

SMEL/SE/2025-26/62

25th September, 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 Vesting of Employee Stock Options under "SMEL Employee Stock Incentive Plan – 2023" (ESIP – 2023) on completion of 2nd year of Grant

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform that consequent upon the completion of the second year from the date of Grant and pursuant to the SMEL Employee Stock Incentive Options to (ESIP – 2023) sub-plan SMEL Performance ESOP Scheme (ESOP-2023), Stock options granted to employees of the Company and its Subsidiaries on September 25, 2023 as per the vesting schedule 23% of the Granted Options are now available for exercise with effect from September 25, 2025.

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.

Thanking You,

For Shyam Metalics and Energy Limited


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







OUR BRANDS:



SHYAM METALICS AND ENERGY LIMITED

REG. OFFICE: Trinity Tower, 7th Floor, 83, Topsia Road, Kolkata - 700 046, West Bengal, CIN: L40101WB2002PLC095491 GSTIN: 19AAHCS5842A2ZD
P-19, (Plate No.: D-403), Taratala Road, CPT Colony, Kolkata, West Bengal - 700088

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Power | Ferro Alloys | Pellets | Sponge Iron | Wire Rods | TMT & Structurals | Aluminium Foil | Wire Rod | Roofing Products

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 | 8,59,738 Options granted to 62 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 | 8,59,738 equity shares of face value of ₹10 each are covered by stock options granted. |
| 4 | Pricing Formula | The said Options were granted at ₹ 326 (Rupees Three Hundred and Twenty-Six Only), i.e. at 25% discount on the market price on 25 th September, 2023. The market price is the latest available closing price on the National Stock Exchange of India Limited, which had recorded the higher trading volume in the equity shares of the Company on September 22, 2023. The same being the previous trading day immediately preceding the date on which the Grant of Options was approved. |
| 5 | Time within which option may be exercised | The Options granted may be exercised by the Grantee, either in whole or in part, within a period of 4 years from the commencement of the vesting period. |
| 6 | Brief details of significant terms | <ul style="list-style-type: none"> The ESOP Scheme is administered via ESOP Trust which is authorized to purchase the shares from the secondary market for facilitating the ESOP exercises. The grant of Options is based upon the eligibility criteria as determined by the NRC Committee. 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. The equity shares allotted, pursuant to the exercise of the Stock Options, would not be subject to lock-in. |


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FEB 2025-FEB
INDIA

| | | Options shall vest in the following manner: | | | | | | | | | | |
|---|--|---|-----------------|--------------------|--|--|---|--|--|--|---|--|
| | | <table><tr><th>Date of Vesting</th><th>Vesting Percentage</th></tr><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></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 |
| 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 | | | | | | | | | | | |
| 7 | Options Vested | 1,38,598 Options Vested with effect from 25 th September, 2025 | | | | | | | | | | |
| 8 | Options Exercised | Not Applicable | | | | | | | | | | |
| 9 | Money realized by exercise of Options | Not Applicable | | | | | | | | | | |
| 10 | The Total number of shares arising as a result of exercise of Option | Not Applicable | | | | | | | | | | |
| 11 | Options Lapsed | Not Applicable | | | | | | | | | | |
| 12 | Variation in Terms of Options | Not Applicable | | | | | | | | | | |
| 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 | | | | | | | | | | |

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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