



Ref: SSFL/Stock Exchange/2024-25/150

March 05, 2025

To  
BSE Limited,  
Department of Corporate Services  
P. J. Towers, 25<sup>th</sup> Floor,  
Dalal Street,  
Mumbai - 400001

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

Scrip Code: 542759

Symbol: SPANDANA

Dear Sir,

**Subject: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015 (SEBI LODR Regulations) - Grant of ESOP.**

**Ref: Regulation 30 read with Schedule III of the SEBI LODR Regulations.**

Pursuant to Regulation 30 read with Schedule III of the SEBI LODR Regulations, we hereby inform that the Nomination and Remuneration Committee of the Board of Directors of the Company on March 05, 2025, *inter-alia* approved the grant of 67,000 (Sixty-seven thousand) stock options (which would get converted into 67,000 (Sixty-seven thousand) equity shares of the Company upon exercise) to identified employees of the Company under Spandana Employee Stock Option Plan 2018 and Spandana Employee Stock Option Scheme 2021.

The brief details of the stock options granted are enclosed as **Annexure-A**.

Kindly take the same on record.

Your Sincerely,  
For Spandana Sphoorty Financial Limited

**Vinay Prakash Tripathi**  
Company Secretary

*Encl: as above*



**Annexure-A**

**Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Schedule III**

<b>Brief details of options granted</b>	Grant of 67,000 stock options under Spandana Employee Stock Option Plan 2018 (“ <b>Plan 2018</b> ”) and Spandana Employee Stock Option Scheme 2021 (“ <b>Scheme 2021</b> ”) to identified employees of the Company as determined by the Nomination and Remuneration Committee.																																
<b>Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021</b>	Plan 2018 and Scheme 2021 are in compliance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.																																
<b>Total number of shares covered by these options</b>	67,000 equity shares, each stock option confers upon the option holder the right to subscribe for 1 (one) fully paid equity share of the Company upon exercise of the option.																																
<b>Pricing formula/ Exercise Price</b>	As per Plan 2018 and Scheme 2021																																
<b>Options vested/Vesting Schedule</b>	<p>Vesting Schedule: The Options shall vest as per the below schedule:</p> <p>i. Time Options</p> <table border="1"> <thead> <tr> <th>Particulars</th> <th>Vesting Schedule</th> </tr> </thead> <tbody> <tr> <td>First anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Second anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Third anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> <tr> <td>Fourth anniversary from the Grant Date</td> <td>25% of total Time Options granted</td> </tr> </tbody> </table> <p>ii. Performance Options</p> <table border="1"> <thead> <tr> <th>Particulars</th> <th>Maximum options entitled for vesting based on annual performance rating</th> </tr> </thead> <tbody> <tr> <td>First anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Second anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Third anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> <tr> <td>Fourth anniversary from the Grant Date</td> <td>25% of total performance Options granted</td> </tr> </tbody> </table> <p>Such performance options shall vest annually upon meeting the individual performance rating on completion of annual performance cycle:</p> <table border="1"> <thead> <tr> <th>Individual Performance Rating</th> <th>Vesting per Year (%) of performance options which are entitled to vest as per above clause</th> </tr> </thead> <tbody> <tr> <td>Rating 1</td> <td>100 (Hundred)%</td> </tr> <tr> <td>Rating 2</td> <td>80 (Eighty)%</td> </tr> <tr> <td>Rating 3</td> <td>50 (Fifty)%</td> </tr> <tr> <td>Rating 4</td> <td>0 (Zero)%</td> </tr> <tr> <td>Rating 5</td> <td>0 (Zero)%</td> </tr> </tbody> </table>	Particulars	Vesting Schedule	First anniversary from the Grant Date	25% of total Time Options granted	Second anniversary from the Grant Date	25% of total Time Options granted	Third anniversary from the Grant Date	25% of total Time Options granted	Fourth anniversary from the Grant Date	25% of total Time Options granted	Particulars	Maximum options entitled for vesting based on annual performance rating	First anniversary from the Grant Date	25% of total performance Options granted	Second anniversary from the Grant Date	25% of total performance Options granted	Third anniversary from the Grant Date	25% of total performance Options granted	Fourth anniversary from the Grant Date	25% of total performance Options granted	Individual Performance Rating	Vesting per Year (%) of performance options which are entitled to vest as per above clause	Rating 1	100 (Hundred)%	Rating 2	80 (Eighty)%	Rating 3	50 (Fifty)%	Rating 4	0 (Zero)%	Rating 5	0 (Zero)%
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<b>Time within which option may be exercised</b>	As per Plan 2018 and Scheme 2021																																

Spandana Sphoorty Financial Limited

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