

October 25, 2025

To
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400051

To
Dept. of Corp. Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001

Symbol: ZENTEC

Scrip Code: 533339

Dear Sir/Madam,

Sub: Grant of Employee Stock Options (ESOPs) Under “Zen Technologies Limited Employee Stock Option Plan – 2021 (“the Scheme”)”.

We wish to inform that, the Nomination and Remuneration Committee of the Board of Directors of the Company, at its meeting held today (i.e., October 25, 2025), has, inter alia, granted 37,750 (Thirty Seven Thousand Seven Hundred and Fifty) Employee Stock Options (ESOPs) convertible into equal no. of equity shares of face value of Re. 1/- each under the “Zen Technologies Limited Employee Stock Option Plan – 2021”.

The grant of the above stock options is in line with the provisions of the SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 as amended from time to time. The Disclosure as required under Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is enclosed as **Annexure ‘A’**.

Kindly take the same on record and acknowledge the receipt.

Thanking you.

Yours faithfully,

For Zen Technologies Limited

Sourav Dhar
Company Secretary and Compliance Officer
Encl: As above

Annexure 'A'

S. No	Particulars	Remarks
1	Brief details of options granted	37,750 (Thirty Seven Thousand Seven Hundred and Fifty) Employee Stock Options (ESOPs) granted to the eligible employees of the Company under the scheme.
2	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes
3	Total number of shares covered by these options	37,750 (Thirty Seven Thousand Seven Hundred and Fifty) of Re. 1/- each of the Company.
4	Pricing formula/Exercise Price	The said options are being granted at ₹ 250/- (Rupees Two Hundred and Fifty Only) per option. The said price is more than the face value of equity shares of the company and less than the prevailing Market Price as on date of the grant.
5	Options vested	Not applicable <i>Options will start vesting after a period of one/two year from the date of grants</i>
6	Time within which option may be exercised	Options shall be exercised within 2 years from the date of the respective vesting of period.
7	Options exercised	Not applicable
8	Money Realized by exercise of options	Not applicable
9	The total number of shares arising as a result of exercise of option	Not applicable
10	Options lapsed	Not applicable
11	Variation of terms of options	Not Applicable
12	Brief details of significant terms	Zen Technologies Limited Employee Stock Option Plan – 2021 is administered and implemented by Nomination and Remuneration Committee through Zen Technologies Limited Employees Welfare Trust in accordance with the Scheme. The grant of options is based on the eligibility criteria as mentioned in the Scheme.
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

Works: Plot No. 36, Hardware Park, Near Shamshabad International Airport, Hyderabad - 501 510, Telangana, India

