

RKL/SX/2025-26/15

May 11, 2025

BSE Ltd.

Phiroze Jeejeeboy Towers
Dalal Street
Mumbai – 400001

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 – 400051

Scrip code: RADICO

Subject: Intimation of Grant of 80, 000 Stock Options under Employee Stock Option Scheme, 2006 (“ESOP 2006”) of the Company

Ref: Disclosure under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”)

Dear Sir/Madam,

In terms of Regulation 30 of the Listing Regulations and SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, this is to inform that Nomination, Remuneration and Compensation Committee of Board of Directors vide Circular Resolution passed on May 11, 2025 has approved grant of 80,000 Stock Options having face value of Rs. 2/- each to eligible employees of the Company under the ESOP 2006.

The details required to be furnished under listing regulations read with SEBI Circular dated July 13, 2023 is enclosed as **Annexure- 1**.

The above details will be available on the website of the Company at <http://www.radicokhaitan.com/investor-relations/>

This is for your information and records.

Thanking You,
For **Radico Khaitan Limited**

Dinesh Kumar Gupta
Senior VP - Legal & Company Secretary
Email Id: investor@radico.co.in

RADICO KHAITAN LIMITED

Plot No. J-1, Block B-1, Mohan Co-op. Industrial area
Mathura Road, New Delhi-110044

Ph: (91-11) 4097 5444/555 Fax: (91-11) 4167 8841-42

Registered Office: Rampur Distillery, Bareilly Road, Rampur-244901 (UP.)

Phones: 0595-2350601/2, 2351703 Fax: 0595-2350008

E-mail: info@radico.co.in, website: www.radicokhaitan.com

CIN No.: L26941UP1983PLC027278

Annexure-1

S. No.	Particulars	Details
1	Brief details of options granted	Grant of 80, 000 Stock Options to eligible employees of the Company under Employee Stock Option Scheme, 2006 (“ESOP 2006”)
2	Whether the scheme is in terms of SEBI Regulations, 2021 (if applicable)	Yes
3	Total number of shares covered by these options	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. 2,081.48 ESOP are granted at a 15% discount to the closing price i.e. price as on May 09, 2025 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 — 33% upon first year of grant date and balance equally over next 3 years. For employees, who has not completed one year of service with the Company on grant date — 25% each year over next 4 years.
6	Time within which options may be exercised (Exercise Period)	3 years from the Vesting date
7	Options Exercised	-
8	Money Realised by Exercise of Options	-
9	Total number of Shares arising as a result of Exercise of Option	-
10	Option lapsed	-
11	Variation of terms of options	-
12	Brief details of Significant terms	As defined in ESOP Scheme, 2006
13	Subsequent Changes/ Cancellation/Exercise of Options	-
14	Diluted Earning Per Share pursuant to Issue of Equity Share on Exercise of Option	Not Applicable as the options are yet to be exercised

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