

November 6, 2025

National Stock Exchange of India Limited
Listing Compliance Department
Exchange Plaza
Bandra – Kurla Complex
Bandra East, Mumbai – 400 051
NSE Symbol: ARE&M

BSE Limited
Corporate Relations Department
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001
BSE scrip code: 500008

Dear Sir / Madam,

Sub: Approval and Recommendation of Amara Raja Energy & Mobility Limited Employee Stock Option Scheme 2025.

In reference to our letter dated September 25, 2025, we wish to inform you that the Board of Directors at their meeting held today i.e., November 06, 2025, have *inter-alia*, approved '**Amara Raja Energy & Mobility Limited Employee Stock Option Scheme 2025**' ("Scheme") for grant of options to Eligible Employees of the Company including subsidiaries (unlisted) of the Company, in India or outside India, under the Scheme subject to approval of the Shareholders of the Company as per SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (SEBI (SBEB&SE) Regulations, 2021), the Companies Act 2013 (Act) read with rules thereunder and any other applicable laws.

After requisite approval, the Scheme shall be implemented through Trust Route by creation of the Amara Raja Energy & Mobility ESOS Trust (Trust), wherein the Trust shall acquire the existing equity shares of the Company by way of Secondary Acquisition from the open market in compliance with the SEBI (SBEB&SE) Regulations, 2021 and SEBI Listing Regulations. The Company will seek approval of its shareholders through Postal Ballot.

Information required pursuant to Regulation 30 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), as amended, read with relevant circular(s) is enclosed herewith.

This is for your kind information.

Thank You

Yours faithfully

For Amara Raja Energy & Mobility Limited
(Formerly known as Amara Raja Batteries Limited)



Vikas Sabharwal
Company Secretary &
Vice President - Legal

Encl a/a.:

Annexure A
Institution of Amara Raja Energy & Mobility Limited Employee Stock Option Scheme 2025
("Scheme")

S. No.	Particulars	Details
1.	Name of the Scheme	Amara Raja Energy & Mobility Limited Employee Stock Option Scheme 2025 (Scheme)
2.	Brief details of Options granted	<p>No grant has been made under the Scheme, as on date.</p> <p>Total pool size of 25,00,000 (Twenty-Five Lakh) Employee Stock Options (Options) convertible into 25,00,000 (Twenty-Five Lakh) equity shares of face value Re.1/- each</p> <p>The Scheme shall be implemented through Trust route wherein the Trust will acquire the equity shares of the Company by way of secondary acquisition from the open market in compliance with the SEBI (SBEB&SE) Regulations, 2021 and SEBI Listing Regulations.</p>
3.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes
4.	Total number of shares covered by these Options	Maximum 25,00,000 (Twenty-Five Lakhs) Equity Shares of face value Re. 1/- each, arising out of exercise of maximum 25,00,000 (Twenty Five Lakhs) Options (or such other adjusted figure for any bonus, stock splits or consolidations or other reorganization of the capital structure of the Company as may be applicable from time to time).
5.	Pricing formula	<p>Under this Scheme, the Exercise Price will be decided by the Nomination and Remuneration Committee (Committee/Compensation Committee) at the time of Grant and will be linked with the Market Price as defined in the Scheme, in accordance with the Applicable Law.</p> <p>The Committee has the power to provide a discount up to 20% of the market price. However, in any case the Exercise Price shall not go below the face value of the Share of the Company.</p>
6.	Options vested	Not applicable, as this is an intimation about Board approval and recommendation to the shareholders for instituting the Scheme.
7.	Time within which option may be exercised	After vesting, Options may be exercised (wholly or partly) within a maximum period of 5 (five) years from the date of vesting, by way of cash mechanism and/or cashless mechanism, subject to relevant provisions.



8.	Options exercised	Not applicable, as this is an intimation about Board approval and recommendation to the shareholders for instituting the Scheme.
9.	Money realized by exercise of options	
10.	The total number of shares arising as a result of exercise of option	
11.	Options lapsed	
12.	Variation of terms of options	
13.	Brief details of significant terms	<p>The Scheme will be administered by the Nomination and Remuneration Committee which shall act as Compensation Committee. The Scheme is proposed to be implemented through Trust Route wherein the Trust shall acquire existing equity shares of the Company by way of secondary acquisition from the open market in accordance with the SEBI (SBEB&SE) Regulations, 2021.</p> <p>The grant of Options will be based upon the eligibility criteria as mentioned in the Scheme.</p> <p>Further details are set out herein.</p>
14.	Subsequent changes or cancellation or exercise of such options	Not applicable, as this is an intimation about Board approval and recommendation to the shareholders for instituting the Scheme.
15.	Diluted earnings per share pursuant to issue of equity shares on exercise of options	