

Regd. Office:

411, Arunachal Building,
19 Barakhamba Road,
Cannaught Place New Delhi-110001

Corp. Office :

Plot No. 10, Sector 156
Noida (GB Nagar)-201307

Works :

Plot no. 102, Sector-07, IIE,
Siddul Haridwar, 240403
India

Date: - 02.08.2025

BSE Limited
Dalal Street,
Phiroze Jeejeebhoy Towers,
Mumbai 400 001
Scrip Code: 543923

The National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.
Symbol: IKIO

Sub: Outcome of Nomination & Remuneration Committee meeting held on 02nd August, 2025

Dear Sir/Ma'am,

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform you that the Nomination and Remuneration Committee of the Company at its meeting held today i.e. on 02nd August, 2025 has, interalia, considered and approved the following business:

1. Grant of 17,500 Stock Options (ESOP) convertible into equal number of Equity Shares of the Company of face value Rs. 10/- each, under the ILL Employee Stock Option Scheme 2022 ("Scheme") to eligible employees of the company and its subsidiary companies.

The details as required under Regulation 30 of Securities Exchange of Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 is enclosed herewith as **Annexure -I**.

2. Nomination and Remuneration Committee members has granted their recommendation for the appointment of Mr. Sanjeet Singh, who is a Whole Time director & Chief Executive officer (*), as the Chief Financial Officer and Key Managerial Personnel (KMP) of the Company subject to the approval of Board of Directors.

(*) The NRC members & Audit Committee members has granted their approval for appointment of Mr. Sanjeet Singh as the CEO of the Company in their meeting held on 13th May, 2025 subject to the approval of shareholders in ensuing AGM.

The disclosure of information pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI circular No. SEBI/HO/CFD/CFDPoD1/P/CIR/2023/123 dated 13th July, 2023 is attached as **Annexure-II**.

The meeting of Nomination and Remuneration Committee commenced at 02:45 P.M. and concluded at 03:00 P.M.

You are requested to take the same on record.

Thanking You,
For IKIO Technologies Limited

SANDEEP
KUMAR
AGARWAL
Digitally signed by
SANDEEP KUMAR
AGARWAL
Date: 2025.08.02
19:18:07 +05'30'

Sandeep Kumar Agarwal
Company Secretary & Compliance Officer

Annexure – I

The details as required under Regulation 30 of Securities Exchange of Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 are mentioned below:

Sl.No.	Particulars	Details
1	Brief details of options granted	Grant of 17,500 Options to eligible employees of the Company and its subsidiary companies as determined by Nomination and Remuneration Committee.
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable);	Yes
3	Total number of shares covered by these options	17500 Equity Shares of face value Rs 10/- each (Each Option is convertible into one Equity Shares of the Company).
4	Pricing formula/Exercise Price	Exercise Price is Rs. 150 per stock option.
5	Options vested	Not Applicable
6	Time within which option may be exercised	The Options can be exercised within 3 (three) months from date of vesting (in maximum 2 tranches for each vesting) and such exercise must only be in accordance with the "ILL Employee stock option Scheme 2022" and the terms of Letter of Grant. All the vested Options not exercised within the aforementioned time frame will lapse.
7	Options exercised	Not Applicable
8	Money realized by exercise of options	Not Applicable
9	The total number of shares arising as a result of exercise of option	Not Applicable
10	Options lapsed	Not Applicable
11	Variation of terms of options	Not Applicable
12	Brief details of significant terms	ILL ESOS 2022 is administered by the ESOS Administrator. Under ILL ESOS Scheme, 2022 eligible employees of the Company will be granted ESOP's which can be exercised by such employees upon vesting after satisfying the vesting conditions in accordance with "ILL Employee stock option Scheme 2022".
13	Subsequent changes or cancellation or exercise of such options	Not Applicable
14	Diluted earnings per share pursuant to issue of equity shares on exercise of options	Not Applicable

Annexure – II

Information as per SEBI circular No. SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated 13th July, 2023 read with Regulation 30-Para A of Part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015

Sr No	Particulars	Details
1.	Name of KMP	Mr. Sanjeet Singh
2.	Reasons for Change viz. appointment	<p>Approval of appointment of Mr. Sanjeet Singh, who is Whole Time Director and Chief Executive Officer (*) of the Company, as the Chief Financial Officer and Key Management personnel of the Company.</p> <p>(*) The NRC members & Audit Committee members has granted their approval for appointment of Mr. Sanjeet Singh as the CEO of the Company in their meeting held on 13th May, 2025 subject to the approval of shareholders in ensuing AGM.</p>
3.	Date of Appointment & Terms of Appointment	<p>Date of Appointment: 02nd August 2025</p> <p>Terms of Appointment as recommended by (Nomination and Remuneration Committee) NRC & Audit Committee members and approved by the Board of Directors, from time to time and in accordance with the HR Policy of the Company.</p>
4.	Brief Profile	<p>Mr. Sanjeet Singh holds a Bachelor's degree in Commerce from the University of Delhi. He has over 6 years of experience and is currently serving as the Whole-Time Director and Chief Executive Officer (CEO)* of the Company, overseeing its overall operations and providing strategic leadership to all departments.</p> <p>Pursuant to the approval of the Board, he has also been appointed as the Chief Financial Officer (CFO) of the Company. Given his in-depth knowledge of the Company's operations and Financials & Accounts, Mr. Singh is well-positioned to head the finance function. As CFO, he will additionally be responsible for overseeing the finance department, including budgeting, financial planning, analysis, and related strategic initiatives.</p>
5.	Disclosure of Relationships between Directors	Hardeep Singh - Father-in-Law, Surmeet Kaur – Mother-in-Law