4. Disclosures under SEBI (Share Based Employee Benefits) Regulations, 2014 as on March 31, 2026

	Particulars	Employee Stock Option Scheme 2007		E.I.D.- Parry (India) Limited – Employee Stock Option Plan 2016	
A.					
1	Date of Shareholders Approval	July 26, 2007		January 21, 2017	
2	Total number of options approved under the scheme	89,24,850		35,17,000	
3	Vesting Schedule	The vesting of Options granted, is based on the annual performance rating for each financial year and as per the following schedule : a) In respect of 39,77,600 Options, 20% each on expiry of 1 and 2 year from the date of grant and 30% each on expiry of 3 and 4 years from the date of grant. b) In respect of 13,200 Options, 100% on expiry of 1 year from the date of grant. c) In respect of 13,800 Options, 50% each on expiry of 1 and 2 years from the date of grant. d) In respect of 29,400 Options, 40% each on expiry of 1 year from the date of grant and 30% each on expiry of 2 and 3 years from the date of grant.		The vesting of options granted, is based on annual performance rating for each financial year and as per following schedule:- a) in respect of 18,93,750 Options, 20% each on expiry of 1 and 2 years from the date of grant and 30% each on expiry of 3 and 4 years from the date of grant. b) In respect of 2,10,584 Options, 25% each on expiry of 1 year from the date of grant, 37.50% each on expiry of 2 and 3 years from the date of grant. c) In respect of 6,477 option 100% on expiry of 1 year from the date of grant.	
4	Exercise Price or Pricing Formula	The Options carry a right to subscribe to equity shares at the closing price on the Stock Exchange in which there was highest trading volume, prior to the date of grant of the Options.			
5	Maximum Term of Options Granted	6 years from the date of vest		5 years from the date of vest	
6	Source of Shares	Primary		Primary	
7	Variation in terms of Options	The exercise period of the options vesting in the Second, Third and Fourth Vesting as per the vesting schedule under the ESOP Scheme-2007 has been increased from three years to six years from the date of Second, Third and Fourth Vesting, respectively.		Nil The Board / Nomination & Remuneration Committee may, if it deems necessary, vary the terms of ESOP 2016, subject to compliance with the Applicable Laws and Regulations.	
8	Method used for Accounting of ESOP	Fair Value		Fair Value	
9	Whether the Company opts for expensing of the options using the intrinsic value of the options	No		No	
10	**Weighted average exercise prices and weighted average fair value of the options shall be disclosed seperately for options whose exercise price either equals or is less than the market price of the stock**				
A.	**Weighted average exercise price of Options whose**				
1	Exercise price equals market price	No options Granted During the year		No options Granted During the year	
2	Exercise price is greater than market price				
3	Exercise price is less than market price				
B	**Weighted average fair value of options whose**				
1	Exercise price equals market price	No options Granted During the year		No options Granted During the year	
2	Exercise price is greater than market price				
3	Exercise price is less than market price				
C.	**Option Movement During the year**	**Options**	**Weighted Average**	**Options**	**Weighted Average Exerices Price**
1	Number of options outstanding at the beginning of the year	0	NA	4,43,577	513.48
2	Number of options granted during the year	0	NA	0	NA
3	Number of options vested during the year	0	NA	1,08,372	570.55
4	Number of options exercised during the year	0	NA	94,423	491.50
5	Total number of shares arising during the year as a result of exercise of options	0	NA	94,423	NA
6	Number of options lapsed during the year	0	NA	0	NA
7	Number of options cancelled during the year	0	NA	58,818	NA
8	Number of options exercisable at the end of the year	0	NA	1,40,907	566.11
9	Number of options outstanding at the end of the year	0	NA	2,90,336	603.56
10	Money realised by exercise of options during the year	0	NA	4,64,09,160.60	NA
11	Loan repaid by the trust during the year from the exercise price received	NA	NA	NA	NA

<table>
<tr><td>D.</td><td>Employee-wise details of options granted to:</td><td colspan="2"></td><td colspan="2"></td></tr>
<tr><td></td><td></td><td>Name</td><td>No. of options granted</td><td>Name</td><td>No. of options granted</td></tr>
<tr><td>(i)</td><td>Senior managerial personnel</td><td colspan="4" rowspan="5">During the year 2025-26, no options granted</td></tr>
<tr><td></td><td></td></tr>
<tr><td>(ii)</td><td>Employees who were granted, during any one year, options amounting to 5% or more of the options granted during the year</td></tr>
<tr><td></td><td></td></tr>
<tr><td>(iii)</td><td>Identified employees who were granted option, during any one year, equal or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant</td></tr>
<tr><td>E.</td><td colspan="5"><u>Method and Assumptions used to estimate the fair value of options granted during the year</u></td></tr>
<tr><td>a)</td><td colspan="5"><u>The fair value has been calculated using the Black Scholes Option Pricing model. The assumptions used in the model are as follows</u></td></tr>
<tr><td></td><td></td><td colspan="4">Weighted Average Assumptions</td></tr>
<tr><td></td><td>Stock Price (Rs.)</td><td colspan="2" rowspan="6">No Options were granted during the year</td><td colspan="2" rowspan="6">No Options were granted during the year</td></tr>
<tr><td></td><td>Volatility(%)</td></tr>
<tr><td></td><td>Riskfree Rate(%)</td></tr>
<tr><td></td><td>Exercise Price (Rs.)</td></tr>
<tr><td></td><td>Time To Maturity (In Years)</td></tr>
<tr><td></td><td>Dividend yield(%)</td></tr>
<tr><td>F.</td><td>The weighted average market price of options exercised during the year (Rs.)</td><td colspan="2">NA</td><td colspan="2">1081.76</td></tr>
</table>