

**CORPORATE OFFICE**

15th Flr., D Wing, Trade World Bldg., Kamala Mills Compound, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.  
Tel No. 022- 66343312 -16 / 022-24963304 - 07 / 022-66109036 - 40

**FACTORY ADDRESS**

Unit 1. Survey Plot No.187/4/1/2,250, 251 P 257/1, & 258/3, Vill. Surangi, Silvassa, Dadra and Nagar Haveli 396230.  
Unit 2. Survey Plot No.320/1/1/2/1/1,314/1,315&314/P, Vill. Surangi, Silvassa, Dadra and Nagar Haveli 396230.  
Tel. No. 91-9081179797 / 91-9714109659

**REGISTERED OFFICE**

SRV NO. 187/4/1/2, Near Surangi Bridge, Surangi Dadra & Nagar Haveli Silvassa Dadra & Nagar Haveli Dn 396230.

Email: sales@sanathan.com

**COMPANY IDENTIFICATION NO.** L17299DN2005PLC005690

Date: March 21, 2025

|  |  |
|--|--|
| To,<br><b>National Stock Exchange of India Limited</b><br>Exchange Plaza, Plot No. C/1, G Block,<br>Bandra-Kurla Complex,<br>Bandra (East), Mumbai-400051. | <b>BSE Limited</b><br>Phiroze Jeejeebhoy Towers,<br>Dalal Street,<br>Mumbai-400001 |
|--|--|

Scrip Code: **544314**

Trading Symbol: **SANATHAN**

Ref. No: - **2024-2025/Mar25/028**

Dear Sirs/Madam,

**Sub: Clarification pertaining to the Postal Ballot Notice dated February 28, 2025.**

We hereby enclose, the general clarification pertaining to Postal Ballot Notice dated February 28, 2025, filed with the Stock Exchanges on March 07, 2025.

We request you to take the same on your record.

Thanking You,

Yours faithfully,  
For Sanathan Textiles Limited

Jude Patrick Dsouza  
Company Secretary and Compliance Officer

Encl: As above.



**CORPORATE OFFICE**

15th Flr., D Wing, Trade World Bldg., Kamala Mills Compound, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013.  
Tel No. 022- 66343312 -16 / 022-24963304 - 07 / 022-66109036 - 40

**FACTORY ADDRESS**

Unit 1. Survey Plot No.187/4/1/2,250, 251 P 257/1, & 258/3, Vill. Surangi, Silvassa, Dadra and Nagar Haveli 396230.  
Unit 2. Survey Plot No.320/1/1/2/1/1,314/1,315&314/P, Vill. Surangi, Silvassa, Dadra and Nagar Haveli 396230.  
Tel. No. 91-9081179797 / 91-9714109659

**REGISTERED OFFICE**

SRV NO. 187/4/1/2, Near Surangi Bridge, Surangi Dadra & Nagar Haveli Silvassa Dadra & Nagar Haveli Dn 396230.

Email: sales@sanathan.com

**COMPANY IDENTIFICATION NO.** L17299DN2005PLC005690

## Clarification pertaining to the Postal Ballot Notice dated February 28, 2025

Sanathan Textiles Limited ("the Company") is a yarn manufacturing Company with its principal manufacturing facility located in Silvassa and an additional plant to be commissioned in Punjab. As disclosed in the Prospectus filed, the Company employs more than 4,000 individuals.

At Sanathan Textiles, the Employee Stock Option Plan ("ESOP") serves a dual purpose:

1. To provide a performance-based incentive mechanism for employees
2. To foster a sense of ownership and integrate employees into the Company's overall growth trajectory

The Postal Ballot Notice dated February 28, 2025, along with the accompanying explanatory statement, incorporates all disclosures required under the Securities and Exchange Board of India ("SEBI") Regulations. However, we would like to specifically clarify on point (f) of the explanatory statement which states as follows:

*The Exercise Price per option shall be as determined by the Compensation Committee and shall not be less than the face value of the Equity Shares.*

*The Compensation Committee may consider the Market Price of the Equity Shares as on the date of grant for determining the Exercise Price.*

*Further the Exercise Price can be different for different set of employees for options granted on different dates*

## Declaration of Intent

For the avoidance of doubt, it is expressly stated that the Company and the Compensation Committee intends to grant options at Market price only. The Company does not intent to issue any steep discounts, thereby ensuring that the interests of both the investment community and the employees are equitably safeguarded.

## Performance Metrics Framework

With respect to the disclosure of performance metrics applicable to employees, such metrics shall be directly linked to individual performance targets established at the commencement of each fiscal year and evaluated upon its conclusion. Given that these performance targets are internal and tailored to reflect the operational and financial objectives specific to each employee's role, and are subject to annual review and modification, no standardized criteria or structured format has been pre-established within the framework of the scheme.

The Compensation Committee, comprising exclusively of Independent Directors, shall ensure that an equitable and robust structure is formulated at the onset of each fiscal period for the purpose of determining appropriate performance metrics.

\*\*\*\*\*