July 28, 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: Formulation of 'Paradeep Phosphates Limited Performance Stock Option Plan 2026' ("PSOP 2026")

Ref: Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/ Madam,

Pursuant to Regulation 30 read with Para B of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), We wish to inform you that the Board of Directors, at their meeting held today, based on the recommendation of the Nomination and Remuneration Committee, has inter alia considered, and approved the Introduction of **'Paradeep Phosphates Limited Performance Stock Option Plan 2026' ("PSOP 2026")** and related matters which will be subject to approval by the shareholders'.

The details of the same as required pursuant to Regulation 30 of the Listing Regulations read with Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 is annexed as "Annexure A" to this letter.

We request you to take the aforementioned information on record.

The meeting commenced at 2:00 P.M. (IST) and concluded at 5:00 P.M. (IST).

Thanking you,

Yours faithfully,
For Paradeep Phosphates Limited
Sachin Shankar Patil
Digitally signed by Sachin Shankar Patil
Date: 2026.07.28 17:37:10 +05'30'
Sachin Patil
Company Secretary

Encl: As above

Annexure A

(Subject to approval of Shareholders)

Particulars	**'Paradeep Phosphates Limited Performance Stock Option Plan 2026' ("PSOP 2026")**
Brief details of options granted	**'Paradeep Phosphates Limited Performance Stock Option Plan 2026' ("PSOP 2026")** has been formulated by the Company and to be implemented by its Board of Directors/Compensation /Nomination & Remuneration Committee in terms of provisions of Companies Act, 2013 and rules made thereunder, Regulation 19 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 issued by Securities and Exchange Board of India (**the "SEBI"**) and other applicable laws. The PSOP- 2026 has been approved by the Board of Directors at their meeting held on 28th July,2026 subject to the approval of the members.
Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes
Total number of shares covered by these options	20,00,000 (Twenty Lakhs) Stock Options exercisable into not more than 20,00,000 (Twenty Lakhs) Equity Shares of face value of ₹ 10/- (Rupee Ten Only) each fully paid-up
Pricing formula;	The Exercise Price shall be the face value of the equity shares of the Company on the date of grant or as may be decided by the Committee as is allowed under the Companies Act, and SEBI (SBEB and SE) Regulations, which in any case will not be lower than the face value of the equity Shares of the Company on the date of such grant. Further the Exercise Price can be different for different set of Employees for Options granted on same / different dates. The same shall be subject to any fair and reasonable adjustments that may be made on account of corporate actions of the Company in order to comply with the applicable laws.
Options vested	Not Applicable
Time within which option may be exercised	The exercise period shall not be more than 2 (Two) years from the date of respective vesting of Options.
Options exercised;	Not Applicable, as this outcome is pertaining to date of approval of the Scheme by the Board of Directors
Money realized by exercise of options	
The total number of shares arising as a result of exercise of option	
Options lapsed	
Variation of terms of options	

PARADEEP PHOSPHATES LIMITED
CIN No.: L20122OR1981PLC001020

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Email: info-ppl@adventz.com

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

Brief details of significant terms	**Eligibility:** The appraisal process for determining the eligibility of the Employee will be specified by the Committee and will be based on the roles which have high impact and which will take the organization to next level/ phase of growth and/or by any such criteria that may be determined by the Committee from time to time. **Vesting:** (i) There shall be minimum period of one year between the grant of Options and vesting of Options; (ii) The maximum vesting period may extend up to three years, or such period as may be decided by the Committee; and (iii) The vesting shall happen in one or more tranches as may be decided by the Committee. **Exercise Period:** The exercise period shall not be more than 2 (Two) years from the date of respective vesting of Options. **Administration:** The PSOP 2026 shall be administered by the Committee as may be authorized by the Board. All questions of interpretation of PSOP 2026 shall be determined by the Board/Committee and such determination shall be final and binding upon all persons having an interest in the PSOP 2026, in compliance with Applicable Laws.
Subsequent changes or cancellation or exercise of such options	Not Applicable
Diluted earnings per share pursuant to issue of equity shares on exercise of options	The diluted earnings per share shall be determined on exercise of options.