company's standalone BRSR disclosures. The activity and emissions data of these six locations is therefore not included in the figures reconciled under this engagement.