

May 20, 2025

To,
BSE Limited
(BSE: 542726)

National Stock Exchange of India Limited
(NSE: INDIAMART)

Subject: Business Responsibility and Sustainability Report for FY 2025

Dear Sir/Ma'am,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report forming part of the Integrated Annual Report of the Company for FY 2024-25.

The Annual Report for FY 2024-25 has been uploaded on the website of the Company & may be accessed by using the link: https://investor.indiamart.com/Annual_Report.aspx

Please take the above information on record.

Yours faithfully,

For IndiaMART InterMESH Limited

(Vasudha Bagri)
Compliance Officer
Membership No: A28500

Encl: As above

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1999PLC101534
2.	Name of the Listed Entity	IndiaMART InterMESH Limited
3.	Year of incorporation	1999
4.	Registered office address	1 st Floor, 29-Daryaganj, Netaji Subash Marg, New Delhi- 110002
5.	Corporate address:	6 th floor, Tower 2, Assotech Business Cresterra, Plot No.22, Sec 135, Noida - 201305, Uttar Pradesh
6.	E-mail	cs@indiamart.com
7.	Telephone	+91-120-6777777
8.	Website	www.indiamart.com
9.	Financial year for which reporting is being done	FY 2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	i. BSE Limited ii. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 60,03,21,480
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Vasudha Bagri cs@indiamart.com +91-120-6777777
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures made under this report are on a standalone basis.
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Limited level of Assurance*

* The Company has voluntarily undertaken limited assurance on BRSR Core KPIs for the current financial year. Therefore, the scope for such KPIs has been expanded for comprehensive disclosure in comparison to last financial year. Please refer page Nos. 180 to 184.

II. Products/services

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

Sr. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Information Services Activity	Connecting buyers and suppliers through an online B2B platform and creating a virtual marketplace for all. a) Listings and discovery of businesses and services b) Advertisements and lead generation on the Company platform	100%

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

Sr. No	Product/Service	NIC Code	% of total Turnover contributed
1.	Information Services	6311 (Sub-class: 63111)	100%

* "Turnover" taken for calculating percentage excludes the Other Income

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	72	72
International	NA	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	5 countries

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

0.24%

c. A brief on types of customers

IndiaMART, a prominent player in the online B2B marketplace, caters to a diverse clientele, including both Micro, Small and Medium Enterprises (MSMEs) and larger corporations. MSMEs leverage IndiaMART's platform to showcase their products and generate business leads. Additionally, IndiaMART extends its services to enterprise customers, who use it to promote their products and services digitally. For buyers, IndiaMART offers seamless access to a wide range of products and suppliers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)					
	a. Sales & servicing	5,211	4,417	85%	794	15%
	b. Others	891	635	71%	256	29%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D + E)	6,102	5,052	83%	1,050	17%
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

Notes:

- The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI
- Others include Product & Technology and Corporate functions

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	5	1	20%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY'25 (Turnover rate in current FY)			FY'24 (Turnover rate in previous FY)			FY'23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees									
a. Sales & Servicing	29%	30%	29%	26%	34%	27%	26%	36%	28%
b. Others	16%	22%	17%	15%	18%	16%	15%	21%	17%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

Notes:

- Employees who left within 6 months of joining have been excluded from the above calculation
- Others include Product & technology and corporate functions

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	Busy Infotech Private Limited	Subsidiary	100	NO
2	Tradezeal Online Private Limited	Subsidiary	100	
3	Pay With Indiamart Private Limited	Subsidiary	100	
4	Livekeeping Technologies Private Limited	Subsidiary	65.97	
5	IIL Digital Private Limited	Subsidiary	100	
6	Truckhall Private Limited	Associate	35.04	
7	Mobisy Technologies Private Limited	Associate	31.33	
8	Simply Vyapar Apps Private Limited	Associate	28.70	
9	Agillos E-Commerce Private Limited	Associate	26.23	
10	Edgewise Technologies Private Limited	Associate	26.01	
11	Adansa Solutions Private Limited	Associate	26.01	
12	IB Monotaro Private Limited	Associate	23.69	

VI. CSR Details**24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes****(ii) Turnover (in ₹):** 13,20,05,85,004**(iii) Net worth (in ₹):** 22,76,20,47,452

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY'25 Current Financial Year			FY'24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0		0	0	-
Investors (other than shareholders)	Yes	0	0		0	0	-
Shareholders	Yes	76	1	Pending complaint was resolved during first week of April 2025	67	0	-
Employees and workers [^]	Yes	0	0		1	0	
Customers [#]	Yes	58	0	-	141	2	-
Value Chain Partners	Yes	0	0		0	0	-
Other (please specify)*	Yes	13	0	Buyers	72	3	

Note: Refer our Terms of Use

Refer our Grievance Redressal Policy

*Service Providers Code of Conduct in place. The same is annexed to Agreements & Contracts executed with them.

[^]POSH & Whistle Blower complaints have been considered

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Risk	Inadequate corporate governance can lead to a series of detrimental outcomes for an organisation. These may include unethical behaviour, the mismanagement of resources, legal complications and damage to both reputation and financial stability.	The Company has established a policy framework to encourage ethical conduct among all employees throughout the organization and to ensure compliance with all regulations. To promote transparency and accountability, the Company has implemented a confidential whistleblower mechanism.	Negative
		Opportunity	Strong corporate governance principles, ethical leadership, and effective oversight can enhance accountability, stakeholders trust & confidence leading to promotion of long-term sustainability for the company.	The Board-approved policies of the Company are available on the Company's website at https://investor.indiamart.com/CorporateGovernance.aspx in multiple languages. Additionally, these policies are communicated to and accessible by employees via the Company Intranet, Web ERP.	

Sl. 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)
2	Privacy and Data Security	<div>Risk</div> <div>Opportunity</div>	<div>Failure to prevent, detect and mitigate data security threats encompassing data prevention, storage and leakage can significantly impact reputation and trust of the stakeholders, which could lead to adverse consequences on customer acquisition and retention.</div> <div>Strong data protection measures, transparent privacy policies, and responsible data management would lead to trust and confidence of stakeholders with ultimate benefit over customer acquisition, retention, maintain brand reputation with competitive advantage.</div>	<p>IndiaMART has established a comprehensive information security framework to safeguard its data against unauthorized access and external threats. The Company's adherence to global best practices for data protection is demonstrated by its attainment of the ISO 27001 certification for effective information security management and the ISO 27701:2019 certification for Privacy Information Management Standard. Additionally, IndiaMART holds several other ISO certifications, including:</p> <ul style="list-style-type: none"> • ISO 12207:2017 for Software and System Engineering • ISO 31000:2018 for Enterprise Risk Management • ISO 22301:2019 for Business Continuity Management • ISO 27701:2019 for Privacy Information Management Standard • ISO/IEC 20000-1:2018 for IT Service Management System 	Negative
3	Diversity and Inclusion	<div>Risk</div> <div>Opportunity</div>	<div>Discrimination, lack of diversity, and a non-inclusive culture can lead to legal issues, talent retention challenges, and a negative public perception apart from restricted view or perspective. Also, hinders innovation, employee morale, and organizational adaptability.</div> <div>Diversity and inclusion are distinct yet interconnected. The Company firmly believes in diversity and inclusion as it supports or ensures different perspectives on different issues. The different perspective results into the best possible and evaluated decision benefiting the organization. Diversity represents an entity's composition, while inclusion focuses on valuing and encouraging contributions from diverse groups. The Company fosters economic growth, and a culture of inclusion and equality in the society.</div>	<p>The Company is dedicated to implementing policies and procedures that promote equal opportunity, prevent discrimination, and ensure fair treatment for all employees, regardless of their background, identity, or personal characteristics. These policies are regularly reviewed and updated to align with best practices and applicable laws and regulations. Furthermore, they are available in multiple languages to ensure accessibility for all employees. Further, we have institutionalized dedicated programs focusing on increasing the participation of women in the workforce as well as enhancing their well-being.</p>	Positive

Sl. 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	Talent Management	Risk	Ineffective talent management may also result in a lack of diversity, hindering innovation and exposing the organization to reputational risks. Failing to effectively manage talent could result in a lack of a high performance culture and a loss of competitive advantage. Additionally, overlooking the significance of our employees in our cost structure could lead to financial inefficiencies and hinder long-term success.	The Company employs a well-organized approach to identifying skilled talent, utilizing strategies such as campus hiring, participation in job fairs, internal employee referrals, periodic hiring drives, and collaborations with external organizations. Additionally, the Company prioritizes career growth and retention initiatives, including the grant of ESOP/SAR, and regularly upgrades employees' skills in line with technological advancements and developments. This commitment is evidenced by the fact that over 950 employees have been associated with IndiaMART for more than five years.	Negative
		Opportunity	In today's dynamic environment, recognizing the invaluable contributions of our employees, we prioritize both retaining our existing talent and attracting new professionals to scale up our operations effectively. This approach not only boosts productivity and cultivates a high-performance culture but also plays a pivotal role in ensuring long-term success and sustaining a competitive advantage as we scale up our operations. It's crucial to recognize that employees are a significant part of our cost structure.		
5	Community Development	Risk	Failing to address community needs, causing environmental or social harm, and neglecting stakeholder engagement pose significant risks. These actions can lead to reputational loss and connect with community at large.	The Company focuses on creating value through initiatives that support economic development, education, and environmental conservation. By offering free listings, affordable technology solutions, and platform training to small suppliers, the Company supports their growth and development. Additionally, by empowering buyers in smaller cities through price transparency, the Company fosters fairer market practices and enhances the value of their investments.	Positive
		Opportunity	Community development creates a positive social impact while also benefiting the bottom line. By engaging in community development initiatives, such as sponsoring local events, supporting education programs, and participating in charitable endeavors, strengthens relationships with key stakeholders. It also enhances brand reputation, attracts top talent, and differentiate the Company from competitors.		

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Principle 1

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

Principle 4

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

Principle 7

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

Principle 2

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

Principle 5

Businesses should respect and promote human rights.

Principle 8

Businesses should promote inclusive growth and equitable development.

Principle 3

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

Principle 6

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

Principle 9

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

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The following policies can be accessed through the Company's website: https://investor.indiamart.com/CorporateGovernance.aspx 1. Business Responsibility Policy 2. Code of Conduct for Directors and Senior Management Personnel 3. Related Party Transaction Policy 4. Vigil Mechanism/Whistle-blower Policy 5. Corporate Social Responsibility Policy 6. Policy on Board Diversity 7. Sustainability Policy 8. Anti-bribery Policy 9. Dividend Distribution Policy 10. Risk Management Policy 11. Policy for the Preservation of Documents 12. Policy for Determination and Disclosure of the Materiality of Events and Information								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	13. Policy on Terms of Engagement of Independent Directors 14. Policy for Determining Material Subsidiaries 15. Nomination and Remuneration Policy 16. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information 17. Website Content Archival Policy Additional policies for employees are communicated and are accessible to them via the Company Intranet i.e., Web ERP								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted various international frameworks such as: <ul style="list-style-type: none">• ISO 12207:2017 Software and System Engineering• ISO 31000:2018 Enterprise Risk Management• ISO 22301:2019 Business Continuity Management• ISO 27701: 2019 Privacy Information Management Standard• ISO 27001:2022 – Information Security Management System• ISO 20000:2018 – IT Service Management								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	IndiaMART is committed to advancing the United Nations Sustainable Development Goals (SDGs), a global framework aimed at promoting progress towards a sustainable future. The promotion of these SDGs is central to our organization's strategy for fostering sustainable and inclusive growth. The Company advocates for green products to encourage a more sustainable lifestyle for everyone. However, no specific commitments, goals, or targets have been set by the Company.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Refer Message from the MD & CEO									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Jitin Diwan Chief Financial Officer (Also, designated as the Business Responsibility Head) cfo@indiamart.com +91-120-6777777								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has a Board-level, Corporate Social Responsibility & Sustainability Committee, which is responsible for decision-making on Sustainability and chaired by the Independent Director, Mr. Vivek Narayan Gour, with majority of the members of the Committee being Independent Directors.								

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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action										Director Any Other. Periodic assessments are conducted to evaluate performance against all policies, as part of the company's comprehensive governance practice. Follow-up actions are then taken to ensure alignment with the principles.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										The Company ensures compliance with all the statutory requirements relevant to the principles								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	<p>Yes, since the Company has obtained numerous ISO certifications, it must undergo annual assessments, audits, and evaluations of its policies, processes, and systems by independent certifying agencies. Additionally, the Company voluntarily undergoes assessments and evaluations of policies related to major compliances applicable to the Company by independent third parties. These certifications are presented to the Board of Directors periodically.</p> <p>The independent third parties engaged by the Company for these purposes include:</p> <ul style="list-style-type: none"> • Netrika Consulting India Pvt. Ltd. • AARK & Co. LLP, Chartered Accountants • URS Certification Limited • DNV Business Assurance India Private Limited • Shreyansh Jain & Associates, Company Secretaries • Chandrasekaran & Associates, Company Secretaries, Secretarial Auditors of the Company 								

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

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	6	1. One-on-One interactive introduction sessions with the Senior Management Personnel.	100%
Key Managerial Personnel	6	2. Business strategies sessions, including residential programmes while exploring business expansion whether organic or inorganic; as well as deliberating material changes in economic, social, technology and regulatory environment having significant impact on business. 3. Periodical review and deliberations on business operations through periodical presentations and briefing by the CEO/ Managing Director/ Senior Management Personnel (Direct Reports of CXOs); 4. Periodical update on risk management, statutory changes and legal proceedings having direct or indirect impact on the business. 5. Business strategies sessions and presentation on update of business.	100%
Employees other than BoD and KMPs	Continuous	<ul style="list-style-type: none"> • Induction training – Shubhaarambh • Skill upgradation training • Health and safety training (fire drills, etc.) • Sensitizing employees on POSH* • Management Training sessions • Wellness sessions for female employees • Training sessions on Anti-bribery policy 	100%
Workers		NA	

* Sensitizing employees on POSH through the regular communication and engagement to all the employees

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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

Anti-Bribery Policy applies to all employees, officers, directors, agents, contractors, consultants, and any other individuals or entities acting on behalf of the Company. This policy reinforces our commitment to ethical conduct, compliance with laws, and the prevention of bribery and corruption. It explicitly prohibits unethical behaviors such as bribery, facilitation payments, kickbacks, and improper gifts. The policy emphasizes the importance of accurate record keeping, approval procedures, appropriate behavior, conducting due diligence in dealings with third parties, and reporting any suspected violations. Non-compliance may result in disciplinary action and cooperation with law enforcement authorities. Notably, during the past year, the company has witnessed no instances of bribery or corruption.

All employees are required to provide annual sign off of their adherence to this policy, affirming their commitment to its terms and conditions. Further, the company has conducted 103 no. of training sessions to educate employees about this policy.

To enhance our internal monitoring systems to prevent and detect corruption, the company has efficient and accountable practices, and a structured process for procurement related requests. The internal committee is responsible for evaluating each request submitted by the process owner based on the defined approval matrix which outlines the amount, the specific members who will assess each request etc.

The CEO, managers at all levels, and every individual subject to this policy are responsible for ensuring compliance and in case of any questions, concerns, or dilemmas on ethical issues the employees can also seek consultancy from the appointed compliance officer.

The full policy is publicly accessible at https://investor.indiamart.com/files/IndiaMart_Anti_Bribery_Policy.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:

	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

Not applicable, as zero cases of corruption or conflicts of interest were recorded during the reporting period.

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

	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Number of days of accounts payables	44.40	35.30

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of Total sale to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchase with related parties / Total Purchases)	0.79%	0.73%
	b. Sales (Sales to related parties / Total Sales)	0.13%	0.25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	24.24%	29.21%

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	IndiaMart fosters business enablement, drives job creation, and empowers small enterprises through its innovative platform.
Capex	Nil	Nil	-

*Note: R & D expense refers to Technology & Content Expenses as mentioned in Note no. 34 of Standalone Financial Statements

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

As a digital marketplace with minimal material dependency, IndiaMART inherently operates with a low environmental footprint. Nevertheless, the Company proactively integrates sustainability considerations across its operations, demonstrating environmental responsibility through conscious consumption and operational efficiency initiatives

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

Not applicable, owing to the nature of business.

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.

As an online marketplace company, IndiaMART generates a minimal amount of electronic waste (E-Waste). However, the Company has implemented clear protocols for the safe management of any electronic waste that arises. The majority of this waste is directed to authorized recyclers, ensuring its secure and responsible disposal. Additionally, IndiaMART endeavors to refurbish its IT waste whenever feasible, thereby reducing the overall volume of waste requiring 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, as IndiaMART functions as a service-oriented digital platform with no physical products manufactured or sold, thereby not falling under the scope of Extended Producer Responsibility (EPR).

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
	Permanent employees										
Male	5,052	5,052	100%	5,052	100%	NA	NA	5052	100%	5,052	100%
Female	1,050	1,050	100%	1,050	100%	1050	100%	NA	NA	1,050	100%
Total	6,102	6,102	100%	6,102	100%	1050	100%	5052	100%	6,102	100%
	Other than Permanent employees										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

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

	FY'25 Current Financial Year	FY'24 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.62%	0.66%

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

Benefits	FY'25 Current Financial Year			FY'24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	54%	NA	Y	61%	NA	Y
Gratuity	100%		Y	100%		Y
ESI	0.03%		Y	0.07%		Y
Others (NPS)	1.54%	NA	NA	0.59%	NA	Y

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, IndiaMART's offices are designed to be accessible to all, in compliance with the Rights of Persons with Disabilities Act, 2016. Facilities such as ramps, elevators, and handrails are installed to support smooth mobility for differently-abled individuals, underscoring the Company's commitment to inclusive infrastructure.

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

Yes, the Company has an Equal Opportunity Policy that prohibits discrimination and harassment of any kind and provides equal employment opportunities to persons with disabilities. The Company is committed to building systems and processes in accordance with the Right of Persons with Disabilities Act, 2016, and the rules made thereunder. The Company believes in creating and maintaining a non-discriminatory and inclusive work environment, ensuring a robust career growth path for people with disabilities and for those who acquire a disability during their employment tenure.

The said policy is available on the intranet of IndiaMART, which is accessible by all employees.

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%	78%	NA	NA
Female	100%	46%	NA	NA
Total	100%	66%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	NA

The Company has a Grievance Redressal Policy, featuring a structured system that relies on employee-generated tickets for issue resolution.

This system articulates transparent processes and assigns accountable teams to promptly address concerns. It includes mechanisms for escalating issues that exceed defined timeframes, ensuring full visibility of issue statuses. Employees have the option to mark tickets as unsatisfactory, prompting management to conduct a review if necessary.

The Company has meticulously crafted a process to engage with new employees at critical junctures in their first 7, 30, 60, and 90 days.

These touchpoints empower employees to share their experiences and feedback up to that point. The feedback gathered is then shared with managers and relevant teams for improvement.

Moreover, we sustain regular contact with employees via feedback mailers and surveys.

The Company's Whistleblower Mechanism enables employees, customers, vendors, contractors and other stakeholders, to report any concerns or grievances related to potential or actual breaches of the Company's Code of Conduct or unethical behavior. To enhance awareness, the organization employs various communication methods, including email correspondence, training programmes, presentations and sessions, encouraging individuals to promptly report genuine, ethical and legal concerns or suspected fraudulent behavior to internal authorities for resolution.

All employees are informed about the Whistleblower Policy, which can be accessed from the intranet, regardless of their work location. The Chairman of the Audit Committee oversees the proper functioning of the whistleblower mechanism and has access to a designated email address, chairmanauditcommittee@indiamart.com.

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

Category	FY'25 Current Financial Year			FY'24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

	FY'25					FY'24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	5,052	5,052	100%	5,052	100%	4,391	4,391	100%	4,391	100%
Female	1,050	1,050	100%	1,050	100%	993	993	100%	993	100%
Total	6,102	6,102	100%	6,102	100%	5,384	5,384	100%	5,384	100%
Worker										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY'25 Current Financial Year			FY'24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	5,052	5,052	100%	4,391	4,391	100%
Female	1,050	1,050	100%	993	993	100%
Total	6,102	6,102	100%	5,384	5,384	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

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

Yes, IndiaMART has a well-defined safety process in place for all its employees to prevent any accidental hazards in its offices. The processes are communicated to all the employees on a periodic basis.

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

Given its digital service-based operations, IndiaMART does not face significant physical workplace hazards. However, the Company conducts periodic reviews of office infrastructure, emergency preparedness drills, and facility audits to proactively identify any potential risks. Feedback from employees is also integrated into these assessments to ensure continuous safety improvements.

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

Not Applicable

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

Yes, all employees of IndiaMART have been covered under Accident and Medi claim Insurance. The Company provides complete support to its employees in cases of non-occupational medical emergencies.

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

Details of safety related incidents, in the following format:			
Safety Incident/Number	Category	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
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

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

IndiaMART places great emphasis on the safety and wellbeing of all its employees and strives to provide a safe work environment to all. All the employees are mandated to participate in Mock Drill trainings for Fire Safety and Earthquake Evacuation on a periodic basis as a part of routine safety measures. In order to prevent unauthorised access to the office premises for the safety of employees, biometric scans and electromagnetic locks are placed on the main entrances to the premises. All office floors are well equipped with CCTV cameras and other security systems. Furthermore, IndiaMART ensures that all the security personnel are regularly trained on fire and earthquake evacuation.

Further, to ensure a healthy work environment, the Company regularly takes feedback on workplace cleanliness and housekeeping services from its employees, and has built an online complaint system on the intranet to address their concerns and grievances regarding the same.

Further, the Company follows a strict time regimen for its female employees and has in place a "Woman Safety Policy." This policy includes clauses concerning working hours, special provisions for women working late and minimizing late work scenarios whenever possible. The Company also has as a Policy on Prevention of Sexual Harassment of Women at Workplace' to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.

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

Number of Complaints on the following made by employees and workers:	FY'25			FY'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	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	IndiaMART has undertaken no external assessments so far.
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

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.**

IndiaMART maintains a dynamic and strategic stakeholder engagement process. It identifies key stakeholder groups from a broad spectrum of potential stakeholders, considering their material influence on the Company's value creation. The Company employs a comprehensive approach to engage with these identified stakeholders. The organization formally recognizes six internal and external stakeholder groups: Buyers, Suppliers, Community, Regulators/Polymakers, Employees, and Investors.

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
Buyers	No	Periodic feedback through helpline 9696969696 for Calls SMS, WhatsApp and email support <ul style="list-style-type: none"> Website, mobile app, Chat and email Buyer meets, workshops, conferences, webinars 	Regularly	Discovery of diverse sets of products with ease <ul style="list-style-type: none"> Better prices and ease of payment Access to reliable suppliers Customer feedback
Suppliers	No	<ul style="list-style-type: none"> Periodic feedback through survey, Calls, SMS, WhatsApp, email support Website and app CRM – Lead Manager Account managers for paying subscription suppliers 	Regularly	<ul style="list-style-type: none"> Sustained RFQs and access to buyer profiles No unsolicited calls Assistance in lead and order management

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
Community	No	<ul style="list-style-type: none"> • CSR activities • Meetings with NGOs and community representatives • Volunteering activities 	Quarterly / Half-yearly / Annually	<ul style="list-style-type: none"> • Community welfare activities • Employment opportunities
Regulators & Policymakers	No	<ul style="list-style-type: none"> • Compliance reporting, Panel discussions, Industry forums 	Quarterly / Half-yearly / Annually	<ul style="list-style-type: none"> • Compliance with laws and regulations • Contributing to nation development
Employees	No	<ul style="list-style-type: none"> • Regular meetings with the senior management and leadership team • Employee Engagement activities • Performance reviews • Employee feedback survey • Quarterly all Employees town hall meetings 	Regularly	<ul style="list-style-type: none"> • Learning and Development initiatives • Growth opportunities • Fair and transparent remuneration structure • Health, Wellness and safety work environment • Work-life balance
Investors & Shareholders	No	<ul style="list-style-type: none"> • Comprehensive disclosures – investor presentation, quarterly audited financial statements, annual report, other publications • Quarterly earnings call and regular investor (institutional or individual) interactions • General Meetings (AGMs / EGMs) • Company website • Media articles 	As and when required	<ul style="list-style-type: none"> • Transparent disclosures and communication • Business growth • Dividend and capital appreciation • Strong business model with prudent financial management • Good governance • Work-life balance • Performance review and career development

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY'25 Current Financial Year			FY'24 Previous Financial Year		
	Total (A)	No. of employee/ workers covered (B)	% (B / A)	Total (C)	No. of employee/ workers covered (D)	% (D / C)
Employees						
Permanent	6,102	6,102	100%	5,384	5,384	100%
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	6,102	6,102	100%	5,384	5,384	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

* Regular mailers on human rights policies and related issues are shared with employees to reinforce understanding and compliance.

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

Category	FY'25 Current Financial Year					FY'24 Previous Financial Year				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage to		Total (D)	Equal Minimum Wage to		More than Minimum Wage to	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	6,102	NIL	NIL	6,102	100%	5,384	Nil	Nil	5,384	100%
Male	5,052	NIL	NIL	5,052	100%	4,391	Nil	Nil	4,391	100%
Female	1,050	NIL	NIL	1,050	100%	993	Nil	Nil	993	100%
Other Than Permanent	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	20,00,000	1	17,00,000
Key Managerial Personnel#	4	31,07,152	1	2,54,660
Employees other than BoD and KMP#	5,048	42,500	1,050	35,661
Workers	NA	NA	NA	NA

Calculated on total monthly cost to company basis excluding ESOP perquisite and sales Incentives

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

	FY'25 Current Financial Year	FY'24 Previous Financial Year
Gross wages paid to females as % of total wages	14.11%	14.93%

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, IndiaMART has designated internal teams and committees to address human rights concerns. This includes the Internal Complaints Committee under the POSH Act and the HR & Compliance teams overseeing the Equal Opportunity and Anti-Discrimination policies. These structures ensure timely identification, assessment, and resolution of any potential or reported human rights impact.

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

IndiaMART has implemented robust internal mechanisms to address human rights-related grievances. These include the Whistleblower Policy and the Prevention of Sexual Harassment (POSH) framework. Employees are encouraged to report concerns without fear of retaliation, and all grievance procedures are handled confidentially. The Company explicitly prohibits child labour and maintains a safe, inclusive, and non-discriminatory workplace.

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

	FY'25			FY'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		1	0	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	NA	NA		NA	NA	
Forced Labour/ Involuntary Labour	NA	NA		NA	NA	
Wages	NA	NA		NA	NA	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

	FY'25	FY'24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0.1%
Complaints on POSH upheld	NIL	Nil

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

IndiaMART ensures that all complaints—particularly those related to harassment or discrimination are handled with the utmost sensitivity and confidentiality. The POSH Committee members and other involved personnel are bound by strict confidentiality obligations. The Company's policies explicitly discourage retaliation, intimidation, or misconduct toward complainants or witnesses. Any such behavior is treated as a disciplinary violation, reinforcing a safe reporting environment

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

Yes, all IndiaMART's business agreements include clauses that uphold human rights. These provisions are aligned with the Company's Code of Conduct and cover areas such as non-discrimination, safe working conditions, prohibition of child labour, and ethical business practices. These clauses are integral to vendor, contractor, and partner agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	IndiaMART has not conducted any external assessments during the reporting period
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 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 (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit of Measures	FY'25	FY'24
From renewable sources			
Total electricity consumption (A)	GJ	Nil	-
Total fuel consumption (B)	GJ	Nil	-
Energy consumption sources (C)		Nil	-
Total energy consumed from renewable sources (A+B+C)	GJ	Nil	-
From non-renewable sources			
Total electricity consumption (D)	GJ	2,080.68	2,186.67
Total fuel consumption (E)	GJ	46.10	39.19
Energy consumption other sources (F)		Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	GJ	Nil	Nil
Total energy consumed (A+B+C+D+E+F)	GJ	2,126.78	2,225.85
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	MJ/Turnover in rupees (absolute amount)	0.00016	0.00019
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	MJ/Turnover in rupees adjusted for Purchasing Power Parity (absolute amount)	0.003	0.004
Energy intensity in terms of physical Output	MJ / Full Time Equivalent	855.30	NA
Energy intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: The Company has voluntarily undertaken external assurance for the first time in the current financial year. Therefore, certain disclosures for the previous year have been reclassified to ensure consistency and fair comparison between the two financial years. Excludes data related to sales offices.

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

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, as the Company does not fall under the scope of the industry classification requirement.

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

Parameter	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	20,649	23,555
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,649	23,555
Total volume of water consumption (in kilolitres)	20,649	23,555
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.56	2.07
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	32.32	47.32
Water intensity in terms of physical Output	8.30*	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*(KL / Full Time Equivalent)

Excludes data related to sales offices.

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

4. Provide the following details related to water discharged:

Parameter	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Excludes data related to sales offices.

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

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

Zero Liquid Discharge mechanism is implemented by the facility manager as such effectively eliminating any water discharge from the system.

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

Parameter	Please specify unit	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
NOx	The Company report on GHG emissions. However, given our sector, details of air emissions other than GHG is not material to us.		
SOx (SO ₂)			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others			

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

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

Parameter	Unit	FY'25	FY'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)	tonnes of CO ₂ equivalent	-*	-
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)	tonnes of CO ₂ equivalent	423.62	441.95
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/turnover in ₹ (millions)	0.03	0.04
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)	tCO ₂ e/turnover in ₹ (millions) adjusted for PPP	0.66	0.89
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / Full Time Equivalent	0.17	NA
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	NA	NA	NA

*The Company has voluntarily undertaken external assurance for the first time in the current financial year. Therefore, certain disclosures for the previous year have been reclassified to ensure consistency and fair comparison between the two financial years

Excludes data related to sales offices.

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

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

IndiaMART calculates all greenhouse gas emissions from both direct and indirect operations to measure its carbon footprint. The cMpany is committed to reducing its overall emissions resulting from these operations. To achieve this goal, IndiaMART continuously evaluates the environmental impact of its operations, identifies key contributing factors, and develops efficient carbon-reduction measures.

One of the primary ways IndiaMART achieves this is by ensuring low electricity consumption through various energy-saving measures. These measures include

- Installing energy-efficient heating and cooling systems to replace fossil fuel heating.
- Enhancing appliance energy efficiency by switching them off when not in use.
- Implementing greater control over heating.
- Using LED lighting.
- Insulating buildings to prevent heat loss.
- Installing solar rooftops at its corporate headquarters.
- All these measures are essential steps in lowering greenhouse gas emissions.

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

IndiaMART is an online B2B marketplace and is solely a service provider and hence there is no significant waste generated from our operations.

Parameter	FY'25	FY'24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.51	NA
E-waste (B)	0.99	3.49
Bio-medical waste (C)	Nil	NA
Construction and demolition waste (D)	Nil	NA
Battery waste (E)	Nil	4.80
Radioactive waste (F)	Nil	NA
Other Hazardous waste. Please specify, if any. (G)	Nil	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)*	5.24	Nil
Total (A+B + C + D + E + F + G + H)	8.74	8.29
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations in million)	0.00066	0.00073
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.014	0.017
Waste intensity in terms of physical output (MT / Full Time Equivalent)	0.0035	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.99	8.29
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	0.99	8.29
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Category of waste	Category of waste
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations – Scrapped	7.75	Nil
Total	7.75	Nil

* Comprises of office-related waste, including paper and other forms of dry waste

Excludes data related to sales offices.

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.

Yes, Limited Assurance has been carried out by DNV Business Assurance India Private Limited

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.

Given the nature of IndiaMART's business, e-waste is the primary waste generated. The Company produces a minimal amount of e-waste, which is managed in accordance with relevant laws. This e-waste mainly originates from discarded electrical and electronic devices. To manage this, the Company ensures the safe disposal and recycling of e-waste by transferring it to certified recyclers. Additionally, the Company refurbishes its IT assets when feasible.

The Company's dry waste primarily consists of paper waste. There has been a consistent focus on reducing paper consumption through extensive digitization across various value chains and functions. Waste paper generated in the offices is shredded and subsequently recycled into new paper products as part of a wastepaper recycling service. The Company's initiatives aim to reduce waste and optimize resource efficiency wherever possible.

11. If the entity has operations/offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forest coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable, as the Company does not have offices in/around 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:

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
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Yes, IndiaMART is compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act and the Environment Protection Act and Rules.

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. -2
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	Internet and Mobile Association of India (IAMAI)	National
2	The IndUS Entrepreneurs (TiE)	International

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

Name of authority	Brief of the case	Corrective action taken
No incidents of anti-competitive behavior reported.		

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
IndiaMART has not conducted any Social Impact Assessment in the current financial year.					

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

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 ₹)
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Yes, IndiaMART is compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act and the Environment Protection Act and Rules.

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

IndiaMART has multiple methods to receive and resolve issues from diverse stakeholders. If community members have any problems, they can contact the project's CSR Team. Appropriate steps are swiftly implemented to address these complaints.

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

	FY'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27.70%	NA
Directly from within India	99.26%	NA

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'25 (Current Financial Year)	FY'24 (Previous Financial Year)
Rural	0%	0%
Semi-urban	0%	0%
Urban	56%	61%
Metropolitan	44%	39%

PRINCIPLE 9

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

Essential Indicators

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

The company has a well-defined system for dealing with consumer complaints. The consumer can raise a complaint with several easily accessible channels and every complaint is logged in the system via a ticket mechanism. The consumer tickets have a well-defined TAT and escalation mechanism to ensure timely resolution and management oversight.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not applicable
Recycling and/or safe disposal	

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

	FY'25 (Current Financial Year)			FY'24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	1 [^]	1 [^]	NA	17*	63*	NA
Other	Nil					

*There is no complaint pending on Company's part (all complaints are pending at respective court's under judicial authorities) from the customer end.

[^]Considered complaints related to business (subscription related).

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not applicable

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.

As a tech-driven organization, cybersecurity remains the most significant threat to business continuity, including the risk of third parties, particularly competitors, infringing on our intellectual property rights. To mitigate these risks, the Company has implemented an Information Security Policy that encompasses all business functions and processes related to information assets. This policy aims to provide customers, employees, and business partners with secure services, ensuring information security, business continuity, and privacy.

The Information Security Policy is accessible to all employees via the IndiaMART intranet. Furthermore, all policies and processes related to information technology and data privacy are thoroughly audited and certified, resulting in the issuance of two ISO certifications: ISO 27001 and ISO 27701

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.**

IndiaMART did not encounter any incidents requiring corrective action, the Company continues to maintain robust compliance systems, responsible marketing practices, and a strong cyber security framework.

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

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

On behalf of the Board

For **IndiaMART InterMESH Limited**

Place: Noida

Date: April 29, 2025

Brijesh Kumar Agrawal

(Whole Time Director)

DIN: 00191760

Dinesh Chandra Agarwal

(Managing Director & CEO)

DIN: 00191800



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INDEPENDENT ASSURANCE STATEMENT to the Management of IndiaMART Intermesh Limited

IndiaMART Intermesh Limited (Corporate Identity Number L74899DL1999PLC101534, hereafter referred to as 'IndiaMart' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR'). The disclosures include BRSR Core as per Annexure 17A of Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.



Our Conclusion:

On the basis of the assessment undertaken, nothing has come to our attention to suggest the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) do not properly adhere to the reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' - Limited level of assurance for Financial Year (FY) 2024-25.

Boundary covers the performance of IndiaMart operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of limited assurance covers the operations of IndiaMart across India. The locations include the head office at Noida, India and all 72 office locations across India, unless otherwise stated in the table below.

BRSR Core Attribute	Boundary for limited Assurance
Attribute 1: Green-house gas (GHG) footprint	Head office
Attribute 2: Water footprint	Head office
Attribute 3: Energy footprint	Head office
Attribute 4: Embracing circularity - details related to waste management by the entity	Head office

Reporting Criteria and Standards

The disclosures have been prepared by IndiaMart in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 captioned, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated November 11, 2024.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards.

Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



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Apart from DNV's VeriSustain™ protocol (v6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines to evaluate indicators wrt. Greenhouse gases and water disclosures.

Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of IndiaMart. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.
- Our focus included disclosures, management processes, and key ESG metrics specified under the BRSR Core. The Industry Standard on Reporting of BRSR Core used a basis of limited level of assurance.
- Understanding the key systems, processes and controls for collecting, managing and reporting the Key Performance Indicators (KPIs) of BRSR Core. Understand and test, on a sample basis to evaluate adherence to the reporting principles.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- DNV audit team conducted on-site audit for head office. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for limited level of assurance for the disclosures.

Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.



Responsibility of the Company

IndiaMart has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed for BRSR Core 9 ESG attributes in BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. IndiaMart is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the IndiaMart. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited,	
Sarkar, Chandan Digitally signed by Sarkar, Chandan Date: 2025.05.08 18:18:42 +05'30'	Sharma, Anjana Digitally signed by Sharma, Anjana Date: 2025.05.09 10:51:10 +05'30'
Chandan Sarkar Lead Verifier	Anjana Sharma Assurance Reviewer
Assurance Team: Jas Sahib Singh Chadha	

08/05/2025, Bengaluru, India.



Annexure I - BRSR Core Verified Data

Stipulated as per BRSR Core provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO ₂ e	0
		Total Scope 2 emissions	MT of CO ₂ e	423.62
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO ₂ e / Million INR of revenue	0.03
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e / Million US dollars adjusted for PPP	0.66
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / Full Time Equivalent	0.17
2	Water footprint	Total water consumption	KL	20,649
		Water consumption intensity	Total water consumption in KL / Revenue from operations in Million INR	1.56
			Total water consumption in KL / Revenue from operations adjusted for PPP in Million US dollars	32.32
		Water intensity in terms of physical output	Total water consumption in KL / Full Time Equivalent	8.30
		Water Discharge by destination and levels of Treatment	KL	0
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	2,126.78
		% of energy consumed from renewable sources	In % terms	0.00%
		Energy intensity	Energy intensity per rupee of turnover. (MJ / INR)	0.00016
			Energy intensity per rupee of turnover adjusted for PPP. (MJ / Turnover in US dollars)	0.0033
			MJ / Full Time Equivalent	855.30
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	2.51
		E-waste (B)	MT	0.99
		Bio-medical waste (C)	MT	0
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	0
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	0
		Other Non-Hazardous Waste (H)	MT	5.24
		Total (A+B + C + D + E + F + G + H)	MT	8.74
		Waste intensity per rupee of turnover from operations	MT / Million INR	0.00066
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT / Million US dollars	0.014
		Waste intensity in terms of physical output	MT / Full Time Equivalent	0.0035
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	0.99
		(ii) Re-used	MT	0
		Total	MT	0.99
		Intensity (Waste Recycled Recovered /Total Waste generated)	%	11%
		Total waste disposed by nature of disposal method		
		(i) Incineration	MT	0
		(ii) Landfilling	MT	0
		(iii) Other disposal options	MT	7.75
		Total	MT	7.75
		Intensity (Waste Disposed /Total Waste generated)	%	89%
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.62%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	0
			Lost Time Injury Frequency Rate (LTIFR)	0
			No. of fatalities	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	14.11%
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	0



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			Complaints on PoSH as a % of female employees / workers	0
			Complaints on PoSH upheld	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers	27.70%
			Sourced directly from within India	99.26%
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	0.00%
			Semi-urban	0.00%
			Urban	56%
			Metropolitan	44%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	44
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties	Purchases from trading houses as % of total purchases	Not Applicable
		Loans and advances & investments with related parties	Number of trading houses where purchases are made from	Not Applicable
			Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable
			Sales to dealers / distributors as % of total sales	0
			Number of dealers / distributors to whom sales are made	0
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0
			Share of RPTs (as respective %age) in	
			Purchases	0.79%
			Sales	0.13%
			Loans & advances	0.00%
			Investments	24.24%

Annexure II - Sites selected for audits

S.no	Site	Location
1.	Head Office	Head office - 6th floor, Tower 2, Assotech Business Cresterra, Plot No.22, Sector 135, Noida