



CSL/2024-25/101

4th June, 2024

To, BSE Limited Corporate Relationship Department 1 st Floor, New Trading Ring Rotunda Building, P J Towers Dalal Street, Fort, Mumbai – 400001. Scrip Code :532443 Scrip ID: CERA	To, National Stock Exchange of India Limited Exchange Plaza Bandra Kurla Complex Bandra (East) Mumbai – 400051. Scrip Code: CERA
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Dear Sir/Madam,

Sub: Grant of Stock Options under the Cera Sanitaryware - Employee Stock Option Scheme 2024' ("ESOS 2024" or "Scheme")

In terms of provisions of Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform that Nomination & Remuneration Committee of the Board Directors of the Company by way of circular resolution has approved the grant of 14,950 Options pursuant to the Cera Sanitaryware - Employee Stock Option Scheme 2024 today i.e. on 4th June, 2024 at 7:35 p.m., details of the same are mentioned below:

Sr. No.	Particulars	Details
1	Name of Scheme	Cera Sanitaryware - Employee Stock Option Scheme 2024' ("ESOS 2024" or "Scheme")
2	Brief details of options granted	14,950 (Fourteen Thousand Nine Hundred Fifty) Options granted to the eligible employees of the Company.
3	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable)	Yes
4	Total number of shares covered by these options	14,950 (Fourteen Thousand Nine Hundred Fifty) Equity Shares of face value of Rs. 5/- each of the Company
5	Pricing formula	The exercise price per such Option shall be the face value of the Shares of the Company.
6	Option Vested	Not applicable at this stage
7	Time within which option may be exercised	The exercise period for vested Options shall be a maximum of 5 (Five) years commencing from the relevant date of vesting of Options

Cera Sanitaryware Limited

Registered Office & Works : 9, GIDC Industrial Estate, Kadi 382715. District : Mehsana, North Gujarat, INDIA

Tele : +91-2764-242329, 243000 E-Mail : kadi@cera-india.com www.cera-india.com

CIN No. : L26910GJ1998PLC034400

8	Option exercised	<p>Not applicable at this stage.</p>					
9	Money realized by Exercise of options						
10	The total number of shares arising as a result of exercise of option						
11	Option lapsed						
12	Variation of terms of options						
13	Brief details of significant terms	<p>The grant of Options is based upon the eligibility criteria as mentioned in the Scheme.</p> <p>Upon a valid exercise of a vested option by a participant, each vested option will entitle the eligible employee to 1 (one) fully paid up equity share of the Company.</p> <p>There shall be minimum Vesting Period of 1 (One) year and not later than maximum Vesting Period of 5 (Five) years from the Grant Date.</p> <p>Every grant of options shall be governed by a vesting schedule, Performance condition as per KPI and such other terms, and detailed in the letter of grant issued to the eligible employee(s) at the time of each grant.</p> <p>Vesting Schedule:</p> <table border="1" style="margin-left: 20px;"> <tr> <td>1. On 1st anniversary from the date of grant: 10% of Options granted</td> </tr> <tr> <td>2. On 2nd anniversary from the date of grant: 15% of Options granted</td> </tr> <tr> <td>3. On 3rd anniversary from the date of grant: 15% of Options granted</td> </tr> <tr> <td>4. On 4th anniversary from the date of grant: 30% of Options granted</td> </tr> <tr> <td>5. On 5th anniversary from the date of grant: 30% of Options granted</td> </tr> </table>	1. On 1 st anniversary from the date of grant: 10% of Options granted	2. On 2 nd anniversary from the date of grant: 15% of Options granted	3. On 3 rd anniversary from the date of grant: 15% of Options granted	4. On 4 th anniversary from the date of grant: 30% of Options granted	5. On 5 th anniversary from the date of grant: 30% of Options granted
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2. On 2 nd anniversary from the date of grant: 15% of Options granted							
3. On 3 rd anniversary from the date of grant: 15% of Options granted							
4. On 4 th anniversary from the date of grant: 30% of Options granted							
5. On 5 th anniversary from the date of grant: 30% of Options granted							

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14	Subsequent changes or cancellation or exercise of such options;	Not applicable at this stage.
15	Diluted earning per shares pursuant to issue of equity shares on exercise of options.	

Kindly take the same on your records.

Thanking you,
For Cera Sanitaryware Limited.

Hemal Sadiwala
Company Secretary

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