April 9, 2025

To,
Listing Department,
National Stock Exchange of India Limited
Exchange Plaza, Bandra-KurlaComplex, Bandra (East), Mumbai-400051
[Symbol TEMBO]

Sub: Update on ESOP

Dear Sir/Madam,

This is to inform you that on the recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company vide Resolution passed on April 9, 2025 has considered and approved Tembo Global Industries Limited - Employee Stock Options Scheme 2025 (TGI ESOP Scheme 2025), subject to approval of shareholders in through Postal Ballot.

Further, the Nomination and Remuneration Committee of the Company be designated as the Compensation Committee in accordance with Regulation 5 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 for the purpose framing and administration of TGI ESOP Scheme 2025.

Details required as per Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are provided in **Annexure A**.

Further, this intimation will be made available on the Company's website at www.tembo.in

Kindly take the same on your records.

Thanking You,

For Tembo Global Industries Limited

Sanjay Patel
Managing Director
DIN-01958033

Tembo Global Industries Ltd.

GST NO. 27AAPCS4498C1ZV | CIN - L24100MH2010PLC204331 | Toll Free : 1800 123 7991 | sales@tembo.in | www.tembo.in
Reg. Off. : Plot No.D-146/147, Turbhe MIDC, TTC Industrial Estate, S Cental Road, Opp. Balmer Lawrie Vaan Leer, Navi Mumbai, Maharashtra 400 705.

Brief details of options granted	as per the TGI ESOP Scheme 2025
whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable)	Yes
Total number of shares covered by these options	10,00,000
pricing formula	fair value method
options vested	NA
time within which option may be exercised	within a maximum exercise period of 12 (Twelve) months from the date of respective vesting
options exercised	NA
money realized by exercise of options	NA
the total number of shares arising as a result of exercise of option	NA
options lapsed	NA
variation of terms of options	NA
brief details of significant terms	
subsequent changes or cancellation or exercise of such options	NA
diluted earnings per share pursuant to issue of equity shares on exercise of options	NA

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