

eClerx/SECD/SE/2025/030

April 1, 2025

BSE Limited Corporate Relationship Department, Phiroze Jeejeebhoy Towers, 25 th Floor, Dalal Street, Fort, Mumbai - 400 001	National Stock Exchange of India Limited Exchange Plaza, Plot No. C/1, Block G, Bandra - Kurla Complex Bandra (East), Mumbai – 400 051
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Dear Sir/Madam,

Sub: Compliance under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Reg: Intimation of Vesting of Employee Stock Options under Company's Employee Stock Option Scheme 2015

**Scrip Code: BSE - 532927
NSE – ECLERX**

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform that 2,11,005 employee stock options granted to employees of the Company and its Subsidiaries on May 24, 2022 under Employee Stock Option Scheme 2015 have completed time-based vesting period of 3 (Three) years and are now available for exercise with effect from April 1, 2025.

The disclosure pursuant to Regulation 30 read with Schedule III Part B of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 is enclosed herewith.

This is for your information and records.

Thanking you,

Yours faithfully

For eClerx Services Limited



Pratik Bhanushali
VP-Legal & Company Secretary
F8538

Encl: as above



Disclosure of information pursuant to Regulation 30 read with Schedule III Part B of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023

Sr. No.	Particulars	Description
1	Brief details of options granted	4,97,240 options were granted to eligible employees of the Company and its Subsidiaries.
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes, Employee Stock Option Scheme 2015 is in compliance with Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
3	Total number of shares covered by these options	Options Granted: 4,97,240 equity shares of Rs. 10/- each. Options Vested: 2,11,005 equity shares of Rs. 10/- each.
4	Pricing formula	The exercise price is equal to the lower of the following: a. The latest available closing market price (at a stock exchange where there is highest trading volume on said date) on the date prior to the date on which the Remuneration Committee finalizes the specific number of options to be granted to the employees or b. Average of the two weeks high and low price of the share preceding the date of grant of option on the stock exchange on which the shares of the company are listed
5	Options vested	2,11,005 options vested with effect from April 1, 2025.
6	Time within which option may be exercised	3 (Three) years from the date of vesting.
7	Options exercised	Not Applicable
8	Money realized by exercise of options	
9	The total number of shares arising as a result of exercise of option	
10	Options lapsed	
11	Variation of terms of options	
12	Brief details of significant terms	<ul style="list-style-type: none"> The ESOP Scheme 2015 is administered via ESOP Trust which is authorized to purchase the shares from the secondary market for facilitating the ESOP exercises. The Options vested can be exercised by the Employees within 3 years from the date of vesting. The Exercise period would be between the Date of Vesting and the Exercise Expiry date, as mentioned in the letter of Grant, unless the employment terminates prior to the Expiry date in which case the appropriate provisions of ESOP Scheme 2015 will apply. Effect of Resignation / Termination of Employment: <ul style="list-style-type: none"> i. In the event of resignation/termination, all Unvested Options, on the date of submission of resignation, shall expire and stand terminated with effect from that date. However, all Vested Options as on that date shall be exercisable by the

		<p>employee before his last working day with the Company.</p> <p>ii. In the event of abandonment of employment by an Option Grantee without the Company's consent, all Options granted to such Employee, including the Vested Options, which were not exercised at the time of abandonment of employment, shall stand terminated with immediate effect.</p> <ul style="list-style-type: none"> • In the event of any Corporate action the Nomination and Remuneration Committee is authorised to make fair and reasonable adjustment to the Exercise Price and/or the number of Options that may be granted / vested in the Employees.
13	Subsequent changes or cancellation or exercise of such options	Not Applicable
14	Subsequent changes or cancellation or exercise of such options	