



Ref: SEL/2024-25/239

February 14, 2025

To,  
The Dy. Gen Manager  
Corporate Relationship Dept.  
**BSE Limited**  
PJ Tower, Dalal Street,  
Mumbai- 400 001

**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra-Kurla Complex, Bandra (E),  
Mumbai - 400 051  
Fax : 022-26598237-38

**Equity Scrip Code: 532710**

**Equity Scrip Name: SADBHAV**

**Sub: Grant of Options by Nomination and Remuneration Committee of the Company under 'Sadbhav Engineering Ltd ESOP Scheme 2024'**

**Ref: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015.**

Dear Sir/Madam,

Pursuant to the Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, read together with the circulars and notifications issued thereunder ("Listing Regulations"), we would like to inform that Nomination and Remuneration Committee (herein after referred to as 'Committee') of the company in it's meeting held today i.e. 14<sup>th</sup> February, 2025, has approved the grant of options to eligible employees under 'Sadbhav Engineering Limited ESOP Scheme 2024'.

Brief details relevant to Options granted by the committee as mandated in SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 has been annexed herewith as Annexure-1.

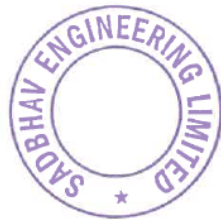
You are requested to take the same on record.

Thanking You.

Yours Faithfully,

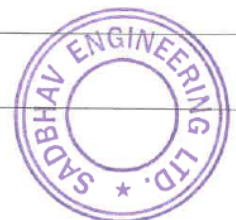
**For Sadbhav Engineering Limited**

**Shashin V. Patel**  
**Chairman and Managing Director**  
**DIN: 00048328**  
Encl: a.a.



## Annexure-1

S. No.	Items of Disclosure	Description												
1.	Brief details of options granted	1,00,00,000 (One Crore) options have been granted to the eligible employees under Sadbhav Engineering Limited ESOP Scheme 2024.												
2.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes												
3.	Total number of shares covered by these options	1,00,00,000 (One Crore Shares) of face value of rupees 1/- each of the company. Each options carries a right to and apply for allotment of with 1 (one) equity share of face value of rupees 1 /- (one) each of the company.												
4.	Pricing formula/ exercise price	The Exercise Price shall be lower of Rs. 20/- (Rupees Twenty Only) per share (including premium of Rs. 19/- per share) or 33% discount to the market price of share of the Company at the time of vesting date of Options. Without prejudice to the generality of the foregoing, market price (MP) of the equity shares of the company on the Stock Exchange on the date immediately preceding the date of vesting of Options and if such a date is a trading holiday, the earliest such preceding day which is not a trading holiday.												
5.	Options vested	<p>The Granted options shall vest in following manner:</p> <p style="text-align: center;"><b>Vesting Schedule</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Tranche</th> <th>Options that will get vested</th> <th>Date of vesting</th> </tr> </thead> <tbody> <tr> <td>Tranche 1</td> <td>33% of the options granted</td> <td>14-02-2026</td> </tr> <tr> <td>Tranche 2</td> <td>33% of the options granted</td> <td>14-02-2027</td> </tr> <tr> <td>Tranche 3</td> <td>34% of the options granted</td> <td>14-02-2028</td> </tr> </tbody> </table>	Tranche	Options that will get vested	Date of vesting	Tranche 1	33% of the options granted	14-02-2026	Tranche 2	33% of the options granted	14-02-2027	Tranche 3	34% of the options granted	14-02-2028
Tranche	Options that will get vested	Date of vesting												
Tranche 1	33% of the options granted	14-02-2026												
Tranche 2	33% of the options granted	14-02-2027												
Tranche 3	34% of the options granted	14-02-2028												
	Time within which option may be exercised	1 (One) year from the date of last vesting for each vested set of Options												
7.	Options exercised	NA												
8.	Money realized by exercise of options	NA												
9.	The total number of shares arising as a result of exercise of option	NA												



10.	Options lapsed	NA
11.	Variation of terms of options	NA
12.	Brief details of significant terms	The granted options of each tranche shall vest in manner as provided in the Sadbhav Engineering Limited ESOP Scheme 2024.
13.	Subsequent changes or cancellation or exercise of such options	NA
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of options	NA

