



## **INTIMATION REGARDING EMPLOYEE STOCK OPTION PLAN (ESOP)**

Dear Shareholders,

This is to inform all shareholders of the Company that it has already uploaded a detailed Policy regarding the Employee Stock Option Plan (ESOP) on its website.

These clarifications aims to provide transparency and address queries relating to the grant raised by National Stock Exchange Limited (NSE) regarding vesting, exercise and other key aspects of the ESOP scheme in accordance with applicable laws and regulatory requirements.

### **Clarification No.1**

The maximum period has been delegated to Nomination & Remuneration Committee and accordingly Committee had decided a maximum period of 3 years

### **Clarification No.2**

The maximum period has been delegated to Nomination & Remuneration Committee and accordingly Committee had decided that Exercise price shall not be below Face Value of Rs. 10/- each per equity share at any point in time

### **Clarification No.3**

The Company will not issue any Grant to identified employees, during any one year, equal to or exceeding one per cent of the issued capital and there is no need of passing Special Resolution.

**Yours faithfully,**

**For Piccadily Agro Industries Limited**

**Niraj Kumar Sehgal**  
**Company Secretary & Compliance Officer**  
**ACS-8019**  
**Dated:17.03.2026**

#### **Piccadily Agro Industries Ltd.**

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