



March 18, 2026

To

BSE Limited

The Corporate Relationship Dept.
P.J. Towers, Dalal Street
Mumbai-400 001

Scrip Code: 500214

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block- G,
Bandra Kurla Complex, Bandra (East),
Mumbai-400 051

Symbol: IONEXCHANG

Sub: Outcome of the Board Meeting under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations, 2015”)

Dear Sir/ Madam,

Pursuant to Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform you that, based on the recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company, at its meeting held today, i.e., Wednesday, March 18, 2026, has, inter alia, considered and approved the adoption of the “Ion Exchange (India) Limited – Employee Stock Option Scheme, 2026” (“ESOP 2026”) and its implementation through an irrevocable employee welfare trust to be set up by the Company, in accordance with the provisions of the Companies Act, 2013 and the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, subject to the approval of the shareholders of the Company and such other regulatory/statutory approvals as may be necessary.

The Board further approved the reconstitution of the Employee Stock Option Committee as follows:

Sr. No.	Name	Designation
1.	Mrs. Alka Arora Misra	Chairperson
2.	Mr. David Rasquinha	Member
3.	Mr. Sanjay Joshi	Member

The details required pursuant to SEBI Circular No. SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 are provided in the **Annexure A**.

The meeting of the Board of Directors of the Company commenced at 12:15 p.m. and concluded at 5:30 p.m.



The above information is available on the website of the Company at www.ionexchangeglobal.com.

Kindly take the information on record.

Thanking You,

**Yours faithfully,
For Ion Exchange (India) Limited**

**Nikisha Solanki
Company Secretary & Compliance Officer
ACS-50894**

Encl.: As Stated Above

Annexure A

Details as required under SEBI Circular no. SEBI/HO/49/14/14(7)2025CFDPOD2 /I/3762/2026 dated January 30, 2026:

Sr. No.	Particulars	Details
1.	Brief details of options granted	17,00,000 (Seventeen Lakhs) employee stock options (“Options”) to be granted to the eligible employees as determined by the Nomination and Remuneration Committee (“Committee”).
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.	Yes, Ion Exchange (India) Limited – Employee Stock Option Scheme 2026’ (“ESOP 2026” or “Scheme, is in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
3.	Total number of shares covered by these options	As stated at serial no. 1 above. 17,00,000 (Seventeen Lakhs) Options exercisable into not more than 17,00,000 (Seventeen Lakhs) equity shares of face value of ₹ 1/- (Rupee One Only) each fully paid-up
4.	Pricing formula	The Exercise Price per Option shall be determined by the Committee, subject to a maximum discount of up to 15% (Fifteen percent) on the Market Price of the Shares on the Grant Date. However, the Exercise Price per Option shall not be less than the face value of the Share of the Company. The specific Exercise Price shall be intimated to the Option Grantee in the Grant letter at the time of Grant. The employee shall also be liable to pay the Company an amount equivalent to the value of the perquisite tax payable on exercise of the options in accordance with the provisions of the Income Tax Act, 1961 and other applicable laws (if any) at the relevant time.
5.	Options vested	Not applicable at this stage.

6.	Time within which option may be exercised	The Exercise Period for Vested Options shall be a maximum of 4 (Four) years commencing from the date of each Vesting or such other shorter period as may be prescribed by the Committee at the time of Grant.
7.	Options exercised	Not applicable at this stage.
8.	Money realized by exercise of options	Not applicable at this stage.
9.	The total number of shares arising as a result of exercise of option	Not applicable at this stage.
10.	Options lapsed	Not applicable at this stage.
11.	Variation of terms of option	Not applicable at this stage.
12.	Brief details of significant terms	<p>The Options granted under the Scheme would Vest not earlier than the minimum Vesting Period of 1 (One) year and not later than the maximum Vesting Period of 4 (Four) years from the Grant Date. The Committee subject to minimum and maximum ceiling of vesting period shall have the power to prescribe the vesting schedule for a particular Grant.</p> <p>Options to the eligible Employees can be given in one or more tranches, from time to time, which in aggregate exercisable into not more than equity shares referred at serial no. 1 above.</p> <p>All the Equity Shares reserved under the Scheme shall be acquired by secondary acquisition.</p> <p>The Scheme will be overseen by the Nomination and Remuneration Committee (NRC) of the Company, which will handle all related responsibilities, including any powers or duties delegated by the Board as per applicable law.</p> <p>The Scheme shall be administered by the Employee Stock Option Committee through Ion Exchange ESOP Trust to be set-up by the Company.</p>

		The Shares arising out of Exercise of Vested Options shall not be subject to any lock-in from the date of transfer of such Shares under the Scheme.
13.	Subsequent changes or cancellation or exercise of such options	Not applicable at this stage.
14.	Diluted earnings per share pursuant to issue of equity share on exercise of options.	Not applicable at this stage.