

Disclosure pursuant to Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as on March 31, 2026

A. 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: The details are mentioned under note 60 of the standalone financial statements for the year ended March 31, 2026.

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: The details are mentioned on under note 45 of the standalone financial statements for the year ended March 31, 2026.

C. Details related to ESOS

(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS	As stated below	As stated below
(a)	Name of the plan	Fermenta Biotech Limited - Employee Stock Option Plan 2019 ("ESOP 2019")	Fermenta Biotech Limited - Employee Stock Option Scheme 2025 ("ESOP 2025")
(b)	Date of shareholders' approval	January 28, 2020	August 12, 2025
(c)	Total number of options approved under ESOS	5,83,665 (Five Lakhs Eighty Three Thousand Six Hundred and Sixty Five)*	5,00,000 (Five Lakhs)
(d)	Vesting requirements	Options granted under ESOP 2019 shall vest not before 1 (one) year and not later than maximum Vesting Period of 5 (five) years from the date of grant of such Options. Other terms and conditions regarding vesting of options are as provided in ESOP 2019. The Committee may, at its discretion, lay down certain performance matrices on the achievement of which the granted	Options granted under ESOP 2025 shall vest not before 1 (one) year and not later than maximum Vesting Period of 5 (five) years from the date of grant of such Options. Other terms and conditions regarding vesting of options are as provided in ESOP 2025. The Committee may, at its discretion, lay down certain performance matrices on the achievement of which the granted options would vest, the detailed terms and conditions relating to such performance- based vesting and the proportion in which options granted would vest (subject to the

		options would vest, the detailed terms and conditions relating to such performance-based vesting and the proportion in which options granted would vest (subject to the maximum vesting period as afore-stated).	maximum vesting period as afore-stated).
(e)	Exercise price or pricing formula	The Exercise price per option is Rs 83.67. The exercise price per option shall be determined by the Committee which shall not be lesser than the face value of the equity share of the Company as on date of grant of such options. However, the exercise price per option for employee of the erstwhile Transferor Company (erstwhile Fermenta Biotech Limited) to whom the revised number of options have been granted under the ESOP 2019 in place of old employee stock options under that company's ESOP plan as a fair and reasonable adjustment, shall be determined as per the approved share exchange ratio in the Scheme of Amalgamation.	The Exercise price per option is Rs 83.67.
(f)	Maximum term of options granted	All the options would vest not more than the 5 (five) years from the	All the options would vest not more than the 5 (five) years from the date of grant of such options.

		date of grant of such options.	
(g)	Source of shares (primary, secondary or combination)	Both	Secondary
(h)	Variation in terms of options	Nil	Nil
(ii)	Method used to account for ESOS - Intrinsic or fair value.	Fair value	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	Not Applicable
(iv)	Option movement during the year (For each ESOS):	As stated below	As stated below
(a)	Number of options outstanding at the beginning of the period	7,216	-
(b)	Number of options granted during the year	2,54,590 (Options expired, lapsed or became un-exercisable, and brought back to the Options pool to become available for future grants, as per the provisions of ESOP 2019. Total outstanding Options have been within the ceiling approved by the members.)	56,500
(c)	Number of options forfeited / lapsed during the year	11,700	-
(d)	Number of options vested during the year	-	-
(e)	Number of options exercised during the year	776	-

(f)	Number of shares arising as a result of exercise of options	776	-
(g)	Money realized by exercise of options (INR), if scheme is implemented directly by the company	64,928	-
(h)	Loan repaid by the Trust during the year from exercise price received	-	-
(i)	Bonus options issued during the year	-	-
(j)	Number of options outstanding at the end of the year	2,49,330	56,500
(k)	Number of options exercisable at the end of the year	3,740	-
E	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.	Not Applicable	Not Applicable
F	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to	As stated below	As stated below
(a)	Senior managerial personnel	Refer Annexure A	
(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	-	-
(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	-	-
G	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	As stated below	As stated below
(a)	The weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free	The details are mentioned under note 60 of the standalone financial statements	The details are mentioned under note 60 of the standalone financial

	interest rate and any other inputs to the model;	for the year ended March 31, 2025.	statements for the year ended March 31, 2026.
(b)	The method used and the assumptions made to incorporate the effects of expected early exercise;	Not Applicable	Not Applicable
(c)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility;	The measure of volatility used in the Black-Scholes option-pricing model is annualized standard deviation of the continuously compounded rates of return on the stock over a period time.	The measure of volatility used in the Black-Scholes option-pricing model is annualized standard deviation of the continuously compounded rates of return on the stock over a period time.
(d)	whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	The expected life of share option is based on historical data. Future market condition is not used for measurement of fair value.	The expected life of share option is based on historical data. Future market condition is not used for measurement of fair value.
H	Details related to Trust	As follows	As follows
(i)	General information on all schemes	As follows	As follows
1	Name of the Trust	Fermenta Biotech Limited ESOP Trust	Fermenta Biotech Limited ESOP Trust
2	Details of the Trustee(s)	1. Mr. Suryanarayana Alluri 2. Mr. Vedprakash Gupta 3. Ms. Dhanya Ajit	1. Mr. Suryanarayana Alluri 2. Mr. Vedprakash Gupta 3. Ms. Dhanya Ajit
3	Amount of loan disbursed by company / any company in the group, during the year	Rs. 14.80 crore	
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Rs. 14.80 crore	
5	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	-	-

6	Any other contribution made to the Trust during the year		-														
(ii)	Brief details of transactions in shares by the Trust	As below	As below														
1	Number of shares held at the beginning of the year	2,62,011 shares															
2	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share	Primary issue- NIL Secondary acquisition- 4,99,064 (under ESOP 2025)															
3	Number of shares transferred to the employees / sold along with the purpose thereof	776 shares															
4	Number of shares held at the end of the year	7,60,299 shares															
(iii)	In case of secondary acquisition of shares by the Trust	-	<table><tr><th>Number of shares</th><th>As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained</th></tr><tr><td>-</td><td>0%</td></tr><tr><td>Held at the beginning of the year</td><td></td></tr><tr><td>Acquired during the year (4,99,064)</td><td>1.70%</td></tr><tr><td>Sold during the year</td><td>-</td></tr><tr><td>Transferred to the employees during the year</td><td>0.00%</td></tr><tr><td>Held at the end of the year</td><td>1.70%</td></tr></table>	Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained	-	0%	Held at the beginning of the year		Acquired during the year (4,99,064)	1.70%	Sold during the year	-	Transferred to the employees during the year	0.00%	Held at the end of the year	1.70%
Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained																
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Sold during the year	-																
Transferred to the employees during the year	0.00%																
Held at the end of the year	1.70%																

- * Approved ceiling number of options has been revised from 1,94,555 options to 5,83,665 options in accordance with clause 3.6, 12.3 and other applicable provisions of ESOP 2019, pursuant to issue of bonus shares in proportion of 2:1 vide members' resolution dated January 28, 2020 and Exercise Price has been revised to Rs. 83.67 per equity share from Rs. 251 per equity share to incorporate the effect of the aforesaid issue of bonus shares.

Annexure A

Sr. No.	Name of employee	Designation	Options granted
1	Prashant Gudhate	President - Corporate Quality Assurance & Regulatory Affairs	12,000
2	Sumesh Gandhi	President - Finance	48,192
3	Uddhav Deshmukh	President - Manufacturing	19,484
4	Sahil Ranjan Desai	Vice President - Business Development & Marketing	23,500
5	Jagdish Tamore	President - Research & Development	16,926
6	V.K. Raveendranath	Vice President - Human Resources & Administration	12,478
7	Suryanarayana Raju Alluri	General Manager - Finance	21,472
8	Arun Balkrishna Khedwal	Senior General Manager - Planning & Key Account Management	8,904
9	Varadvinayak Khambete	Company Secretary & Head Legal	4,510
10	Satish Mankame	Senior General Manager - Procurement	6,132