

1st September 2023

To:

**National Stock Exchange of India
Limited (Scrip Code: FSL)**
Exchange Plaza,
Plot no. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East),
Mumbai - 400 051

**BSE Limited
(Scrip Code: 532809)**
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

Dear Madam/ Sir,

**Sub: Intimation of Grant of Stock Options under 'Firstsource Solutions Employee Stock
Option Plan 2019**

Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby inform you that Nomination and Remuneration Committee of Board of Directors of the Company at its meeting held on 1st September, 2023 has approved the grant of stock options as mentioned in Annexure A along with the terms of options granted to Mr. Ritesh Mohan Idnani, MD & CEO of the Company under Firstsource Employee Stock Option Plan 2019.

Please take the same on your record.

Thanking you,

For **Firstsource Solutions Limited**

POOJA SURESH NAMBIAR
Digitally signed by POOJA
SURESH NAMBIAR
Date: 2023.09.01 12:25:56
+05'30'

**Pooja Nambiar
Company Secretary**

Firstsource Solutions Ltd.

5th Floor, Paradigm 'B' Wing, Mindspace, Link Road, Malad (West), Mumbai - 400 064 India.
Tel: +91 (22) 6666 0888 | Fax: +91 (22) 6666 08887 | Web: www.firstsource.com

(CIN: L64202MH2001PLC134147)

ANNEXURE - A

Sr. No	Name of the Employee	Designation	Location	Grant Type	No. of Stock Options granted & price	Vesting Conditions
1	Ritesh Mohan Idnani	MD & CEO	US	PSU^	45,00,000 @ Rs. 10/- each	Continued employment and increase in the Company's compound annual growth rate revenue (CAGR) and earnings before interest and taxes margin (EBIT)
Total					45,00,000	

PSU^ Performance Share Units

Notes:

1. Performance period may be further defined in consultation with the Committee
2. Total 45,00,000 options are proposed to be granted subject to stock price and forex rates to meet the target value at the time of vesting.

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