



HQ/CS/CL.24B/17647  
January 16, 2024

National Stock Exchange of India Limited  
Exchange Plaza, Bandra Kurla Complex,  
Mumbai – 400 051  
SYMBOL: TATACOMM

BSE Limited  
P.J. Towers, Dalal Street,  
Mumbai – 400 001  
Scrip Code: 500483

Dear Sir / Madam,

**Sub: Grant of stock options under 'Tata Communications Limited - Stock Unit Plan 2023'.**

Pursuant to authority granted by the Shareholders at the 37<sup>th</sup> Annual General Meeting of the Company held on July 18, 2023, we wish to inform you that the Nomination and Remuneration Committee (NRC) at its meeting held on January 16, 2024, approved the additional grant of 4,599 (Four Thousand Five Hundred and Ninety Nine Only) employee stock options ("RSUs") to the eligible employees in terms of 'Tata Communications Limited - Stock Unit Plan 2023' under SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 with the effective date of grant being February 1, 2024.

This disclosure is made pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the required information in compliance with SEBI Circular ref. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, pertaining to the above grant are provided in Annexure A.

This is for your information and records.

Thanking you,

Yours faithfully,  
For Tata Communications Limited

Zubin Adil Patel  
Company Secretary and Compliance Officer  
Encl.: as above

**TATA COMMUNICATIONS**

Tata Communications Limited

Plot No. C21 & C 36 'G' Block Bandra Kurla Complex Bandra (East) Mumbai 400098 India

Regd. Office: VSB Mahatma Gandhi Road Fort Mumbai 400 001 India

Tel: + 91 22 6659 1968 email: investor.relations@tatacommunications.com

CIN: L64200MH1986PLC039266 website: www.tatacommunications.com



**Disclosure under Para B of Part A of Schedule III to the Regulation 30 of the SEBI Listing Regulations**

| No. | Items of Disclosure   | Description   |
|-----|---|---|
| 1.  | Brief details of options granted  | 4,599 (Four Thousand Five Hundred and Ninety Nine) additional employee stock options (“RSUs”) to be granted to the eligible employees as determined by the NRC.   |
| 2.  | Whether the scheme is in terms of Share Based Employee Benefits and Sweat Equity) Regulations, 2021 | Yes   |
| 3.  | Total number of shares covered by these options   | 4,599 (Four Thousand Five Hundred and Ninety Nine) RSUs exercisable into not more than 4,599 (Four Thousand Five Hundred and Ninety Nine) equity shares of face value of INR 10 (Indian Rupees Ten Only) each fully paid-up.  |
| 4.  | Pricing formula   | ₹ 10 being the face value of the equity shares of Tata Communications Limited   |
| 5.  | Options vested  | Nil   |
| 6.  | Time within which option may be exercised   | RSUs once vested and confirmed by the NRC shall be exercisable within a maximum period of 1 (one) year from the date of vesting of the RSUs.  |
| 7.  | Options exercised   | Nil   |
| 8.  | Money realized by exercise of options   | Not Applicable  |
| 9.  | The total number of shares arising as a result of exercise of option                                | Not Applicable  |
| 10. | Options lapsed  | Nil   |
| 11. | Variation of terms of options   | Not Applicable  |
| 12. | Brief details of significant terms  | The RSUs shall vest with the employee on the satisfaction of a time-based and a performance-based vesting criteria. The RSUs shall vest not earlier than a minimum period of 1 (one) year and not later than a maximum period of 3 (three) years from the grant date. |
| 13. | Subsequent changes or cancellation or exercise of such options                                      | Nil   |
| 14. | Diluted earnings per share pursuant to issue of equity shares on exercise of options                | Not Applicable  |

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