aether
elementally innovative

August 19, 2026

Ref. No.: **AIL/SE/31/2026-27**

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400001, MH.

Scrip Code: **543534**

National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051, MH.

Symbol: **AETHER**

Dear Madam / Sir,

Subject: Business Responsibility & Sustainability Report (FY 2025-26)

In accordance with Regulation 34 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, the Business Responsibility & Sustainability Report ('BRSR') along with the Independent Assurance Statement, forming an integral part of the Annual Report, for the FY 2025-26, is annexed herewith.

We request you to kindly take the information on your records.

Thank you.

For Aether Industries Limited

CHITRARTH RAJAN PARGHI
Digitally signed by CHITRARTH RAJAN PARGHI
Date: 2026.08.19 17:10:48 +05'30'

Chitrarth Rajan Parghi
Company Secretary & Compliance Officer
Mem. No.: F12563

Encl.: As annexed

Aether Industries Limited
Registered Office: Plot No. 8203, GIDC Sachin, Surat-394230, Gujarat, India.
Phone: +91-261-6603000 II **Email:** info@aether.co.in II **Web:** www.aether.co.in II **CIN:** L24100GJ2013PLC073434
Factory: Plot No. 8203, Beside Shakti Distillery, Near Rajkamal Chokdi, Road No. 8, Sachin GIDC, Sachin, Surat-394230, Gujarat, India.

Business Responsibility & Sustainability Report(BRSR)

Section A: General Disclosures

(A)

(a) Corporate Identity Number (CIN) of the Listed Entity	L24100GJ2013PLC073434
(b) Name of the Listed Entity	Aether Industries Limited
(c) Year of incorporation	2013
(d) Registered office address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.
(e) Corporate address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.
(f) E-mail	compliance@aether.co.in
(g) Telephone	+91-261-6603360
(h) Website	www.aether.co.in
(i) Financial year for which reporting is being done	FY 2026
(j) Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India (NSE) BSE Limited (BSE)
(k) Paid-up Capital	₹ 1,32,67,98,240
(l) Name and contact details (telephone, email address) of the person who may be contacted in case of any queries;	
Name	Chitrarth Rajan Parghi
Phone	+91-261-6603360
Email Phone	compliance@aether.co.in
(m) 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
(n) Turnover	₹ 9,401.69 MM
(o) Name of the Assurance Provider	JointValues ESG Services Private Limited

(B) Product / services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
Manufacturing of chemicals (NIC: 2011)	Aether Industries Limited is a specialty chemical manufacturer based in India, focused on producing advanced intermediates and specialty chemicals that involve complex, differentiated chemistry and proprietary technology developed in-house. The Company's core competencies span chemistry, technology and process systems, supporting sustainable, scalable growth across its manufacturing operations.	100%

(p) Products/Services sold by the entity (accounting for 90% of the entity's turnover):

Product/Service	NIC Code	% of total Turnover contributed
Manufacturing of chemicals	2011	100.00%

(q) Markets served by the entity:

Location	Number of Plants	Number of Offices	Total
National	5*	0	5
International	None (Not Applicable)	None (Not Applicable)	None (Not Applicable)

* The number of offices has been mentioned as 'Zero' since the registered office shares the same address as one of the plants.

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	20

b. What is the contribution of exports as a percentage of total turnover of the entity?: 17.88% (incl. sales in SEZ and Deemed Exports)

c. A brief on types of customers

Our customer base is diversified across the fields of agrochemicals, pharmaceuticals, material science, oil and gas industry and others.

(C) Employees

(a) Details as at the end of Financial Year (FY 2026):

a. Employees and workers (including differently abled):

Employees		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	817	787	96.33%	30	3.67%
Other than Permanent			Nil		
Total employees	817	787	96.33%	30	3.67%

Workers		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	290	290	100%	0	0
Other than Permanent	342	342	100%	0	0
Total workers	632	632	100%	0	0

b. Differently abled Employees and workers:

Differently abled employees		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	2	1	50%	1	50%
Other than Permanent			Nil		
Total employees	2	1	50%	1	50%

Differently abled workers		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	0	0	0	0	0
Other than Permanent	0	0	0	0	0
Total employees	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	3	25%
Key Management Personnel	3	0	0

22.Turnover rate for permanent employees and workers:

	2026			2025			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	14.92%	0.58%	15.50%	16.15%	13.79%	14.97%	19.45%	0.00%	19.45%
Workers	20.62%	0.00%	20.62%	20.62%	0.00%	20.62%	45.21%	0.00%	45.21%

23.Holding, Subsidiary and Joint Ventures

Names of holding/subsidiary/associate companies/joint ventures:

Name of the holding/ subsidiary/associate companies/joint ventures (A)	Relation	% 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)
Aether Speciality Chemicals Limited	Subsidiary	100%	No

24.Details of CSR:

a. Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
b. Turnover (in ₹): 9,401.69 MM
c. Net worth (in ₹): 24,093.15 MM

25. Transparency and disclosure compliances

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)	Number of complaints filed during the year	Number of pending resolution at close of the year	Remarks
Communities	Yes	0	0	None
Investors (other than shareholders)	Yes	0	0	None
Shareholders	Yes	1	0	None
Employees	Yes	0	0	None
Customers	Yes	0	0	None
Value Chain Partners	Yes	0	0	None
Other (please specify)	Yes	0	0	None

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	Number of complaints filed during the previous year	Number of pending resolution at close of the previous year	Remarks
Communities	Yes	0	0	None
Investors (other than shareholders)	Yes	0	0	None
Shareholders	Yes	2	0	None
Employees	Yes	0	0	None
Customers	Yes	0	0	None
Value Chain Partners	Yes	0	0	None
Other (please specify)	Yes	0	0	None

(v) Overview of the entity's material responsible business conduct issues:

Material issues identified	Indicate whether risk or opportunity	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)
Climate Change & Greenhouse	Risk & Opportunity	High dependency on fossil-fuel utilities inside chemical manufacturing grids presents transition risks under expanding	Mitigation is driven by the scaling of **31 MW**	**Positive & Negative:** Capital expenditure for solar assets

Material issues identified	Indicate whether risk or opportunity	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)
Gas (GHG) Emissions	Risk & Opportunity	carbon pricing frameworks.	**of solar capacity** across operating sites and the commercialization of the **Converge® platform**, which traps up to 40% CO_2 by weight in polyol manufacturing.	reduces long-term operational grid electricity costs, providing a positive financial hedge against volatile non-renewable energy pricing.
Water Stewardship & Effluent Liquidation	Risk	Specialty chemical production processes generate highly concentrated streams of industrial wastewater. Stringent local PCB pollution compliance regulations demand flawless operational zero-liquid discharge discipline.	Mitigated by transitioning completely away from groundwater and deploying specialized **Mechanical Vapour Recompression (MVR) Zero Liquid Discharge (ZLD) systems** combined with an advanced Soil Biotechnology (SBT) plant to isolate and recycle internal process loops.	**Negative:** Increased parasitic power consumption loads to continuously run the ZLD plants, resulting in higher localized monthly utility expenditure.
Circular Economy & Hazardous Waste Governance	Risk & Opportunity	Chemical synthesis inherently generates by-products and chemical waste streams subject to tight hazardous waste regulations (e.g., mandatory 180-day storage caps for specialized components).	Mitigated through an integrated **captive Solvent Recovery Plant (SRP)** to reclaim and capture high-purity solvents for	**Positive:** Drastically minimizes new raw material procurement expenditures and scales down statutory TSDF common facility disposal tariff costs.

Material issues identified	Indicate whether risk or opportunity	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)
			direct reuse inside core product manufacturing lines.	
Data Privacy and Cyber-security Integrity	Risk	The rapid migration toward paperless corporate networks and remote operational cloud servers opens vulnerabilities to proprietary intellectual property theft and cyber-attacks.	Mitigated by enforcing a robust Information and Cyber-Security (ICS) architecture audited annually by third parties to comply with **ISO 27001 standard practices.**	**Negative:** Ongoing software licensing and maintenance cash outflows to retain defensive perimeter firewalls and data encryption controls.
Circular Economy & Hazardous Waste Governance	Risk & Opportunity	Chemical synthesis inherently generates by-products and chemical waste streams subject to tight hazardous waste regulations (e.g., mandatory 180-day storage caps for specialized components).	Mitigated through an integrated **captive Solvent Recovery Plant (SRP)** to reclaim and capture high-purity solvents for direct reuse inside core product manufacturing lines.	**Positive:** Drastically minimizes new raw material procurement expenditures and scales down statutory TSDF common facility disposal tariff costs.

Section B: Management and process Disclosure

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 Company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web-Link of the Policies, if available***	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Do the enlisted policies extend to your value chain partners? (Yes/No)	EcoVadis UN Global Compact Membership GRI Reporting Framework for ESG Disclosure ISO 9001:2015 GMP ISO 45001:2018 ISO 14001:2015 Membership of the Indian Chemical Council ISO 27001:2013								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established internal targets across various functions — spanning diversity and inclusion, the integration of ESG principles into core business areas, community development, and operational eco-efficiency — and regularly monitors progress towards achieving them. These commitments are underpinned by external validation: Aether holds a Silver Medal sustainability rating from EcoVadis and is a member of the UN Global Compact Network India, and progress is subject to Board-level oversight (see Section B, Q9). Operationally, these targets are already reflected in initiatives under way, including the continued scale-up of on-site solar power generation, the Company's Zero Liquid Discharge system, and the Converge® platform's carbon-capture technology. Also, the Company was awarded 'CRISIL ESG 51' rating by CRISIL ESG Ratings & Analytics Limited and rated '61' points out of '100' by NSE Sustainability Ratings & Analytics Limited, in the reporting period.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As a Company, we understand the significance of environmental, social, and governance (ESG) factors in building a sustainable and ethical business, and remain committed to minimising the impact of our operations while creating positive value for our stakeholders. These priorities are set through a materiality assessment conducted with our stakeholders — employees, customers, investors and communities - building on the core values and ESG alignment established at the start of our ESG journey'.								

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).

   At Aether Industries, our commitment to sustainable, long-term growth is driven by embedding ESG parameters, governed by Board-approved policies across all nine NGRBC principles, directly into our advanced chemical manufacturing operations. In FY 2025-26, we translated this commitment into measurable action by scaling our renewable energy footprint to a total of 31 MW of rooftop solar capacity and maximizing resource loops through our captive Solvent Recovery Plants and newly commissioned MVR-based Zero Liquid Discharge systems. Beyond standard compliance, we are contributing to decarbonization in the CASE (coatings, adhesives, sealants, elastomers) sector by commercializing our proprietary Converge® polyol platform, which binds up to 40% CO_2 by weight into sustainable products. Concurrently, we are extending our safety protocols and human rights standards to our value chain partners. By combining engineering controls with Board-level oversight, we are building a resilient, low-carbon manufacturing ecosystem.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

   Dr. Aman Ashvin Desai (Whole-time Director), 0261-6603360, compliance@aether.co.in.

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.

   No. The Executive Directors of the Company are responsible for decision making on sustainability related issues. Several Policies are framed, as accessible at: www.aether.co.in.

10. Details of Review of NGRBCs by the Company.

    The performance and compliance under the framed Policies and Principles of the Company, is being taken care by Committees / Board of the Company at regular instances.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

    No, since independent assessment/ evaluation of the working of its policies by an external agency.

Section C: Management and process 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. .

Principal 1

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

Essential indicators:

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

Segments	Total number of training and awareness programmes held	Topics / principles covered under the training	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Corporate Governance and External risks	100.00%
Key Managerial Personnel	2	Corporate Governance and External risks	100.00%
Employees other than above	7	Health, Safety, Employee Rights, PF/ESIC awareness, Organ donation etc.	80.00%
Workers	7	Health, Safety, Employee Rights, PF/ESIC awareness, Organ donation etc.	80.00%

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 & Non-monetary: None

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:

   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 said content is covered in the Code of Conduct for employees, which broadly covers the culture of zero tolerance and conduct for corruption and bribery. The policy document is available to employees through intra-net.

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

   None

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

   Not applicable

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.

   There were no such issues, hence the question is not applicable.

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

   FY 2025-26: 97 days
   FY 2024-25: 92 days

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	2026	2025
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases and made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.00%	0.00%
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00%	0.00%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	2.97%	4.80%
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	90.99%	98.94%
	d. Investments (Investments in related parties/Total Investments)	100.00%	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	2	75%

Aether Industries actively maintains a multi-channel engagement matrix with its value chain partners—leveraging structured site audits, technical supplier meets, and direct corporate communications to align partners with our core ESG frameworks. While we are currently designing a formalized, curriculum-driven sustainability training program, our existing site visits and group interactions are actively utilized to institutionalize our Supplier Code of Conduct. Through these protocols, we explicitly communicate the Company's zero-tolerance thresholds regarding bribery, corruption, and human rights violations to our key partners. Moving forward, we are systematically scaling these engagement programs to cover our top value chain segments by business value, ensuring comprehensive transparency and shared accountability across our upstream ecosystem.

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 same is covered in the Code of Conduct, which is applicable to the Board members as well as employees.

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

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.

	2026	2025	Details of improvements in environmental and social impacts
R&D *	-	-	Non-quantifiable
Capex	-	7.74%	The Company operates an in-house Zero Liquid Discharge (ZLD) Effluent Treatment Plant (100 KLPD capacity), supported by a dedicated Solvent Recovery Plant commissioned in January 2021 (construction commenced at Manufacturing Facility 2 in 2020) and a Mechanical Vapour Recompression (MVR) unit installed to increase material recovery and reduce raw-material costs, and has partnered with government-affiliated agencies for the disposal of treated liquid and powder chemical waste. The Company has also scaled its solar power generation capacity to 31 MW across its operating sites, supplying electricity to its manufacturing facilities."

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

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) – Recycle
   (b) E-waste – Recycle
   (c) Hazardous waste – Recycling/Landfill/Incineration
   (d) other waste – Recycling/Landfill/Incineration

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No):
   Yes, for plastic wastes.

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:
   Currently the Company does not conduct LCA, but is likely to commence conducting Life Cycle Assessments (LCA) for some of our products soon.

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.
   While formalized Life Cycle Assessments (LCAs) were not executed during the current reporting cycle, the Company has adopted a board-level strategic mandate to systematically implement LCAs across our commercial product portfolio. Our phased deployment roadmap will prioritize advanced chemical platforms, specifically targeting our proprietary Converge® polyol technologies that structurally sequester up to 40% carbon dioxide by weight, alongside our collaborative polymer up-cycling and circular economy pilot initiatives in Surat. By establishing a rigorous 'cradle-to-cradle' metrological boundary, the Company will actively integrate LCA data into our core processes—leveraging these insights to optimize our captive Solvent Recovery Plants (SRP), select sustainable bio-based raw inputs, and minimize the downstream footprint of our advanced intermediates. This framework shifts our environmental metrics from standalone operational site boundaries to absolute product-level circularity.

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).
   Recoveries of solvent: 100.00%

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;

	2026			2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	85.64	Nil	Nil	25.63	Nil
E-waste	Nil	0.99	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	1,039.45	3,268	Nil	835.02	4,217.14
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

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

	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	787	721	91.61%	99	12.58%		-	-	-	-	-
Female	30	30	100.00%	30	100.00%	30	100.00%	-	-	30	100.00%
Total	817	751	91.92%	129	15.79%	30	3.67%	0%	-	30	3.67%
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent workers											
Male	290	45	15.52%	243	83.79%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	290	45	15.52%	243	83.79%	-	-	-	-	-	-
Other than permanent workers											
Male	342	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	342	-	-	-	-	-	-	-	-	-	-

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

Cost incurred on well-being measures as a % of total revenue of the company:
FY 2025-26: 0.34%
FY 2024-25: 5.39%

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

	2026			2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESIC	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Others	-	-	-	-	-	-

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, Aether offices are outfitted with accessibility features for differently-abled employees and workers, in accordance with the Rights of Persons with Disabilities Act, 2016. These include lifts, illuminated corridors, automated taps, and other similar facilities to ensure ease of access.

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 has an Equal Opportunity Policy covering differently-abled employees and workers, consistent with the Rights of Persons with Disabilities Act, 2016. This policy is internal.

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

	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	-	-
Total	100.00%	100.00%	100.00%	100.00%

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

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity.
None

8. Details of training given to employees and workers:

	2026					2025				
		Health & safety		Skill upgradation			Health & safety		Skill upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	787	787	100.00%	787	100.00%	656	656	100.00%	656	100.00%
Female	30	30	100.00%	30	100.00%	29	29	100.00%	29	100.00%
Total	817	817	100.00%	817	100.00%	685	685	100.00%	685	100.00%

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

	2026			2025		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Workers						
Male	787	787	100.00%	656	656	100.00%
Female	30	30	100.00%	29	29	100.00%
Total	817	817	100.00%	685	685	100.00%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?
The system covers all operational areas including routine tasks, non-routine activities, contractor management, emergency preparedness, and compliance with legal requirements.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Hazards are identified in the course of work through the Company's routine and non-routine assessment processes, being Job Safety Analysis and the Work Permit System respectively, under which employees and workers participate in the identification of hazards associated with the task before it is undertaken. Hazards identified during operations are reported through the line supervisory structure to the site safety function, and are addressed under the Company's occupational health and safety management system, which covers routine tasks, non-routine activities, contractor management and emergency preparedness. Manufacturing operations are monitored on a distributed control system platform with alarm functionality, and gas and leak detection systems are installed on high pressure reaction equipment. In addition, the Company's Whistle Blower Policy provides a formal channel through which any employee may report negligence causing substantial and specific danger to public health and safety. Reports under that policy are received by the Vigilance Officer and placed before the Audit Committee, which is composed entirely of independent directors. The policy prohibits discrimination, harassment, victimisation or any other retaliatory action against a person raising a concern in good faith. Employees and workers are entitled to remove themselves from a work situation which they reasonably believe presents an imminent and serious danger to life or health, without being required to complete the task and without adverse consequence. Where a task is stopped on that basis, the hazard is reported and the task does not resume until it has been assessed and the necessary controls are in place. Awareness of hazard reporting and of the right to withdraw from unsafe work forms part of the Company's safety training and awareness program.
https://aether.co.in/wp-content/uploads/2024/09/Risk%20Assessment%20and%20Management%20Policy.pdf

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

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

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

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries** (incl. first-aid cases)	Employees	4	5
	Workers	12	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.
Training & Awareness, Emergency Preparedness, Health Monitoring, Equipment Safety, Policy.

13. Number of Complaints on the following made by employees and workers.
None

14. Assessments for the year.
Health and safety practices: 100.00%
Working Conditions: 100.00%

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.
Continuous learning programs to employees and hiring of external safety consultants were amongst the quantifiable corrective cum preventive actions in the review period.

Leadership Indicators

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

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Yes, TDS and TCS have been deducted.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:
None

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. While the Company’s relatively young employee demographic profile has resulted in zero formal retirements during the reporting period, Aether Industries maintains active institutional frameworks to manage career endings and facilitate continued employability. For all separating personnel, the Company provides comprehensive transition assistance—including structured exit counselling, outplacement documentation support, and clear guidance on the optimal management and settlement of statutory retirement benefits (such as Provident Fund and Gratuity allocations).

6. Furthermore, our commitment to continued employability is reinforced by our continuous corporate training protocols, which provide 100% of our permanent employees and workers with regular skill up-gradation interventions. This continuous technical up-skilling equips our workforce with resilient, market-relevant competencies, successfully supporting their professional trajectory both within and beyond the organization's boundary.

5. Details on assessment of value chain partners:
Health and safety practices: 2.00%
Working Conditions: 2.00%

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 were identified during the reporting period. The Company follows a continuous monitoring and evaluation process for the health and safety practices of its value chain partners and undertakes corrective actions, as necessary, based on assessment findings.

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

1. Describe the processes for identifying key stakeholder groups of the entity.
Aether's business operations are intertwined with the social and ecological surroundings that affect various stakeholder groups such as employees, customers, investors, and the community. To create value for all these stakeholder groups, the company strives to maintain their trust and continuously engages with them through various channels to promote sustainability initiatives and achieve economic and ecological sustainability goals. Aether conducts thorough stakeholder analysis research to rank risks according to their impact on business operations and influence on the company. The company maintains strong relationships with investors who contribute to its capital and support its commitment to value creation. A customer-centric approach reflects the company's dedication to serving its customers, while sustained value creation for all stakeholders demonstrates its commitment to shareholders. In addition, Aether engages with industry experts, regulatory bodies, and academic institutions, among others, to stay informed of evolving market trends.

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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	Others Multi channel engagement mechanisms • Phone, digital channel, trained customer relationship manager • Regular measurement of customer satisfaction	Frequent and need based	• Product Pricing • ESG Products and Services • Health and well-being • Innovation and digitisation • Data privacy and security • Customer relationship management • Transparency
Government/ Competent Authorities	No	• Directives and circulars • Meetings/discussions • Press Releases • Written communication • Presentations • Workshops • Submission of reports and returns • Workshop by regulators	Directives and circulars	• Human Rights • Public Policy Advocacy Management • Climate Change Mitigation • Board Composition and Processes • Compliance
Employees	No	• Town hall meetings • HR portal and intranet • Performance update • Workshops, learning and training interventions • Wellness initiatives • Internal publications, circulars, posters, videos and e-mails • Surveys • Live sessions by the HR, Vertical Heads, Managers relationship managers • Sales, service and claims processes on digital platform • Regular measurement of customer satisfaction	• Quarterly • On-going • Regular • Need-based • Annually	• Purpose & Scope of Engagement • Assessment of effectiveness of learning and development • Job security • Fair remuneration practices; equal employment opportunities Fair remuneration practices; equal employment opportunities • Effective performance management and recognition • Career growth • Diverse, inclusive and enabling work culture • Work-life balance • Topics/concerns raised • Fair Workplace • Occupational Health, Safety and Well-being • Fair pay • Talent Attraction and Retention • Diversity and Inclusion
Suppliers	No	• E-mail, telephone, site visit, group meetings , one on one interactions, telephonic communication, SMS, exhibitions gatherings	Frequent and need-based	To understand and know the potential of participants or the business partners
Investors & funders	No	• Quarterly financial statements • Investor presentations • Annual Report • Annual General Meeting		• Responsible Investment • Economic Performance • Enterprise Risk

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website),	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		• Investor/Analyst meet • Media releases • ESG report • Announcement through stock exchanges		• Management • Disaster Resilience and adaptation to • Climate Change • Operational • Ecoefficiency • Climate Change Mitigation
Communities	Yes	• Directives and circulars • Meetings/discussions • Pressreleases • Written communication • Presentations • Workshops	Frequent and need-based	• Human Rights • Public Policy Advocacy • Climate Change Mitigation • Board Composition and Processes • Compliance

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
The CSR Committee of the Board oversees the economic, environmental, and social topics while governing the CSR matters. The top management of the company reviews key sustainability-related initiatives, performance, stakeholder concerns, and material issues. Feedback received through stakeholder engagement processes is periodically presented to the CSR Committee.

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. Yes, Aether, guided by its principles, has established channels for active engagement with all stakeholder groups, which gives the company a competitive edge and builds brand trust. We regularly interact with critical stakeholders to ensure that our business operations are aligned with their interests in a sustainable manner while also remaining profitable. Based on our discussions with the investment community, we have aligned our environmental management goals with the global transition to a low-carbon economy and have updated our policies and internal systems accordingly to reflect our commitment as a responsible business brand.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalised stakeholder groups.
At Aether, we have established an active engagement channel with the community to address any grievances related to our operations and community development programs. During the reporting financial year, no grievances were reported by various stakeholder groups, which we promptly addressed through our grievance redressal mechanism.

Our Corporate Social Responsibility (CSR) efforts are geared towards creating sustainable solutions that benefit both the community and the environment. Our overarching goal is to actively contribute to the enhancement of society and the preservation of the environment within our operational sphere, thereby fostering long-term growth as a socially responsible entity.

Through our CSR initiatives, we seek to make a positive impact on people's lives and promote a healthier and happier world. Our initiatives encompass a wide range of activities, including promoting education, supporting elderly care facilities, providing training for nationally recognized and Olympic sports, offering healthcare services, reducing inequalities among socially and economically disadvantaged groups, implementing life-saving measures, and extending medical aid and support.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Employees	Total (A)	Employees covered	2026 % (B/A)	Total (C)	Employees covered	2025 % (D/C)
Permanent	817	817	100.00%	685	685	100.00%
Other than permanent	-	-	-	-	-	-

Workers	Total (A)	Workers covered	2026 % (B/A)	Total (C)	Workers covered	2025 % (D/C)
Permanent	290	290	100.00%	285	285	100.00%
Other than permanent	342	342	100.00%	250	250	100.00%

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

Employees	2026 Total (A)	Employees above min. wages	% (B/A)	2025 Total (C)	Employees above min. wages	% (D/C)
Permanent	817	817	100.00%	685	685	100.00%
Other than permanent	-	-	-	-	-	-

Workers	2026 Total (A)	Workers above min. wages	% (B/A)	2025 Total (C)	Workers above min. wages	% (D/C)
Permanent	290	290	100.00%	285	285	100.00%
Other than permanent	342	342	100.00%	250	250	100.00%

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

Category	Male Number	Male Median remuneration/ salary/wages of respective category*	Female Number	Female Median remuneration/ salary / wages of respective category*
Board of Directors (BoD)	12	17.98 MM	3	12.60 MM
Key Managerial Personnel	3	1.26 MM	0	3.63 MM
Employees other than BoD and KMP	814	0.42 MM	680	0.41 MM
Workers (Permanent)	290	0.39 MM	287	0.35 MM

Gross wages paid to females as % of total wages paid by the entity, in the following format:
FY 2025-26 4.98% , FY 2024-25 5.11%

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 a Whistle Blower policy in place to encourage employees to report issues without fear of retaliation, discrimination, or disadvantage. Through designated channels, the employees may report their concerns to the Chairman, the Company's Audit Committee. The employees may further report their grievances to the local HR team and in case of non-satisfactory resolution. Additionally, POSH Members serve as the focal point for resolving issues related to discrimination and its effects. The Company's Whistle Blower policy is available on the website, accessible at: https://aether.co.in/wp-content/uploads/2022/08/Whistle-Blower-Policy-Vigil-Mechanism.pdf

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

The Organisation has multiple policies and platforms to address the employee grievances related to human rights. These are as under

(a) Whistle Blower (WB) Policy
The organisation has a WB policy in place which provides all employees to an option and opportunity to raise any issues/grievances anonymously, where the identity of the whistle blower is kept confidential. A dedicated email ID has been created at an Organisational level, writing to which the employees can express their concerns. A dedicated SPOC is assigned to look into all matters independently and fairly.

(b) Prevention of Sexual Harassment Guidelines (POSH)
With an aim to provide a safe and equal opportunity to both the genders, the organisation has in place the guidelines for POSH. The Organisation aims to create awareness from time to time so that any untoward situation of harassment is witnessed, one can reach out to the IC Committee of the Organisation by writing to the dedicated email ID. Employees can also reach out to theHR team alternatively to report the matter. An IC committee is formed for each reported instance as prescribed by POSH Act to conduct investigation and take necessary action, as and when required.

(c) Fair Appeal
The Organisation provides this unique platform to all employees to raise their grievances related to fairness of performance management process. This platform provides every employee to appeal for any unfair or unjust evaluation of year end appraisals with relevant facts and evidences. All such grievances are reviewed and assessed to provide fair and transparent findings and resolutions to such employees.

(d) Appellate Authority
In case the employee having grievance is not satisfied with the outcome of any of the investigation conducted or resolution provided, then one has the option of appealing against the same to the Appellate Authority of the Organisation.

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

a. Sexual Harassment None
b. Discrimination at workplace None
c. Child Labour None
d. Forced Labour/ Involuntary Labour None
e. Wages None
f. Other human rights related issues None

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

To safeguard the complainant against any adverse consequences, the Company maintains utmost confidentiality of the Complainant. All related parties against whom the Complaint has been reported are sensitised of any retaliatory action against the complainant. In case any incident of retaliation is observed or brought to notice of the management, the Company takes appropriate action on the reported matter and ensures that the complainant does not undergo adverse consequences.

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

Yes, various human rights principles form a part of the Company's business agreements and contracts as and where relevant.

9. Assessments for the year

	% of your plants and offices that were assessed(by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

The company has internal checks and a POSH committee in place.

Leadership Indicators

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

   None

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

   None

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

4. Details on assessment of value chain partners

   Aprox. 30% under sexual harassment, discrimination at work-place, child labour, forced labour/involuntary labour, wages, others.

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

   No major concerns reported in the assessment.

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

Essential Indicators

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

Parameter	Unit	2026	2025
Total electricity consumption from renewable sources (A)	TJ	92.98	111.65
Total electricity consumption from non-renewable sources (B)	TJ	84.82	81.69
Total fuel consumption from non-renewable sources (C)	TJ	149.73	800.65
Energy consumption through other sources (D)	TJ	145.21	0.00
Total energy consumption (A+B+C)	TJ	472.74	993.99
Energy intensity per rupee of turnover		0.50	1.25
Energy intensity per million rupee of turnover adjusted for PPP		1.02	2.52
Energy intensity in terms of physical output		0.32	0.82

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.

   Not Applicable.

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

Water withdrawal by source (in kilolitres)	2026	2025
Third party water	34,111	1,83,505
Total volume of water withdrawal (in kilolitres)	34,111	1,83,505
Total fuel consumption from non-renewable sources (C)	149.73	800.65
Water intensity per crore rupee of turnover	36.29	232.20
Water intensity per crore rupee of turnover adjusted for PPP	73.80	466.23
Water intensity in terms of physical output	23.54	150.41
Energy intensity in terms of physical output	0.32	0.82

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

The entity has implemented a Zero Liquid Discharge mechanism. The ZLD plant is designed to treat wastewater and minimize the amount of liquid waste produced. Here is a breakdown of the treatment process. Industrial effluent from the various stages of the process is collected and treated in an Effluent Treatment Plant having primary treatment facility. The effluent is first collected in the Collection tank. The effluent is then transferred into Equalization cum Neutralization tank and retained for enough time, where pH of the effluent is raised to 8.5 by addition of lime solution from lime dosing tank. Effluent is then pumped to the primary settling tank, where suspended particles are settled. The primary treated effluent is collected into a collection tank. The settled sludge from the primary settling tank is dewatered and dried in a Filter Press. The filtrate is collected and sent for further treatment. The dried sludge is sent to the TSDF site for secured land filling. Then the filtered effluent is going for stripper to Remove Low Volatile Organic and the bottom material goes for Evaporation in MEE/MVR. The condensate from the evaporation system is transferred for Secondary treatment (SBT Plant)

SBT Treatment:
SBT is basically used to reduce the COD & phenolic compounds. The condensate of the MVR Plant is transferred to the ozonation process, then we go for SBT Treatment. SBT is based in the bioconversion process where fundamental action of nature namely, respiration, Mineral weathering and photosynthesis are brought about in a controlled media containing Selected micro and macro-organisms. Accordingly in the said process three fundamental Reactions of this plant viz. 1) respiration brings about removal of organics by oxidation of the Organic molecules 2) mineral weathering brings about pH correction 3) while photosynthesis Serves to regulate the process at work.In coming pH is in range of 6-7 and has to be adjusted with lime treatment before taking to the filter (this is done in the neutralization section). Advanced Oxidation is provided as treatment using ozone generators to break down molecules to smaller size and to improve BOD/COD ratio. This biological treatment is a batch process in which wastewater is pumped and applied into the top surface of the Bioreactor as shown in Figure. The design has suitable provision for manual removal of suspended solids from the bio-filter surface. Distribution of wastewater over the media is achieved via pumping, piping and distribution arrangements. Separate distribution lines are provided for raw wastewater as well as recycled water. The suspended Water first percolates through the bioreactor media which houses cultured media in 40-60 mm and gets collected into the collection tank. It can then be pumped on to the media again (recycling) in order to achieve maximum solid liquid contact. The recirculation mode is provided for further polishing of the effluent. Dissolved organic and inorganic are oxidized and the water is purified furtherThe SBT-treated effluent is fed into R. O. Plant. From R. O. Plant, R. O. Permeate water is recycled into Utilities. Reject Water is subjected to Evaporation and Condensate is Recycled to Utility.

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

Parameter	Unit	2026	2025
NOx	Parts per Million	61.10	42.30
SOx	Parts per Million	42.70	19.30
Particulate matter (PM)	mg/Nm3	119.70	42.70
POP, VOC, HAP, Others	-	-	-

7. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Unit	2026	2025
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	7,696.08	59,326.91
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	17,768.27	1,23,673.45
Total Scope 1 and Scope 2 emissions per rupee of turnover	MtCO2e / Rs.	27.08	231.56
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MtCO2e / Rs.	55.10	464.96
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO2e	17.58	150.00

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

The Company is progressing towards adopting sustainable business practices and transitioning to a low environmental footprint. The Company adopted a ConvergeÒ platform which represents a novel and cutting-edge technology for the manufacture of more sustainable polyols that could contain up to 40% of carbon dioxide by weight, thus reducing overall CO2 emissions. These are a differentiated series of polyols with promising applications in the CASE (coatings, adhesives, sealants, elastomers) industry. The commercialization and revenue potential of these novel polyols is significant, with a targeted market of 850 KTA (850,000 MT per year) and a CAGR of 5%, out of the overall CASE industry polyol market size of more than 10,000 KTA.

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

Parameter	2026	2025
Plastic waste (A)	85.64	28.22
E-waste (B)	0.99	-

Parameter	2026	2025
Plastic waste (A)	85.64	28.22
E-waste (B)	0.99	-
Bio-medical waste (C)	0.01	-
Battery waste (D)	0.28	-
Other Hazardous waste, please specify (E) 1. Spent solvent 2. Distillation residues and Process residues 3. ETP Sludge 4. Used oil	4,307.45	5,036.01
Other Non-hazardous waste generated (F)	4.88	-
Total (A+B+C+D+E+F)	4,399.25	5,064.23
Waste intensity per crore rupee of turnover	4.67	6.00
Waste intensity per crore rupee of turnover adjusted for PPP	9.52	12.10
Waste intensity in terms of physical output	3.04	4.15

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

Category of Waste	2026	2025
(i) Recycled	1,126.36	860.65

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

Category of waste	Incineration	Landfilling	Others	Total
Hazardous waste : Used oil under category 5.2 of Hazardous and Other Wastes Rules, 2016	-	-	0.45	0.45
Hazardous waste : Distillation residues under category 20.3 Hazardous and Other Wastes Rules, 2016	2,759	-	-	2,759
ETP chemical sludge under category 35.3 of Hazardous and Other Wastes Rules, 2016	-	509	-	509
Spent solvent under category 28.3 of Hazardous and Other Wastes Rules, 2016	-	-	1,039	1,039
Plastic waste under category 33.1 of Hazardous and Other Wastes Rules, 2016	-	-	85.64	85.64
E-waste	-	-	0.99	0.99
Battery-waste	-	-	0.28	0.28
Total	2,759	509	1,126.36	4,394.36

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.

By adopting certain best waste management practices, we are able to reduce our environmental impact, conserve valuable resources, and promote sustainability in our operations. We are committed to continuing to improve our waste management practices and exploring new opportunities to reduce our environmental footprint. The waste management practices adopted are as follows;

- 100 KL Zero Liquid Discharge Plant for effluent treatment
- Using renewable energy (equity based and through purchase power agreement based solar energy), covering our 100% energy requirement of all the units
- Using of the bio-diesel
- Use of 100 TR Brine Chiller and 75 HP cooling tower
- Discontinued the use of ground-water
- No direct air emissions
- In-house Solvent Recovery Plant (SRP) towards solvent recovery and its captive use makes the process more efficient
- Recently maintaining a premises as a small tree-scape in industrial area (named as 'Aether Van')
- Using services of community effluent treatment plant
- Using services of community boiler for steam requirements, instead setting up our own boiler.

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:
No

12. 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:
Not applicable

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)
   Not Applicable

2. Please provide details of total Scope 3 emissions & its intensity, in the following format
   Not Applicable

Parameter	Unit	2026	2025
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	123.04	561.77
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.11	0.67

3. With respect to the ecologically sensitive areas reported at Question 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.

   The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

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;

Sl. No.	Initiatives undertaken	Details of initiative	Outcome of the initiative
1	Aether Industries partnered with Novoloop on the sustainable plastic management project.	Novoloop's Life-cycling™ technology. This breakthrough technology transforms post-consumer plastic waste into virgin-quality monomers for the synthesis of virgin-quality, high performance materials such as the company's Life-cycled™ thermoplastic polyurethane. This pilot plant is a testament to the commitment of the Novoloop team and for both of the company to tackle the global plastic crisis. By scaling this technology, a pathway is being created towards a truly circular world, where plastic waste becomes a valuable resource.	Validated advanced chemical up-cycling of post-consumer polyethylene waste into high-purity monomers, laying the groundwork for a circular plastic economy.
2	First commercialization of the sustainable Converge polyols technology in conjunction with H.B. Fuller and Saudi Aramco Technologies Company	The ConvergeÒ platform represents a novel and cutting-edge technology for the manufacture of more sustainable polyols that could contain up to 40% of carbon dioxide by weight, thus reducing overall CO2 emissions. These are a differentiated series of polyols with promising applications in the CASE (coatings, adhesives, sealants, elastomers) industry. The commercialization and revenue potential of these novel polyols is significant, with a targeted market of 850 KTA (850,000 MT per year) and a CAGR of 5%, out of the overall CASE industry polyol market size of more than 10,000 KTA.	Drastic optimisation of raw material loops and reduction in direct stationary combustion footprint.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
   Yes, Aether has a comprehensive Business Continuity Management (BCM) policy and a strong BCM plan to mitigate the impact of unforeseen events or uncertainties. The Board-approved policy outlines the general guidelines for recovering and restoring information, resuming operations, and maintaining business continuity during various incidents caused by natural disasters, technological issues, human error, and pandemics. As disruptions can happen at any moment, the Company has developed a BCM plan to mitigate the adverse effects of operational risks, including business disruption and system failures.

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?
   Given the nature of business, there were no reported negative impacts from the Company's activities on the environmental resources.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
   The Company actively engages with the value-chain partners for communicating the sustainability goals.

In addition, the Company has also aligned its sustainability objectives in line with the interest of the critical stakeholder groups. The Company did not take up any assessments for evaluating the environmental impacts of the value chain partners. However, Aether has expressly stated the compliance to the statutory laws and regulations in business contracts/agreements.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations. 3

   b. List the top 10 trade and industry chambers/associations

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
Chemexil	National
Indian Chemical Council	National
The South Gujarat chamber of Commerce	State / Local

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

   No adverse order was received by the company from regulatory authorities. Hence, no corrective action was required to be taken.

Leadership Indicators

1. Details of public policy positions advocated by the entity.
   Aether is actively involved in advocating for public policies that enhance the governance framework within its sector. Additionally, the company provides its expertise to tackle social and regulatory challenges. It collaborates with trade organizations and associations to shape public policies across various domains such as governance, finance, and social development. Through its involvement in industry associations, Aether actively promotes initiatives aimed at advancing the industry and serving the public good. The company adheres to a strict Code of Conduct Policy to uphold the highest standards of business ethics when engaging with these trade associations and industry bodies.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

   None conducted in the current financial year. Social Impact Assessment (SIA) plays an important role in ensuring that CSR and other qualifying projects deliver their intended benefits to target communities, while identifying and addressing potential negative impacts. The Company did not undertake any project requiring an SIA under applicable law during FY2025-26, and will consider conducting one in future periods as and when a qualifying project arises.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.
   Not applicable.

3. Describe the mechanisms to receive and redress grievances of the community.
   Aether has established a clear and effective grievance mechanism to address and resolve complaints from all stakeholders. We actively encourage community members to voice their grievances or concerns through our NGO partners. Working closely with these partners, we collaboratively address grievances and take appropriate actions to resolve them.

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

	2026	2025
Directly sourced from MSMEs/ small producers	1.54%	40%
Sourced directly from India	91.28%	65%

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	2026	2025
Rural	0	0
Semi Urban	0	0
Urban	100%	100%
Metropolitan	0	0

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question of Essential Indicators above).
   None

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.
   None. The Company actively focuses its community and socio-economic development initiatives within the local geographies of its primary manufacturing and industrial operating boundaries. Consequently, no specific CSR programs were carried out in designated aspirational districts during the reporting period.

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

4. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?
   No.

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?
   Not applicable

6. Details of beneficiaries of CSR Projects
   Aether Industries actively focuses its Corporate Social Responsibility (CSR) frameworks on driving inclusive growth and socio-economic development within the local communities surrounding its primary manufacturing boundaries. During the reporting period, the Company reached approximately 2,000 total beneficiaries through sustained programmatic interventions across three core thematic areas: inclusive education support, community healthcare extension (including medical aid and life-saving measures), and social inequality reduction programs specifically targeting elderly care and disadvantaged socio-economic groups. While these community initiatives are open to the general public within the localized industrial catchment zones, the selection and deployment of our CSR projects are structurally prioritized to maximize welfare, skill progression, and resource access for vulnerable and marginalized populations

   Total beneficiaries reported to ~2,000.

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
   Aether has implemented a comprehensive escalation process for customer complaints, which is also outlined on the Company's website for easy access. Clients can follow a three-step procedure to address their concerns: Customers can submit their grievances through various channels such as email, toll-free phone numbers, or complaint letters. If dissatisfied with the initial resolution, customers have the option to directly email the Deputy Vice President of Customer Support. If still unsatisfied, customers can escalate their concern by sending an email directly to the head of customer support.The Company's continuous efforts to streamline operations, introduce relevant products and digital technologies, and advanced digital solutions have significantly enhanced customer experience and satisfaction.

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

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

3. Number of consumer complaints in respect of the following

	2026	2025
Data privacy	None	None
Advertising	None	None
Cyber-security	None	None
Delivery of essential services	None	None
Restrictive Trade Practices	None	None
Unfair Trade Practices	None	None
Other	None	None

4. Details of instances of product recalls on account of safety issues
   None

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, we, at Aether, have always believed in being transparent with our stakeholders by providing all the relevant details and necessary information. We also display important Circulars and GRO contact details in each office.Also all product related details, features, FAQs along with Grievance mechanism is displayed on our website.Customers can get help from the Company on how to take advantage of specific risk-minimisation measures. We also continuously conduct satisfaction surveys to seek feedback from our customers at various stages starting from the time of purchasing a product. This feedback is used to improve systems, processes and enable us to better focus on training and development and also enhance customer experience.

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.

   Aether being a responsible brand has all the systems and processes in place to adhere to the fair trade practices. The IT infrastructure is extremely strong and is continuously updated to ensure the highest level of data security. No complaints regarding advertising, the provision of essential services, cyber security and customer data privacy, the recurrence of product recalls, or penalties or actions taken by regulatory authorities over the safety of goods or services were received during the reporting period.

7. Provide the following information relating to data breaches.

   None.

Leadership Indicators

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

   We, at Aether, strive to provide a holistic & uniform service experience across all touch points/life cycle stages to our customers. While we are transforming our business to paperless operations, we have also introduced innovative digital channels through our website for customers to reach out to us.

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

   Aether takes huge steps to engage with its customers to appropriately inform them regarding the product. The awareness policy that the Company has implemented outlines the customer rights.

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

   Owing to our robust business continuity plans, we, at Aether, strive to avoid any major disruption in our business. Also, the Company notifies consumers of any potential interruption or discontinuance of critical services in writing, along with any connected justification. When a product or service is discontinued, the Company makes sure that its customers are informed through a variety of channels.

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)

   Yes, we, at Aether, have always believed in being transparent with our stakeholders by providing all the relevant details and necessary information. We also display important Circulars and GRO contact details in each office.Also all product related details, features, FAQs along with Grievance mechanism is displayed on our website.Customers can get help from the Company on how to take advantage of specific risk-minimisation measures. We also continuously conduct satisfaction surveys to seek feedback from our customers at various stages starting from the time of purchasing a product. This feedback is used to improve systems, processes and enable us to better focus on training and development and also enhance customer experience.

INDEPENDENT ASSURANCE REPORT

To,
Aether Industries Limited
Plot No. 8203, GIDC Sachin,
Surat-394230, GJ.

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as “JointValues”) was appointed and engaged by the management of Aether Industries Limited (hereinafter referred to as the “Company” or “AIL”) for performing an independent assurance of the nine core attributes as mentioned in SEBI’s BRSR Core[1] format[2] for information pertaining to Environmental, Social, and Governance performance disclosed by the Company in the Business Responsibility and Sustainability Report (BRSR) for the ‘reporting period’ April 1, 2025 to March 31, 2026 considering related formats and criteria[3], [4], [5], [6], [7] for listed entities issued by SEBI.

JointValues performed the engagement through a multidisciplinary team of experienced professionals and subject-matter specialists, on attributes pertaining to Environmental, Social, and Governance performance of the Company reported through BRSR Core, to obtain sufficient evidence to support the professional judgement, and provide the basis for conducting assurance within the defined scope and boundary of the engagement.

Methodology

JointValues conducted this assurance engagement for the Company in accordance with the following standards issued by the International Auditing and Assurance Standards Board (IAASB):

1. ISAE 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information
2. ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

JointValues conducted the engagement process with adherence to ethical requirements, professional standards, and compliance with applicable legal and regulatory requirements, in line with the International Standards on Quality Management (ISQM), Quality Management for Firms that Perform Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement issued by IAASB.

During the engagement, the assurance team complied with JointValues’s Code of Conduct, that defines independence and other ethical requirements and aligns with the best practices and the International Code of Ethics (ICE) for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Limitations and Exclusions

1. Preparing the Company’s BRSR information requires management to set the criteria, decide what information is relevant to include, and make estimates and assumptions that impact the reported information.
2. Reducing engagement risk to zero is rarely attainable; therefore, reasonable assurance is less than absolute assurance.
3. Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics
4. Evaluation, verification and assessment of any Company’s financial performance and data have been out of the scope of this engagement, except relying on the Company’s third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company’s statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance
5. Aspects of the BRSR and the data and information (qualitative or quantitative) as per BRSR Core attributes.
6. The engagement does not include a review of the Company’s strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
7. The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.
8. Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
9. The absence of a significant body of established practice on which to draw, to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.
10. Activities and practices followed outside the defined assurance period stated herein above.

Procedures Followed

Given the circumstances of the engagement, in performing the engagement procedures, we have

1. Interacted with relevant personnel of Company’s management responsible for Sustainability, Environmental, Social and Governance (ESG) and their team at the Company’s corporate head office and operating locations for understanding the process of collecting, collating the subject matter as per SEBI Circular for BRSR Core.
2. Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company for data analysis.
3. Performed analytical procedures to analyse trends and accordingly ascertain the reasonableness of the data reported in the current year. Prior-period comparatives presented in the BRSR were not in the scope of this engagement and have not been assured.
4. Performed substantive testing on a sample basis of the identified sustainability indicators, to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported, including returns and internal monitoring reports filed to various authorities by the Company and relied upon by us. This includes assessing records and performing testing, including recalculation of sample data.

The selection of the assurance approach was based on our professional judgment, considering the risk assessment and various aspects of assurance. Our opinion on the continuing effectiveness of the Company’s internal controls is out of the scope of this assurance statement. Our responsibilities under those standards are further described in this statement’s “Our Responsibilities” section.

Our Responsibilities

1. Planning and performing the engagement to obtain reasonable assurance that the disclosures about the BRSR Core are free from material misstatement.
2. Exercising professional scepticism, judgement, skills and techniques in systematic engagement process.
3. Forming an independent opinion about the underlying subject matter within the scope and boundary of the engagement based on the procedures performed and the evidence obtained.

Other Information

Our assurance engagement was with respect to the information for the period April 1, 2025 to March 31, 2026 only and not on any other elements included in the BRSR or any report linked to BRSR and, therefore, do not express any conclusion thereon.

Independence, Quality Control and Competence

JointValues is independent of the Company and has not been involved in any non-audit, non-assurance or non-assessment nature of engagement during the financial year 2025-26 for which JointValues has conducted independent assurance of BRSR core for the Company.

In the course of this engagement, the assurance practitioner exercised professional judgement and applied professional scepticism consistent with the provisions of ISAE 3000 (Revised) and ISAE 3410, which prescribes that unless information provided by the firm or other parties suggests otherwise, the engagement team is entitled to rely on the firm’s system of quality control. In such circumstances, and to the extent so relied upon, JointValues placed appropriate and limited reliance on the Company’s management systems, adherence to applicable regulatory requirements, and the overall rigour of the Company's governance and continuance procedures. The responsibility for the completeness, accuracy and integrity of the underlying data and primary computation inputs rests solely with the management of the Company.

The independent assurance opinion statement has been prepared for the stakeholders of the Company only for the purpose of verifying its non-financial sustainability information relating to Environment, Social and Governance disclosures as required in the SEBI's BRSR core format, particularly described in the scope above.

Scope and Boundary of Assurance

The scope of this engagement, as agreed upon by JointValues and the Company, was to provide assurance on the non-financial sustainability disclosure covered under nine core attributes of the BRSR Core format, as provided by the Company to JointValues in the BRSR format. The values related to the nine core attributes of BRSR Core as provided by the Company are mentioned in Annexure-I to this assurance statement.

The reporting boundary of the Company's BRSR is on a standalone basis, encompassing the Company's three operating manufacturing sites in India, and excluding the site under construction at Panoli Industrial Area (Panoli) and the warehouse in Sachin Industrial Estate (Surat), Gujarat, India." . The BRSR disclosures and this assurance accordingly cover the Company's standalone operations only and do not extend to the operations of its subsidiaries. The table in Annexure-I below shows the reporting boundaries and scope of disclosure on which the opinion is being issued for the reporting period from April 1, 2025, to March 31, 2026. Safety data assured herein excludes the workforce at sites under construction, consistent with the reporting boundary as reported by the Company in its BRSR.

Scope and Boundary of Assurance

Based on the procedures performed, evidence obtained and explanations provided by management, and subject to the inherent limitations outlined above, JointValues expresses its opinion that the nine core attributes as per the BRSR Core, as disclosed by the Company through the BRSR format, are assured within the scope, boundary and data coverage as described in this statement. The level of assurance for each individual parameter within the nine core attributes of the BRSR Core is recorded in Annexure-I to this statement, in the format prescribed by SEBI vide the Master Circular dated 11th November 2024 and its amendments till date.

Responsibilities of Management at the Company

By publishing this assurance statement, the management of the Company acknowledges and understands that they are, inter-alia, responsible for the information provided in the BRSR for:

1. Designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, including preventing deliberate misrepresentation.
2. Selecting or establishing suitable criteria for preparing the information, considering applicable laws and regulations, identifying key aspects, engaging with stakeholders, and preparing and presenting the information according to the reporting criteria.
3. Disclosing the applicable criteria used for preparation in the relevant report or statement.
4. Preparing and calculating the information in accordance with the reporting criteria.
5. Ensuring the reporting criteria are available to assurance providers and intended users with relevant explanations and assumptions.
6. Establishing targets, goals, and performance measures and implementing actions to achieve them.
7. Identifying and describing inherent limitations in measuring or evaluating information according to the reporting criteria.
8. Providing details of the management personnel responsible for the disclosed information.
9. Ensuring compliance with laws, regulations, or applicable contracts and preventing fraud.

Limitation of Liability and Legal Disclaimer

In no event, the assurance agency and assurance practitioners, for the opinion in this assurance statement, shall be liable to any party for any direct, indirect, incidental, compensatory, punitive, special, or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the content in this assurance statement.

This assurance statement is not intended to be produced by any user in any court of law. The assurance practitioners and the agency absolve themselves from legal or other representation to any third party for any consequences arising from using this assurance statement.

This assurance statement speaks only as at its date of issuance stated above. After issuance, it may be revised only to correct clerical, typographical or presentational matters that do not affect the opinion expressed, and only where such a correction is requested by the Company as the issuer of the BRSR, or is identified by JointValues. It will not be revised to alter or extend the scope, boundary, subject matter or level of assurance, and no fact, datum, value or disclosure not already assured as part of this engagement will be introduced into it. Where information subsequently comes to light that would require assurance beyond that already performed, it can be reflected only through a fresh engagement and a separately issued statement, and not by amendment of this one.

Any revised statement issued will state the date of original issuance, the nature of the correction, and the date of re-issuance, and will supersede the version it replaces.

Limitation of Liability and Legal Disclaimer

The information provided by the Company related to BRSR Core in the BRSR and our assurance statement is intended only for users who have reasonable knowledge of the BRSR Core attributes and who have read the information with reasonable diligence and understand that the attributes are prepared and assured at appropriate levels of materiality.

Except for the publication along with the BRSR as part of the annual report or for internal purposes by the Company, this assurance statement is not intended to be used by anyone for the publication of any selected paragraphs or excerpts elsewhere, nor should the design or content be altered for any purpose.

This document is intended to be used in its original form without modification by the management of the Company. JointValues will not be responsible for monitoring disclosures made by the Company after the date of issuance of assurance. In the event that any material deviation comes to the attention, JointValues may bring it to the notice of the Company and, if considered necessary in the context of regulatory expectations, also communicate the same to relevant stakeholders and authority concerned.

In sections where BRSR has specific requirements to indicate if any independent assessment, evaluation, assurance has been carried out by any external agency and if any reference has been made to JointValues, such should be interpreted as assurance provided by JointValues, if such requirements form a part of BRSR Core only on which JointValues has given its opinion.

For and on behalf of
JointValues ESG Services Private Limited

J. S. Kamyotra
Verifier & Assurer

Ritu A. Tomar
Signatory - Commercial Contract

Encl.: Annexure of Assurance Statement

Scope and Boundary of Assurance

Annexure of Assurance Statement for BRSR Core of the Company for FY 2025-26 as per format in Annexure 17a of SEBI Master Circular dated 11 November, 2024 and its amendments.

Sl.	BRSR Core Attribute	Parameter	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	JointValues' remark on Level of Assurance
1	Greenhouse gas (GHG) footprint	Principle (P) 6, Question (Q) 7: Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GHG (CO2e) Emission in Mn MT / KT / MT Direct emissions from organization's owned- or controlled sources	7,696.08 tCO_2e	Reasonable
		P6, Q7: Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	GHG (CO2e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider.	17,768.27 tCO_2e	
		P6, Q7: GHG Emission Intensity (Scope 1+2)	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP.	55.10 tCO_2e/ million USD adjusted for PPP	
			Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	17.58 tCO_2e/ Full-Time Employee Equivalent (FTE) including workers	
2	Water footprint	P6, Q3: Total volume of water consumption	Mn Lt or KL	34,111.00 KL	Reasonable
		P6, Q3: Water consumption intensity	Mn Lt or KL / Rupee adjusted for PPP	73.80 KL/million USD adjusted for PPP	
			Mn Lt or KL / Product or Service	23.54 KL/ FTE	

Sl.	BRSR Core Attribute	Parameter	Measurement	Disclosure by the Company in print ready BRSR produced for assurance	JointValues' remark on Level of Assurance
		P6, Q4: Water Discharge by destination and levels of Treatment	Mn Lt or KL	0 KL	
	Energy footprint	P6, Q1: Total energy consumed	In Joules or multiples	472.74 Tera Joules (TJ)	Reasonable
		P6, Q1: % of energy consumed from renewable sources	In % Terms	19.67 %	
		P6, Q1: Energy intensity	Joules or multiples / Joules or multiples / Product or Service	1.02 TJ/ million 0.33 TJ/ FTE	
4	Embracing circularity - details related to waste management by the entity	P6, Q9: Plastic waste (A)	Kg or MT	85.64 Metric Tonne (MT)	Reasonable
		P6, Q9: E-waste (B)	Kg or MT	0.99 MT	
		P6, Q9: Bio-medical waste (C)	Kg or MT	0.006278 MT	
		P6, Q9: Construction and demolition waste (D)	Kg or MT	0 MT	
		P6, Q9: Battery waste (E)		0.28 MT	
		P6, Q9: Radioactive waste (F)		0 MT	
		P6, Q9: Other Hazardous waste. Please specify, if any. (G) (Solvent, Spent Catalyst, Process Sludge, ETP Sludge, Distillation Residues, Used/ Spent oil, Chemical Sludge, Discarded Containers, Bags, Empty barrels, Containers)	Kg or MT	4307.45 MT	

Sl.	BRSR Core Attribute	Parameter	Measurement	Disclosure by the Company in print ready BRSR produced for assurance	JointValues' remark on Level of Assurance
		P6, Q9: Other Non Hazardous waste. Please specify, if any. (H)	Kg or MT	4.88 MT	
		P6, Q9: Total waste quantity (A+B+C+D+E+F+G+H)	Kg or MT	4399.25 MT	
		P6, Q9: Waste intensity	Kg or MT / Rupee adjusted for PPP	9.52 MT/Million USD adjusted for PPP	
			Kg or MT /Unit of Product or Service	3.04 MT/FTE	
		P6, Q9: Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Mn Lt or KL	34,111.00 KL	
			Intensity (Kg of Waste Recycled Recovered /Total Waste generated)	0.26 (Kg/Kg)	
		P6, Q9: For each category of waste generated, total waste disposed by nature of disposal method Intensity (Kg of Waste Disposed/ Total Waste generated)	Kg or MT Intensity (Kg of Waste Disposed/ Total Waste generated)	3,268 MT 0.74 (Kg/Kg)	
5	Enhancing safety	P3, Q1(c): Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	0.34%	Reasonable

Sl.	BRSR Core Attribute	Parameter	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	JointValues' remark on Level of Assurance
		P3, Q11: Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0 (employees and workers)	Reasonable
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0 (employees and workers)	
			No. of fatalities	0 (employees and workers)	
6	Enabling Gender Diversity in Business	P5, Q3: Gross wages paid to females as % of wages paid	In % terms	4.98%	Reasonable
			Total Complaints on Sexual Harassment (POSH) reported	0	
			Complaints on POSH as a % of female employees / workers	0	
			Complaints on POSH upheld	0	
7	Enabling Inclusive Development	P8, Q4: Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	In % terms – As % of total purchases by value	MSMEs/ small Producers: 1.54% Within India: 91.28%	Reasonable
		P8, Q5: Job creation in smaller towns – Wages paid to persons employed in smaller towns	In % terms – As % of total wage cost	Urban: 100%	

Business Responsibility & Sustainability Report(BRSR)

Sl.	BRSR Core Attribute	Parameter	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	JointValues' remark on Level of Assurance
8	Fairness in Engaging with Customers and Suppliers	P9, Q7: Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0	Reasonable
		P1, Q8: Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	97 days	
9	Open-ness of business	P1, Q9: Concentration of purchases & sales done with trading houses, dealers, and related parties	Purchases from trading houses as %of total purchases	0%	Reasonable
			Number of trading houses where purchases are made from	0	
			Purchases from top 10 trading houses as % of total purchases from trading houses	0%	
			Sales to dealers / distributors as % of total sales	0%	
			Number of dealers / distributors to whom sales are made	0	
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	
			Shares of RPT in Purchase, Sales, Loans & Advance, Investments	2.97%, 0%, 90.99%, 100%