

Date: 7th October, 2025

To, The Listing Department, BSE Limited, Floor 25, P. J. Towers, Dalal Street, Mumbai 400 001	To, The Listing Department, National Stock Exchange of India Limited, Exchange Plaza, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400 051
BSE Scrip Code: 530355	Trading Symbol: ASIANENE

Dear Sir/ Madam,

Sub: Intimation of grant of Employee Stock Options under Asian Energy Services Limited - Employee Stock Option Plan 2025 ("AESL ESOP 2025")

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), and subject to the provisions of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, we wish to inform you that on recommendation of the ESOP Compensation Committee ("EC Committee"), the Board of Directors of Asian Energy Services Limited (the "Company") at its meeting held today i.e. 7th October, 2025 has approved grant of 8,00,000 (Eight Lakhs) Employee Stock Options to the eligible employees under Asian Energy Services Limited Employee Stock Option Plan 2025 ("**AESL ESOP 2025**" or "**Scheme**").

Additionally, the Company has received in-principle approvals for the Scheme from both the National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) on 14th August, 2025.

Further, the disclosure as required under Regulation 30 of SEBI Listing Regulations and SEBI Circular Bearing Ref. No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 is enclosed herewith as **Annexure-1**.

You are requested to Kindly take the same on record.

Thanking you,
Yours faithfully,

For Asian Energy Services Limited

Shweta Jain
Company Secretary & Compliance Officer
Membership No.: 23368

Annexure-1

Disclosure with respect to the AESL ESOP 2025 pursuant to SEBI circular bearing reference number: SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 read with Regulation 30 of the SEBI LODR Regulations:

Sl. No.	Particulars	AESL ESOP 2025
1.	Name of the Scheme	Asian Energy Services Limited - Employee Stock Option Plan 2025” (“AESL ESOP 2025”/ “Scheme”/ “Plan”).
2.	Brief details of stock options granted	8,00,000 (Eight Lakhs) Employee stock options granted to the eligible employees.
3.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021	AESL ESOP 2025 is in compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
4.	Total number of Equity Shares covered by these Options	8,00,000 (Eight Lakhs) equity shares of face value Re. 10/- each.
5.	Pricing Formula	i. The exercise price for 3,80,500 options is INR 10/- per option. ii. The exercise price for 4,19,500 options is INR 200/- per option.
6.	Options vested	Not applicable at this stage.
7.	Time within which option may be exercised	All the vested Options can be exercised in one or more tranches within the exercise period, subject to a maximum of 5 (Five) years from the date of vesting of such options.
8.	Options exercised	Not applicable at this stage
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	<ul style="list-style-type: none"> The Scheme is administered by the EC Committee of the Company. The Options granted to eligible employees shall vest within the specified vesting period and in accordance with the vesting conditions and manner set out in the grant letter. There shall be a minimum period of 1 (one) year between the grant of Options and their vesting.

Asian Energy Services Limited

CIN: L23200MH1992PLC318353

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Phone +91 (22) 42441100; E-mail: secretarial@asianenergy.com; Web: <https://www.asianenergy.com>

		<ul style="list-style-type: none"> • No lock-in on the equity shares of the Company arising upon the exercise of these Options. • Equity shares arising on the exercise of the Options shall rank pari passu with all the other equity shares of the Company for the time being in issue, from the date of allotment.
14.	Subsequent changes or cancellation or exercise of such options	Not Applicable
15.	Diluted earnings per share pursuant to issue of equity shares on exercise of options	

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