



6 November 2025

The Manager, Listing
BSE Limited
 Phiroze Jeejeebhoy Towers,
 Dalal Street,
 Mumbai - 400 001

The Manager, Listing
National Stock Exchange of India Ltd
 Exchange Plaza, Plot No. c/1,
 G-Block, Bandra-Kurla Complex,
 Mumbai – 400 051

Dear Sir/Madam,

Sub: Intimation of grant of stock options and restricted stock units

We wish to inform you that pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and subject to the provisions of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (hereinafter referred to as SEBI Regulations), the ESOP Compensation Committee, of the Board of Directors vide resolution dated 5 November 2025, passed today, have approved following grant of Stock Options (the “Options”) and Restricted Stock Units (the “RSUs”), effective 5 November 2025, to an identified employees of the Company and its subsidiaries:

1. Grant of 25,000 Options under the Employee Stock Option Plan 2016 (ESOP 2016) as per the following details:

- a) Exercise Price : ₹2,700 per Option
- b) Vesting Period : Vests over a period of 5 years in equal proportion.
- c) Exercise Period : The Options are exercisable within 60 months from the respective date of vesting.
- d) Other Terms : The shares arising out of the exercise of the stock Options are proposed to be allotted and the Plan will be administered through Mphasis Employees Equity Reward Trust.

The Options granted are governed as per ESOP 2016 Plan, which was submitted with the exchanges at the time of obtaining the in-principle approval and each of the Option entitles the holder to apply for one equity share of the Company of ₹10 each.

2. Grant of 7,500 RSUs under Restricted Stock Units Plan 2021 (RSU Plan 2021) as per the following details.

- a) Exercise Price : ₹10 per RSU
- b) Vesting Period : The RSUs vest over a period of 5 years from the date of grant in the proportion of 10:10:20:30:30.
- c) Exercise Period :
 - The Plan provides for Automatic Exercise, wherein the shares arising out of vested units shall be settled by the Mphasis Employees Benefit Trust to the employees upon vesting.
 - RSU Grantees, being employee in USA subject to the provisions of the US Internal Revenue Code is subject to Automatic Exercise as per RSU Plan 2021.
 - RSU Grantees (except the employees who are subject to the provisions of U.S.Internal Revenue Code) have an option to elect either for an Automatic Exercise or an exercise by way of exercise notice, as provided in the RSU Plan 2021.
 - RSU Grantees who have not opted for Automatic Exercise, the exercise period is 60 calendar months from the respective dates of vesting.

Signed by:

Mayank Verma

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Mphasis Limited
 Registered Office:

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d) Other Terms : The shares arising out of the exercise of stock units are proposed to be allotted and the Plan will be administered through Mphasis Employees Benefit Trust. All the units once vested, shall be exercised on a cashless basis through the Trust in the manner provided under the RSU Plan 2021.

The RSUs granted are governed as per RSU Plan 2021, which was submitted with the exchanges at the time of obtaining the in-principle approval and each of the RSUs entitles the holder for one equity share of the Company of ₹10 each.

We request you to kindly take the above on record as per the provisions of the Listing and SEBI Regulations.

Thanking you,

Yours faithfully,

For Mphasis Limited

Signed by:
Mayank Verma
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Mayank Verma
SVP and Company Secretary

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