



PARAS DEFENCE AND SPACE TECHNOLOGIES LIMITED

Registered & Corporate Office :

D-112, TTC Indl. Area, Nerul, Navi Mumbai - 400 706, India | Tel : +91-22-6919 9999 | Fax : +91-22-6919 9990
CIN : L29253MH2009PLC193352 | E-mail : business@parasdefence.com | Web : www.parasdefence.com

August 27, 2024

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Fort, Mumbai – 400001
Scrip Code: 543367

National Stock Exchange of India Limited

Exchange Plaza, Plot C/1, G Block,
Bandra – Kurla Complex,
Bandra (East), Mumbai – 400051
Trading Symbol: PARAS

Dear Sir/ Madam,

Subject: Intimation under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Employee Stock Option Plan (ESOP)

In furtherance of our intimation dated August 22, 2024 and pursuant to Regulation 30 read with Part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“LODR”), we hereby inform you that the Board of Directors of Paras Defence and Space Technologies Limited (“the Company”) at their meeting held today i.e. August 27, 2024, has inter alia, considered and approved the introduction and implementation of Employee Stock Option Scheme, viz., ‘Paras Defence and Space Technologies - Employee Stock Option Plan 2024’ (‘Paras Defence ESOP 2024’), in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 subject to the approval of the Members at ensuing 15th Annual General Meeting (“AGM”) of the Company scheduled to be held on September 20, 2024 at 12:30 p.m. and approval of such other regulatory/statutory approvals as may be necessary.

The information pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI circular SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023 and SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 are enclosed herewith as Annexure – A.

Kindly take the same on your record.

Thanking you,

For Paras Defence and Space Technologies Limited

Jajvalya Raghavan

Company Secretary and Compliance Officer
Membership No.: F11942



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Annexure - A

Sr. No.	Particulars	Information of such event/ Details
1.	Brief details of Options Granted	The objective of the ESOS 2024 is, inter alia to reward the Employees for their performance and to motivate them to contribute to the growth and profitability of the Company. The Company also intends to use this Paras Defence ESOP 2024 to attract and retain talent in the organization. The Company views Employee Stock Options as a means that would enable the employees to get a share in the value they create for the Company in future.
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable)	Yes.
3.	Total number of shares covered by these options	7,95,000 Equity Shares
4.	Pricing Formula	The Exercise Price shall be as may be decided by the Board/ Committee as is allowed under the Companies Act, and SEBI (SBEB and Sweat Equity) Regulations, which in any case will not be lower than the face value of the equity Shares of the Company on the date of such grant. Further the Exercise Price can be different for different set of Employees for Options granted on same / different dates.
5.	Options Vested	Nil
6.	Time within which options may be exercised	From the date of vesting of options, the employee shall be entitled to exercise the options upon completion of vesting period, which period shall not exceed a period of 5 (Five) years from the respective date of vesting of the options. However, the applicable exercise period may vary depending on circumstances such as retirement, resignation, termination due to misconduct or due to breach of policies or the terms of employment of the Company, permanent disablement, death, abandonment of service or termination due to other reasons.
7.	Options exercised	Nil
8.	Money realized by exercise of Options	Nil
9.	The total number of shares arising as a result of exercise of Option	Nil
10.	Options lapsed	Nil
11.	Variation of terms of Options	Not Applicable
12.	Brief details of significant terms	All the options granted on any date shall not vest earlier than minimum period of 1 (One) year and not later than a maximum period of 7 (Seven) years from the date of grant of respective options
13.	Subsequent changes or cancellation or exercise of such Options	Not Applicable
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of Options	Not Applicable