



PPL/SE/2023

June 20th, 2023

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 yesterday i.e on 19th June 2023 has inter alia approved grant of 8,71,017 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 No. CIR/CFD/CMD/ 4/2015 dated September 09, 2015 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	8,71,017 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 th 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	8,71,017 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 Rs 51/- per option.								
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: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Date of vesting</th> <th style="text-align: center;">Vesting Percentage</th> </tr> </thead> <tbody> <tr> <td>On completion of one year from the date of grant</td> <td style="text-align: center;">30%</td> </tr> <tr> <td>On completion of Two year from the date of grant</td> <td style="text-align: center;">35 %</td> </tr> <tr> <td>On completion of Three year from the date of grant</td> <td style="text-align: center;">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%
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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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