



SONA COMSTAR

Date: - 27th October, 2025

BSE Ltd. Regd. Office: Floor - 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001. BSE Scrip Code: 543300	National Stock Exchange of India Ltd. Listing Deptt., Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051 NSE Scrip: SONACOMS
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Subject: - Outcome of the Meeting of the Nomination and Remuneration Committee

Dear Sir / Madam,

In terms of the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**Listing Regulations**"), we wish to inform you that the Nomination and Remuneration Committee (**NRC/Compensation Committee**) of the Board of Directors of the Company in its meeting held on Monday, 27th October, 2025, has approved the following:

1. Grant of Employee Stock Options under the Sona Employee Stock Option Plan 2023 ("Plan" or "ESOP 2023")

Pursuant to approval of the 'Sona Employee Stock Option Plan 2023' by the shareholders of the Company in the Annual General Meeting held on 19th July, 2023 and power granted to the Nomination and Remuneration Committee (**NRC/Compensation Committee**) of the Board of Directors of the Company, the NRC has granted 6,30,000 (Six Lakhs and Thirty Thousands Only) Options to the Eligible Employees of the Company on 27th October, 2025 (**Grant Date**), as per the terms of the ESOP 2023 and the Exercise price of the Employee Stock Options is the Fair Market Value as on Grant Date, which is INR 478.70 (Indian Rupees Four Hundred Seventy Eight and Seventy Paise).

The details as required in respect of the above under Regulation 30 read with Schedule III of the Listing Regulations read with SEBI master circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 are given under **Annexure- A** to this letter.

This is for your information and further dissemination.

Thanking you,

For Sona BLW Precision Forgings Limited

Ajay Pratap Singh
Senior Vice President - Group General Counsel,
Company Secretary and Compliance Officer

Enclosed: as above

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Annexure-A

Details require under Regulation 30 read with Schedule III of the Listing Regulations read with SEBI circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024

S.No.	Particulars	Details								
1.	Brief details of options granted	6,30,000 (Sixty Lakhs and Thirty Thousand Only) Options granted to Eligible Employees of the Company under the ESOP 2023								
2.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable);	Yes								
3.	Total number of shares covered by these options;	6,30,000 (Sixty Lakhs and Thirty Thousand Only) Equity shares (each option is converted into one equity share of the Company having face value of INR 10/- each).								
4.	Pricing formula;	The options will be exercised at Fair Market Value as on the Grant Date, which is INR 478.70 (Indian Rupees Four Hundred Seventy Eight and Seventy Paise).								
5.	Options vested;	All the above Options granted, shall vest equally in 4 (four) years from the date of grant of Options. <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>First Vesting</td> <td>27th October, 2026</td> </tr> <tr> <td>Second Vesting</td> <td>27th October, 2027</td> </tr> <tr> <td>Third Vesting</td> <td>27th October, 2028</td> </tr> <tr> <td>Fourth Vesting</td> <td>27th October, 2029</td> </tr> </table>	First Vesting	27th October, 2026	Second Vesting	27th October, 2027	Third Vesting	27th October, 2028	Fourth Vesting	27th October, 2029
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Third Vesting	27th October, 2028									
Fourth Vesting	27th October, 2029									
6.	Time within which option may be exercised;	The Exercise Period shall be of maximum 3 (three) years from the date of vesting of the Options.								
7.	Options exercised;	Not Applicable, as this outcome pertains to grant of Options under the Scheme.								
8.	Money realized by exercise of options;	Not Applicable, as this outcome pertains to grant of Options under the Scheme.								
9.	The total number of shares arising as a result of exercise of option;	6,30,000 (Sixty Lakhs and Thirty Thousand only) Equity shares (each option is converted into one equity share of the Company having face value of INR 10/- each).								
10.	Options lapsed;	Not Applicable, as this outcome pertains to grant of Options under the Scheme.								
11.	Variation of terms of options;	Not Applicable								
12.	Brief details of significant terms;	The Shareholder of the Company has approved the Sona Employee Stock Option Plan 2023 (ESOP								

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		2023) in the Annual General Meeting (AGM) held on 19 th July, 2023 and brief details of the ESOP 2023 are mentioned in the AGM notice which is available on the website of the Company at https://sonacomstar.com/files/documents/agm-notice-document-jnPTpw.pdf
13.	Subsequent changes or cancellation or exercise of such options;	Not Applicable
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not Applicable, as this outcome pertaining to grant of Options under the Scheme.