



PPL/SE/2024

February 5<sup>th</sup>, 2024

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)**

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

Respected Sir / Ma'am,

Pursuant to the applicable provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI LODR'), we wish to inform that the Nomination and Remuneration Committee of the Company, at their meeting held today has inter alia approved grant of 4,83,724 Stock Options to the eligible Employees of the Company under ESOP-2021.

Disclosure as required under Regulation 30 of SEBI LODR read with SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13<sup>th</sup> July 2023 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  
Bayan Bhawan, Pandit J N Marg, Bhubaneswar - 751001  
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	4,83,724 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	4,83,724 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>• 120,000 options at exercise price of Rs 51/- per option</li> <li>• 253133 options at exercise price of Rs 56/- per option</li> <li>• 29153 options at exercise price of Rs 59/- per option</li> <li>• 81438 options at exercise price of Rs 64/- per option</li> </ul> Total employee count: 39								
5.	options vested;/ Vesting schedule	Subject to fulfilment of all the pre-vesting conditions, the options would vest in the following manner: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Date of vesting</th> <th>Vesting Percentage</th> </tr> </thead> <tbody> <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> </tbody> </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%
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%									
6.	time within which option may be exercised	Exercise period shall be 3 years from the date of vesting of the respective options.								

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