

SMEL/SE/2025-26/56

29<sup>th</sup> August, 2025

The Secretary,  
Listing Department, BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai 400 001  
Maharashtra, India  
Scrip Code: 543299

The Manager – Listing Department  
National Stock Exchange of India Limited  
“Exchange Plaza”, 5th Floor, Plot No. C/1,  
G-Block, Bandra-Kurla Complex, Bandra (East),  
Mumbai 400 051, Maharashtra, India  
Symbol: SHYAMMETL

Dear Sir/Madam,

**Sub: Intimation of Grant of Employee Stock Options under "SMEL Employee Stock Incentive Plan – 2023" (ESIP – 2023)**

Pursuant to Regulation 30 of Securities Exchange of Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby inform you that the Nomination and Remuneration Committee of the Board of Directors of the Company at its meeting held today on August 29, 2025 granted 1,04,500 stock options to 5 Eligible Employees under the "SMEL Employee Stock Incentive Plan – 2023" ("ESIP - 2023") Sub-plan SMEL Performance ESOP Scheme ("ESOP - 2023"). Each of the stock options, entitles the option holder to apply for one equity share of the Company of ₹ 10/- each.

Please find attached the disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

The same is also being uploaded on the Company's website at [www.shyammetalics.com](http://www.shyammetalics.com).

Thanking You,

For Shyam Metals and Energy Limited

  
Birendra Kumar Jain  
Company Secretary  
Membership No. F13320  
Encl: as above



OUR BRANDS



**SHYAM METALICS AND ENERGY LIMITED**

Regd. Office: P-19, (Plate No.: D-403), Taratala Road, CPT Colony, Kolkata, West Bengal - 700088

CIN: L40101WB2002PLC095491 GSTIN: 19AAHCS5842A1ZE

T: +91 33 6521 6521 Email: [contact@shyamgroup.com](mailto:contact@shyamgroup.com) Web: [www.shyammetalics.com](http://www.shyammetalics.com) Follow us on:

**Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Sl. No.	Particulars	Details
1	Brief details of options granted	1,04,500 Options granted to 5 Eligible Employees under "SMEL Employee Stock Incentive Plan - 2023" ("ESIP-2023") Sub-plan SMEL Performance ESOP Scheme ("ESOP - 2023").
2	Whether the scheme is in terms of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ('SBEB & SE Regulations'), if applicable	Yes
3	Total number of shares covered by these options	Each stock option is convertible into one fully paid-up equity share having face value of ₹10 each. 1,04,500 equity shares of face value of ₹10 each are covered by stock options granted.
4	Pricing Formula / Exercise Price	The said Options are being granted at ₹ 679.43 (Rupees Six Hundred Seventy Nine and Forty Three Paise Only), i.e. at 25% discount on the market price. The market price is the latest available closing price on the National Stock Exchange of India Limited, being the stock exchange, which recorded the highest trading volume in the equity shares of the Company on August 28, 2025, being the previous trading day immediately preceding the date on which the Grant of Options was approved.
5	Time Period within which option may be exercised	The Options granted may be exercised by the Grantee, either in whole or in part, within a maximum period of 1 (One) Year from the date of respective vesting, during the exercise window(s) as may be notified to the Grantee from time to time, by submitting the duly completed exercise application in the format prescribed, along with the applicable exercise price, taxes, and other charges, if any.

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6	Brief details of significant terms	<ul style="list-style-type: none"> <li>The Scheme is administered by the NRC Committee of the Company.</li> <li>The grant of Options is based upon the eligibility criteria as determined by the NRC Committee.</li> <li>The granted Options, once vested shall entitle the Option holder to acquire equal number of Equity Shares, upon payment of exercise price and applicable taxes in accordance with terms and conditions of the Scheme.</li> <li>The equity shares allotted, pursuant to the exercise of the Stock Options, would not be subject to lock-in.</li> </ul>										
7	Vesting Period	<p>Options shall vest in the following manner:</p> <table border="1"> <thead> <tr> <th>Date of Vesting</th> <th>Vesting Percentage</th> </tr> </thead> <tbody> <tr> <td>On first anniversary of the grant date</td> <td>20% of the total Eligible Options shall vest</td> </tr> <tr> <td>On second anniversary of the grant date</td> <td>23% of the total Eligible Options shall vest</td> </tr> <tr> <td>On third anniversary of the grant date</td> <td>23% of the total Eligible Options shall vest</td> </tr> <tr> <td>On Fourth anniversary of the grant date</td> <td>34% of the total Eligible Options shall vest</td> </tr> </tbody> </table>	Date of Vesting	Vesting Percentage	On first anniversary of the grant date	20% of the total Eligible Options shall vest	On second anniversary of the grant date	23% of the total Eligible Options shall vest	On third anniversary of the grant date	23% of the total Eligible Options shall vest	On Fourth anniversary of the grant date	34% of the total Eligible Options shall vest
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8	Exercise Period	The Exercise Period would commence from the date of vesting and will expire on completion of 4 (Four) Year from the date of vesting of options.										
9	Options Vested	Not Applicable										
10	Options Exercised	Not Applicable										
11	Money realized by exercise of Options	Not Applicable										
12	The Total number of shares arising as a result of exercise of Option	Not Applicable										
13	Options Lapsed	Not Applicable										
14	Variation in Terms of Options	Not Applicable										
15	Subsequent changes or cancellation or exercise of such options	Not Applicable										

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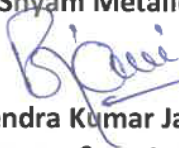
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16	Diluted earnings per share pursuant to issue of equity shares on exercise of Options	Not Applicable
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Kindly take the same on record and oblige.

Yours Faithfully

For Shyam Metalics and Energy Limited



**Birendra Kumar Jain**  
Company Secretary  
Membership No. F13320



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