



HQ/CS/CL.24B/17518
June 1, 2023

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: Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Adoption of Share-based Long Term Incentive Plan - 'Tata Communications Limited – Employee Stock Unit Plan 2023'.

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), please be informed that the Board of Directors of the Company at its meeting held today has, on the recommendation of the Nomination and Remuneration Committee, *inter alia* considered and approved formulation of a Share-based Long Term Incentive Plan viz., '**Tata Communications Limited – Employee Stock Unit Plan 2023**' ("RSU 2023" / "Plan" / "Scheme") in accordance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

Under the Plan, the Company would grant up to 30,00,000 (Thirty Lakh) Restricted Stock Units ('RSUs'), in one or more tranches, to such employees as may be determined by the Nomination and Remuneration Committee in terms of the Plan, that would entitle the grantees (in aggregate) to acquire up to 30,00,000 (Thirty Lakh) fully paid-up equity shares of ₹10/- (Rupees Ten only) each, with each such RSU conferring a right upon the employees to apply for one equity share in the Company in accordance with the terms and conditions as may be decided under the Plan, subject to approval of the shareholders of the Company and such other regulatory / statutory approvals as may be necessary.

Approval of the shareholders of the Company shall be sought at the forthcoming Annual General Meeting of the Company.

The disclosure pursuant to SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015, is enclosed herewith as Annexure - I.

This information will also be hosted on the website of the Company at <https://www.tatacommunications.com/investors/filings/>

This information is for your records.

Thanking you.
Yours faithfully,
For Tata Communications Limited

Zubin Adil Patel
Company Secretary and Compliance Officer

TATA COMMUNICATIONS

Tata Communications Limited

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CIN: L64200MH1986PLC039266 website: www.tatacommunications.com



Annexure - I

Disclosure pursuant to SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015

Sr. No.	Particulars	Disclosure
a)	Brief details of options granted	The Board of Directors of the Company approved formulation of a Share-based Long Term Incentive Plan viz., 'Tata Communications Limited – Employee Stock Unit Plan 2023' ("RSU 2023" / "Plan" / "Scheme") in accordance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, with authority to grant up to 30,00,000 (Thirty Lakh) Restricted Stock Units ('RSUs'), in one or more tranches, to such employees as may be determined by the Nomination and Remuneration Committee in terms of the Plan, that would entitle the grantees (in aggregate) to acquire up to 30,00,000 (Thirty Lakh) fully paid-up equity shares of ₹10/- (Rupees Ten only) each, with each such RSU conferring a right upon the employees to apply for one equity share in the Company in accordance with the terms and conditions as may be decided under the Plan, and in accordance with the provisions of the applicable laws and regulations for the time being in force.
b)	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable)	Yes, the Plan is in accordance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
c)	Total number of shares covered by these options	The Plan would result in grant of up to 30,00,000 (Thirty Lakh) RSUs exercisable into not more than 30,00,000 (Thirty Lakh) fully paid-up equity shares of face value of ₹10/- (Rupees Ten Only) each.
d)	Pricing formula	The Exercise Price of each RSU shall be equal to the face value of the equity shares of the Company at the time of Grant.
e)	Time within which options may be exercised	The vested RSUs shall be excisable within a maximum period of 1 (one) year from the date of Vesting of RSUs.



f)	Brief details of significant terms	The RSUs to be granted under the Plan shall vest after the minimum vesting period of 1 (one) year but not later than the maximum period of 4 (four) years from the date of Grant.
g)	Options vested	Not Applicable at this stage.
h)	Options exercised	
i)	Money realized by exercise of options	
j)	The total number of shares arising as a result of exercise of options	
k)	Options lapsed	
l)	Variation of terms of options	
m)	Subsequent changes or cancellation or exercise of such options	
n)	Diluted earnings per share pursuant to issue of equity shares on exercise of options	

For Tata Communications Limited

Zubin Adil Patel
Company Secretary and Compliance Officer