



RKL/SX/2021-22/95

March 08, 2022

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, we wish to inform you that ESOP Compensation Committee of the Company has, at its meeting held today i.e. March 08, 2022, granted **40,000** stock options to the eligible employee(s) of the Company under Employees Stock Options 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.

Thanking you,

Yours faithfully,

For Radico Khaitan Limited

(Dinesh Kumar Gupta)

VP – Legal & Company Secretary

Email Id: investor@radico.co.in

Radico Khaitan Limited

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CIN No-L26941UP1983PLC027276

ANNEXURE -1

Sr. No.	Particulars	ESOP Scheme 2006
1	Brief details of options granted	Grant of 40,000 Employees' Stock Options on March 08, 2022
2	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2014 (if applicable)	Yes
3	Total number of shares covered by these options	40,000 equity shares of face value of Rs.2/- each. (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.723.14 ESOP are granted at a 15% discount to the latest available closing price i.e. price as on March 07, 2022, 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	Time within which options may be exercised (Exercise Period)	3 years from the vesting date
7	Option exercised	Not Applicable
8	Money realized by exercise of options	Not Applicable
9	The total no. of shares arising as a result of exercise of option	Not Applicable
10	Options lapsed	Not Applicable
11	Variations of terms of options	Not Applicable

12	Brief details of significant terms	Vesting of Options is subject to a minimum vesting period of one year and maximum vesting period of 4 years from the date of grant as per Employees Stock Options Scheme 2006.
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