



Ref: SSFL/Stock Exchange/2021-22/103

Date: March 30, 2022

To  
BSE Limited,  
Department of Corporate Services  
P. J. Towers, 25<sup>th</sup> Floor,  
Dalal Street,  
Mumbai - 400001

Scrip Code: 542759

To  
National Stock Exchange of India Limited,  
Listing Department  
Exchange Plaza, C-1, Block G  
Bandra Kurla Complex, Bandra (E)  
Mumbai - 400051

Symbol: SPANDANA

Dear Sir/Madam,

**Sub: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015 (SEBI LODR Regulations) - Grant of ESOP**

**Ref: Regulation 30 read with Schedule III of the SEBI LODR Regulations.**

We wish to inform that pursuant to Regulation 30 read with Schedule III of the SEBI LODR Regulations, Nomination and Remuneration Committee of the Board of Directors of the Company at its meeting held on March 30, 2022, Wednesday approved the grant of 16,60,000 stock options (which would get converted into 16,60,000 equity shares of the Company upon exercise) to eligible employees of the Company under Spandana Employee Stock Option Plan, 2021 Series-A and Spandana Employee Stock Option Scheme, 2021 (ESOP 2021 Series-A).

The brief details of the stock options granted are enclosed as **Annexure-A**.

Kindly take the same on record.

Thanking You,  
Yours Sincerely.

**For Spandana Sphoorty Financial Limited**

**Ramesh Periasamy**  
**Company Secretary and Compliance Officer**

*Encl: as above*



**Annexure-A**

<b>Brief details of options granted</b>	Grant of 16,60,000 stock options under Spandana Employee Stock Option Plan, 2021 Series A and Spandana Employee Stock Option Scheme, 2021 (ESOP 2021 Series A) to eligible employees of the Company as determined by the Nomination and Remuneration Committee. 50% of total options granted to the eligible employee shall be considered as 'Time Options' and balance 50% of the total options granted shall be considered as 'Performance Options'.																				
<b>Whether the scheme is in terms of SEBI (SBEB) Regulations, 2014</b>	Spandana Employee Stock Option Plan, 2021 Series A and Spandana Employee Stock Option Scheme, 2021 (ESOP 2021 Series A) are in compliance with the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014.																				
<b>Total number of shares covered by these options</b>	16,60,000 Equity Shares each stock option confers upon the option holder the right to subscribe for 1 (one) fully paid equity share of the Company upon exercise of the option.																				
<b>Pricing formula/ Exercise Price</b>	As per Spandana Employee Stock Option Plan, 2021 Series A and Spandana Employee Stock Option Scheme, 2021 (ESOP 2021 Series A)																				
<b>Options vested/Vesting Schedule</b>	<p>Vesting Schedule: The options shall vest as per the below schedule:</p> <p>i. Time Options</p> <table border="1" data-bbox="540 1121 1430 1434"> <thead> <tr> <th>Particulars</th> <th>Vesting Schedule</th> </tr> </thead> <tbody> <tr> <td>First anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Second anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Third anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Fourth anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> </tbody> </table> <p>ii. Performance Options</p> <table border="1" data-bbox="540 1514 1430 1881"> <thead> <tr> <th>Particulars</th> <th>Maximum options entitled for vesting based on annual performance rating</th> </tr> </thead> <tbody> <tr> <td>First anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Second anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Third anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Fourth anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> </tbody> </table>	Particulars	Vesting Schedule	First anniversary from the Grant Date	25% of total Time Options granted	Second anniversary from the Grant Date	25% of total Time Options granted	Third anniversary from the Grant Date	25% of total Time Options granted	Fourth anniversary from the Grant Date	25% of total Time Options granted	Particulars	Maximum options entitled for vesting based on annual performance rating	First anniversary from the Grant Date	25% of total performance Options granted	Second anniversary from the Grant Date	25% of total performance Options granted	Third anniversary from the Grant Date	25% of total performance Options granted	Fourth anniversary from the Grant Date	25% of total performance Options granted
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	Such performance options shall vest annually upon meeting the individual performance rating upon completion of annual performance cycle:	
	<b>Individual Performance Rating</b>	<b>Vesting per Year (%) of performance options which are entitled to vest as per above clause</b>
	Rating 1	100 (Hundred)%
	Rating 2	80 (Eighty)%
	Rating 3	50 (Fifty)%
	Rating 4	0 (Zero)%
	Rating 5	0 (Zero)%
<b>Time within which option may be exercised</b>	Options can be exercised within 9 (Nine) years from the Grant Date.	