



ZEN TECHNOLOGIES LIMITED

Certified ISO 9001:2015, ISO 27001:2013, ISO 14001:2015, CMMI ML5
Regd. Office : B-42, Industrial Estate, Sanathnagar
Hyderabad – 500 018, Telangana, India
Phone: +91 40 23813281, Fax No: +91 40 23813694
Email: info@zentechnologies.com Website: www.zen.in
Corporate Identity Number : L72200TG1993PLC015939

Date: 21st February 2023

To
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001
Through: BSE Listing Centre
Security Code: 533339

To
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051
Through: NEAPS
Symbol: ZENTEC

Sub: Grant of Employee Stock Options (ESOPs) Under “Zen Technologies Limited Employee Stock Option Plan – 2021”.

Reference: Disclosure under Regulation 30 of SEBI(Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Madam,

We wish to inform that, the Nomination and Remuneration Committee of the Board of Directors of the Company, at its meeting held on today i.e. Tuesday 21st February, 2023, has granted 2,70,900 (Two Lakh Seventy Thousand Nine Hundred only) Employee Stock Options (ESOPs) convertible into 2,70,900 equity shares of face value of Re. 1/- each under the “**Zen Technologies Limited Employee Stock Option Plan – 2021**”.

The grant of the above stock options is in line with the provisions of the SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 as amended from time to time. The Disclosure as required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is annexed herewith as Annexure ‘A’.

This intimation will be made available on the Company’s website at the below link:
<https://www.zentechnologies.com/corporate-announcements>

We request you to kindly take the same on record.

Thanking you.

Yours Sincerely,
For **Zen Technologies Limited**

AFZAL
HARUNBHAI
MALKANI

Digitally signed by AFZAL
HARUNBHAI MALKANI
Date: 2023.02.21 11:38:27
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Afzal Harunbhai Malkani
Chief Financial Officer & Compliance Officer

Works : Plot 36, Hardware Park, Near Shamshabad International Airport, Hyderabad - 501 510, Telangana, India



CMMI DEV / 5SM
Exp. 2022-01-30 / Appraisal #2306



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Annexure 'A'

Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Schedule III

Sl. No	Particulars	Details
1	Brief details of options granted	2,70,900 (Two Lakh Seventy Thousand Nine Hundred only) Employee Stock Options (ESOPs) granted to the eligible employees of the Company under "Zen Technologies Limited Employee Stock Option Plan-2021".
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	2,70,900 (Two Lakh Seventy Thousand Nine Hundred only) of Re. 1/- each of the Company
4	Pricing formula/Exercise Price;;	The said options are being granted at Rs. 100/- (Rupees Hundred Only) per option. The said price is more than the face value of equity shares of the company and less than the prevailing Market Price as on date of the grant.
6	Options vested;	Not applicable <i>Options will start vesting after a period of one year from the date of grants</i>
7	Time within which option may be exercised;	Options shall be exercised within 2 years from the date of the respective vesting of options.
8	Options exercised	Not applicable
9	Money Realized by exercise of options	Not applicable
10	The total number of shares arising as a result of exercise of option	Not applicable
11	Options lapsed	Not applicable
12	Variation of terms of options	Not Applicable

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13	Brief details of significant terms;	<p>Zen Technologies Limited Employee Stock Option Plan – 2021 (“the Scheme”) is administered and implemented by Nomination and Remuneration Committee through Zen Technologies Limited Employees Welfare Trust in accordance with the Scheme.</p> <p>The grant of options is based on the eligibility criteria as mentioned in the Scheme.</p> <p>Other significant terms of the scheme are as follows:</p> <ul style="list-style-type: none"> • Acceptance of the Grant: on or before the "Closing Date" which shall not be more than 30 days from the date of issuance of Grant Letter. • Minimum Vesting Period: 01 (one) Year From the date of Grants. • Options granted under “Zen Technologies Limited Employee Stock Option Plan-2021”(“the Scheme”) shall vest over a period of 03 (Three) years in the manner as stated in the Grant letter of the Employee • The Shares arising out of Exercise of Vested Options shall not be Locked-in.
14	Subsequent changes or cancellation or exercise of such options.	Not Applicable
15	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not Applicable

Yours Sincerely,
 For **Zen Technologies Limited**

AFZAL
 HARUNBHAI
 MALKANI

Digitally signed by AFZAL
 HARUNBHAI MALKANI
 Date: 2023.02.21 11:38:56
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Afzal Harunbhai Malkani
Chief Financial Officer & Compliance Officer

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