

July 24, 2024

Ref.: SSFB/CS/50/2024-25

To,

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

**BSE Limited**  
 The Corporate Relationship Department  
 Phiroze Jeejeebhoy Towers,  
 Dalal Street,  
 Fort, Mumbai - 400 001

Symbol: SURYODAY

Scrip Code: 543279

Dear Sir/ Madam,

**Sub: Grant of Stock Options to the employees of Suryoday Small Finance Bank Limited ("the Bank" / "Suryoday") under Suryoday ESOP Scheme - 2019**

Pursuant to the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI LODR'), we wish to inform that the Nomination and Remuneration Committee ("NRC") of the Board, at its meeting held on July 24, 2024, has approved the grant of 7,46,050 Employee Stock Options ("ESOPs") of Rs. 10 each ("ESOPs") at the grant price of **Rs. 177.03 (Rupees One Hundred Seventy-Seven and Three paise)** per ESOP to the eligible employees of the Bank, subject to necessary regulatory compliances, as applicable.

The disclosure required under Regulation 30 of SEBI LODR read with the SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13th July, 2023 and other relevant circulars, are as follows:

Sr. No.	Particulars	Details
1	Brief details of options granted	Grant of 7,46,050 ESOPs approved by NRC to eligible employees of the Bank on <b>July 24, 2024</b> , under Suryoday ESOP Scheme -2019. Of which 4,46,050 ESOPs have been granted to Senior Management Employees, including MRTs, RCS and AOE's and upto 3,00,000 ESOPs have been allocated for the Mid Management Employees, which would be granted effective from July 24, 2024 and the Exact Number would be updated immediately after completion of grants exercise.
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021	Suryoday ESOP Scheme - 2019 is in accordance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021
3	Total number of shares covered by these options	Each Stock Option carries the right to apply for and be allotted 1 (One) equity share of face value of Rs. 10 each of the Bank. Accordingly, not exceeding 7,46,050 Equity Shares of Rs. 10 each of the Bank shall be issued against these Stock Options, if exercised on vesting.
4	Pricing formula	As a listed entity, the Grant Price for the ESOPs shall be based on the previous (trading) day's closing price on the Stock Exchange in which the highest

**SURYODAY SMALL FINANCE BANK LIMITED**

Reg. & Corp. off: 1101, Sharda Terraces, Plot. 65, Sector 11, CBD Belapur, Navi Mumbai: 400614 Tel: 022-40435800

E Mail: info@suryodaybank.com / Web: www.suryodaybank.com CIN: L65923MH2008PLC261472 / GSTIN NO: 27AAMCS5499J1ZG

		volumes of the Bank's shares have been traded. Accordingly, grant price for ESOPs is taken as <b>Rs. 177.03 (Rupees One Hundred Seventy-Seven and Three paise)</b> per option to the eligible employees of the Bank {i.e. based on the <b>July 23, 2024</b> , previous (trading) day's closing price of National Stock Exchange of India, wherein the highest volumes of the Bank's shares were traded.}																		
5	Options vested	Options granted shall vest over a period of four years from the date of the Grant (the "Vesting Period") in the following manner: <table border="1" data-bbox="803 541 1414 783"> <thead> <tr> <th>Date of Vesting</th> <th>Percentage of Options vested*</th> <th>Performance based Yes/No</th> </tr> </thead> <tbody> <tr> <td>1<sup>st</sup> year vesting</td> <td>25%</td> <td>No</td> </tr> <tr> <td>2<sup>nd</sup> year vesting</td> <td>25%</td> <td>Yes</td> </tr> <tr> <td>3<sup>rd</sup> year vesting</td> <td>25%</td> <td>Yes</td> </tr> <tr> <td>4<sup>th</sup> year vesting</td> <td>25%</td> <td>Yes</td> </tr> <tr> <td><b>Total</b></td> <td><b>100%</b></td> <td></td> </tr> </tbody> </table> <p>* Vesting as per the internal Policy.</p>	Date of Vesting	Percentage of Options vested*	Performance based Yes/No	1 <sup>st</sup> year vesting	25%	No	2 <sup>nd</sup> year vesting	25%	Yes	3 <sup>rd</sup> year vesting	25%	Yes	4 <sup>th</sup> year vesting	25%	Yes	<b>Total</b>	<b>100%</b>	
Date of Vesting	Percentage of Options vested*	Performance based Yes/No																		
1 <sup>st</sup> year vesting	25%	No																		
2 <sup>nd</sup> year vesting	25%	Yes																		
3 <sup>rd</sup> year vesting	25%	Yes																		
4 <sup>th</sup> year vesting	25%	Yes																		
<b>Total</b>	<b>100%</b>																			
6	Time within which option may be exercised	All Options vested shall be exercised by the Option Grantee within the Exercise Period which is 3 (three) years from the date of vesting by using the exercise window in accordance with the Suryoday ESOP Scheme-2019, or within 90 days from the last date of service or the last date of the Exercise Period, whichever is earlier.  <i>It is hereby clarified that the Option Grantee may exercise the Options vested in him/her during the Exercise windows about which all the Option Grantees will receive advance intimation from the Company.</i>  All unexercised Options shall lapse after the expiry of 3 (three) years from the date of vesting thereof and accordingly no rights under the Letter of Grant shall survive on such lapse. There will be no separate communication intimating the lapse of Options.																		
7	Options exercised	N.A.																		
8	Money realized by exercise of options	N.A.																		
9	The total number of shares arising as a result of exercise of option	N.A.																		
10	Options lapsed	N.A.																		
11	Variation of terms of options	N.A.																		
12	Brief details of significant terms	Suryoday ESOP Scheme-2019 ("ESOP Scheme 2019") was approved initially by the Members of the Bank at their Annual General Meeting held on September 26, 2019 and thereafter, amended Scheme was approved by the Members at their Extra Ordinary General Meeting held on July 27, 2020. Further, in terms of Regulation 12(1) of the Securities and Exchange Board of India (Share Based																		

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		Employee Benefits and Sweat Equity) Regulations, 2021 {Erstwhile SEBI (Share Based Employee Benefits) Regulations, 2014} as amended, the ratification to the ESOP Scheme-2019 was also approved by the Members of the Bank at their Annual General Meeting held on September 20, 2021.
13	Subsequent changes or cancellation or exercise of such options	N.A.
14	Diluted earnings per share pursuant to issue of equity shares on exercise of options	N.A.

The meeting of NRC commenced at 4:30 p.m. and concluded at 7:20 p.m.

The above information shall also be available on the Bank's website at <https://www.suryodaybank.com/Equity-Compliances-24-25>

The above is submitted for your kind information and appropriate dissemination.

Thanking You,

**For Suryoday Small Finance Bank Limited**

**Krishna Kant Chaturvedi**  
**Company Secretary and Compliance Officer**