



December 19, 2025

National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor  
Plot No.C/1, G-Block  
Bandra-Kurla Complex  
Bandra (E)  
MUMBAI – 400051, India

BSE Limited  
1<sup>st</sup> Floor, New Trading Ring  
Rotunda Building  
P.J. Towers, Dalal Street  
Fort  
MUMBAI – 400001, India

**Scrip Code : MSUMI**

**Scrip Code : 543498**

**Subject: Outcome of Board Meeting**

Dear Sir/ Madam,

This is in furtherance to prior intimation dated December 15, 2025, submitted by Motherson Sumi Wiring India Limited ("the Company") on the consideration and approval of Employee Stock Option Scheme by the Company.

In compliance with the provisions of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform you that based on recommendations of the Nomination and Remuneration Committee ("the Committee"), the Board of Directors ("the Board") of Motherson Sumi Wiring India Limited ("the Company") at its Meeting held on Friday, December 19, 2025 has inter-alia, considered and approved formulation, adoption and implementation of 'Motherson Sumi Wiring India Limited–Employee Stock Option Scheme 2025' ("**ESOP 2025**" or "**Scheme**") and implementation through an irrevocable employee welfare trust to be set-up by the Company, pursuant to the provisions of Section 62(1)(b), other applicable provisions, if any, of the Companies Act, 2013 read with rules framed thereunder, and the relevant provisions of the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 ("**Applicable Laws**"), subject to the approval of shareholders of the Company.

Details required pursuant to SEBI circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, is enclosed herewith as **Annexure I**.

Regd. Office:

**Motherson Sumi Wiring India Limited**  
Unit – 705, C Wing, ONE BKC, G Block Bandra Kurla Complex,  
Bandra East Mumbai – 400051, Maharashtra (India)  
Tel: 022-61354800, Fax: 022- 61354801  
CIN No.: L29306MH2020PLC341326  
E-mail: investorrelations@mswil. motherson.com  
Website:www.mswil.motherson.com

Proud to be part of samvardhana  **motherson**

The Board Meeting commenced at 1030 Hours and concluded at 1127 Hours.

The above is for your information and records.

Thanking You,  
Yours truly  
For Motherson Sumi Wiring India Limited

Pooja Mehra  
Company Secretary

## ANNEXURE – I

Sl. No.	Particulars	Details
1.	Brief details of options granted	<p>1,55,00,000 (One Crores Fifty Five Lacs) employee stock options (“<b>Options</b>”) to be granted to the eligible employees as determined by the Committee subject to the shareholders’ approval.</p> <p>The ESOP will be proportionately adjusted due to corporate action(s), if any.</p>
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.	Yes, Motherson Sumi Wiring India Limited- Employee Stock Option Scheme 2025 (“ <b>ESOP 2025” or Scheme</b> ), shall be in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
3.	Total number of shares covered by these options	<p>As stated at serial no. 1 above.</p> <p>1,55,00,000 (One Crores Fifty Five Lacs) Options exercisable into not more than 1,55,00,000 (One Crores Fifty Fifty Lacs) equity shares of face value of ₹ 1/- (Rupee One Only) each fully paid-up</p>
4.	Pricing formula	<p>The Exercise Price per Option shall be the Market Price of the Shares on the date of Grant. However, the Exercise Price per Option shall not be less than the face value of the Share of the Company. The specific Exercise Price shall be intimated to the Option Grantee in the Grant letter at the time of Grant.</p> <p>The employee shall also be liable to pay the Company an amount equivalent to the value of the perquisite tax payable in accordance with the provisions of the Income Tax Act, 1961 and other applicable laws (if any) at the relevant time.</p>
5.	Options vested	Not applicable at this stage.
6.	Time within which option may be exercised	The Exercise Period for Vested Options shall be a maximum of <b>3 (Three)</b> years commencing from the date of each Vesting or such other shorter period as may be prescribed by the Committee at the time of Grant. In case of death or Permanent Incapacity, the Committee may, at its discretion, allow such additional period for Exercise which shall not be more than 12 months from the original prescribed Exercise Period.

7.	Options exercised	Not applicable at this stage.
8.	Money realized by exercise of options	Not applicable at this stage.
9.	The total number of shares arising as a result of exercise of option	Not applicable at this stage.
10.	Options lapsed	Not applicable at this stage.
11.	Variation of terms of option	Not applicable at this stage.
12.	Brief details of significant terms	<p>The Options granted under the Scheme would Vest not earlier than the minimum Vesting Period of <b>1 (One)</b> year and not later than the maximum Vesting Period of <b>5 (Five)</b> 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.</p> <p>Options to the eligible Employees can be given in one or more tranches, from time to time, which in aggregate exercisable into not more than equity shares referred at serial no. 1 above.</p> <p>All the Equity Shares reserved under the Scheme shall be acquired by secondary acquisition.</p> <p>The Scheme shall be applicable to the Company (and any successor) and its employees.</p> <p>The Scheme will be overseen by the Nomination and Remuneration Committee (NRC) of the Company, which will handle all related responsibilities, including any powers or duties delegated by the Board as per applicable law.</p> <p>The Scheme shall be administered by the Trust to the extent aspects of such administration are delegated by the Committee as per the requirements of Applicable Laws.</p> <p>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 Scheme.</p>
13.	Subsequent changes or cancellation or exercise of such options	Not applicable at this stage.

14.	Diluted earnings per share pursuant to issue of equity share on exercise of options.	Not applicable at this stage.
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