



Date: 26th January, 2025

To, The Listing Department, BSE Limited, Floor 25, P. J. Towers, Dalal Street, Mumbai 400 001 BSE Scrip Code: 530355	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 Trading Symbol: ASIANENE
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Dear Sir / Madam,

Sub.: Intimation of grant of Employee Stock Options under Asian Energy Services Limited - Employee Stock Option Plans

Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and subject to the provisions of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, this is to inform you that the ESOP Compensation Committee of Asian Energy Services Limited (the "Company") has vide Circular Resolution dated 25th January, 2025 approved the grant of 3,80,744 (Three Lakhs Eighty Thousand Seven Hundred Forty-four) Employee Stock Options to the eligible employees under **AESL Employee Stock Option Plan 2024** (ESOP 2024).

The disclosure as required under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and SEBI Circular Bearing Ref. No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13th July, 2023 with respect to the ESOP is enclosed herewith as **Annexure-1**.

Please take all the above on record and kindly treat this as compliance with Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Kindly take the same on record.

Thanking you,
Yours faithfully,

For Asian Energy Services Limited

Shweta Jain
Company Secretary

Asian Energy Services Limited

CIN: L23200MH1992PLC318353

3B, 3rd Floor, Omkar Esquare, Chunabhatti Signal, Eastern Express Highway, Sion (East), Mumbai - 400022

Phone +91 (22) 42441100 Fax+91 (22) 42441120 E-mail: mail@asianenergy.com Web: <https://www.asianenergy.com>

Annexure-1

Disclosure with respect to the AESL ESOP 2024 pursuant to SEBI circular bearing reference number: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 read with Regulation 30 of the SEBI LODR Regulations:

Sl. No.	Particulars	AESL ESOP 2024
1.	Name of the Scheme	Asian Energy Services Limited - Employee Stock Option Plan 2024” (“ AESL ESOP 2024 ”/ “ Scheme ”/ “ Plan ”)
2.	Brief details of stock options granted	3,80,744 (Three Lakhs Eighty Thousand Seven Hundred Forty-four) Employee stock options granted to the eligible employees of the Company.
3.	whether the scheme is in terms of SEBI (SBEB) Regulations, 2021	AESL Employee Stock Option Plan 2024 (ESOP 2024) is in compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
4.	Total number of Equity Shares covered by these Options	3,80,744 (Three Lakhs Eighty Thousand Seven Hundred Forty-four) equity shares of face value Re. 10/- each.
5.	Pricing Formula	The aforesaid Options have been granted at an exercise price of Rs. 100 per option
6.	Options vested	Not applicable at this stage.
7.	Time within which option may be exercised	The Exercise Period in respect of Vested Option shall be a period not exceeding 1 (one) year 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	<p>Eligibility for participation in the scheme</p> <p>Employee” means (i) a permanent employee of the Company working in India or out of India; (ii) a director of the Company whether a whole time director or not but excluding an independent director or (iii) an employee, as defined in sub-clauses (i) or (ii) in this Para, of a Holding Company or Subsidiary Company, in India or out of India, but excludes: -</p> <ol style="list-style-type: none"> i. an employee who is a promoter or belongs to the promoter group; ii. a director who either by himself or through his relatives or through anybody corporate, directly

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		<p>or indirectly holds more than 10% of the outstanding equity shares of the Company;</p> <p>iii. an Independent Director within the meaning of the Companies Act, 2013 and Regulation 16(1)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as prescribed by Securities Exchange Board of India (SEBI), as applicable.</p> <p>“Eligibility Criteria” means the criteria as may be determined from time to time by the Compensation Committee for granting the Employee Stock Options to the employees.</p> <p>“Mode of Implementation”</p> <p>The Compensation Committee shall in accordance with this AESL ESOP 2024 Plan and Applicable Laws determine the procedure for implementation of AESL ESOP 2024 and administration by the Compensation Committee.</p>
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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