



GLAND PHARMA LIMITED

May 22, 2025

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 (Grant I) under Gland Pharma Employee Stock Option Scheme 2025 (“ESOP 2025” or “Scheme”)

In continuation to our intimation dated May 18, 2025, we would like to inform you that the ESOP Compensation Committee of the Board of Directors of the Company in its Meeting held on May 22, 2025, has approved the grant of 843,685 (Eight Hundred and Forty Three Thousand Six Hundred and Eighty Five only) Employee Stock Options (Grant I) to 123 (One Hundred and Twenty Three 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 Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, is enclosed as **Annexure A**.

This is for your information and records.

Yours truly,
For Gland Pharma Limited

Sampath Kumar Pallerlamudi
Company Secretary & Compliance Officer

Encl: As above

Annexure A

S. No	Particulars	Details
1	Brief details of options granted	Grant of 843,685 (Eight Hundred and Forty Three Thousand Six Hundred and Eighty Five only) options under ESOP 2025 to 123 (One Hundred and Twenty Three 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	843,685 (Eight Hundred and Forty Three Thousand Six Hundred and Eighty Five only)
4	Pricing formula/ Exercise Price / Grant Price	556,832 (Five Hundred and Fifty Six Thousand Eight Hundred and Thirty Two only) options at INR 773.30 (Rupees Seven Hundred and Seventy Three and Thirty paise only) (50% of the closing price of the Equity share on NSE on the date of Grant i.e., 22 nd May, 2025) 286,853 (Two Hundred and Eighty Six Thousand Eight Hundred and Fifty Three 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., May 22, 2026 (ii) 33% of the total Granted options will vest on completion of second year from the date of vesting i.e., May 22, 2027 (iii) 33% of the total Granted options will vest on completion of third year from the date of vesting i.e., May 22, 2028
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