



March 11, 2025

**BSE Limited**

Department of Corporate Services,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai - 400 001

Scrip Code: 543396

**National Stock Exchange of India Limited**

The Listing Department,  
Exchange Plaza,  
Bandra Kurla Complex,  
Mumbai - 400 051

Symbol: PAYTM

**Sub: Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Outcome of the Board Meeting held on March 11, 2025**

Dear Sir/ Ma'am,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), we wish to inform you that the Board of Directors of One 97 Communications Limited ("Company") at its meeting held today i.e., March 11, 2025, based on the recommendations of the Nomination & Remuneration Committee (NRC), have inter alia, considered and approved amendments in One 97 Employees Stock Option Scheme 2019 ("ESOP Scheme 2019"), subject to the approval of the Members of the Company, in compliance with applicable provisions of the Companies Act, 2013 read with rules thereunder and the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

These amendments, inter alia, reinforce performance-linked rewards and long-term value creation, aligning with the Company's vision of recognizing contributions, driving sustainable growth and are in line with industry practices as under:

- a. Vesting of ESOPs by employees will be based on an individual's annual performance rating in the latest annual appraisal exercise.
- b. Change in vesting schedule from 5 years to 1-5 years from the grant date for future grants.
- c. Other amendments clarifying continuity of the ESOP vesting schedule on internal mobility within group companies.

The Postal Ballot Notice for seeking Members' approval on the amendments in ESOP Scheme 2019, as approved by the Board will be dispatched to the Members and submitted to the Stock Exchanges, in due course.

The Board meeting commenced at 08:54 a.m. (IST) and concluded at 10:16 a.m. (IST).

This disclosure will also be hosted on the Company's website viz. <https://ir.paytm.com/>.

Kindly take the same on record.

Thanking you,

Yours Sincerely,

For **One 97 Communications Limited**

**Sunil Kumar Bansal**

**Company Secretary and Compliance Officer**

One 97 Communications Limited

compliance.officer@paytm.com

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