

**DISCLOSURE PURSUANT TO REGULATION 14 OF SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 FOR FY 2025-26**

A.	<p><b>Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time.</b></p> <p>Refer Note No. 45 of the Financial Statements for the financial year 2025-26. Please note that the said disclosure is provided in accordance with Indian Accounting Standards (Ind AS) 102 – Share Based Payment.</p>																					
B.	<p><b>Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.</b></p> <p>Refer Note No. 35 of the Financial Statements for the financial year 2025-26. Please note that the said disclosure is provided in accordance with Indian Accounting Standards (Ind AS) 33 – Earnings per share.</p>																					
C.	<p><b>Details related to the Jyothy Labs Limited- Restricted Stock Unit Plan 2023 (“RSU Plan 2023”)</b></p> <p>i. A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including</p> <table border="1" data-bbox="300 1025 1385 1973"> <thead> <tr> <th data-bbox="300 1025 379 1088">Sr. No</th> <th data-bbox="383 1025 743 1088">Particulars</th> <th data-bbox="746 1025 1385 1088">Details of RSU Plan 2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 1093 379 1122">1</td> <td data-bbox="383 1093 743 1122">General terms and conditions</td> <td data-bbox="746 1093 1385 1122">of RSU Plan 2023:</td> </tr> <tr> <td data-bbox="300 1126 379 1182"></td> <td data-bbox="383 1126 743 1182">(a) Date of shareholders' approval</td> <td data-bbox="746 1126 1385 1182">July 25, 2023</td> </tr> <tr> <td data-bbox="300 1187 379 1339"></td> <td data-bbox="383 1187 743 1339">(b) Total number of RSU approved under RSU Plan 2023</td> <td data-bbox="746 1187 1385 1339">The Shareholders' of the Company at the 32<sup>nd</sup> Annual General Meeting of the Company held on July 25, 2023 approved issue of 14,00,000 Restricted Stock Units convertible into 14,00,000 Equity Shares of face value of Rs. 1/- each.</td> </tr> <tr> <td data-bbox="300 1344 379 1854"></td> <td data-bbox="383 1344 743 1854">(c) Vesting Requirements</td> <td data-bbox="746 1344 1385 1854"> <p>All the Restricted Stock Units granted on any date shall vest on expiry of the minimum period of 1 (one) year from the date of grant of Options and not later than maximum period of 3 (three) years from the date of Grant.</p> <p>The vesting dates in respect of the Options granted under the RSU Plan shall be determined by the NRCC and may vary from an employee to employee or any class thereof and/or in respect of the number or percentage of Options to be vested.</p> <p>RSU shall vest essentially based on continuation of employment/ service as per requirement of SEBI SBEB &amp; SE Regulations. Apart from that the NRCC may prescribe achievement of any performance condition(s) for vesting.</p> </td> </tr> <tr> <td data-bbox="300 1859 379 1915"></td> <td data-bbox="383 1859 743 1915">(d) Exercise price or pricing formulae</td> <td data-bbox="746 1859 1385 1915">Re. 1/-</td> </tr> <tr> <td data-bbox="300 1919 379 1973"></td> <td data-bbox="383 1919 743 1973">(e) Maximum term of RSUs granted</td> <td data-bbox="746 1919 1385 1973">Two years from the date of vesting of RSUs</td> </tr> </tbody> </table>	Sr. No	Particulars	Details of RSU Plan 2023	1	General terms and conditions	of RSU Plan 2023:		(a) Date of shareholders' approval	July 25, 2023		(b) Total number of RSU approved under RSU Plan 2023	The Shareholders' of the Company at the 32 <sup>nd</sup> Annual General Meeting of the Company held on July 25, 2023 approved issue of 14,00,000 Restricted Stock Units convertible into 14,00,000 Equity Shares of face value of Rs. 1/- each.		(c) Vesting Requirements	<p>All the Restricted Stock Units granted on any date shall vest on expiry of the minimum period of 1 (one) year from the date of grant of Options and not later than maximum period of 3 (three) years from the date of Grant.</p> <p>The vesting dates in respect of the Options granted under the RSU Plan shall be determined by the NRCC and may vary from an employee to employee or any class thereof and/or in respect of the number or percentage of Options to be vested.</p> <p>RSU shall vest essentially based on continuation of employment/ service as per requirement of SEBI SBEB &amp; SE Regulations. Apart from that the NRCC may prescribe achievement of any performance condition(s) for vesting.</p>		(d) Exercise price or pricing formulae	Re. 1/-		(e) Maximum term of RSUs granted	Two years from the date of vesting of RSUs
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	(f) Sources of shares (primary, secondary or combination)	The RSU Plan 2023 envisages issue of fresh / primary shares by the Company
	(g) Variation in terms of RSU	Nil

ii. Method used to account for ESOS

Fair Value

iii. Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.

Not Applicable

iv. Option movement during the year, i.e. FY 2025-26(For each ESOS):

Sr. No	Particulars	Details
1	Number of options outstanding at the beginning of the period	106,747
2	Number of options granted during the year	91,767
3	Number of options forfeited / lapsed during the year	21,152
4	Number of options vested during the year	9,725
5	Number of options exercised during the year	Nil
6	Number of shares arising as a result of exercise of options	N.A
7	Money realized by exercise of options (INR), if scheme is implemented directly by the company	N.A
8	Loan repaid by the Trust during the year from exercise price received	Nil
9	Number of options outstanding at the end of the year	177,362
10	Number of options exercisable at the end of the year	N.A

v. Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock: Refer **Annexure-1**

vi. Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to.

a) Senior managerial personnel as defined under Regulation 16(d) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015: Refer **Annexure - 2**

b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year: Refer **Annexure-3**

c) Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant: None

vii. A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information.

	<ul style="list-style-type: none"> <li>a. the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model; - Refer <b>Annexure 1</b></li> <li>b. the method used and the assumptions made to incorporate the effects of expected early exercise; - The fair value of options has been calculated by using Black Scholes Model</li> <li>c. how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; - Refer <b>Annexure 1</b></li> <li>d. whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition – Not Applicable</li> </ul>
D.	Disclosures in respect of grants made in three years prior to IPO under each ESOS: Not Applicable
E.	Details related to Trust: Not Applicable
<p>Note: There was no change in the RSU Plan 2023 since its implementation and the RSU Plan 2023 is in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021</p>	

**Annexure 1****Details of Fair Value of Options granted dated September 4, 2025:**

<b>Stock Price</b>	<b>336.95</b>
<b>Exercise Price</b>	<b>1</b>
<b>Expected Life of options (no. of years)</b>	<b>3.5</b>
<b>Risk free rate of interest (%)</b>	<b>6.22%</b>
<b>Implied Volatility factor (%)</b>	<b>34.43%</b>
<b>Fair value per Option at year end (INR)</b>	<b>336.95</b>

**Annexure 2****Employee wise details as on March 31, 2026 of Senior managerial personnel of the Company to whom options have been granted**

Sr. No	Name	Designation	No. of RSU Granted
1.	Kandala Anil Sarma	Sales Head	22,292
2.	Shreyas Parag Trivedi	Head- Legal and Company Secretary	5,573
3.	Pawan Kumar Agarwal	Chief Financial Officer	14,861

**Note(s):**

(1) *Date of grant – September 4, 2025*

(2) *Exercise price – Re. 1/-*

**Annexure 3**

**Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year**

Sr. No	Name	Designation	No. of RSU Granted
1	Dharmendra Bhatia	VP- Sales	5,573
2.	Amlan Kumar Das	VP- Sales	5,573
3.	Pradosh T G	AVP- Purchase, Logistics & 3P	5,573
4.	Sarath Chand Jampa	AVP- Supply Chain & Manufacturing	5,573
5.	Pinkesh Bansal	AVP- Finance Controller	5,573
6.	Amber Aftab	AVP - Marketing	5,573

*Note(s):*

*(1) Date of grant – September 4, 2025*

*(2) Exercise price – Re. 1/-*