

# SYSTEMATIC INDUSTRIES LIMITED

(Formerly Known as SYSTEMATIC INDUSTRIES PRIVATE LIMITED)

REGISTERED OFFICE: 418, NIRMAL CORPORATE CENTRE, L.B.S. MARG, MULUND (W), MUMBAI - 400 080.

CIN L27320MH2000PLC125313; TEL: 022-41383900; Fax: 25684711

Email: [finance@systematicltd.com](mailto:finance@systematicltd.com)

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Date: January 9, 2026

To,  
The Manager,  
Listing Department  
**BSE Limited**  
P J Tower, Dalal Street  
Mumbai – 400001

**Reference: Systematic Industries Limited (“the Company”)**

**Scrip Code: 544541 ISIN: INE1KLZ01011**

**Sub.: Outcome of the Board meeting held on January 9, 2026**

In compliance with the provisions of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform you that the Board of Directors (the “**Board**”) of Systematic Industries Limited (the “**Company**”) at its Meeting held today, i.e., Friday, January 9, 2026, has inter-alia approved the “**Systematic Industries Limited - Employee Stock Option Plan, 2026**” (ESOP Plan, 2026) for the grant of stock options to eligible employees of Systematic Industries Limited, subject to the approval of the shareholders of the Company in compliance with the provisions of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (“**SBEB Regulations**”).

The approval of the members is required under Regulation 6(1) & 6(3)(C) of SBEB Regulations for the aforesaid ESOP Plan, 2026. The Board has also approved the Notice to be sent to the members for seeking approval for the Systematic Industries Limited - Employee Stock Option Plan, 2026, through Postal Ballot by means of electronic voting (remote e-voting), and such approval of the members will be obtained within the stipulated timelines.

Details required under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are provided in the **Annexure A** and the same is enclosed.

The Board Meeting commenced at 05:00 P.M. and ended at 06:00 P.M. Hrs. IST.

This is for your information and records.

**For Systematic Industries Limited**  
**(Formerly known as Systematic Industries Private Limited)**

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**Siddharth Rajendra Agarwal**  
**Managing Director**  
**DIN: 00515410**

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## Annexure A

Details required under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

### Details of Systematic Industries Limited - Employee Stock Option Plan, 2026 ('ESOP Plan 2026')

Sr No.	Particulars	Disclosure
1.	Brief details of Options granted	<p>The ESOP Plan 2026 contemplates grant of employee stock options ("Options") to the eligible employees of the Company of the Company.</p> <p>The performance appraisal and selection process of eligible employees and grants to be made shall be governed by mandatory performance criteria, which shall consist of a combination of both corporate and individual performance metrics at the time of Grant and individual performance metrics at the time of vesting.</p>
2.	Whether the Plan is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes, the ESOP Plan is in terms of SEBI (SBEB) Regulations, 2021.
3.	Total number of shares covered by these options	The total number of shares covered under these Options shall be 6,00,000.
4.	Pricing formula	The Exercise Price shall be determined by the Compensation Committee. However, the Exercise price per option shall not be less than the Face Value per shares. The maximum number of options that may be granted in aggregate shall not exceed 600,000 options. Also, Grant of Options to identified Employees, during any one year shall not be equal to or exceeding 1% of the issued capital of the company at the time of grant of option.
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 period of 18 (Eighteen) months from the date of Vesting of Options as determined by the ESOP Compensation Committee. In case of resignation or termination of employment or death of employee, the exercise period shall be as per ESOP 2026.
7.	Options Exercised	Not applicable at this stage
8.	Money realized by exercise of options	
9.	Options lapsed	
10.	Variation of terms of options	The ESOP Compensation Committee may vary the terms of ESOP Plan 2026 subject to the terms thereof and applicable laws.

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11.	Brief details of significant terms	<p>As mentioned in the Systematic Industries Limited - Employee Stock Option Plan, 2026, which includes:</p> <ol style="list-style-type: none"><li>1. The ESOP Compensation Committee shall administer the ESOP Plan 2026.</li><li>2. The maximum exercise period is 18 months years from the date of vesting, subject to the terms of the ESOP Plan 2026.</li><li>3. Options granted under ESOP 2026 shall vest in following manner:</li></ol> <table border="1"><tr><td>At the end of 12 (twelve) months from the date of grant of option</td><td>20 % of the options granted</td></tr><tr><td>At the end of 24 (twenty-four) months from the date of grant of option</td><td>20 % of the options granted</td></tr><tr><td>At the end of 36 (thirty-six) months from the date of grant of option</td><td>30 % of the options granted</td></tr><tr><td>At the end of 48 (forty-eight) months from the date of grant of option</td><td>30 % of the options granted</td></tr></table>	At the end of 12 (twelve) months from the date of grant of option	20 % of the options granted	At the end of 24 (twenty-four) months from the date of grant of option	20 % of the options granted	At the end of 36 (thirty-six) months from the date of grant of option	30 % of the options granted	At the end of 48 (forty-eight) months from the date of grant of option	30 % of the options granted
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At the end of 24 (twenty-four) months from the date of grant of option	20 % of the options granted									
At the end of 36 (thirty-six) months from the date of grant of option	30 % of the options granted									
At the end of 48 (forty-eight) months from the date of grant of option	30 % of the options granted									
12.	Total number of shares arising as a result of exercise of options	1 (One) Equity Share of face value of Rs. 10/- each for a Single Option exercised under the ESOP scheme from time to time								
13.	Subsequent changes/cancellation/exercise of such Options	Not Applicable at this stage								
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of Options									

**For Systematic Industries Limited**

**(Formerly known as Systematic Industries Private Limited)**

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**Siddharth Rajendra Agarwal**

**Managing Director**

**DIN: 00515410**