

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

S.J.S. Enterprises Limited

SJS Enterprises - Employee Stock Option Plan 2021

**Adopted on 14th July 2021, amended on 27th September 2021 and on
04th August 2022**

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
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Index

1.	Name, Objectives and Term of the Plan	3
2.	Definitions and Interpretations.....	3
3.	Authority and Ceiling	9
4.	Administration	10
5.	Eligibility and Applicability	13
6.	Grant and Acceptance of Grant	13
7.	Vesting Schedule / Vesting Conditions	14
8.	Exercise	15
9.	Free transferability	19
10.	Lock-in.....	19
11.	Restriction on transfer of Options.....	20
12.	Other Terms and Conditions.....	20
13.	Deduction / recovery of Tax.....	20
14.	Authority to vary terms.....	21
15.	Miscellaneous	21
16.	Accounting and Disclosures	23
17.	Governing Laws and jurisdiction.....	23
18.	Notices	24
19.	Severability.....	24
20.	Confidentiality.....	25

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

1. Name, Objectives and Term of the Plan

- 1.1 This employee stock option plan shall be called the '**SJS Enterprises - Employee Stock Option Plan 2021**' ("ESOP 2021" / "Plan").
- 1.2 The primary objective es of the Plan are to reward the Employees for their association, retention, dedication and contribution to the goals of the Company. The Company intends to use this Plan to attract, retain and motivate key talents working with the Company and its Subsidiary(ies), as the case may be, by way of rewarding their high performance and motivate them to contribute to the overall corporate growth and profitability. The Company views Options as a long-term incentive tool that would enable the Employees not only to become co-owners, but also to create wealth out of such ownership in future.
- 1.3 The Plan is established with effect from **14th July, 2021**, on which the shareholders of the Company have approved the Plan by way of a special resolution, and it shall continue to be in force until (i) its termination by the Company as per provisions of Applicable Laws, or (ii) the date on which all of the Options available for issuance under the Plan have been granted, vested and exercised, whichever is earlier.
- 1.4 Subject to provisions of Clause 5 of this Plan, the Board or the Committee as authorized may at any time alter, amend, suspend or terminate the Plan.

2. Definitions and Interpretations

2.1 Definitions

- i. "**Applicable Laws**" means every law relating to Options, to the extent applicable, including and without limitation to the Companies Act, regulations of the Securities and Exchange Board of India, including the SEBI SBEB & SE Regulations, all relevant tax, securities,

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

exchange control, corporate laws, or amendments thereof including any circular, notification issued thereunder, of India or of any relevant jurisdiction or of any Stock Exchange on which the Shares listed or quoted.

- ii. **"Board"** means the Board of Directors of the Company.
- iii. **"Companies Act"** means the Companies Act, 2013, rules made thereunder, and includes any statutory modifications or re-enactments thereof.
- iv. **"Company"** means S.J.S. Enterprises Limited, a company incorporated under the provisions of the Companies Act, 1956, having CIN: L51909KA2005PLC036601 and having its registered office at Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of B.M. Kaval Village Kengeri Hobli, Bangalore - 560082.
- v. **"Committee"** means the Board or the Nomination and Remuneration Committee of the Board, once constituted or reconstituted from time to time under Section 178 or any other relevant provisions of the Companies Act, *inter alia*, for the administration and superintendence of this Plan and having such powers as specified under the SEBI SBEB & SE Regulations, with the relevant portions of this Plan.
- vi. **"Closing Date"** means the last date on which the Grant of Options by the Company to an eligible Employee can be accepted. In case the last date is a non-working day, then the Closing Date shall be on the next working day.
- vii. **"Director"** means a member of the Board of the Company.
- viii. **"Eligibility Criteria"** means the criteria as may be determined from time to time by the Committee for determining the eligibility of the Employees for Grant of Options under the Plan.
- ix. **"Employee"** means

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- (a) an employee as designated by the company, who is exclusively working in India or outside India; or
- (b) a Director of the company, whether a whole time Director or not, including a non-executive Director who is not a Promoter or member of the Promoter Group, but excluding an Independent Director; or
- (c) an employee as defined in sub-clauses (a) or (b) above, of a group company including Subsidiary or its associate company, in India or outside India, or of a holding company of the company,

but shall not include—

- I. an employee who is a Promoter or belongs to the Promoter Group;
- II. a Director who either by himself or through his relatives or through any body corporate, directly or indirectly holds more than ten percent of the outstanding equity Shares of the Company.

Provided that the Company shall take prior approval from the shareholders of the Company by way of a special resolution to Grant Options to the Employees of the Subsidiary (ies), or associate, or group company.

- x. **“ESOP 2021”** means this ‘SJS Enterprises - Employee Stock Option Plan 2021’, under which the Company is authorized to Grant Options to the Employees.
- xi. **“Exercise”** means expression of intention in writing by an Option Grantee to the Company to issue of Shares underlying the Options vested in him, in pursuance of this Plan, in accordance with the procedure laid down by the Company for Exercise of Options.
- xii. **“Exercise Period”** means such time period commencing after Vesting within which the

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

Employee should Exercise the Options vested in him in pursuance of the Plan, as more particularly specified at Sub-clause 8.2 of the Plan.

xiii. **“Exercise Price”** means the price determined by the Committee as per provisions of this Plan and specified in the Grant Letter, being payable by an Employee upon Exercise of the Options vested in him in pursuance of the Plan.

xiv. **“Fair Market Value”**

The term ‘Fair Market Value’ shall refer to “Market Price” within the meaning of the SEBI SBEB & SE Regulations.

xv. **“Grant”** means issue of Options to the Employees by the Company under the Plan.

xvi. **“Grant Letter”** means the formal communication in writing as regards Grant made by the Company to the Employee containing specific details, terms and conditions of the Options.

xvii. **“Independent Director”** means a Director within the meaning of the Companies Act and as determined under the relevant regulations issued by the Securities Exchange Board of India.

xviii. **“Misconduct”** means any of the following acts or omissions by an Option Grantee in addition to any provisions prescribed in the offer or terms of employment amounting to violation or breach of terms of employment as determined by the Committee after giving the Employee an opportunity of being heard:

- (a) dishonest statements or acts of an Option Grantee, with respect to the Company;
- (b) any misdemeanor involving moral turpitude, deceit, dishonesty or fraud committed by the Employee;
- (c) gross negligence, misconduct or insubordination of the Employee in connection with the performance of his duties and obligations towards the Company;

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- (d) breach by the Employee of any terms of his employment agreement or the Company's policies or other documents or directions of Company;
 - (e) participating or abetting a strike in contravention of any law for the time being in force; and
 - (f) misconduct as provided under applicable labour laws after following the principles of natural justice.
- xix. **"Option"** means an employee stock option within the meaning of this Plan.
- xx. **"Option Grantee"** means an Employee who has been granted Option(s) and has accepted such Grant as required under the Plan.
- xxi. **"Options Pool"** means such number of Shares a Company decides to reserve for granting of Options to the existing and future Option Grantees under ESOP 2021.
- xxii. **"Permanent Incapacity"** means any disability or incapacitation of whatsoever nature, be it physical, mental, or otherwise, which incapacitates or prevents or handicaps an Option Grantee from performing any specific job, work or task which the said personnel was capable of performing immediately before such disablement, as determined by the Committee.
- xxiii. **"Plan"** means ESOP 2021.
- xxiv. **"Promoter"**:
- The term "Promoter" defined hereinabove shall have meaning as defined in the SEBI SBEB & SE Regulations.
- xxv. **"Promoter Group"** shall have meaning as defined in the SEBI SBEB & SE Regulations.
- xxvi. **"Retirement"** means retirement as per the rules of the Company.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- xxvii. **“SEBI SBEB & SE Regulations”** means the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as amended from time to time read with all circulars and notifications issued thereunder.
- xxviii. **“Share(s)”** means an equity share of the Company of face value of INR 10 (Ten) each fully paid-up including the equity shares arising out of the Exercise of Options granted under this Plan.
- xxix. **“Stock Exchange”** means the National Stock Exchange of India Limited, BSE Limited, or any other recognized Stock Exchange in India on which the Company’s Shares are listed or to be listed in future.
- xxx. **“Subsidiary”** means any present or future subsidiary company of the Company determined as per provisions of the Companies Act.
- xxxi. **“Unvested Option”** means an Option, which is not a Vested Option.
- xxxii. **“Vested Option”** means an Option in respect of which the relevant Vesting Conditions have been satisfied and the Option Grantee has become eligible to Exercise the Option.
- xxxiii. **“Vesting”** means earning by the Option Grantee, of the right to Exercise the Options granted to him in pursuance of the Plan.
- xxxiv. **“Vesting Condition”** means the condition(s) prescribed, if any, subject to satisfaction of which, the Options granted would vest in an Option Grantee.
- xxxv. **“Vesting Date”** means the date(s) on which Grant of Options would vest in an Option Grantee, upon completion of the Vesting Period and compliance with any other conditions specified.
- xxxvi. **“Vesting Period”** means the period during which the Vesting of the Option granted to the Employee, in pursuance of the Plan takes place.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

2.2 Interpretation

In this Plan, unless the contrary intention appears:

- (a) the clause headings are for ease of reference only and shall not be relevant for interpretation;
- (b) a reference to a clause number is a reference to its Sub-clauses;
- (c) words in singular number include the plural and vice versa;
- (d) words importing a gender include any other gender;
- (e) a reference to a schedule includes a reference to any part of that schedule which is incorporated by reference; and
- (f) the terms defined above shall for the purposes of this Plan have the meanings herein specified and terms not defined above shall have the meanings as defined in the Companies Act or Applicable Laws including the SEBI SBEB & SE Regulations, as the context requires. Reference to any act, rules, statute or notification shall include any statutory modifications, substitution or re-enactment thereof.

3. Authority and Ceiling

- 3.1 The shareholders of the Company have vide their special resolution dated **14th July, 2021** approved the Plan authorizing the Committee to Grant not exceeding 24,35,000 (Twenty Four Lakhs Thirty Five Thousand) Options ("**Options Pool**") to the eligible Employees in one or more tranches, from time to time, which in aggregate shall be exercisable into not more than 24,35,000 (Twenty Four Lakhs Thirty Five Thousand) Shares, with each such Option conferring a right upon the Employees to apply for one Share in the Company in accordance with the terms and conditions as may be decided under the Plan.
- 3.2 The maximum number of Options that may be granted to an Employee shall vary depending

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

upon the eligibility criteria such as tenure, designation and the appraisal, ratings; however, shall not exceed 600,000 (Six Lakhs) Options per eligible Employee. However, the Committee reserves the right to decide the number of Options to be granted and the maximum number of Options that can be granted to an Employee within this ceiling.

- 3.3 If an Option expires, lapses or becomes un-exercisable due to any reason, it shall be brought back to the Options reserve specified above and shall become available for future Grants, subject to compliance with the provisions of the Applicable Laws.
- 3.4 Where Shares are issued consequent upon Exercise of Options under the Plan, the maximum number of Shares that can be issued under sub-clause Clause 3.1 above shall stand reduced to the extent of such Shares are issued.
- 3.5 In case of a Share split or consolidation, if the revised face value of the Share is less or more than the current face value as prevailing on the date of coming into force of this Plan, the maximum number of Shares available for being issued under Plan as specified above shall stand modified accordingly, so as to ensure that the cumulative face value (number of Shares X face value per Share) prior to such Share split or consolidation remains unchanged after such Share split or consolidation. Thus, for example, if the prevailing face value of each Share is INR 10 per Share and the revised face value after the Share split is INR 5 per Share, the total number of Shares available under Plan would be (Shares reserved at sub-clause 3.1 x 2) Shares of INR 5 each. Similarly, in case of bonus issues, rights issues, merger, sale of division and others, the available number of Shares under Plan shall be revised to restore the value, in terms of sub-clause 4.2(h) of this Plan.
- 3.6 If the number of Options that may be offered to an eligible Employee, during any one year, shall be equal to or more than 1% (one percent) of the issued capital (excluding outstanding warrants & conversions) of the Company at the time of Grant of Options, then the Company shall take prior approval from shareholders of the Company by way of a special resolution.

4. Administration

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- 4.1 The Plan shall be administered by the Committee. All questions of interpretation of the Plan or any Option granted thereunder shall be determined by the Committee and such determination shall be final and binding upon all persons having an interest in the Plan or in any Option granted thereunder.
- 4.2 The Committee shall, in accordance with this Plan and Applicable Laws, determine the following:
- (a) The Eligibility Criteria for Grant of Option to the Employees;
 - (b) The quantum of Options to be granted to the eligible Employees, subject to the ceilings as specified in sub-clauses 3.1 and 3.2 (i.e. per Employee and in aggregate under the Plan);
 - (c) The time when the Options are to be granted;
 - (d) The number of Options to be granted to each Option Grantee;
 - (e) The terms and conditions subject to which the Options granted would vest in the Option Grantee;
 - (f) The Exercise Period within which the Employee can Exercise the Options and that Options would lapse on failure to Exercise the same within the Exercise Period;
 - (g) The specified time period within which the Employee shall Exercise the Vested Options in the event of termination or resignation;
 - (h) The right of an Employee to Exercise all the Options, vested in him at one time or at various points of time within the Exercise Period;
 - (i) The specific Vesting Period and Vesting schedule of the Options granted;
 - (j) Determine the Exercise Price of the Options granted;
 - (k) Obtaining permissions from, making periodic reports to regulatory authorities, as may be required and ensuring compliance with all guidelines applicable in this regard;
 - (l) The procedure for making a fair and reasonable adjustment to the entitlement including adjustment to the number of Options and to the Exercise Price in case of corporate actions such as rights issues, bonus issues, merger, sale of division and others. In this regard, the following shall, *inter alia*, be taken into consideration by the Committee:

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- (i) the number and price of Options shall be adjusted in a manner such that total value of the Options in the hands of the Option Grantee remains the same after such corporate action; and
 - (ii) the Vesting Period and the life of the Options shall be left unaltered as far as possible to protect the rights of the Option Grantees.
 - (m) The procedure and terms for the Grant, Vesting and Exercise of Options in case of Option Grantees who are on a long leave;
 - (n) The conditions under which Option vested in Employees may lapse in case of termination of employment for Misconduct;
 - (o) Approve forms, writings and/or agreements for use in pursuance of the Plan;
 - (p) The procedure for funding the Exercise of Options;
 - (q) The procedure for buy-back of specified securities issued under SEBI SBEB & SE Regulations, if to be undertaken at any time by the Company, and the applicable terms and conditions, including: (i) permissible sources of financing for buy-back; (ii) any minimum financial thresholds to be maintained by the company as per its last financial statements; and (iii) limits upon quantum of specified securities that the Company may buy-back in a financial year;
 - (r) The procedure for cashless Exercise of Options, as permitted under the Applicable Laws; and
 - (s) Formulate suitable policies and procedures to ensure that there is no violation of Applicable Laws, in relation to this Plan by the Company/ Board/ shareholders/ participants.
- 4.3 Company shall have suitable policies and procedures to ensure that there is no violation of any securities laws including Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and the Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices Relating To Securities Market) Regulations, 2003 or any statutory modification or re-enactment of these regulations by the Company or any of its Employees, as applicable.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

5. Eligibility and Applicability

- 5.1 Only Employees are eligible for being granted Options under Plan. The specific Employees to whom the Options would be granted, and their Eligibility Criteria would be determined by the Committee at its sole discretion.
- 5.2 The Plan shall be applicable to the Company and its Subsidiary(ies), and any successor company thereof to the extent any of their Employees have been granted Options under the Plan and also apply to each Option Grantee.

Provided that in case of any Grant to the Employees of the Subsidiary, or the associate or the group company, the Company shall obtain prior approval of the shareholders of the Company by way of a special resolution.

The process for determining the eligibility of the Employees will include designation period of service, performance linked parameters such as work performance and such other criteria as may be determined by the Committee at its sole discretion, from time to time.

- 5.3 In the event that an employee, who has been granted benefits under ESOP 2021, is transferred or deputed to a/an subsidiary (ies)/associate or vice versa prior to vesting or exercise, the vesting and exercise as per the terms of grant shall continue in case of such transferred or deputed employee even after the transfer or deputation.
- 5.4 In the event that an employee who has been granted benefits under ESOP 2021, is transferred pursuant to scheme of arrangement, amalgamation, merger or demerger or continued in the existing company, prior to the vesting or exercise, the treatment of options in such case shall be specified in such scheme of arrangement, amalgamation, merger or demerger provided that such treatment shall not be prejudicial to the interest of the employee.

6. Grant and Acceptance of Grant

6.1 Grant of Options

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

- (a) Grants contemplated under the Plan shall be made on such day and month as decided by the Committee at its sole discretion.
- (b) Each Grant of Options under the Plan shall be made in writing by the Company to the eligible Employees by way of Grant Letter containing specific details of the Grant, and disclosure requirements, as prescribed under Applicable Laws and will specify the number of Options to which the Option Grantee is entitled, the Exercise Price, method of payment, the Closing Date of accepting the offer, Vesting Date(s), Vesting Condition(s) and such other details as the Committee may specify.

6.2 Acceptance of the Grant

- (a) An eligible Employee who wishes to accept the Grant made under this Plan must deliver to the Company a duly signed acceptance of the Grant on or before the Closing Date, as specified in the Grant Letter.
- (b) Upon receipt by the Company of such signed acceptance, the eligible Employee will become an Option Grantee. Failure to deliver such acceptance before the specified date, shall result in rejection of the Grant and lapse of Options unless the Committee determines otherwise.

7. Vesting Schedule / Vesting Conditions

- 7.1 Options granted under Plan shall vest not earlier than **One year** and not later than maximum Vesting Period of **Five years** from the date of Grant. Notwithstanding anything contained in the Plan, in case of death or Permanent Incapacity, the minimum Vesting Period of one year shall not apply.

Provided that in case where Options are granted by the Company under the Plan in lieu of options held by a person under a similar plan in another company (“Transferor Company”) which

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

has merged or amalgamated with the Company, the period during which the options granted by the Transferor Company were held by him may be adjusted against the minimum Vesting Period required under this Sub-clause.

7.2 Vesting of Options would be subject to compliance with Vesting Condition(s) specified in the Grant Letter as well as continued employment with the Company including Subsidiary (ies), as relevant.

7.3 The specific Vesting schedule and Vesting Conditions subject to which Vesting would take place would be outlined in the Grant Letter.

7.4 **Vesting of Options in case of Employees on long leave**

The period of leave shall not be considered in determining the Vesting Period in the event the Employee is on a sabbatical. In all other events including approved earned leave and sick leave, the period of leave shall be included to calculate the Vesting Period unless otherwise determined by the Committee.

8. Exercise

8.1 **Exercise Price**

The Exercise Price shall be decided by the Committee which shall in no case be lesser than the face value of Shares of the Company as on date of Grant. The specific Exercise Price shall be intimated to the Option Grantee in the Grant Letter issued at the time of Grant. Provided that the Exercise Price shall be in compliance with the accounting standards specified under the SEBI SBEB & SE Regulations, including any 'Guidance Note on Accounting for employee share-based Payments' issued in that regard from time to time.

8.2 **Exercise Period**

(a) **Exercise while in employment/ service:**

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

The Exercise Period in respect of a Vested Option shall be subject to a maximum period of 2 (Two) **years** commencing from the date of Vesting. The specific Exercise Period shall be intimated to the Option Grantee in the Grant Letter at the time of Grant.

(b) Exercise Period in case of separation from employment / service:

Subject to maximum Exercise Period stated above, such Vested Options can be exercised as under:

S. No.	Event of Separation	Vested Options	Unvested Options
1	Resignation / termination (other than due to Misconduct)	All the Vested Options as on date of notice of resignation / termination shall be exercisable by the Option Grantee within 30 days of his/her last working day in the Company. However, the said period of 30 days may be extended to 180 days by the Committee at its sole discretion.	All the Unvested Options as on date of resignation/ termination shall stand cancelled with effect from date such resignation/ termination.
2	Termination due to Misconduct	All the Vested Options at the time of issuing notice of such termination shall stand cancelled with effect from the date of issuing notice of such termination.	All the Unvested Options at the time of issuing notice of such termination shall stand cancelled with effect from the date of issuing notice of such termination.
3	Retirement	All the Vested Options as on date of Retirement shall be exercisable by the Option Grantee within 30 days of his/her last working day in	

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

		the Company. However, the said period of 30 days may be extended to 180 days by the Committee at its sole discretion.	The Options granted which have not Vested, will not expire, and continue to vest in accordance with respective Vesting schedules as per Company's policies.
4	Death	Such Vested Options as on date death can be exercised by the Option Grantee's nominee or legal heirs immediately after, but in no event later than 180 days from the date of death of the Option Grantee.	<p>All the Options granted as on date of death of Option Grantee shall be deemed to have been vested immediately and accordingly, such Options shall be exercisable by the Option Grantee's nominee or legal heir as per provisions prescribed for Vested Options but in no event later than 180 days from the date of death of the Option Grantee. It is hereby clarified that the cliff period of 1 year as regards Vesting will not apply in case of death of the Option Grantee.</p> <p>Further, the Company shall formulate appropriate policy in accordance with Applicable Laws as regards the Options granted in case of death or Permanent Incapacity.</p>

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

5	Permanent Incapacity	Such Vested Options as on date of incurring of such incapacity can be exercised immediately after, but in no event later than 180 days from the date of incurring such incapacity.	<p>All the Options granted to the Option Grantee shall be deemed to have been vested immediately from the date of Permanent Incapacity and accordingly, such Options shall be Exercisable by the Option Grantee but in no event later than 180 days from the date of Permanent Incapacity of the Option Grantee. It is hereby clarified that the cliff period of 1 year as regards Vesting will not apply in case of Permanent Incapacity of Option Grantee.</p> <p>Further, the Company shall formulate appropriate policy in accordance with Applicable Laws as regards the Options granted in case of death or Permanent Incapacity.</p>

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

6	Other reasons apart from those mentioned above	The Committee shall decide whether the Vested Options which were not exercised as on that date can be exercised by the Option Grantee or not, and such decision shall be final.	All the Unvested Options as on the date of separation shall stand cancelled with effect from such date unless otherwise required under Applicable Laws.
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8.3 The Options shall be deemed to be exercised when an Option Grantee makes an application in writing to the Company or by any other means as decided by the Committee, for obtaining of Shares against the Options vested in him, subject to payment of Exercise Price, applicable taxes and compliance of other requisite conditions of Exercise.

8.4 The Options not exercised within the prescribed Exercise Period shall lapse and the Option Grantee shall have no right over such lapsed or cancelled Options, which shall immediately get added back to the Options Pool.

9. Free transferability

, The Option Grantee or his nominee/ legal heir, wherever applicable, can sell Shares in the open market at any time in accordance with Applicable Laws and policies of the Company, subject to any lock in period as per Applicable Laws.

Subject to other provisions of the Applicable Laws, the Company shall list new Shares issued under the Plan on the recognized Stock Exchange(s).

10. Lock-in

The Shares issued upon Exercise of Options shall be freely transferable and shall not be subject to any lock-in period restriction after such issue except as required under the Applicable Laws including that under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, or code of conduct framed, if any, by the Company under the Securities and Exchange Board of India (Prohibition of Insider Trading), Regulations, 2015.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

11. Restriction on transfer of Options

- 11.1 Options shall not be directly or indirectly pledged, hypothecated, mortgaged or otherwise alienated in any other manner.
- 11.2 Options shall not be directly or indirectly transferable to any person except in the event of death of the Option Grantee or inability to Exercise due to Permanent Incapacity, in which case provisions of Sub-clause 8.2(b) would apply.
- 11.3 No person other than the Employee to whom the Option is granted shall be entitled to Exercise the Option except in the event of the death of the Option Grantee or inability to Exercise due to Permanent Incapacity, in which case provisions of Sub-clause 8.2(b) would apply.

12. Other Terms and Conditions

- 12.1 The Option Grantee shall not have a right to receive any dividend or to vote or in any manner enjoy the benefits of a shareholder in respect of Options granted, till the time Shares are issued to them upon Exercise of such Options.
- 12.2 Nothing herein is intended to or shall give the Option Grantee any right or status of any kind as a shareholder of the Company (for example, bonus Shares, rights Shares, dividend, voting, etc.) in respect of any Shares covered under the Grant unless the Option Grantee Exercises the Option and thereupon, becomes a registered holder of the Shares of the Company.
- 12.3 If the Company issues bonus or rights Shares, the Option Grantee will not be eligible for the bonus or rights Shares in the capacity of an Option Grantee. However, an adjustment to the number of Options or the Exercise Price or both would be made in accordance with Sub-clause 4.2(j) of Plan.

13. Deduction / Recovery of Tax

- 13.1 The liability of paying taxes, if any, in respect of Options granted pursuant to this Plan and the

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

Shares issued pursuant to Exercise thereof shall be entirely on Option Grantee and shall be in accordance with the provisions of Income Tax Act, 1961 read with rules issued thereunder and/or income tax laws of respective countries as applicable to eligible Option Grantees working abroad, if any.

- 13.2 The Company shall have the right to deduct from the Option Grantee's salary or recover any tax that is required to be deducted or recovered under the Applicable Laws. In case of non-continuance of employment, the outstanding amount of the tax shall be recovered fully on or before full and final settlement.
- 13.3 The Company shall have no obligation to deliver Shares until the Company's tax deduction obligations, if any, have been satisfied by the Option Grantee in full.

14. Authority to vary terms

- 14.1 The Committee or the Board may, if it deems necessary, vary the terms of the Plan, subject to compliance with the requirements of the Applicable Laws and approval of the shareholders in a general meeting in such manner that such variation is not detrimental to the interest of the Employees. The Company shall be entitled to vary the terms of the Plan to meet any regulatory requirements.
- 14.2 The Board or the Nomination and Remuneration Committee may revise any of the terms and conditions of this Plan to meet any regulatory requirement without seeking shareholders' approval.
- 14.3 The Company may also re-price the Options which are not exercised, whether or not they have vested, if 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 in general meeting has been obtained for such re-pricing.

15. Miscellaneous

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

15.1 Government Regulations

This Plan shall be subject to all Applicable Laws, and approvals from governmental authorities.

15.2 The Company shall deliver to the relevant Employee, all Shares arising from Exercise of Options and after payment of applicable taxes, only in dematerialized form. The demat account into which such Shares will be credited, must be in the name of the relevant Employee only and not jointly with any other person.

15.3 Inability to obtain authority

The inability of the Company to obtain authority from any regulatory body having jurisdiction over the Company, or under any Applicable Laws, for the lawful issuance and sale of any Shares hereunder shall relieve and wholly discharge the Company of any and all liability in respect of the failure to issue or sell such Shares.

15.4 Neither the existence of this Plan nor the fact that an Employee has on any occasion been granted an Option shall give such Employee any right, entitlement or expectation that the Employee has, or will in the future, have any such right, entitlement or expectation to participate in this Plan by being granted an Option on any other occasion.

15.5 The rights granted to an Option Grantee upon the Grant of an Option shall not afford the Option Grantee any rights or additional rights to compensation or damages in consequence of the loss or termination of his office or employment with the Company for any reason whatsoever (whether or not such termination is ultimately held to be wrongful or unfair).

15.6 The Option Grantee shall not be entitled to any compensation or damages for any loss or potential loss which he may suffer by reason of being unable to Exercise an Option in whole or in part.

15.7 Participation in Plan shall not be construed as any guarantee of return on equity investment.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

Any loss due to fluctuations in the market price of the Shares and the risks associated with the investments are that of the Option Grantee alone.

16. Accounting and Disclosures

- 16.1 The Company shall follow the rules/regulations applicable to accounting of Options with reference to Fair Market Value of Shares as on date of Grant.
- 16.2 The rules/regulations to be followed shall include but not limited to the IND AS / Guidance Note on Accounting for Employee Share-based Payments and/ or any relevant Accounting Standards as may be prescribed by the Institute of Chartered Accountants of India or any other appropriate authority, from time to time, including the disclosure requirements prescribed therein.
- 16.3 The Company shall make the necessary disclosures under the SEBI SBEB & SE Regulations, 2021 at the time of grant, including as provided in Part G of Schedule I of the SEBI SBEB & SE Regulations

17. Certificate from Auditors and Disclosures

The Board shall at each annual general meeting place before the shareholders a certificate from the Secretarial auditors of the Company that the Plan has been implemented in accordance with the SEBI SBEB & SE Regulations and in accordance with the resolution of the Company in the general meeting. The Board shall also make the requisite disclosures of the Plan, in the manner specified under the SEBI SBEB & SE Regulations.

18. Governing Laws and jurisdiction

- 18.1 The terms and conditions of the Plan shall be governed by and construed in accordance with the Applicable Laws of India including the foreign exchange laws.
- 18.2 The High Court at Bangalore and courts subordinate to it shall have jurisdiction in respect of any and all matters, disputes or differences arising in relation to or out of this Plan.

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

18.3 Nothing in this Clause shall however limit the right of the Company to bring proceedings against any Employee in connection with this Plan:

- (i) in any other court of competent jurisdiction; or
- (ii) concurrently in more than one jurisdiction.

19. Notices

19.1 All notices of communication required to be given by the Company to an Option Grantee by virtue of this Plan shall be in writing and shall be sent to the address of the Option Grantee available in the records of the Company; or delivering the communication(s) to the Option Grantee in person with acknowledgement of receipt thereof; or emailing the communication(s) to the Option Grantee at the official email address provided, if any, during the continuance of employment or at the email address provided by the Option Grantee after cessation of employment.

19.2 Any communication to be given by an Option Grantee to the Company in respect of Plan shall be sent at the address mentioned below or e - mailed at:

Designation: Head- Human Resources

S.J.S Enterprises Limited

Registered office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli , Bangalore - 560082.

Email: HRESOP@sjsindia.com

20. Severability

In the event any one or more of the provisions contained in this Plan shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect the other provisions of this Plan in which case the Plan shall be construed as if such invalid, illegal, or unenforceable provisions had never been set forth herein, and the Plan

S.J.S. Enterprises Limited

Regd. office: Sy No. 28/P16 of Agra Village and Sy No. 85/P6 of BM Kaval Village Kengeri Hobli,
Bangalore -560082.

CIN: U51909KA2005PLC036601

shall be carried out as nearly as possible according to its original intent and terms.

21. Confidentiality

21.1 An Option Grantee must keep the details of the Plan and all other documents in connection thereto strictly confidential and must not disclose the details with any of his peer, colleagues, co-employees or with any employee and/ or associate of the Company or that of its affiliates. In case Option Grantee is found in breach of this confidentiality clause, the Company has undisputed right to terminate any agreement and all unexercised Options shall stand cancelled immediately. The decision and judgment of the Company regarding breach of this confidentiality clause shall be final, binding and cannot be questioned by Option Grantee. In case of non-adherence to the provisions of this clause, the Board/ Committee shall have the authority to deal with such cases as it may deem fit.

21.2 On acceptance of the Grant of Option offered by the Company, it shall be deemed that as if the Option Grantee has authorized the Company to disclose information relating to the Option Grantee during the process of implementation of the Plan or while availing any consulting or advisory services thereof or any other incidental services to its officers, professional advisors, agents and consultants on a need to know basis.

-----End of Plan-----