

Date: October 28, 2023

To  
Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E), Mumbai – 400 051  
Through: NEAPS  
Symbol/Security ID: ZENTEC

To  
Dept. of Corp. Services  
BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai- 400001  
Through: BSE Listing Centre  
Security Code: 533339

Dear Sir/Madam,

**Sub: 2<sup>nd</sup> Grant of Employee Stock Options (ESOPs) Under “Zen Technologies Limited Employee Stock Option Plan – 2021 (“the Scheme)”**

**Ref: Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

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We wish to inform that, the Nomination and Remuneration Committee of the Board of Directors of the Company, at its meeting held on today (i.e., October 28, 2023), has, inter alia, granted 22,500 (Twenty-two thousand and Five hundred only) Employee Stock Options (ESOPs) convertible into equal no. of equity shares of face value of Re. 1/- each under the “Zen Technologies Limited Employee Stock Option Plan – 2021”.

The grant of the above stock options is in line with the provisions of the SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 as amended from time to time. The Disclosure as required under Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is enclosed as **Annexure ‘A’**.

This intimation is also made available on the Company’s website at the below link:  
<https://www.zentechnologies.com/corporate-announcements>

Kindly take the same on record and acknowledge the receipt.

Thanking you.

Yours faithfully,

**For Zen Technologies Limited**



M. Raghavendra Prasad  
Company Secretary and Compliance Officer  
M.no.: A41798

Ecnl: as above

**Annexure 'A'**

S. No	Particulars	Remarks
1	Brief details of options granted	22,500 (Twenty-two thousand and Five hundred only) Employee Stock Options (ESOPs) granted to the eligible employees of the Company under the scheme.
2	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes
3	Total number of shares covered by these options	22,500 (Twenty-two thousand and Five hundred only) of Re. 1/- each of the Company.
4	Pricing formula/Exercise Price;;	The said options are being granted at Rs. 100/- (Rupees Hundred Only) per option.  The said price is more than the face value of equity shares of the company and less than the prevailing Market Price as on date of the grant.
5	Options vested;	Not applicable <i>Options will start vesting after a period of one year from the date of grants</i>
6	Time within which option may be exercised;	Options shall be exercised within 2 years from the date of the respective vesting of period.
7	Options exercised	Not applicable
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	Not applicable
11	Variation of terms of options	Not Applicable
12	Brief details of significant terms;	Zen Technologies Limited Employee Stock Option Plan – 2021 is administered and implemented by Nomination and Remuneration Committee through Zen Technologies Limited Employees Welfare Trust in accordance with the Scheme.  The grant of options is based on the eligibility criteria as mentioned in the Scheme.  Other significant terms of the scheme are as follows: <ul style="list-style-type: none"> <li>• Acceptance of the Grant: Within 30 days from the date of issuance of Grant Letter.</li> <li>• Minimum Vesting Period: 01 (one) Year From the date of Grants.</li> <li>• In the present case, the Options granted under the Scheme shall vest over a maximum period of 3 (Three) years in the manner as stated in the Grant letter of the Employee.</li> <li>• The Shares arising out of Exercise of Vested Options shall not be Locked-in.</li> </ul>
13	Subsequent changes or cancellation or exercise of such options.	Not Applicable
14	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not Applicable



**Works:** Plot No. 36, Hardware Park, Near Shamshabad International Airport, Hyderabad - 501 510, Telangana, India