GLAND PHARMA LIMITED

November 16, 2026

BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
25th floor, Dalal Street
Mumbai - 400 001
Scrip Code: 543245

National Stock Exchange of India Limited
Listing Department
Exchange Plaza, 5th floor
Plot no. C-1, Block G, Bandra Kurla Complex
Bandra (East), Mumbai - 400 051
Symbol: GLAND (ISIN: INE068V01023)

Dear Sir/Madam,

Sub: Grant of Stock Options under Gland Pharma Employee Stock Option Scheme 2025 ("ESOP 2025" or "Scheme")

In continuation to our earlier intimations dated May 15, 2026, July 30, 2026, and September 13, 2026; we would like to inform you that the ESOP Compensation Committee of the Board of Directors of the Company in its Meeting held on November 16, 2026, has approved the grant of 85,317 (Eighty Five Thousand Three Hundred Seventeen only) Employee Stock Options to 2 (Two only) employees of the Company, under the Gland Pharma Employee Stock Options Scheme, 2025.

The grant of the above stock options is in line with the provisions of the SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021 as amended from time to time.

The details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, is enclosed as **Annexure A**.

This is for your information and records.

Yours truly,
For Gland Pharma Limited

Pallerlamudi Sampath Kumar

Digitally signed by Pallerlamudi Sampath Kumar
DN: cn=Pallerlamudi Sampath Kumar, c=IN, o=Personal, email=sampath@glandpharma.com
Date: 2026.11.16 17:05:55 +05'30'

Sampath Kumar Pallerlamudi
Company Secretary & Compliance Officer

Encl: As above

Annexure A

S. No	Particulars	Details
1	Brief details of options granted	Grant of 85,317 (Eighty-Five Thousand Three Hundred Seventeen only) options under ESOP 2025 to 2 (Two only) employees of the Company
2	Whether the scheme is in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable)	Yes
3	Total number of shares covered by these options	85,317 (Eighty-Five Thousand Three Hundred Seventeen only)
4	Pricing formula/ Exercise Price / Grant Price	56,309 (Fifty Six Thousand Three Hundred Nine only) options at INR 1,692.95 (Rupees Sixteen Hundred Ninety-Two and Ninety-Five Paise Only) (50% of the closing price of the Equity share on NSE on the date of Grant i.e., November 16, 2026) 29,008 (Twenty Nine Thousand Eight only) options at INR 1/- (Rupee One only) i.e., the face value of the Equity share
5	Options vested / vesting schedule	(i) 34% of the total Granted options will vest on completion of first year from the date of vesting i.e., November 16, 2027 (ii) 33% of the total Granted options will vest on completion of second year from the date of vesting i.e., November 16, 2028 (iii) 33% of the total Granted options will vest on completion of third year from the date of vesting i.e., November 16, 2029
6	Time within which option may be exercised	Within a maximum period of two years from the date of vesting
7	Brief details of significant terms	Stock options granted under ESOP 2025 will be administered by the ESOP Compensation Committee of the Board of Directors of the Company.
8	Options exercised	Not Applicable

9	Money realized by exercise of options	Not Applicable
10	The total number of shares arising as a result of exercise of option	Not Applicable
11	Options lapsed	Not Applicable
12	Variation of terms of options	Not Applicable
13	Subsequent changes or cancellation or exercise of such options	Not Applicable
14	Diluted earnings per share pursuant to issue of equity shares on exercise of options	Not Applicable