



INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

Date: April 06, 2026

To, BSE Limited, Corporate Relationship Department, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400001 Stock Code: 524342	To, National Stock Exchange of India Ltd, Listing Department, Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai- 400 051 Stock Code: INDOBORAX
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Dear Sir(s),

Sub: Outcome of Meeting of the Board of Directors of the Company held today i.e. Monday, April 06, 2026

Pursuant to Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**Listing Regulations**"), we hereby inform you that the Board of Directors of the Company, at its meeting held today, i.e., Monday, April 06, 2026, inter alia, considered and approved the following matters:

1. Introduction and implementation of 'Indo Borax & Chemicals Limited Employee Stock Option Plan - ESOP 2026'

The Board of Directors, based on the recommendation of the Nomination and Remuneration Committee ("NRC") and in compliance with the provisions of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("**SBEB Regulations**"), considered and approved the implementation of *Indo Borax & Chemicals Limited Employee Stock Option Plan - ESOP 2026* ("**ESOP 2026**"/ "**Scheme**"), subject to the approval of shareholders of the Company.

Details as required to be furnished under the Regulation 30 of Listing Regulations read with Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 is enclosed herewith as **Annexure A**.

2. In compliance with applicable provisions of the Listing Regulations, Regulation 8(2) of the SEBI (Prohibition of Insider Trading) Regulations, 2015 and other applicable laws, inter alia, adopted the following policies and Codes:

- Code of practices and procedure for fair disclosure of Unpublished Price Sensitive Information ("**UPS**I") and code of conduct to regulate, monitor and report trading in terms of the SEBI (Prohibition of Insider Trading) Regulations, 2015.
- Code of fair disclosure practices and policy on determination of legitimate purpose.



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The same is being uploaded on Company's website at www.indoborax.com. The said policies/codes shall supersede its earlier version.

3. Re-constitution of Corporate Social Responsibility ("CSR") Committee of the Company. The revised composition is as follows:
 1. Ms. Prajnaparamita Sarkar (Chairperson);
 2. Mr. Suresh Kalra (Member);
 3. Mr. Harsh Malhotra (Member);
 4. Mr. Sunil Malhotra (Member)

4. The draft Postal Ballot Notice for seeking shareholders' approval for the proposed resolutions. The said Postal Ballot Notice will be submitted to the Stock Exchange(s) and dispatched to the shareholders in due course.

The meeting of the Board of Directors commenced at 11:30 a.m. and concluded at 12:55 p.m.

Kindly take the same on your record.

Thanking you,

Yours faithfully,

For Indo Borax & Chemicals Limited

Pravin Chavan
Company Secretary & Compliance Officer
Membership No.: 16857

Encl.: As above

Annexure A

Details as required to be furnished under the Regulation 30 of Listing Regulations read with Master Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026

Sr. No.	Particulars	Details
1.	Brief details of options granted	<p>The objective of ESOP 2026 is to reward the Eligible Employees for their performance in the Company and to share the wealth created by the Company with them. The ESOP 2026 intends to motivate existing Employees to contribute to the growth and profitability of the Company and to ensure their continuous support to the growth story of the Company. The ESOP 2026 seeks to align rewards with the creation of value, attract and retain talent, remain competitive in the market and strengthen interdependence between individual and organization prosperity.</p> <p>The maximum number of options that may be granted in one of more tranches pursuant to the Scheme and subject to the approval of shareholders of the Company, shall not exceed 16,88,950 (Sixteen Lakh Eighty Eight Thousand Nine Hundred and Fifty) options which will be convertible into 16,88,950 (Sixteen Lakh Eighty Eight Thousand Nine Hundred and Fifty) Equity Shares of face value of Re. 1/- (Rupee One only) each fully paid up.</p> <p>The said options will be granted to the eligible employees of the Company as determined by the Nomination & Remuneration Committee ("NRC"), from time to time.</p>
2.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes
3.	Total number of shares covered by these options	16,88,950 (Sixteen Lakh Eighty Eight Thousand Nine Hundred and Fifty) options which will be convertible into 16,88,950 (Sixteen Lakh Eighty Eight Thousand Nine Hundred and Fifty) Equity Shares of face value of Re. 1/- (Rupee One only) each fully paid up.
4.	Pricing formula	The Options shall be granted at an Exercise Price

		determined by the NRC, which shall not be less than the face value of the Company's equity shares and shall not exceed the Fair Market Value of the Equity shares as on the date of grant and shall be subject to confirmation with the accounting policies specified in Regulation 15 of the SBEB Regulations.
5.	Options vested	Not Applicable.
6.	Time within which option may be exercised	The exercise period would commence from the date of vesting and will expire on completion of maximum exercise period of 5 years from the date of respective vesting or such other shorter period as may be prescribed by the Board/NRC at time of Grant.
7.	Options exercised	Not Applicable.
8.	Money realized by exercise of options	
9.	The total number of shares arising as a result of exercise of option	
10.	Options lapsed	
11.	Variation of terms of options	
12.	Brief details of significant terms	<p>As mentioned in the ESOP 2026, which includes:</p> <ol style="list-style-type: none"> 1. The NRC shall administer the ESOP 2026. 2. The Options granted under the ESOP 2026 shall vest not earlier than 1 (one) year (except in case of death or permanent incapacity) and not later than 5 (five) years from the date of grant of options. 3. The exercise period would commence from the date of vesting and will expire on completion of maximum exercise period of 5 years from the date of respective vesting or such other shorter period as may be prescribed by the NRC at the time of Grant. 4. Shares arising on conversion of the Options will rank <i>pari-passu</i> with all existing Equity Shares of the Company. The shares issued upon exercise of the options shall be freely transferable and shall not be subject to any lock-in period restriction after such allotment and credit to the respective demat account. However, such shares shall

		<p>be subject to such restrictions as may be prescribed under applicable laws including the Company's Code of Conduct to regulate, monitor and report trading by insiders, under the Securities and Exchange Board of India (Prohibition of Insider Trading), Regulations, 2015, as amended. Each such Option conferring a right upon the Employee to apply for one Equity Share of the Company of face value of Re. 1/- (Rupee One only), in accordance with the terms and conditions of such issue and subject to the provisions of ESOP 2026.</p> <p>5. In case of any corporate action but not limited to stock split, reverse stock split, dividend, combination or reclassification of the Equity Shares, any other increase or decrease in the number of issued Equity Shares effected without receipt of consideration by the Company, or in the event of a merger/demerger, or sale of all or substantially all the assets of the Company or any other form of a change in Control of the Company, the NRC may make reasonable adjustment to the number of Options and the Exercise Price at its sole discretion.</p>
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	