

August 20, 2025

BSE Limited

P.J. Towers,
Dalal Street,
Mumbai- 400 001

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor, Plot No. C/1,
G Block, Bandra - Kurla Complex,
Bandra (E), Mumbai - 400 051

(Scrip Code: 543386)

(Symbol: FINOPB)

Dear Sir/Madam,

Sub: Disclosure under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Grant of Stock Options under Fino Payments Bank Limited - Employee Stock Option Policy, 2020 (“ESOP 2020”)

In compliance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 [**SEBI (SBEB & SE) Regulations**], the Nomination & Remuneration Committee (“**NRC**”) of Fino Payments Bank Limited (“**Bank**”) at its meeting held today i.e. August 20, 2025, has approved the grant of 89,762 stock options to eligible employee(s) of the Bank under **ESOP 2020**.

The disclosure pursuant to SEBI circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 is enclosed herewith as **Annexure – A**.

This disclosure will also be available on Bank’s website i.e. www.finobank.com.

The NRC meeting commenced at 02.00 p.m. and concluded at 05.00 p.m.

Kindly take the same on record.

Thanking You

Yours faithfully,

For Fino Payments Bank Limited

Rishi Gupta
Managing Director & CEO
(DIN: 01433190)

Encl: a/a

Annexure - A

Disclosure pursuant to Regulation 30 read with read with SEBI circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

Particulars	Details								
Brief details of options granted	Grant of 89,762 stock options to eligible employees of Fino Payments Bank Limited ("Bank") under Fino Payments Bank-Employee Stock Option Policy, 2020 ("ESOP 2020") as approved by the Nomination & Remuneration Committee ("NRC").								
Whether the scheme is in terms of SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021	Yes								
Total number of shares covered by these options	Each Stock Option carries the right to apply for and be allotted 1 (one) equity share of face value of ₹ 10 each of the Bank. Accordingly, 89,762 equity shares of ₹ 10 each of the Bank shall be allotted against these Stock Options, if exercised.								
Pricing Formula/ Exercise Price	The Exercise Price of these stock options have been determined as ₹ 256.90/- per option i.e. based on the previous day's closing price i.e. August 19, 2025 at the National Stock Exchange of India, wherein the highest volumes of the Bank's shares have been traded.								
Option Vested	Options granted under ESOP, 2020 shall vest as under: <table border="1" data-bbox="550 1198 1436 1780"> <tbody> <tr> <td>At the Year 1 from date of Grant of option</td> <td>Nil</td> </tr> <tr> <td>At the Year 2 from date of Grant of option (i.e. after the end of first year from the date of grant of option)</td> <td>33.33% of options so granted</td> </tr> <tr> <td>At the Year 3 from the date of Grant of option (i.e. after the end of second year from the date of grant of option)</td> <td>33.33% of options so granted</td> </tr> <tr> <td>At the Year 4 from date of Grant of option (i.e. after the end of third year from the date of grant of option)</td> <td>Balance 33.33% of the options so granted</td> </tr> </tbody> </table>	At the Year 1 from date of Grant of option	Nil	At the Year 2 from date of Grant of option (i.e. after the end of first year from the date of grant of option)	33.33% of options so granted	At the Year 3 from the date of Grant of option (i.e. after the end of second year from the date of grant of option)	33.33% of options so granted	At the Year 4 from date of Grant of option (i.e. after the end of third year from the date of grant of option)	Balance 33.33% of the options so granted
At the Year 1 from date of Grant of option	Nil								
At the Year 2 from date of Grant of option (i.e. after the end of first year from the date of grant of option)	33.33% of options so granted								
At the Year 3 from the date of Grant of option (i.e. after the end of second year from the date of grant of option)	33.33% of options so granted								
At the Year 4 from date of Grant of option (i.e. after the end of third year from the date of grant of option)	Balance 33.33% of the options so granted								
Time within which option may be exercised	The said options shall be exercised by the eligible employee of the Bank in accordance with ESOP 2020 <i>inter-alia</i> in case while in employment; and post resignation within a period mentioned below: <ol style="list-style-type: none"> While in employment: 5 years from date of vesting Post resignation of employment: 3 years from date of his/her last working day with the Bank 								

Particulars	Details
Options exercised	Not Applicable
Money realized by exercise of options	Not Applicable
The total number of shares arising as a result of exercise of option	Not exceeding 89,762 equity shares of ₹ 10 each of the Bank shall be issued against these Stock Options, if exercised.
Option lapsed	Not Applicable
Variation of terms of options	Not Applicable
Brief details of significant terms	<p>The ESOP 2020 shall be administered by the NRC.</p> <p>The NRC shall in accordance with ESOP 2020 and applicable laws decide upon the quantum of options to be granted per employee and the eligibility criteria.</p>
Subsequent changes or cancellation or exercise of such options	Not Applicable
Diluted earnings per share pursuant to issue of Equity Shares on exercise of options	Not Applicable