



**Disclosures pursuant to Regulation 14 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 for the financial year ended 31st March, 2025**

| Sl. no | Particulars                      | Shakti Pumps (India) Limited Employee Stock Option Plan 2024 ("Shakti Pumps - ESOP 2024" / 'Plan' or 'Scheme')   |
|--------|----------------------------------|--|
| 1      | Date of shareholders' approval   | 30 <sup>th</sup> September, 2024   |
| 2      | Total number of options approved | The Board at their meeting held on 03rd September, 2024 read with approval of the Compensation Committee dated 03rd September, 2024 and the Shareholders at the General Meeting held on 30th September, 2024 resolved to issue to the Eligible Employees under the Shakti Pumps-ESOP 2024, not exceeding 1,00,000 (One Lakh Only) Employee Stock Options convertible in to not more than 1,00,000 (One Lakh Only) Shares having a face value of Rs.10/- (Rupees Ten Only) each fully paid-up, with each such Option conferring a right upon the Employee to be issued One Share of the Company, in accordance with the terms and conditions of such issue.   |
| 3      | Vesting requirements             | <p>Options granted under this Plan would Vest not earlier than minimum Vesting Period of One (1) year and not later than such date as may be determined by the Compensation Committee.</p> <p>Options granted under the Shakti Pumps ESOP 2024 would vest to such eligible employees which will be determined by the Board/Nomination and Remuneration Committee.</p> <p>Provided further that in the event of death or Permanent Incapacity, the minimum vesting period of One (1) year shall not be applicable and in such instances, the Options shall vest on the date of death or Permanent Incapacity.</p> <p>Vesting of the Options would be subject to continued employment with the Company and if the Employee has not served any notice of resignation and is not subject to any disciplinary proceedings pending against him on such date of Vesting. In addition to the</p> |

|   |  |   |
|---|--|---|
|   |  | <p>continuation of employment / services, the Options shall vest subject to the achievement of the Vesting Conditions determined by Compensation Committee.</p> <p>The specific vesting schedule and conditions subject to which vesting would take place would be outlined in the letter given to the Option Grantee at the time of grant of Options.</p>  |
| 4 | Exercise price or pricing formula                    | <p>The Exercise Price shall be decided by the Compensation Committee and approved by the Board (subject to confirmation with the accounting policies specified in Regulation 15 of the SEBI SBEB &amp; SE Regulations on such criteria as may be determined by the Board / Compensation Committee at its sole discretion immediately preceding the Grant Date. However, the Exercise Price shall not be less than the face value of the Shares.</p>   |
| 5 | Maximum term of options granted                      | <p>i. The Exercise period would commence from the end of the Vesting Period and will expire on completion of 03 (Three) months from the date of respective vesting or such other period as may be decided by the Compensation Committee, from time to time.</p> <p>ii. For the duly completed and valid exercise applications received, the Company shall allot the Shares within a period of 2 months from the date of such Exercise.</p>  |
| 6 | Source of shares (primary, secondary or combination) | primary   |
| 7 | Variation in terms of options                        | <p>Subject to prior approval of the Shareholders' of the Company by way of a special resolution and the Applicable Laws, the Compensation Committee may at any time amend, alter, vary the terms of the Plan subject to the condition that such amendment, alteration, or variation, as the case may be is not detrimental to the interest of the Employees.</p> <p>Provided that the Company shall be entitled to vary the terms of the Plan to meet any regulatory requirement without seeking the Shareholders' approval by way of a special resolution.</p> |



|  |  |   |
|--|--|---|
|  |  | The Company may also re-price the Options which are not exercised, whether or not they have vested, if the Plan is rendered unattractive due to fall in the value of the Shares, provided that the Company ensures that such re-pricing shall not be detrimental to the interest of the Option Grantee and approval of the shareholders by way of a special resolution has been obtained for such re-pricing. |
|--|--|---|

**Option movement during the year (For each ESOS):**

| Sr. No. | Particulars   |        |
|---------|---|--------|
| a)      | Number of options outstanding at the beginning of the period                                  | 0      |
| b)      | Number of options granted during the year   | 84,000 |
| c)      | Number of options forfeited / lapsed during the year  | 0      |
| d)      | Number of options vested during the year  | 0      |
| e)      | Number of options exercised during the year   | 0      |
| f)      | Number of shares arising as a result of exercise of options                                   | 0      |
| g)      | Money realized by exercise of options (INR), if scheme is implemented directly by the company | Nil    |
| h)      | Loan repaid by the Trust during the year from exercise price received                         | NA     |
| i)      | Number of options outstanding at the end of the year  | 84,000 |
| j)      | Number of options exercisable at the end of the year  | 0      |

**Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -**

**i. Senior Managerial Personnel:**

| S.No. | Name of Employee   | Designation             | Number of Options Granted | Exercise Price (Amount in Rs.) |
|-------|--------------------|-------------------------|---------------------------|--------------------------------|
| 1     | Mr. Ramesh Patidar | Managing Director       | 12,000                    | 83                             |
| 2     | Mr. Ashwin Bhootda | Whole Time Director     | 12,000                    | 83                             |
| 3     | Mr. Ravi Patidar   | Company Secretary       | 12,000                    | 83                             |
| 4     | Mr. Dinesh Patel   | Chief Financial Officer | 12,000                    | 83                             |
| 5     | Mr. Ravi Patidar   | Internal Auditor        | 12,000                    | 83                             |
| 6     | Mr. Chinmay Jain   | Chief Technical Officer | 12,000                    | 83                             |
| 7     | Mr. Ashish Rathi   | Associate Director      | 12,000                    | 83                             |



- ii. **any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year: Nil**
- iii. **identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant: Nil**