

Date: 2<sup>nd</sup> January, 2026

To  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G  
Bandra Kurla Complex  
Bandra (E), Mumbai – 400 051  
**Scrip Symbol: EIEL**

To  
BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai – 400001  
**Scrip Code: 544290**

**Sub: Approval of EIEL Employees Stock Option Plan 2025 ('The Plan')**

Dear Sir/Madam,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") and in furtherance to our intimation dated November 25<sup>th</sup>, 2025, wherein we had informed that the Board of Directors of the Company at its meeting held on the 25.11.2025, based on the recommendation of Nomination and Remuneration Committee, approved '**EIEL Employees Stock Option Plan 2025**' ('**The Plan**') in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The Plan is subject to approval of the shareholders of the Company and such other regulatory/statutory approvals as may be necessary.

In this regard, we are pleased to inform that the shareholders of the Company have approved '**EIEL Employees Stock Option Plan 2025**' ('**The Plan**') in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 of the Company through Remote E-Voting via Postal Ballot with requisite majority on 01.01.2026, the last date specified for receipt of votes through remote e-voting process. The details required under Regulation 30 of the SEBI Listing Regulations, read with SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, is enclosed herewith.

Kindly take the above information on record.

Thanking you,

**For Enviro Infra Engineers Limited**

(Piyush Jain)  
Company Secretary & Compliance Officer  
A57000

Encl: a/a

**Information as required under Regulation 30 read with Para B of Part A of Schedule III of SEBI Listing Regulations and SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

S. No.	Particulars	Details
1.	Brief details of options granted	Not Applicable- EIEL Employees Stock Option Plan 2025 ('The Plan') is approved by shareholders through E-Voting via Postal Ballot with requisite majority on 01.01.2026 subject to the in-principle approval by the recognised stock exchanges i.e. National Stock Exchange of India Limited and BSE Limited. Any grant under the Plan will be made only after receiving the above approvals.
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes, the proposed Scheme is in the compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ('SEBI SBEB Regulations')
3.	Total number of shares covered by these options	<p>The total number of Options covered under the Plan shall not exceed 17,73,031 (Seventeen lakh seventy-three thousand thirty-one only) Stock Options. Each Option when exercised would be converted into 1 (one) Equity Share of Rs. 10/- (Rupees Ten Only) each fully paid-up.</p> <p>Further, SEBI SBEB Regulations require that in case of any corporate action(s) such as rights issue, bonus issue, merger, sale of division etc., a fair and reasonable adjustment needs to be made to the Options granted.</p> <p>Accordingly, if any additional Options are issued by the Company to the Option grantees for making such fair and reasonable adjustment, the ceiling of 17,73,031 (Seventeen lakh seventy-three thousand thirty-one only) Stock Options, shall be deemed to be increased to the extent of such additional Options issued.</p>
4.	Pricing formula	The exercise price of any option granted under the Plan shall be the price for exercise of options as determined by the Compensation Committee and communicated to the eligible employee vide the letter of grant. Once granted, the exercise price of the options may be varied by the Compensation Committee to account for any rights issues, mergers, stock splits, bonus issue or share consolidations etc.

5.	Time within which option may be exercised	<p>Vested options can be exercised by the in-service employees anytime within 3 (three) years from the date of vesting during the exercise window opened by Compensation Committee, failing which the vested options shall automatically lapse. During this period, the Vested Options may be exercised by the Option Grantee at one time or at various points of time, in line with such procedures as may be determined by the Committee from time to time.</p> <p>In the event of resignation / termination / superannuation / death / permanent incapacity, vested Options shall be exercisable as per the Plan.</p>
6.	Brief details of significant terms	<p>a) <b>Purpose of the plan:</b> To reward Employees for good performance in the past and to motivate similar performance in the future. The Company also intends to attract and retain talented people through this plan</p> <p>b) <b>Vesting of Options:</b> Options would vest not less than one year and shall be subject to achievement of service or performance milestones as may be determined and communicated by the Compensation Committee.</p> <p>c) <b>Exercise Period and process of exercise:</b> Vested options can be exercised within a period of 3 years from the date of vesting within the exercise window opened by the Compensation Committee by submitting a written application to the Company.</p>
7.	Subsequent changes or cancellation or exercise of such options	Not Applicable at this stage
8.	Options vested	
9.	Options exercised	
10.	Money Realized by exercise of options	
11.	The total number of shares arising as a result of exercise of option	
12.	Options lapsed	
13.	Variation of terms of options	
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of options	