



February 13, 2026

National Stock Exchange of  
India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E)  
MUMBAI - 400 051

BSE Limited,  
Floor 25, Phiroze Jeejeebhoy Towers,  
Dalal Street  
MUMBAI - 400 001

Dear Sir/Madam,

Company's Scrip Code in BSE : 543530  
Company's Symbol in NSE : PARADEEP  
ISIN : INE088F01024

**Sub: Grant of stock options under 'PPL Employees Stock Option Plan 2021 (ESOP – 2021)**

Dear Sir/Madam,

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI LODR'), we wish to inform that the Nomination and Remuneration Committee of the Company, through circular resolution today has inter alia approved grant of 3,14,874 Stock Options to the eligible Employees of the Company under ESOP-2021.

Disclosure as required under Regulation 30 of SEBI LODR read with SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 is enclosed as **Annexure A**.

Kindly take the above-mentioned information on records.

Thanking You,

Yours faithfully,  
**For Paradeep Phosphates Limited**

Sachin Patil  
Company Secretary

Encl: As above

**PARADEEP PHOSPHATES LIMITED**

CIN No.: L24129OR1981PLC001020

Corporate Office: Adventz Centre, 3<sup>rd</sup> Floor, No.28, Union Street, Off Cubbon Road, Bengaluru-560 001 Tel: +91 80 46812500/555  
Email: info-ppl@adventz.com

Registered Office: 5th Floor, Bayan Bhawan, Pandit JN Marg, Bhubaneswar -751 001 Tel: +0674 666 6100 | Fax: +0674 2392631  
www.paradeepphosphates.com

### Annexure -A

#### Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended:

Sr. No.	Particulars	Responses								
1.	Brief details of options granted	3,14,874 ESOPs granted by the Nomination and Remuneration Committee to the eligible employee of the Company under ‘PPL Employees Stock Option Plan 2021 (ESOP – 2021)								
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes.  PPL - Employees Stock Option Plan 2021’ (“ESOP – 2021”) has been approved by the shareholders of the Company on 10 <sup>th</sup> August 2021 and was further amended by the Board to align the ESOP-2021 with the provisions of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The ESOP-2021 was ratified post Initial Public offering of the Company by the Shareholders through Postal Ballot on April 18, 2023								
3.	Total number of shares covered by these options	3,14,874 Equity shares. Each stock option carries the right to apply for and be allotted 1 (one) equity share of face value of Rs. 10 each of the Company.								
4.	Exercise Price	The aforesaid Options have been granted at an exercise price of <ul style="list-style-type: none"><li>• 35,582 options at exercise price of Rs 77/- per option</li><li>• 3,791 options at exercise price of Rs 79/- per option</li><li>• 16,343 options at exercise price of Rs 80/- per option</li><li>• 76,961 options at exercise price of Rs 81/- per option</li><li>• 4,266 options at exercise price of Rs 83/- per option</li><li>• 52,336 options at exercise price of Rs 90/- per option</li><li>• 4,879 options at exercise price of Rs 92/- per option</li><li>• 13,986 options at exercise price of Rs 93/- per option</li><li>• 44,578 options at exercise price of Rs 95/- per option</li><li>• 4,984 options at exercise price of Rs 106/- per option</li><li>• 4,205 options at exercise price of Rs 112/- per option</li><li>• 52,963 options at exercise price of Rs 117/- per option</li></ul> Total employee count: 59								
5.	options vested;/ Vesting schedule	Subject to fulfilment of all the pre-vesting conditions, the options would vest in the following manner: <table><tr><th>Date of vesting</th><th>Vesting Percentage</th></tr><tr><td>On completion of one year from the date of grant</td><td>30%</td></tr><tr><td>On completion of Two year from the date of grant</td><td>35%</td></tr><tr><td>On completion of Three year from the date of grant</td><td>35%</td></tr></table>	Date of vesting	Vesting Percentage	On completion of one year from the date of grant	30%	On completion of Two year from the date of grant	35%	On completion of Three year from the date of grant	35%
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On completion of one year from the date of grant	30%									
On completion of Two year from the date of grant	35%									
On completion of Three year from the date of grant	35%									

**PARADEEP PHOSPHATES LIMITED**

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6.	Time within which option may be exercised	Exercise period shall be 3 years from the date of vesting of the respective options.
7.	Options exercised	Not Applicable
8.	Money realized by exercise of options	Not Applicable
9.	The total number of shares arising as a result of exercise of option	Not Applicable
10.	Options lapsed	Not Applicable
11.	Variation of terms of options	Not Applicable
12.	Brief details of significant terms	Options granted shall have a Vesting period of minimum one year from the date of Grant and all Options granted shall Vest as per the Vesting schedule specified in the Grant Letter.
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