

April 10, 2026

The Manager, Listing Department
The National Stock Exchange of India Ltd.
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai - 400051
NSE Symbol: PANACEABIO

BSE Limited
Corporate Relationship Department,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400001
BSE Scrip Code: 531349

Sub: Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”)

Dear Sir / Madam,

Pursuant to Regulation 30 read with Para B of Part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”), we would like to inform you that the Company has received four Awards dated March 19, 2026 from the Presiding Office (in the rank of Additional District Judge) of Industrial Tribunal, S.A.S. Nagar, Mohali whereby the Tribunal has, inter-alia:

1. Set aside transfer of 23 workmen and granted relief of full back wages from the date of transfer;
2. Awarded reasonable wage revision for the workmen; and
3. Awarded reinstatement of the workers (other than those who have settled the dispute) with 50% back wages from the date of termination.

The requisite details as required under Regulation 30 of the SEBI LODR Regulations read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, and Industry Standards on Regulation 30 of SEBI LODR Regulations, are annexed herewith as **Annexure A**.

This is for your kind information and record please.

Thanking you,
Sincerely yours,
For **Panacea Biotec Limited**

Ankit Jain
General Manager – Legal & Company Secretary

Encl. As above

Annexure A

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”) read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, and Industry Standards on Regulation 30 of SEBI LODR Regulations

S. No.	Particulars	Details
1.	Name of the Listed Entity	Panacea Biotec Limited
2.	Type of communication received	The Company has received four Awards from the Presiding Officer (in the rank of Additional District Judge) of Industrial Tribunal, S.A.S Nagar, Mohali
3.	Date of receipt of communication	9 April 2026
4.	Authority from whom communication received	Presiding Officer (in the rank of Additional District Judge) of Industrial Tribunal, S.A.S Nagar, Mohali
5.	Brief summary of the material contents of the communication received, including reasons for receipt of the communication	Received the aforesaid Awards whereby the Tribunal has, inter-alia: <ol style="list-style-type: none"> 1. Set aside transfer of 23 workmen and granted relief of full back wages from the date of transfer; 2. Awarded reasonable wage revision for the workmen; and 3. Awarded reinstatement of the workers (other than those who have settled the dispute) with 50% back wages from the date of termination.
6.	Period for which communication would be applicable, if stated	From 2014 onwards
7.	Expected financial implications on the listed company, if any	Based on the legal position / opinion, the Company believes that the aforesaid Awards are challengeable, and the Company does not foresee any material adverse impact on its financial, operational, or other activities arising from these Awards.
8.	Details of any aberrations/non-compliances identified by the authority in the communication	Not Applicable
9.	Details of any penalty or restriction or sanction imposed pursuant to the communication	Not Applicable
10.	Action(s) taken by listed company with respect to the communication	The Company is in process to take appropriate legal action including filing appeals before the Hon’ble High Court of Punjab and Haryana against the aforesaid orders.
11.	Any other relevant information	Not Applicable

Panacea Biotec Ltd (CIN: L33117PB1984PLC022350)

Regd. Office : Ambala Chandigarh Highway, Lalru – 140501, Punjab

Correspondence/Corporate office : B-1 Extn./G-3, Mohan Co-op. Indl. Estate, Mathura Road, New Delhi - 110 044, India

Ph.: 91-11-4167 9000, 4167 8000, Fax: 91-11-4167 9070 Email: companysec@panaceabiotec.com