

**Date: 07<sup>th</sup> March 2025**

To,  
The Manager,  
Listing Department,  
National Stock Exchange of India Ltd.,  
Exchange Plaza,  
Bandra Kurla Complex, Bandra (East),  
Mumbai – 400051

Corporate Services Department  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street  
Mumbai – 400001

**Symbol: SARLAPOLY**

**Security Code: 526885**

**Sub: Disclosure pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Approval of Employee Stock Option Plan (“ESOP”).**

Dear Sir/Madam,

Pursuant to Regulation 30 read with Part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), We wish to inform you that the Members of the Company have, inter alia, considered and approved the adoption and formulation of the ‘**Sarla Performance Fibers Limited Employee Stock Option Plan (ESOP) Scheme 2025**’, in accordance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

The resolutions set out in the Notice of Postal Ballot dated 30<sup>th</sup> January 2025 have been passed with the requisite majority. These resolutions are deemed to be approved as of the last date of e-voting, i.e., 06<sup>th</sup> March 2025.

Details as required under Regulation 30 of the Listing Regulations read with SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11<sup>th</sup> November 2024 is attached herewith as **Annexure-I**.

The copy of the said disclosure is being made available on the website of the Company at <https://www.sarlafibers.com/>.

You are requested to take this information on records and oblige.

Thanking You,  
**For Sarla Performance Fibers Limited**

**Meena Bharat Jain**  
Company Secretary & Compliance Officer  
Membership No: 64159

Encl:- a/a

Regd. Off. & Works 1:  
Survey No. 59/1/4.  
AmlI Piparia Industrial  
Estate, Silvassa-396 230,  
U.T. Dadra & Nagar Haveli

Works 2:  
Survey No.  
64/2/3/4,61/1,61/2,62/5,63/5,63/7,  
AmlI Piparia Industrial Estate,  
Silvassa-396 230,  
U.T. Dadra & Nagar Haveli

Works 3:  
Survey No. 213/P,  
Plot No. 11 & 12,  
Dadra-396 191,  
U.T. Dadra & Nagar Haveli

Vapi Works:  
Shed No. A1/48,  
100 Sheds Area,  
GIDC, Vapi-396 195  
(Gujarat)

### Annexure-I

**Disclosure pursuant to SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11<sup>th</sup> November 2024 for Options to purchase securities (including any Share Based Employee Benefit (SBEB) Scheme under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Sr. No.	Particulars	Remarks
1.	Name of the Scheme	Sarla Performance Fibers Limited Employee Stock Option Plan (ESOP) Scheme 2025
2.	Brief details of options granted	Not Applicable at this stage.
3.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021	Yes, the Plan is in the compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
4.	Total number of shares covered by these options	The total number of Stock Options to be granted under the Scheme shall not exceed 41,75,150 (Forty one lakh seventy five thousand one hundred fifty).  Each Stock Option when exercised would be converted into one equity share of Re. 1/- (Rupee One only) each fully paid-up and shall be issued by the Company to the employee.  The ESOP Plan would be implemented by the Nomination and Remuneration Committee based on the recommendation of the ESOP Committee
5.	Pricing Formula	The exercise price for the purpose of grant of Stock Options shall be the face value of equity shares or such higher value as may be determined by the Nomination and Remuneration Committee, upon recommendation of the ESOP committee. The exercise price shall be decided at the time of the grant.
6.	Options vested	Not Applicable at this stage
7.	Time within which option may be exercised	The exercise period would commence from the date of vesting and will expire on completion of maximum exercise period of 3 years from the date of respective vesting or such lesser period as may be decided by the Committee at its sole discretion from time to time and mentioned in the Grant Letter of the Grantee.
8.	Options exercised	Not Applicable at this stage
9.	Money realized by exercise of options	Not Applicable at this stage
10.	The total number of shares arising as a result of exercise of option;	The total number of Stock Options to be granted under the Scheme shall not exceed 41,75,150 (Forty one lakh seventy five thousand one hundred fifty) convertible into not more than 41,75,150 (Forty one lakh seventy five thousand one hundred fifty) Equity Shares of face value of Re 1/- (Rupee One) each fully paid-up.
11.	Options lapsed	Not Applicable at this stage
12.	variation of terms of options	Not Applicable
13.	Brief details of significant terms	The exercise period would commence from the date of vesting and will expire on completion of maximum

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		exercise period of 3 years from the date of respective vesting or such lesser period as may be decided by the Committee at its sole discretion from time to time and mentioned in the Grant Letter of the Grantee and there shall be a minimum period of one year between the Grant of Stock Options and Vesting of Stock Options.
14.	Subsequent changes or cancellation or exercise of such options.	Not Applicable at this stage
15.	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not Applicable at this stage

*Note: The Sarla Performance Fibers Limited Employee Stock Option Plan (ESOP) Scheme 2025 was approved by the Board of Directors at their meeting held on 30th January 2025, and the same was approved by the Members of the Company through the Notice of Postal Ballot dated 30th January 2025.*

*Further, the ESOP Plan will be implemented by the Nomination and Remuneration Committee based on the recommendations of the ESOP Committee.*

Thanking You,  
**For Sarla Performance Fibers Limited**

**Meena Bharat Jain**  
Company Secretary & Compliance Officer  
Membership No: 64159

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