HARSHA
ENGINEERS
A WORLD OF PRECISION

HEIL/SE-35/2026-27

September 26, 2026

To,
The Manager (Listing),
The BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
Script Code No. : **543600**

To,
The Manager (Listing),
National Stock Exchange of India Limited
"Exchange Plaza", C-l, Block - G,
Bandra - Kurla Complex, Bandra (E)
Mumbai – 400 051
Symbol : **HARSHA**

Dear Sir/Madam,

Sub : Grant of Employee Stock Options
Ref : Regulation 30 and 33 of the SEBI (Listing Obligations & Disclosures Requirements) Regulations, 2015

Pursuant to Regulation 30 read with Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we hereby inform that the Nomination and Remuneration Committee ("Committee")**,** at its meeting held on September 25, 2026, has approved the grant of 4,28,000/- **Employee Stock Options ("Options")** to eligible employees of the Company and its subsidiary pursuant to the **"Harsha Engineers International Limited – Employee Stock Option Plan 2026" ("ESOP 2026"/"Plan")**.

Details as required under Regulation 30 of the Listing Regulations, read with Master Circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 in relation to the above, is enclosed herewith as **Annexure - I.**

Kindly take the same on your records.

Yours faithfully,
FOR HARSHA ENGINEERS INTERNATIONAL LIMITED

Kiran Kumar Mohanty

Kiran Mohanty
Company Secretary and Chief Compliance Officer
MEM NO. : F9907

Annexure- I

Brief details of options granted;	The Nomination and Remuneration Committee ("Committee") of the Company granted 4,28,000/- (Four Lakh Twenty Eight Thousand Only) **employee stock options ("Options)** to eligible employees of the Company and it's subsidiary pursuant to the ESOP 2026.
Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable);	Yes, ESOP 2026 is in the compliance with Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021
Total number of shares covered by these options;	4,28,000/- (Four Lakh Twenty Eight Thousand Only) Options exercisable into not more than 4,28,000/- (Four Lakh Twenty Eight Thousand Only) equity shares of face value of Rs. 10/- (Rupees Ten only) each fully paid-up of the Company.
Pricing formula	The Exercise Price per Option determined by the Committee is Rs. 370, which is at a maximum discount of up to 20% (Twenty percent) to the Market Price of the Shares as on the Grant Date and more than the face value of the Share of the Company.
Options vested	Not applicable at this stage
Time within which option may be exercised	The exercise period for vested Options shall be a maximum of 4 (four) years from the date of each vesting of such Options. The Vested Options can be exercised by the Option Grantee at one time or at various points of time within the Exercise Period
Options exercised;	Not applicable at this stage.
Money realized by exercise of options;	Not applicable at this stage.
The total number of shares arising as a result of exercise of option	Not applicable at this stage.
Options lapsed;	Not applicable at this stage.
Variation of terms of options;	Not applicable at this stage.
Brief details of significant terms;	The Plan will be overseen by the Committee of the Company, which will handle all related responsibilities, including any powers or duties delegated by the Board as per the applicable law.

	The grant of Options is based upon the eligibility criteria as mentioned in the Plan. The Options granted under the ESOP 2026 would Vest not earlier than the minimum Vesting Period of **1 (One)** year and not later than the maximum Vesting Period of 4 **(Four)** years from the Grant Date. The Committee subject to minimum and maximum ceiling of vesting period shall have the power to prescribe the vesting schedule for a particular Grant. The Shares arising out of Exercise of Vested Options shall not be subject to any lock-in from the date of transfer of such Shares under the ESOP 2026.
Subsequent changes or cancellation or exercise of such options;	Not applicable at this stage.
Diluted earnings per share pursuant to issue of equity shares on exercise of options.	Not applicable at this stage.