

Antony Waste Handling Cell Limited

CIN: L90001MH2001PLC130485



Ref.: AW/SEC/NSE/2022-23/49

Date: August 26, 2022

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No.C-1, Block G, Bandra-Kurla Complex,
Bandra (E), Mumbai 400 051

Sub. : Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")

Ref. : SYMBOL – AWHCL

Pursuant to provisions of Regulation 30 and other applicable provisions of the SEBI Listing Regulations, we wish to inform you that the Board of Directors of the Company at its meeting held today i.e. Friday, August 26, 2022, *inter alia*, consider and approved:

- (i) Adoption of AWHCL Employee Stock Option Plan 2022 ("AWHCL ESOP 2022"), subject to the Members' approval.
- (ii) Convening of Twenty-First Annual General Meeting of the Company on Tuesday, September 27, 2022.

Further, the details of the ESOP Scheme as required under SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015, as applicable, is also annexed herewith as Annexure A.

All the above-mentioned documents will be simultaneously hosted on the Company's website i.e. www.antony-waste.com

This is for your information and record please.

Thanking you,

Yours faithfully,
For and on behalf of
ANTONY WASTE HANDLING CELL LIMITED

HARSHADA RANE
COMPANY SECRETARY & COMPLIANCE OFFICER
A34268

Enc. a/a

Annexure-A

Sr. No.	Particulars	Remarks				
1	Total number of Options covered	The AWHCL ESOP 2022 covers in total 3,00,000 (Three Lakhs) options which is convertible into 3,00,000 fully paid-up equity shares of face value of ₹ 5/- each (1 option=1 equity share). As adjusted for any changes in the capital structure of the Company. Further, out of the above option, 1,00,000 options are reserved for Series I by way of one-time grant and remaining 2,00,000 options for Series II.				
2	Pricing formula	• Series I – Exercise Price is ₹ 170/- (Rupees One Hundred and Seventy Only) per option. • Series II - maximum of 25% discount to the market price as on the date of grant.				
3	Exercise Period	Maximum 5 years from the date of vesting of options.				
4	Brief details of significant terms	• The AWHCL ESOP 2022 will be implemented and managed through an irrevocable Employee Welfare Trust named ‘AWHCL Employees Welfare Trust’ whereas the Nomination and Remuneration Committee will be the Nodal Authority to supervise the Plan. • Eligibility criteria: Employees of the Company, its Subsidiary Company(ies), and Associate Company(ies), as determined by the NRC from time to time. (Contract Employees can be covered under AWHCL ESOP 2022 only if they are exclusively working for a company as per their contract) <table><tr><td>Series I</td><td> • Reward those who have significantly contributed to the growth and profitability of the Company including its subsidiaries, • Who have created a framework to drive operational efficiencies, • Have achieved key transformations, and • Initiated & executed critical risk-mitigation actions </td></tr><tr><td>Series II</td><td> • Rewarding employees for performance, ensuring retention and shareholder value creation. • Employee’s future potential role and criticality for growth of the Company. • The Board may vary the conditions and the weightages assigned to each condition as it may deem appropriate. For employees at senior levels (M1-M3 Grade), there will be higher weightages for the Organizational Performance and Project Performance. </td></tr></table> • Every grant of Options shall be governed by a vesting schedule and such other terms, as determined by the Board at the time of each grant. • The Company shall issue shares upon exercise of vested options, subject to fulfilment of certain condition(s) including payment of exercise price and satisfaction of tax obligations.	Series I	• Reward those who have significantly contributed to the growth and profitability of the Company including its subsidiaries, • Who have created a framework to drive operational efficiencies, • Have achieved key transformations, and • Initiated & executed critical risk-mitigation actions	Series II	• Rewarding employees for performance, ensuring retention and shareholder value creation. • Employee’s future potential role and criticality for growth of the Company. • The Board may vary the conditions and the weightages assigned to each condition as it may deem appropriate. For employees at senior levels (M1-M3 Grade), there will be higher weightages for the Organizational Performance and Project Performance.
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