

Ritco Logistics Limited

Date: 3rd October, 2025

To
The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, Plot No. C-1, G Block,
Bandra- Kurla Complex, Bandra (East)
Mumbai-400051

To
The General Manager
Department of Corporate Services
Bombay Stock Exchange Limited
1st Floor, New Trading Ring, Rotunda
Building, Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai-400001

NSE SYMBOL: RITCO

BSE Scrip Code: 542383

Subject: Transfer of 82,250 Equity Shares by RITCO Employees Welfare Trust (the ESOP Trust) to the Stock Option Grantees.

Dear Sir/ Madam,

This is to inform that pursuant to "Pragati Ki Aur" Stock Option Plan 2022, eligible employees have exercised their employee stock option aggregating to **82,250** options on September 30, 2025 and approved by **N&R Committee** in its meeting on 30th September 2025. Further **RITCO Employees Welfare Trust (the ESOP Trust)** shall transfer the equivalent number of equity shares of the face value of ₹ 10/- (Rupees Ten Only) each to the option grantees on realization of payment for exercise of the options. The details of the employees exercising options is annexed as **Annexure I**.

In terms of Reg. 30 of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, the detailed terms of said exercise are attached in **Annexure-II**.

Kindly take on record the same.

Yours Faithfully
For **Ritco Logistics Limited**

Gitika Arora
Company Secretary & Compliance Officer



Corp. & Admin. Office : "RITCO HOUSE" 336, Phase-II, Udyog Vihar, Gurugram - 122016, Haryana Ph.
: 0124-4702300/301 E-mail : ho@ritcologistics.com CIN No. : L60221DL2001PLC112167 Regd. Office
: 508, 5th Floor, Jyoti Shikhar Tower, District Centre, Janakpuri, New Delhi-110058 Ph.: 011-25522158

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Annexure I

RITCO Employees Welfare Trust

LIST OF OPTION GRANTEES WHO HAVE EXERCISED THEIR OPTIONS

S. No.	Name of the Employees	Total No. of Options exercised
1.	Mr. Hariom Sharma	21,000
2.	Mr. Devender Kumar Sharma	3,750
3.	Mr. Harish Chander	3,750
4.	Mr. Kishor Kumar	3,750
5.	Mr. Krishna Kumar Jha	3,750
6.	Mr. Neeraj Jha	3,750
7.	Mr. S.P. Pandey	3,750
8.	Mr. Rajesh Sharma	3,750
9.	Mr. Mahesh Kumar	3,750
10.	Mr. Md Mujtaba	3,750
11.	Mr. Deepak Sharma	3,750
12.	Mr. Shamboo Singh	3,750
13.	Mr. Dharmender	3,750
14.	Mr. Arvind Kumar Singh	3,750
15.	Mr. Guru Prasad	1,250
16.	Mr. Rajesh M Mudaliar	7,500
17.	Mr. Vivekanand Dubey	3,750
	Total	82,250



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Annexure-II

The general terms and conditions of the said exercise of options are as follows

S. No.	Particulars	Details
1.	Brief details of the options granted	4,89,500 Options granted under "Pragati Ki Aur" Stock Option Plan 2022 to eligible employees
2.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes
3.	Total number of shares covered by these options	4,89,500 Equity Shares of face value ₹ 10/- each (Each option convertible to 1 equity share of Rs 10/- each)
4.	Exercise Price	Under the Scheme, N&R Committee has the right to determine the exercise price for option not lower than face value of the shares. Further the exercise price of an option decided by the committee at the time of granting these options was of ₹ 10/- per option (Equivalent to Face value of 1 share)
5.	Options Vested	82,250 options vested on June 30, 2025 to eligible employees
6.	Time within which options may be exercised	All Options upon vesting shall be exercisable within 3 (Three) months from the date of vesting.
7.	Options exercised	82,250 options exercised on September 30, 2025
8.	Money realized by exercise of options	Rs. 8,22,500/- (cheques received by the trust subject to realisation) The said amount realized to RITCO Employees Welfare Trust (the ESOP Trust)
9.	The total number of shares arising as a result of exercise of option	82,250 Equity Shares of face value ₹ 10/- each



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S. No.	Particulars	Details
		Note: The paid-up Share Capital of the Company will not change pursuant to this exercise of Options as the listed shares were donated by the Promoters as per the scheme to the trust
10.	Options lapsed	2,60,000 options were lapsed out of 4,89,500 options granted (on account of Employees surrendering the options while leaving the employment of the company)
11.	Variation of terms of options	NA
12.	Brief details of significant terms	<p>The Scheme is administered by the Nomination and Remuneration Committee.</p> <p>The grant of Option was based upon the eligibility criteria as mentioned in the Scheme.</p> <p>The granted Options, once vested shall entitle the Option holder to acquire equal number of Equity Shares, upon payment of exercise price and applicable taxes in accordance with terms and conditions of the Scheme.</p> <p>All Vested Options granted in the year 2022 are as mentioned below:</p> <ul style="list-style-type: none"> • 50% of options to vest on 30th June 2025. • 25% of options to vest on 31st March 2026 (no lock-in). • 25% of options to vest on 31st March 2026 (subject to 1-year lock-in on resultant shares). <p>Vested options must be</p>



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S. No.	Particulars	Details
		exercised within 3 months from the respective vesting date. Upon exercise, RITCO Employees Welfare Trust shall transfer requisite number of Equity Shares to the Option Grantees.
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	Rs. 4.36** (for quarter ended 30 th June 2025) **(based on financials for quarter ended on 30-Jun-2025 no fresh issue of shares due to ESOP)

* Details of changes in shareholding of RITCO Employees Welfare Trust from time to time:

Details	No. of shares
Equity Shares held by Trust as on 31-12-2024 (existing listed shares received through donation from promoters as per the scheme)	2,34,500
Less: Options exercised by eligible employee at a face value on 30-09-2025	82,250
Balance available with the Trust (post transfer of Shares upon exercise on 30-09-2025)	1,52,250



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