



RKL/SX/2021-22/65
November 02, 2021

Bombay Stock Exchange Ltd. Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001. Scrip Code: 532497	National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor Plot no. C/1, G Block Bandra-Kurla Complex, Bandra (E) Mumbai – 400 051. Scrip Code: RADICO
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Dear Sir/ Madam,

Subject: Intimation under regulation 30 of the Securities and Exchange Board of India (Listing Obligations & disclosure Requirements) Regulations, 2015

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and subject to the provisions of the SEBI (Share Based Employee Benefits) Regulations, 2014 (hereinafter referred to as SEBI Regulations), we wish to inform you that ESOP Compensation Committee of the Company has granted **1,80,000** stock options to the eligible employees of the company under ESOP Scheme 2006. The brief details of the stock options granted as necessitated vide SEBI Circular CIR/CFD/CMD/4/2015 dated 9th September, 2015 is enclosed as **Annexure 1**.

Request you to kindly take the above on record and disseminate the same.

Thanking You,

Yours faithfully,
For Radico Khaitan Limited


(Dinesh Kumar Gupta)
Vice President – Legal & Company Secretary



Email Id: investor@radico.co.in

Radico Khaitan Limited

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CIN No. L26941UP1983PLC027278

Annexure -1

S.no	Particulars	ESOP Scheme 2006
1	Brief details of options granted	Grant of 1,80,000 Employees' Stock Options on November 02, 2021
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2014 (if applicable)	Yes
3	Total number of shares covered by these options	1,80,000 equity shares. (Each stock option confers upon the option holder the right to subscribe for 1 (one) fully paid equity share of the Company).
4	Pricing formula/ Exercise price	Rs. 928.05 ESOP are granted at a 15% discount to the latest available closing price i.e. price as on November 01, 2021, quoted on the National Stock Exchange of India Limited
5	Options vested/Vesting schedule	ESOPs shall vest to employees as under- For employees, who has completed one year of service with the Company on grant date – <ul style="list-style-type: none"> • 33% upon first year of grant date and balance equally over next 3 years. For employees, who has not completed once year of service with the Company on grant date – <ul style="list-style-type: none"> • 25% each year over next 4 years.
6	Lock in	NIL
7	Time within which options may be exercised (Exercise Period)	3 years from the vesting date


