



# NAMO eWaste Management Limited

An ISO 14001:2015 & ISO 9001:2015 Certified

Date: March 10, 2026

To  
The Manager-Listing Department  
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: NAMOEWASTE**

**Sub: Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 regarding ESOP Scheme**

Dear Sir/ Madam,

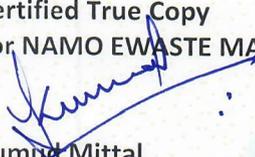
Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we wish to inform you that the Board of Directors at its meeting held today, inter alia, considered and approved the following:

Namo Ewaste Management Ltd. Employees Stock Option Scheme 2026 ("Scheme") for grant of options to eligible Employees of the Company including Subsidiary, in India or outside India, of the Company under the Scheme subject to approval of the Shareholders of the Company as per SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ["SEBI (SBEB & SE) Regulations, 2021"]. The Company will seek approval of shareholders for the Scheme through Postal Ballot.

Details as required in terms of Regulation 30 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, as amended, read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are annexed to this letter.

The aforesaid Disclosures will be uploaded on the Company's website [www.namoewaste.com](http://www.namoewaste.com) and will also be available on the website of the Stock Exchanges.

Certified True Copy  
For NAMO EWASTE MANAGEMENT LIMITED

  
Kumud Mittal  
Company Secretary & Compliance Officer



**Information pursuant to Regulation 30 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, as amended, read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

The terms of the Scheme, inter-alia, are as under:

Sr. No.	Particulars	Details
1.	Name of the Scheme	Namo Ewaste Management Ltd. Employee Stock Option Scheme-2026 (" <b>Scheme</b> ")
2.	Brief details of Options granted	The ESOP pool of <b>5,00,000 (Five Lakh)</b> Employee Stock Options (" <b>Options</b> ") exercisable into 5,00,000 (Five Lakh) Equity Shares of face value Rs.10/- each.  However, no grant has been made under the Scheme, as on date.
3.	Whether the Scheme is in terms of SEBI (SBEB & SE) Regulations, 2021 (if applicable)	Yes
4.	Total number of shares covered by these Options	Maximum 5,00,000 (Five Lakh) Employee Stock Options (" <b>Options</b> ") exercisable into 5,00,000 (Five Lakh) Equity Shares of face value Rs.10/- each.
5.	Pricing Formula	Under this Scheme, the Exercise Price will be decided by the Board of Directors on recommendation of Compensation Committee (" <b>Committee</b> ") at the time of Grant and will be linked with the Market Price as defined in the Scheme, in accordance with Applicable Law.
6.	Options/ Vested	Not Applicable, as this outcome is pertaining to date of approval of the Scheme by the Board of Directors.
7.	Time within which option may be exercised	After vesting, Options can be exercised either wholly or partly, within a maximum period of 5 (five) years from the date of respective vesting.
8.	Options exercised	Not Applicable, as this outcome is pertaining to date of approval of the Scheme by the Board of Directors.
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 in terms of Options	
13.	Brief details of significant terms	The Scheme will be administered by the Nomination and Remuneration Committee



		<p>which shall act as Compensation Committee.</p> <p>The grant of Options will be based upon the eligibility criteria as mentioned in the Scheme. After vesting, Options can be exercised either wholly or partly, within a maximum period of 5 (five) years from the date of respective vesting.</p> <p>The Exercise Price will be decided by the by the Board of Directors on recommendation of Committee at the time of Grant and will be linked with the Market Price as defined in the Scheme, in accordance with Applicable Law.</p>
14.	Subsequent changes or cancellation or exercise of such Options.	Not Applicable, as this outcome is pertaining to date of approval of the Scheme by the Board of Directors.
15.	Diluted earnings per share pursuant to the issue of equity shares on exercise of Options.	

