

August 7, 2026

To,

BSE Limited

Corporate Relationship Department,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor, Plot No C/1,
G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai - 400 051

Scrip Code: 540735

Symbol: IRIS

Dear Sir / Madam,

Sub: Outcome of Nomination and Remuneration Committee Meeting

Pursuant to Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we wish to inform you that the Nomination and Remuneration Committee ("NRC") of the Board of Directors of IRIS RegTech Solutions Limited ("Company"), at its meeting held on August 7, 2026, has, inter alia, approved the grant of 1,21,000 Stock Options to the eligible employee(s) of the Company under the IRIS RegTech Solutions Limited Employee Stock Option Plan 2023 ("IRIS ESOP 2023").

The disclosure required pursuant to Regulation 30 of the Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 is enclosed as **Annexure A**.

The meeting of the NRC commenced at 10:00 IST and concluded at 11:00 IST.

Kindly take the above information on record.

Thanking You,

Yours faithfully,

For IRIS RegTech Solutions Limited

Santoshkumar Sharma

Company Secretary & Compliance Officer
(ICSI membership number – ACS 35139)

Encl: a/a

IRIS REGTECH SOLUTIONS LIMITED
(Formerly known as IRIS Business Services Limited)

1405-1411, Plutonium Business Park, Thane-Belapur Road, Turbhe, Navi Mumbai – 400703, Maharashtra, India
Tel: +91 22 6723 1000 | Email: cs@irisbusiness.com | www.irisregtech.com
| CIN L72900MH2000PLC128943 | GSTIN 27AAAC19260R1ZV

Annexure-A

Disclosure under Regulation 30 read with Schedule III of the SEBI Listing Regulations

Sr.	Particular	Details
1	Brief details of options granted	1,21,000 Stock Options have been granted by the NRC to eligible employee(s) under IRIS ESOP 2023.
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable);	Yes
3	Total number of shares covered by these options;	1,21,000 equity shares with a face value of Rs. 10/- each of the Company. Each stock option carries the right to apply for and be allotted 1 (one) equity share of face value of Rs. 10/- each of the Company.
4	Pricing formula/Exercise Price	The Exercise Price for the Options granted to eligible employees shall be the INR 10/-.
5	Options vested / Vesting Schedule;	Options Vested till date - 2,24,500 Vesting Schedule - After the disclosure of financial results for financial year end March 2028-29, subject to the achievement of performance criteria as decided by the Nomination and Remuneration Committee.
6	Time within which option may be exercised	Options which have vested will need to be exercised within 5 years from the date of such vesting. Any vested options not so exercised within the prescribed period shall lapse.
7	Options exercised	20,130 (as of the date under IRIS ESOP 2023)
8	Money realized by exercise of options	INR 39,12,160 /-
9	The total number of shares arising as a result of exercise of option	20,130 (as of the date under IRIS ESOP 2023)
10	Options lapsed	43,500 (as of the date under IRIS ESOP 2023)
11	Variation of terms of options	Not Applicable
12	Brief details of significant terms	Vesting is subject to the achievement of performance criteria as decided by the Nomination and Remuneration Committee and continuation of employment and subject to other conditions specified in the grant letter and the IRIS ESOP 2023 Scheme. The Option Grantees would be entitled to a maximum of 1,21,000 options.
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

For IRIS RegTech Solutions Limited

Santoshkumar Sharma
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