



December 12, 2025

To
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.

To
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.

Scrip Code: 544280

Symbol: AFCONS

Sub: Intimation of grant of employee stock options under 'Afcons Infrastructure Limited - Employee Stock Option Plan 2025'

Ref: Intimation under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 30 read with Part A of Schedule III of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, ('SEBI LODR Regulations'), we wish to inform that the Nomination and Remuneration Committee of Board of Directors of Afcons Infrastructure Limited ("**Company**") on, December 12, 2025 have approved grant of 1,01,71,230 employee stock options ("**Options**") to the identified eligible employees under 'Afcons Infrastructure Limited - Employee Stock Option Plan 2025' ("**ESOP 2025/Plan**").

Details as required under Regulation 30 of the SEBI LODR Regulations, read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, in relation to the above, is enclosed herewith as Annexure – A.

The meeting commenced at 3.30 p.m. and concluded at 4:00 p.m.

Thanking you,

Yours faithfully,

For Afcons Infrastructure Limited

Gaurang Parekh
Company Secretary and Compliance Officer
Membership No.: F8764

Encl: Annexure-A

Annexure-A

| Sr. No. | Particulars | Details |
|---------|---|--|
| 1. | Brief details of Options granted | 1,01,71,230 employee stock options were granted to identified eligible employees by Nomination and Remuneration Committee under the ESOP 2025. |
| 2. | Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable) | Yes, ESOP 2025 is in the compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. |
| 3. | Total number of shares covered by these Options | 1,01,71,230 equity shares of face value of Rs. 10/- (Rupees Ten Only) each fully paid-up. |
| 4. | Pricing formula | The exercise price is Rs 321/- per employee stock option. |
| 5. | Options vested | Not applicable at this stage |
| 6. | Time within which Options may be exercised | The Exercise Period for Vested Options shall be as prescribed in the grant letter to the option grantees. All the Vested Options can be exercised by the Option Grantee at one time or at various points of time within the Exercise Period. |
| 7. | Options exercised | Not applicable at this stage |
| 8. | Money realized by exercise of Options | Not applicable at this stage |
| 9. | The total number of shares arising as a result of exercise of Options | Not applicable at this stage |
| 10. | Options lapsed | Not applicable at this stage |
| 11. | Variation of terms of Options | Not applicable at this stage |
| 12. | Brief details of significant terms | <p>The vesting period for granted employee stock options shall be Minimum 1 year and Maximum 5 years from the date of grant.</p> <p>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 ESOP 2025.</p> |
| 13. | Subsequent changes or cancellation or exercise of such Options | Not applicable at this stage |
| 14. | Diluted earnings per share pursuant to issue of equity shares on exercise of Options | Not applicable at this stage |