



Dated: August 18, 2025

The Manager
BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001
Scrip Code: 540750

The Manager
National Stock Exchange of India Ltd
Listing Department
Exchange Plaza, 5th Floor, Plot No. C/1
G Block, Bandra Kurla Complex
Bandra (E), Mumbai-400 051
Symbol: IEX

Sub: Business Responsibility and Sustainability Report Financial Year 2024-25

Dear Sir / Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Indian Energy Exchange Limited for the Financial Year 2024-2025.

You are requested to take the above information on record.

Thanking You.

Yours faithfully,

For Indian Energy Exchange Limited

Vineet Harlalka
CFO, Company Secretary & Compliance Officer
Membership No. ACS-16264

Encl: as above

Indian Energy Exchange Ltd

Registered Office: C/o Avanta Business Centre, First Floor, Unit No. 1.14(a), D2, Southern Park, District Centre, Saket, New Delhi-110017, India

Corporate Office: 9th Floor, Max Towers, Sector 16B, Noida, Uttar Pradesh-201301, India

Tel: +91-011-3044 6511 | **Tel:** +91-120-4648 100 | **Fax No.:** +91-120-4648 115

CIN: L74999DL2007PLC277039 | **Website:** www.iexindia.com

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FINANCIAL YEAR 2024-25



SECTION A - GENERAL DISCLOSURES

I. Details of the listed entity:

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L74999DL2007PLC277039
2.	Name of the Listed Entity	Indian Energy Exchange Limited
3.	Year of incorporation	2007
4.	Registered office address	1st Floor, Unit No.1.14(a), Avanta Business Centre Southern Park, D-2, District Centre, Saket New Delhi 110017, India
5.	Corporate address	Plot No. C-001/A/1, 9th Floor, Max Towers Sector 16B, Noida, Gautam Buddha Nagar, Uttar Pradesh-201301, India
6.	E-mail	ixsecretarial@iexindia.com
7.	Telephone	+91-011-3044 6511 / +91-120-4648 100
8.	Website	www.iexindia.com
9.	Financial year for which reporting is being done	Financial Year 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11.	Paid-up Capital	Rs. 89,16,92,735/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Vineet Harlalka Designation: CFO, Company Secretary & Compliance Officer Phone: No: 0120 - 4648100 Email: Compliance@iexindia.com Address: Plot No. C-001/A/1, 9th Floor, Max Towers, Sector 16B, Noida, Gautam Buddha Nagar, Uttar Pradesh – 201301
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and Insurance Activities	Other financial activities	100%

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Power Exchange Services	66110	100%

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	NA*	3	3
International	NA	-	-

* The Company is providing power exchange services and does not undertake any manufacturing activity.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	Nil*

* However, IEX facilitates Cross Border Electricity Trade (CBET) with Nepal & Bhutan through trader members, to expand its power market beyond India.

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

Not Applicable

c. A brief on types of customers

Indian Energy Exchange (IEX) is India's premier energy marketplace, providing a nationwide automated trading platform for the physical delivery of electricity and related products like Renewable Energy Certificates and Energy Saving Certificates. The customers of the Company are its members and their clients. The Exchange has a robust ecosystem of participants which includes member participants, distribution utilities, generators, renewable and ESCerts participants and Open Access consumers representing industries such as metal, food processing, textile, cement, ceramic, chemicals, automobiles, information technology industries, institutional, housing, and real estate, and commercial entities. The membership categories of the exchange comprise proprietary membership, trader membership, and facilitator membership.

IV. Employees

20. Details as at the end of Financial Year 2024-25:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	179	149	83%	30	17%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	179	149	83%	30	17%
WORKERS*						
4.	Permanent (F)					
5.	Other than Permanent (G)		Not Applicable			
6.	Total Workers (F + G)					

Not Applicable

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS*						
4.	Permanent (F)					
5.	Other than Permanent (G)		Not Applicable			
6.	Total differently abled workers (F + G)					

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers

Particulars	FY 24-25			FY 23-24			FY 22-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.67%	1.12%	21.79%	18.82%	1.77%	20.59%	19.88%	4.09%	23.97%
Permanent Workers*	Not Applicable								

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

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

S. No.	Name of the Holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary /associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1.	International Carbon Exchange Private Limited	Subsidiary	100%	No
2.	Indian Gas Exchange Limited	Associate	47.28%	No

VI. CSR Details (31.03.2025)

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹): 53,537.01 lakhs

(iii) Net-Worth (in ₹): 1,08,023.44 lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 24-25			FY 23-24		
	(If Yes, then provide web-link for grievance redressal policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes ¹	-	-	-	-	-	-
Investors (other than shareholders)	Yes ²	-	-	-	-	-	-
Shareholders	Yes ³	21	3*	#	16	-	#
Employees and workers	Yes ⁴	-	-	-	-	-	-
Customers	Yes ⁵	-	-	-	1	-	-
Value Chain Partners	-	-	-	-	-	-	-
Others (Please Specify)	-	-	-	-	-	-	-

*Three pending complaint were pertaining to dividend and were closed on April 04, 2025, April 08, 2025, and April 24, 2025, respectively.

#Majority of the complaints were related to non-receipt of dividend.

¹Community Grievance Redressal Policy: https://www.ixindia.com/apiview/preview-pdf?url=https://doc.ixindia.com/files/Community-Grievance-Redressal-Policy-ZWkL8Xo_kje4.pdf

²Investor Grievance Redressal Policy: <https://www.ixindia.com/apiview/preview-pdf?url=https://doc.ixindia.com/files/Investor-Grievance-Redressal-Policy-NuHDHW009c02.pdf>

³Shareholder Desk: <https://www.ixindia.com/investor-grievance>

⁴Employee-related policies are placed on the intranet of the Company.

⁵Grievance Redressal & Conflict Resolution Mechanism:

<https://doc.ixindia.com/files/Grievance-Redressal-and-Conflict-Resolution-Mechanism-Final-I5KGqJWlZ0BL.pdf>

26. Overview of the entity's material responsible business conduct issues

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, is given below:

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	Facilitating trading in renewable Electricity/ renewable certificates/ energy saving certificates.	Opportunity	- Gol has targeted 500 GW capacity of renewables by 2030 and has committed to become a Net Zero emitter by 2070. Since Power Exchanges play a big role in managing RE intermittencies by providing Platform to trade RE Power, it is an opportunity for IEX to grow.	-	Positive - IEX's Green market, comprising G-DAM and G-TAM and RECs segments, is in line with India's ambitions for strategic sustainability. Further introduction of Green RTM is under approval from the regulator which will provide more options to RE generators to sell.
2.	Corporate Governance	Opportunity & Risk	- Important to enhance and retain stakeholders' trust. - Critical in enhancing long term stakeholders value. - Helps in risk management. - Critical in successful running of Company.	- IEX has created Policies & Procedures to ensure that the Board of Directors are well informed and competent to carry out its duties. - All decisions are made with integrity and in accordance with the law.	Positive - Good governance practices imply a better response to a constantly changing environment. - Good governance ensures that improved efforts to meet intended goals will attract significant capital investment.
3.	Workplace health and safety	Opportunity & Risk	- Safeguarding the health and wellbeing of employees - Health of employees has paramount importance. - Prevention of injuries of employees	- Increasingly investing in preventive measures - Different physical activities for employees - Recognised employee's mental health and organized mental health programs for employees at regular intervals. - Organized workshops and awareness programs at regular intervals to familiarize all employees with the applicable legal framework under the POSH Act 2013.	Positive - Employee safety leads to improved health, which leads to better performance. - Healthier employees. complete jobs more quickly and are generally happier. - In a safe working environment, there are extremely a few accidents.

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
4.	Data Security & Customer Privacy	Risk	The Company relies heavily on its technology infrastructure. As majority of transactions are processed digitally, it increases cyber/ information security risk	- The Company has a robust Cyber Security Policy & Resilience Framework wherein cyber risks and its mitigation are monitored by the Enterprise Risk Management Committee of the Company. - The Company has increased efforts through sensitization of employees, customers and other stake holders on cyber frauds, data privacy etc.	Negative - Reputational risks. - Data privacy issues may lead to litigation risks/ financial risks. - Regulatory risk in terms of fines, penalties, etc.
5.	Information Technology	Opportunity	- Technology is a key differentiating factor in an Exchange business. - Our technology vision is to architect next-generation technology and digital enterprise solutions that enable us to shape the development of competitive, transparent, and robust energy markets in the country	-	Positive At IEX, we will be at the forefront of adopting new technologies to provide an efficient electricity market and to facilitate the development of a sustainable and efficient energy future which will enable us to meet user growth as well as initiate commencement of new market products and services in an expeditious manner.

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. The NGRBC as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive towards all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect and make efforts to restore the environment.
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes, some policies have been approved by the Board, while other policies are approved by the Managing Director or the Executive Committee members within their delegated powers.								
	c. Web Link of the Policies, if available	All policies are available on the intranet for internal stakeholders. However, policies applicable to external stakeholders are hosted on the Company's website at: https://www.ixindia.com/investors/policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated its policies into procedures and practices, as applicable in all the activities that it undertakes.								
3.	Do the enlisted policies extend to your value chain partners?	Yes The Company has established an ESG Policy for Value Chain Partners. All value chain partners are expected to adhere to this Policy by integrating the nine principles of the NGRBC into their business operations and decision-making processes.								
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P2 - ISO 9001:2015 Accreditation for Quality Management Systems - ISO 27001:2022 Accreditation for Information Security Management Systems P6 - ISO 14001:2015 Accreditation for Environment Management Systems								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any	1. IEX is committed to contribute towards fulfilling India's Net Zero emissions' target by creating an ecosystem for reduction of emissions. IEX's commitment towards climate mitigation will support the corporates and industries who want to be associated with an environmentally responsible organization and will enable them to contribute towards the critical challenge of climate change. 2. Support CSR programs aligned to our CSR Policy around protection of national heritage, art and culture, women empowerment, healthcare & education, renewable energy etc. 3. IEX is committed to becoming a truly employee-centric organisation, by empowering them across all aspects – work and career, learning & development, growth, compensation, and most importantly, their overall well-being. Promote diversity in its workforce and remain an equal opportunity employer.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1. IEX became India's first carbon-neutral Power Exchange in FY'23 using market based tradable instruments to offset its FY'22 carbon emissions. The Company has maintained its carbon neutral status for FY'23, FY'24 & FY'25 as well. 2. During FY'25, International Carbon Exchange Private Limited (ICX) our wholly owned subsidiary commenced operations as a local issuer of International Renewable Energy Certificates (I-RECs) in India. By certifying renewable electricity generation, this initiative enables organizations to offset Scope 2 emissions and underscores our commitment to decarbonization and market-driven sustainability. 3. During FY'25, the Company's CSR initiatives, aligned with its CSR Policy and Schedule VII of the Act, focused on heritage conservation, hunger eradication, healthcare, education, vocational training, women's and elderly upliftment, and support for persons with disabilities through targeted programs like nutritious meals, cataract surgeries, educational support, youth skill development, and digital empowerment for rural women and girls. 4. (i) IEX has been re-certified as a Great Place To Work® in India for the third consecutive year (April 2025–26) in the 'mid-size company' category, reaffirming IEX's status as India's first certified Power Exchange and reflecting our continued commitment to fostering a positive and empowering workplace culture. (ii) IEX has an equal opportunity policy that ensures equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation.

Governance, leadership and oversight

7. Statement by Committee responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

IEX remains steadfast in its vision to lead the transformation toward next-generation sustainable energy solutions, embedding ESG principles at the core of its business operations. This commitment has been further strengthened by the Government of India's progressive policies aimed at fostering a sustainable lifestyle.

Your Company is ISO 14001:2015 accredited for Environment Management best practices and continues to tread the path of India's vision of a sustainable future. We became India's first carbon-neutral Power Exchange in FY'22, and maintained the same for FY'23, FY'24 and have been assessed as carbon-neutral for FY'25 as well, helping achieve India's target of reducing the emissions intensity of its GDP by 45 percent by 2030 to limit global warming to 1.5 degrees Celsius. To reduce the firm's carbon footprints, IEX voluntarily cancelled CERs (Certified Emissions Reductions) from clean projects registered under the Clean Development Mechanism of UNFCCC (United Nations Framework Convention on Climate Change) and used market-based tradable instruments.

In September 2024, the I-TRACK Foundation Board approved our wholly owned subsidiary International Carbon Exchange Private Limited (ICX), as the local I-REC(E) Issuer in India. ICX has been able to transfer majority of the devices (power plants) already registered with Green Certificate company (Central issuer for I-REC(E)) and registered around 153 new devices (with installed capacity of around 3 GW) since September 2024. Moreover, ICX has issued around 59.27 Lakhs I-REC (E) in FY'25 after due verification based on Indian regulations removing any possible scope of double accounting.

As responsible partners of our stakeholders, IEX consistently invests in technology to foster a robust digital ecosystem that prioritizes data protection and customer privacy. Our commitment to inclusive and sustainable development is evident through our CSR initiatives, which span environmental sustainability, social equity, empowerment of underprivileged communities, cultural preservation, education, research, and support for national disaster relief and rehabilitation.

IEX recognizes sustainability as a cornerstone of long-term business resilience. By integrating sustainability into our reporting standards, we continue to enhance transparency and highlight the long-term value we create today—and will continue to create in the future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- The Board of the Company has constituted a Corporate Social Responsibility & Sustainability Committee, comprising four members, with one being an Independent Director. The Committee is chaired by an Independent Director and is responsible for monitoring and overseeing the Company's sustainability and corporate social responsibility policies, strategies, and programs.
 - Composition of the said committee is given below:

Name of Member	Position in Committee
Ms. Sudha Pillai	Chairperson (Independent Director)
Mr. Satyanarayan Goel	Member (Chairman & Managing Director)
Mr. Amit Garg	Member (Non-Executive Non-Independent Director)
Mr. Rohit Bajaj	Member (Joint Managing Director)

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.
- The same is assessed by the respective Committees of the Board such as:
- a) The Audit Committee;
 - b) The CSR & Sustainability Committee;
 - c) The Stakeholders Relationship Committee and
 - d) Enterprise Risk Management Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies of the Company are reviewed periodically or on a need basis by department heads and the Managing Director. During this review, the efficacy of the policies is reviewed and then placed before the Board/ its sub-committees for approval.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P1	P2	P3	P4	P5	P6	P7	P8	P9	The Company is in compliance with the extant regulations as applicable. The Audit Committee reviews the Vigil Mechanism report, viz., complaints filed as per process laid down in the Whistle Blower & Anti-Fraud Policy, on a quarterly basis. Your Company hereby affirms that no person has been denied access to the Chairperson of the Audit Committee and no complaints under the said policy were received during FY'24-25. Additionally, the Audit Committee, in collaboration with auditors including internal auditors, consistently evaluates the effectiveness of the Company's internal controls. The Corporate Social Responsibility & Sustainability Committee reviews the Business Responsibility and Sustainability Report annually. Further, the Board is updated on various actions or updates relevant to the NGRBC Principles from time to time. Compliance with statutory requirements is reviewed by the Internal Auditors on a quarterly basis and reported to the Audit Committee. The Board of Directors reviews the compliance with statutory requirements including the requirements relevant to NGRBC Principles, as a part of Secretarial Audit Process. Additionally, the Board also reviews the quarterly compliances done as per the provisions of the SEBI Listing Regulations.								

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.

An internal review of the workings of the Company policies has been carried out and the effectiveness & implementation of the policies is generally done by the auditors. The policies are reviewed periodically and amended as and when required.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

SECTION C - PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7 (as part of Board meetings)	Regular updates and awareness sessions are conducted for the Board of Directors and Key Managerial Personnel (KMPs) to ensure ongoing alignment with evolving regulatory and governance frameworks. These sessions cover areas such as corporate governance, the Companies Act, SEBI listing requirements, the Code of Conduct, and relevant business developments. In addition to these, familiarisation programmes are held for multiple directors, offering comprehensive insights into the organisation's history, operations, products and business segments, as well as the roles and functioning of various departments within the Company.	100%
Key Managerial Personnel	9 (7 as part of Board meetings and 2 additional)	Regular updates and awareness sessions on regulatory developments are conducted for the Board of Directors and Key Managerial Personnel (KMPs), covering key topics such as corporate governance, the Companies Act, SEBI listing requirements, the organization's Code of Conduct, and relevant business updates. Additionally, focused programmes were conducted for KMPs on the Prevention of Sexual Harassment (POSH) and on emerging technologies, including the use of Generative AI, to enhance organizational readiness and compliance.	100%
Employees other than BoD and KMPs	9	During the year, employees participated in a series of training and awareness programmes designed to enhance personal development, professional communication, emotional wellbeing, and workplace safety. Key sessions included Prevention of Sexual Harassment (POSH), Unlocking Happiness, Advanced Learning Using Analytics (LUA), Advanced Business Communication, and Emotional Intelligence. In addition, targeted trainings on Fire and Safety Awareness and Cyber Security were conducted to promote a secure and responsible work environment.	100%
Workers*		Not Applicable	

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)

Penalty/ Fine

Settlement

Nil

Compounding Fee

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)

Imprisonment

Punishment

Nil

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.

IEX has an Anti-Bribery and Anti-Corruption (ABAC) Policy in place.

IEX is committed to operating the business conforming to the highest moral and ethical standards. The Company is committed to act professionally, fairly and with integrity in all its business dealings and relationships, and to implement and enforce adequate procedures to counter bribery and corruption. This includes compliance with all applicable laws, prohibiting improper payments, gifts, and inducements of any kind to or from any person, including private and public officials, customers, and suppliers.

The Company's ABAC Policy emphasizes IEX's zero tolerance approach to bribery and corruption. The purpose of Anti-Bribery and Anti-Corruption Policy ("ABAC") is to outline the guiding principles and adequate procedures to prevent any activity or conduct relating to bribery, facilitation payments, or corruption.

This Policy applies to all the employees of IEX, individuals who serve on full-time, part-time, or temporary basis on contract, retainer, consultant or any similar arrangement, all members of the Board of Directors and Independent External Persons.

The said policy is placed on the website of the Company at:

<https://www.iexindia.com/apiview/preview-pdf?url=https://doc.iexindia.com/files/Anti-Bribery-Anti-Corruption-Policy-W5-fgWaSpqRS.pdf>

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

Particulars	FY 24-25	FY 23-24
Directors		
KMPs	Nil	Nil
Employees		
Workers*	NA	NA

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

6. Details of complaints with regard to conflict of interest of Directors and KMP's.

Particulars	FY 24-25		FY 23-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables [(Accounts payable *365) / Cost of goods/services procured]:

Particulars	FY 24-25	FY 23-24
Number of days of accounts payables	2	4

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:

Parameter	Metrics	FY 24-25	FY 23-24
Concentration of Purchases [#]	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales [#]	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers / distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	2.53%	3.09%

[#] Since the company operates as a power exchange that provides services and charges transaction fees, these metrics are not applicable. The exchange does not engage in any direct buying or selling.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.**Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Particulars	FY 24-25	FY 23-24	Details of improvement in environmental and social impacts
R&D*	Nil	Nil	Not Applicable
Capex	Nil	Nil	Not Applicable

* The Company is not directly involved in any R&D activities and hence no expenditure on R&D has been incurred.

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

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

The Company encourages sustainable sourcing by prioritizing responsible procurement practices. This includes considering factors such as supplier locality, energy efficiency, and product longevity to reduce environmental impact and support overall sustainability goals.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not Applicable.

IEX being a Power Exchange is providing a trading platform that facilitates online trading of power. As such, it is providing services and not physical products, therefore it does not reclaim any products from waste for reusing/recycling.

As an environmentally responsible organization, we approach waste management not only through systems and technology routes but also through advocacy and sensitization thereby influencing behavioral change.

E-waste: All electronic waste generated within IEX premises is discarded in accordance with e-waste management policy of the Company and the equipment's are recycled/ disposed by certified e-waste vendors. Recycling/disposal certificates are obtained from the respective vendors once the process is completed to ensure safe disposal.

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

Not Applicable

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?

Not Applicable

As IEX operates within the exchange business as part of the service sector, it does not produce manufactured goods. Therefore, these matters are not relevant.

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.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Nil

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:

Not Applicable

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

Not Applicable

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

Essential Indicators

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

% of employees covered by											
Category	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	149	149	100%	149	100%	-	-	149*	100%	-	-
Female	30	30	100%	30	100%	30*	100%	-	-	-	-
Other than Permanent employees											
Male	Not Applicable										
Female	Not Applicable										

* During FY'25, a total of five employees availed these benefits—three employees utilized maternity benefits and two employees availed paternity benefits. All employees who availed these benefits have resumed their roles with the Company upon completion of the benefit period. The Company further affirms that no employee was denied access to these benefits.

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

% of workers covered by											
Category	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											
Female											
Not Applicable											
Other than permanent workers											
Male											
Female											
Not Applicable											

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Particulars	FY 24-25	FY 23-24
Cost incurred on well-being measures as a % of total revenue of the Company.	0.27%	0.41%

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

Benefits	FY 24-25			FY 23-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes [#]	100%	NA	Yes [#]
ESI	-	-	-	-	-	-
Others – Please Specify	-	-	-	-	-	-

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

[#] Gratuity is accrued as per applicable norms and retained internally, as no external deposit is mandated.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the offices of the Company are accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016.

We strongly promote equal opportunities for everyone, and we acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities to carry out their jobs.

At our offices there are ramps at entry locations and lobbies to facilitate wheelchairs. Also, there are dedicated toilets for differently abled employees.

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, IEX has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Being an Equal Opportunity Employer, the Company does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity, or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination.

The Company has an equal opportunity policy. The said policy is placed on the intranet of the Company.

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

Gender	Permanent employees		Permanent workers*	
	Return to work rate	Retention Rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent employees	Yes. Employee Grievance Redressal Policy: it provides a mechanism for employees to raise grievances arising from their employment, working conditions, entitlements, service conditions. The Policy also ensures that such grievances are dealt with promptly, fairly and in accordance with Policies of the Organization. Whistle Blower Policy: it provides a mechanism to Directors and employees of the Company to report Unethical, Improper Practices acts or activities in the Company directly to the Chairperson of the Audit Committee. POSH Policy: it provides a mechanism for employees to report matters related to sexual harassment in the Company to the Internal Complaints Committee.
Other than permanent employees	Yes. POSH Policy: it provides a mechanism for employees to report matters related to sexual harassment in the Company to the Internal Complaints Committee.
Permanent Workers*	Not Applicable
Other than permanent workers*	Not Applicable

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Not Applicable

8. Details of training given to employees and workers:

Category	FY 24-25					FY 23-24				
	Total (A)	On health & safety measures		On skill upgradation		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	149	149	100%	149	100%	142	142	100%	142	100%
Female	30	30	100%	30	100%	28	28	100%	28	100%
Workers*										
Male	Not Applicable									
Female	Not Applicable									

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Category	FY 24-25			FY 23-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	149	149	100%	142	142	100%
Female	30	30	100%	28	28	100%
Workers*						
Male						
Female						
Total						

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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?

Yes, we have implemented an occupational health and safety management system, and the system ensures a safe and healthy work environment for all stakeholders.

The Company prioritizes employee health and safety through a range of proactive measures. Fire safety training and regular evacuation drills are conducted to ensure preparedness, supported by established guidelines to safeguard employees and company property. To promote employee well-being, the Company has engaged a visiting doctor who provides in-office consultations, along with online support for urgent medical needs. Additionally, all employees are offered annual health check-ups as part of the Company's preventive care initiatives.

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

IEX is a power exchange and hence primarily in the service industry and therefore occupational health, and safety management concerns are not applicable to us in the traditional ways as that would be applicable to a plant or factory. We operate in a manner that helps to protect our employees, customers, and the communities where we operate. Our approach to safety includes identifying possible risks, implementing measures to prevent potential incidents, and educating employees about unsafe behaviors. We promote a safety-first approach for IEX employees to ensure zero workplace injuries.

Our processes for identifying work-related hazards include rigorous risk assessments, regular workplace inspections, comprehensive safety training programs, emergency preparedness plans, incident reporting and investigation protocols, and ongoing monitoring.

In addition to the above, the Company is also cognizant of increased health risks caused by physical inactivity and excessive sitting at the workplace. The Company evaluates the effectiveness of workplace interventions to reduce sitting at work compared to no intervention or alternative interventions. The Company encourages lunch away from desks and regular screen breaks to reduce the risks associated with physical inactivity. Further, to reduce sitting time at the workplace, IEX has introduced a mandatory 10-to-15-minute break during working hours daily for employees, during this time the employees are urged to get up from their workstations and walk towards the cafeteria to refresh and rejuvenate. The Company also provides good seating for the employees, allowing posture change, height adjustment and comfort.

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

Not Applicable.

The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Yes. Employees of the Company have access to non-occupational medical and healthcare services.

At IEX, we conduct structured programmes to promote the health and well-being of our employees, leading to higher productivity and efficiency. On regular basis, the services of designated acupressure therapist are provided to the employees as a pain relief measure and to reduce stress and anxiety. Additionally, the Company has on-boarded a visiting doctor who offers regular on-site consultations and is also available online to address urgent health concerns.

The Company has also tied up with well-established hospitals to deal with any kind of incident, accident, or medical emergency. Employees are required to undergo an annual health check-up and healthcare advice is provided. Medical insurance facilities are provided to employees and their dependents. Employees are also covered under group personal accident insurance.

11. Details of safety related incidents:

Safety Incident / Number	Category	FY 24-25	FY 23-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers*	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers*	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers*	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers*	NA	NA

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

The Company assesses the health, safety, and environmental performance of its offices. Our approach to safety includes identifying possible risks, implementing measures to prevent potential incidents, and educating employees about unsafe behaviors. We promote a safety-first approach for IEX employees to ensure zero workplace injuries. All employees are given fire safety training including evacuation drills. Fire drills and audits are conducted in the office premises to ensure maintenance of safety standards. The Company also has dedicated medical rooms for the employees where first aid kits are properly maintained for medical emergencies and where employees can zone out and relax in case of any discomfort.

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

Particulars	FY 24-25			FY 23-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

14. Assessments for the year of the plants and offices on health & safety practices, working conditions etc.:

Particulars	% of offices that were assessed
Health and safety practices*	100%
Working Conditions*	

Note: IEX strives to keep the workplace environment safe, hygienic and humane, upholding the dignity of the employees. IEX Offices are internally assessed periodically through employee surveys for various aspects of health and safety measures and related working conditions.

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

Not Applicable

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, all the employees of the Company are covered under the Group Personal Accident Insurance Policy and Group Health Insurance Policy.

(B) Workers (Y/N)

Not Applicable, the Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

The Company is committed to complying with all applicable laws and regulations. It provides the required confirmations and information to value chain partners to facilitate the deduction of statutory dues. Furthermore, the Company takes appropriate measures to ensure that all applicable statutory dues (TDS, GST, PF etc.) related to its transactions are accurately deducted and deposited in accordance with the relevant legal provisions.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 24-25	FY 23-24	FY 24-25	FY 23-24
Employees	None	None	None	None
Workers	Not Applicable			

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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.

As of now, none of the Company's employees have reached retirement age. At present the average age of our employees is 35 years. While the Company does not have a culture of termination, however if such situation arises, the Company provides thorough counseling and actively supports the affected employees in their job search by connecting them with esteemed recruitment agencies.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not assessed
Working Conditions	

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.

Not Applicable

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

Essential Indicators

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

The Company has identified institutions, individuals or a group of individuals furthering the mission & vision of the Company as key stakeholder groups of the entity. We have identified and included but not limited to employees, shareholders including prospective investors, customers, channel partners including regulators, lenders, research analysts, communities, and other vendors amongst others.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board	No	E-mails, Meetings, Notice and Agenda of Meetings	Quarterly and as per the requirement of Companies Act, 2013 and SEBI (LODR) Regulations, 2015	Role and responsibilities of Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its committees meet from time to time to discuss and approve the statutory requirements.
Employees	No	One-to one interaction, Emails, Meetings, Employee engagement activities, Intranet, townhall meetings, Coffee with Managing Director, Grievance Redressal Mechanism, Employee satisfaction surveys.	Ongoing	Initiatives to improve work environment, OH & S Management Systems, employee training and development. The Company follows an open-door policy that encourages employees to engage in with senior management regarding any concerns or issues.
Shareholders/ Investors	No	Email, SMS, Calls/In Person Meetings, Newspaper advertisement, Website, Social Media, AGMs, Intimation to stock exchanges, Quarterly/ Annual financials and Analyst meets and Conference Calls, Annual Reports	Annual, Quarterly and need based	To discuss the finance performance and business outlook, details of announced events and to redress their grievances.
Customers	No	Regular training programs are conducted for the customers to make them familiar with the new developments, Email, Meetings, Advertisement, publications, website, social media, Business Visits, customer helplines and customer surveys	Regular and need based	Timely and proactive communication on reconciliation & settlements, response to queries. To acquire new customers.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulators/ Government	No	Direct interactions on case-to-case basis, response to information sought, routine filing of reports, regulatory audits and inspections	Regular & need based	Compliance Monitoring and management, payment of statutory fees and fines, submission of information and reports
Registrar and Transfer Agent	No	E-mail, Meetings, Websites,	Ongoing and need based	Ensuring compliance, data integrity and seamless operations
Vendors, Consultants & Other Service Providers	No	Direct interaction in regular meetings, Contracts & agreements, E-mails, Meetings, Audits and inspection	Regular & need based	Payment processing cycles, Business ethics, Service & Support, Ensuring compliance, knowledge sharing
Institutions & Industry Bodies	No	Networking through meetings, discussions etc.	Need based	To stay abreast of the new opportunities in the sector and drive change
Communities	Yes	Advertisements, CSR Initiatives, Notice Board, response to queries	Regular and need based	Investment in community development, integration of management system, including environmental, energy and OH & S

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.

We believe that consultation with stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. We have established a Corporate Social Responsibility and Sustainability Committee at the Board level that reviews the progress of the Company on ESG parameters. Moreover, we provide shareholders with the opportunity to interact with all Board Members on an annual basis during the Annual General Meeting. Furthermore, our robust complaints management and dispute resolution framework addresses complaints and disputes related to bids, trades, contracts, and transactions on the exchange platform. This framework ensures that we remain responsive to our stakeholders' needs and concerns, maintaining our accountability and transparency.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company being in the service industry does not have any significant environmental impact, however, we place great emphasis on stakeholder consultation for the identification and management of the environmental and social topics. Through the stakeholder engagement process, various environmental and social issues are identified and managed, with feedback and opinions sought from stakeholders. For instance, engagement with various stakeholders like investors, employees, vendors etc. aids in identifying key ESG material, leading to its incorporation into the Company's Policies and activities.

Further, as a power exchange, the Company facilitates the trading of Renewable Energy Certificates (RECs) enabling consumers in energy-intensive industries to stay committed to sustainable energy practices. Through these efforts, we remain dedicated to addressing environmental issues and contributing to sustainable development.

Additionally, our CSR Policy aligns with Schedule VII under Section 135 of the Companies Act, 2013, contributing to sustainable development goals.

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

The Company has a Community Grievance Redressal Policy in place to provide community members and other stakeholders with a method to constructively communicate their grievances directly. It also establishes procedures for an equitable, reciprocal, and timely resolution of these grievances. The Company also engages through implementing partners in dedicated CSR Projects for adding value to the environmental and social sustainability and to address the concerns of the vulnerable/ marginalized stakeholders.

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:

IEX's commitment to Human Rights is enshrined in the Human Rights Policy, which sets out the objectives of the Company. One of the objectives of the Policy is to ensure that employees are provided the necessary training and awareness on our Human Rights Policy and engage with our stakeholders to raise awareness among them. It also lays down the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, safe healthful and harassment-free workplace, amongst others. IEX uses various mediums to create awareness of ESG initiatives (including human rights) for its employees through internal communication channels - intranet, training programs etc. Human Rights Policy is available on Company's website at <https://doc.iexindia.com/files/Human-Rights-Policy-8BxeLrOvzzqO.pdf>

Category	FY 24-25			FY 23-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	179	179	100%	170	170	100%
Other than Permanent*			Not Applicable			
Total Employees	179	179	100%	170	170	100%
Workers						
Permanent						
Other than Permanent			Not Applicable			
Total Workers						

* Note: The Company does not have any employee other than permanent employee.

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

Category	FY 24-25					FY 23-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)			No. (E)	% (E/D)	No. (F)
Employees										
Permanent										
Male	149	-	-	149	100%	142	-	-	142	100%
Female	30	-	-	30	100%	28	-	-	28	100%
Other than Permanent ^s										
Male						Not Applicable				
Female										
Workers*										
Permanent										
Male						Not Applicable				
Female										
Other than Permanent										
Male						Not Applicable				
Female										

^{\$} Note: The Company does not have any employee other than permanent employee.

^{*} Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

3. Details of remuneration/salary/wages**(a) Median Remuneration**

(Amount in ₹ lakh)

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
(i) Executive Directors ^{\$}	1	452.87 [@]	-	-
(ii) Non-Executive Directors [*]	3	16.75	1	19.75
Key Managerial Personnel [#]	1	193.94	-	-
Employees other than BoD & KMP ^{##}	146	12.19	30	13.16
Workers ^{**}	Nil	Nil	Nil	Nil

Note: Expenses towards gratuity and leave encashment provisions are determined actuarially on an overall basis at the end of each year and accordingly, have not been considered in the above information.

^{\$} Details of median remuneration for Executive Directors have been disclosed only for the Chairman & Managing Director. The Joint Managing Director was appointed with effect from August 10, 2025, and therefore, remuneration details for the full financial year are not available.

[@] Including variable pay paid for FY'25.

^{*} includes only Non-Executive Directors (NED's) who were paid the sitting fee for attending the meetings of the Company during FY'25 and excludes the NED's who joined during FY'25.

[#] CFO & Company Secretary

^{##} These details are on CTC basis

^{**} Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

(b) Gross wages paid to females as % of total wages paid by the Company:

Particulars	FY 24-25	FY 23-24
Gross wages paid to females as % of total wages	10.63%	9.27%

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, there are various committees responsible for human rights impacts and issues.

- For matters related to:
 - Sexual harassment of women will be dealt in accordance with the Prevention of Sexual Harassment to women at workplace Policy (POSH Policy) and under this Policy reporting is made to the Internal Complaints Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
 - Genuine concerns or grievances about unethical behavior, actual or suspected fraud, one can adhere to Whistleblower Policy and under this Policy reporting is directly made to the Chairperson of the Audit Committee.
- For other matters relating to violation of human rights, the Company's Human Resources (HR) department is fully responsible for managing the impacts and addressing the concerns of the employees within the organization.
 - HR is committed to creating a work environment that is inclusive, safe, and free from any form of discrimination, harassment, or unfair treatment. They have a proactive approach towards identifying and addressing employee concerns and strive to resolve any grievances in a timely and effective manner. HR ensures that all employees are aware of their rights, and they provide a mechanism for employees to report any concerns or issues that they may have. The department works closely with senior management to ensure that policies and practices are in place to support a positive work culture, and that employees are always treated fairly and with respect.

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

The Company has the following internal mechanisms in place to redress the grievances related to human rights issues –

Human Rights Policy: To address employee concerns and complaints pertaining to human rights and decent labour practices, a Grievance Redressal Procedure with appropriate systems and mechanisms has been and is backed by policies and statutory provisions. It allows for open and structured discussions on grievances raised on the issues related to human rights and their resolution in a fair manner.

Employee Grievance Redressal Policy: it provides a mechanism for employees to raise grievances arising from their employment, working conditions, entitlements, service conditions. The Policy will also ensure that such grievances are dealt with promptly, fairly and in accordance with Policies of the Organization.

Whistle Blower Policy: it provides a mechanism to Directors and employees of the Company to report Unethical, Improper Practices acts or activities in the Company directly to the Chairperson of the Audit Committee.

POSH Policy: it provides a mechanism for employees to report matters related to sexual harassment in the Company to the Internal Complaints Committee.

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

Particulars	FY 24-25			FY 23-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	FY 24-25	FY 23-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld		

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

The Company condemns any discrimination, harassment, victimization, or any other unfair employment practice being adopted against a complainant.

The Whistleblower policy of the Company provides that the Whistle Blowers will be protected against victimization/ any adverse action and/ or discrimination as a result of such a reporting.

The Company's Policy on Prevention of Sexual Harassment at Workplace also prohibits retaliation against an employee filing a sexual harassment complaint or participating in an inquiry of such a complaint. The Company regularly organizes training and sensitization sessions for all the employees.

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

Yes, in certain business agreements and contracts where relevant.

10. Assessments for the year:

Particulars	% of offices that were assessed
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	-

Note: IEX ensures that the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, Modern Slavery safe healthy and harassment-free workplace, amongst others as enshrined in the Human Rights Policy are adhered to in the best possible way.

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

Based on the current year assessment, no gaps have been identified necessitating corrective actions.

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

IEX continuously monitors Human rights related concerns and ensures that the overall standards of human rights laws are adhered to. During the year under review no business process was amended / modified as the policies and processes of the Company adhere to the requirements of Human rights.

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

The Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified. Providing equal employment opportunity, ensuring fairness, creating a harassment-free, safe environment, and respecting fundamental rights are some of the ways in which we ensure the same.

As an advocate for equal opportunities, we refrain from discrimination based on race, color, religion, sex, national origin, gender identity, sexual orientation, or disability status.

However, no such due diligence was either warranted or conducted.

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. We have ensured accessibility of all the premises / offices for differently abled visitors.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not assessed
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

Essential Indicators

1. Details of total energy consumption and energy intensity:

Parameter	FY 24-25	FY 23-24
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) in kWh	5,71,020	3,87,363
Total fuel consumption (E)	3,909	4,042
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	5,74,929	3,91,405
Total energy consumed (A+B+C+D+E+F)	5,74,929	3,91,405
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Negligible	Negligible
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.002	0.002
Energy intensity in terms of physical output #	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Independent external assurance has been done as per ISO 14064-3 by G2Business Excellence..

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.88, respectively.

The Company is a service industry, so energy intensity in terms of physical output is not applicable.

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:

Parameter	FY 24-25	FY 23-24
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/ desalinated water	-	-
(v) Others (Govt. Supply)	581	723.7
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	581	723.7
Total volume of water consumption (in kilolitres)	581	723.7
Water intensity per rupee of turnover (Water consumed / turnover)	Negligible	Negligible
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Negligible	Negligible
Water intensity in terms of physical output	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

4. Provide the following details related to water discharged:

Parameter	FY 24-25	FY 23-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Ground Water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Sea Water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)		

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

No assessment / evaluation has been carried out by an external agency.

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

- Not applicable

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

Not Applicable

Parameter	Please specify unit	FY 24-25	FY 23-24
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 24-25	FY 23-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	44.15	50.84
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	445	318.80
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Negligible	Negligible
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Negligible	Negligible
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes, Independent external assurance has been done as per ISO 14064-3 by G2Business Excellence.

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

No

9. Provide details related to waste management by the entity:

Parameter	FY 24-25	FY 23-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B)	#	##
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Applicable
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not Applicable	Not Applicable
Total (A+B + C + D + E + F + G + H)	-	-
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations		Not Applicable
Total	Not Applicable	Not Applicable

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

During FY'25, total 99 units of e-waste were generated and all of them were disposed of according to the e-waste policy of the Company.

During FY'24, total 179 units of e-waste were generated and all of them were disposed of according to the e-waste policy of the Company.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

- The Company is in the exchange business and is providing nationwide automated trading platform for the physical delivery of electricity, renewables, and certificates. Basically the Company is a service-oriented company.
- Our focus on waste management is limited in scope and pertains to office related waste.
- Our processes are mainly digital and paperless.
- The Company does not have any use of hazardous and toxic chemicals.
- Regarding e-waste, the Company has an e-waste policy for disposal of e-waste.
- On an annual basis, the IT Team reviews the Asset List and initiates the equipment disposal process with the Accounts & Finance Team.
- All equipment holding data shall be disposed of after removing classified information contained therein.

- All magnetic and optical media having classified information shall be subjected to a suitable data shredding procedure so that no information can be retrieved using commonly used data recovery tools.
- External qualified vendors are contacted and selected for equipment disposal activity.
- On successful disposal of equipment, IEX is provided with an E-Waste disposal certificate from vendors.

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:

Not Applicable – Areas where IEX Offices are located are not being identified as ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is in compliance with applicable environmental norms.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

LEADERSHIP INDICATORS

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

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

- Name of the area: Not applicable
- Nature of operations: Not applicable
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 24 – 25	FY 23-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kilolitres)	Not Applicable	Not Applicable
Total volume of water consumption (in kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Parameter	FY 24 – 25	FY 23-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	Not Applicable
No treatment	Not Applicable	Not Applicable
With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater	Not Applicable	Not Applicable
No treatment	Not Applicable	Not Applicable
With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) Into Seawater	Not Applicable	Not Applicable
No treatment	Not Applicable	Not Applicable
With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties	Not Applicable	Not Applicable
No treatment	Not Applicable	Not Applicable
With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
No treatment	Not Applicable	Not Applicable
With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	Not Applicable	Not Applicable

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

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

Parameter	Unit	FY 24- 25	FY 23 - 24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	174.74	216.20
Total Scope 3 emissions per rupee of turnover		Negligible	Negligible
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes, Independent external assurance has been done as per ISO 14064-3 by G2Business Excellence.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable – Areas where IEX Offices are located are not being identified as ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Not Applicable	

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

Yes, Indian Energy Exchange Limited (IEX) has prepared Business Continuity Plan and Disaster Recovery Plan to prepare in the event of extended service outages caused by factors beyond control (e.g., natural disasters, man-made events, pandemic), and to fully restore all services possible in a minimum time frame which addresses all possible complexities

that may arise in a worst-case scenario. IEX-BCP approach consists of Business Impact Analysis, Awareness Programs, Precautionary & Preventive actions, Disaster Recovery Plans (all possible scenarios), Workshops/MOCK Testing and frequent review. Dedicated teams like the Damage assessment Team, Business Management Team, Floor Marshals, etc. have been formed and training is provided in a timely manner. The communication flowchart between internal, external stakeholders and important authorities has also been established within IEX. The BCP and DRP documents are available in IEX intranet portal.

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.

Not assessed for the current year.

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

Not Applicable

8. How many Green Credits have been generated or procured by the Listed Entity and its top 10 value chain partners.

Nil

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.

IEX has affiliations with five trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	The Confederation of Indian Industry (CII)	National
3.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National

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 during the financial year 2024-25 related to anti-competitive conduct; hence no corrective action was required to be taken.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

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

Given the nature of its operations, the Company has a negligible impact on its surroundings and environment, therefore, there is a minimal chance of having any community grievance against the Company. However, as a responsible corporate citizen, IEX recognizes its responsibility to listen to the suggestions, complaints, or grievances of the community with which it engages and attempts to resolve their concerns. The company has well defined mechanisms in place to receive and redress grievances of the community.

The Company has formulated a 'Community Grievance Redressal Policy' to provide community members and other stakeholders with a method to constructively communicate their grievances directly. It also establishes procedures for an equitable, reciprocal, and timely resolution of grievances. The said policy is available on the website of the Company at: <https://www.iexindia.com/Polices.aspx?id=c0umpHYt5Sg%3d&mid=Gy9kTd80D98%3d>

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

Particulars	FY 24-25	FY 23-24
Directly sourced from MSMEs/ small producers	27%	17%
Sourced Directly within India	90%	93%
- MSME	31%	19%
- Non-MSME	69%	81%
Sourced from outside India	10%	7%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Location	FY 24-25	FY 23-24
Rural	NA	NA
Semi-Urban	NA	NA
Urban	NA	NA
Metropolitan	100%	100%

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

Leadership Indicators

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

Not Applicable

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

We have not undertaken any CSR projects in aspirational districts as per the 'Transformation of Aspirational Districts' Programme of the Government.

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

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

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

Given the nature of the business, the above questions have limited applicability for the Company. Further, resource consumption is only restricted to running the Company's operations. However, at IEX we believe in providing equal opportunity to all the suppliers and vendors, including those from marginalized/vulnerable groups thereby promoting inclusive growth.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Not Applicable

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Not Applicable

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Restoration, Preservation, and Promotion of national Heritage & Culture at Red Fort Monument – Delhi through Sabhyata Foundation.	General public is the beneficiary and during the period 38,42,074 visitors have visited the Red Fort	Not Applicable
2.	Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care.	3,821	100%
3.	Promoting education, including special education and employment enhancing vocation skills and livelihood enhancement projects especially among children, women, and the differently abled of underprivileged community.	826	100%

Information on the CSR projects implemented during FY 2024–25 is available on the Company's website and can be accessed through the following weblink <https://www.iexindia.com/sustainability>

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.**Leadership Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company, being a power exchange, accords highest priority for resolution of consumer (Members & Clients) complaints/ disputes arising out of or in relation to bids, trades executed on the exchange, contracts, transactions on the exchange.

In line with its commitment towards the protection of its members and client's interest, the Company has established a robust complaints management and dispute resolution framework namely 'Grievance Redressal & Conflict Resolution Mechanism' to manage the complaints or disputes in an expedient and equitable manner. The 'Grievance Redressal & Conflict Resolution Mechanism' is available on the website of the Company at:

<https://doc.ixindia.com/files/Grievance-Redressal-and-Conflict-Resolution-Mechanism-Final-I5KGqJWlz0BL.pdf>

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable – considering the Company is in service industry
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 24-25		Remarks	FY 23-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes, the Company has a Cyber Security Policy & Resilience Framework.

IEX also have a Risk Assessment methodology to evaluate IT Risks. Under the said Risk Assessment methodology each risk is treated with appropriate controls on the basis of Asset Value, Vulnerability score, Threat value, Threat impact and likelihood. The Cyber Security Policy & Resilience Framework is available on the Company's intranet portal.

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.

- No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. Provide the following information relating to data breaches:

Particulars	FY 24-25	FY 23-24
a. Number of instances of data breaches		
b. Percentage of data breaches involving personally identifiable information of customers	Nil	Nil
c. Impact, if any, of the data breaches		

Leadership Indicators

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

The information on the products and services offered by IEX is available on our website <https://www.iexindia.com/>

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

Not Applicable.

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

The Company has a comprehensive Business Continuity Plan (BCP) with capabilities to restore seamlessly the trading operations from the Disaster Recovery Site and has Real time data replication to Near Online Site facility to achieve near zero data loss. Besides, the Company has also implemented Security Operation Centre (SOC) for monitoring and raising alerts related to cyber-attacks and other security related incidents round the clock. The Company keeps the market participants informed about disruption/ discontinuation, if any, of its services through various channels such as circulars, emails, etc.

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)

Not Applicable