Disclosure pursuant to the provisions of Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (FY 2024-25)

a. Relevant disclosures in terms of the "Guidance Note on Accounting for Employee Share Based Payments" issued by ICAI has been made in in Note No. **46** of Standalone Financial Statement and Note No.**44** of Consolidated Financial Statement for the year ended March 31, 2025

b. Diluted EPS on issue of shares pursuant to the Scheme

The details of stock options as on March 31, 2025 under the JACPL Employees Stock Option Scheme 2013 ("Scheme 2013") are given below:

The basic and diluted EPS has been disclosed in accordance with the Ind-AS 33 in the Note No. **49** of Standalone Financial Statement and Note No.**48** of Consolidated Financial Statement for the year ended March 31, 2025.

A. Description and Summary of Status of ESOPs granted

During FY 2025, the Hon'ble National Company Law Tribunal, Allahabad Bench ("NCLT"), vide its order pronounced on August 7, 2024 (a certified true copy of the order was received on September 3, 2024), sanctioned the Composite Scheme of Arrangement among HSSS Investment Holding Private Limited ("Amalgamating Company 1"), KBHB Investment Holding Private Limited ("Amalgamating Company 2"), SSBPB Investment Holding Private Limited ("Amalgamating Company 3"), Jubilant Industries Limited ("JIL"), and Jubilant Agri and Consumer Products Limited ("Company" or "Amalgamated Company"), along with their respective shareholders and creditors, under Sections 230 to 232 and other applicable provisions of the Companies Act, 2013 and the rules made thereunder (the "Composite Scheme").

Following the amalgamation of JIL with and into JACPL, JACPL filed a listing application with BSE Limited and the National Stock Exchange of India Limited (collectively referred to as the "Stock Exchanges") for the listing and trading of its equity shares. The Company received listing and trading approval from the Stock Exchanges on February 12, 2025. Subsequently, the equity shares of the Company were listed and admitted to dealings on the Stock Exchanges effective February 14, 2025.

In addition, pursuant to the Composite Scheme, the Board of Directors, based on the recommendation of the Nomination and Remuneration Committee ("NRC" or "Committee") at its meeting held on November 4, 2024 (the "Date of Institution of the Scheme"), adopted the JACPL Employees Stock Option Scheme 2013 ("Scheme 2013").

Further, the Company filed applications with BSE Limited ("BSE") and the National Stock Exchange of India Limited ("NSE") seeking in-principle approval for the issuance and allotment of 4,72,303 (Four Lakhs Seventy-Two Thousand Three Hundred and Three) equity shares under Scheme 2013, in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The Company subsequently received in-principle approval from both BSE and NSE on July 4, 2025.

Summary of Status of ESOPs Granted as under:

S. No.	Particulars	Scheme 2013
1	Date of shareholders' approval	March 1, 2013 (Date of approval of Shareholders of erstwhile JIL)
2	Total number of options approved	5,90,000
3	Vesting Requirement	The options would vest not earlier than 1 year and not later than 3 years, in phased manner, from the date of grant of options, subject to achievement of performance criteria by grantee. Further, subject to applicable laws, the Vesting period may be varied at the discretion of the Committee
4	Pricing Formula	The Exercise Price of the Options shall be determined by the Nomination, and Remuneration Committee, in accordance with the Applicable Laws.
5	Maximum Term of options granted	8 years
6	Sources of shares	Primary

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7	Variation in terms of options	No Change

The movement of options during the year are as follows:

S. No.	Particulars	Scheme 2013
1	No. of Options Outstanding at the beginning of the year	1,35,672
2	No. of Options Granted during the year	21,524
3	No. of Options Forfeited/Lapsed during the year	760
4	No. of Options Vested during the year	-
5	No. of Options Exercised during the year	-
6	No. of Shares arising as a result of exercise of options	-
7	Money realised by exercise of options during the year (INR)	-
8	Loan repaid by the trust during the year from the exercise price received	Not applicable
9	No. of Options outstanding at the end of the year	1,56,436
10	No. of Options exercisable at the end of the year	Nil

B. Employee-wise details of options granted during the financial year 2024-25 under Scheme 2013 to:

S. No.	Particulars	No. of options granted
i.	**Senior managerial personnel***	
	Mr. Mohandeep Singh, CEO & Whole-time Director of the Company	21,524
ii.	**Employees who were granted, during any one year, options amounting to 5% or more of the options granted during the year***	-
	Mr. Mohandeep Singh, CEO & Whole-time Director of the Company	21,524
iii.	**Identified employees who were granted option, during one year, equal to or exceeding 1% of the issued capital of the Company at the time of grant**	-

During the year, all the stock options were granted at an exercise price of INR 1,393.80.

C. Weighted Average Fair Value/Exercise Price of Options granted during the year:

Particulars	Weighted Average Fair Value (INR)	Weighted Average Exercise Price (INR)
a. Exercise price equals market price	1,059.31	1,393.80
b. Exercise price is greater than market price	N.A.	N.A.
c. Exercise price is less than market price	N.A.	Yes

D. Method used to account for ESOPs

The compensation cost of stock options granted to employees is calculated based on fair value at grant date. The fair value at grant date is determined using the Black Scholes Merton methodology. The compensation cost is amortized to the Statement of Profit and Loss over the vesting period of the stock option.

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E. Method and significant assumptions used to estimate the fair value of options granted during the year:

i	Date of Grant	August 12, 2024
ii	Risk free interest rate	6.88%
Iii	Expected life	5.00 years
iv	Expected volatility	80.47%
v	Expected dividend	Nil
vi	Price of the underlying share at the time of option grant	INR 1,503.75

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Disclosure pursuant to the provisions of Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (FY 2024-25)

a. Relevant disclosures in terms of the "Guidance Note on Accounting for Employee Share Based Payments" issued by ICAI has been made in in Note No. **46** of Standalone Financial Statement and Note No.**44** of Consolidated Financial Statement for the year ended March 31, 2025

b. Diluted EPS on issue of shares pursuant to the Scheme

The details of stock options as on March 31, 2025 under the JACPL Employees Stock Option Scheme 2013 ("Scheme 2013") are given below:

The basic and diluted EPS has been disclosed in accordance with the Ind-AS 33 in the Note No. **49** of Standalone Financial Statement and Note No.**48** of Consolidated Financial Statement for the year ended March 31, 2025.

A. Description and Summary of Status of ESOPs granted

During FY 2025, the Hon'ble National Company Law Tribunal, Allahabad Bench ("NCLT"), vide its order pronounced on August 7, 2024 (a certified true copy of the order was received on September 3, 2024), sanctioned the Composite Scheme of Arrangement among HSSS Investment Holding Private Limited ("Amalgamating Company 1"), KBHB Investment Holding Private Limited ("Amalgamating Company 2"), SSBPB Investment Holding Private Limited ("Amalgamating Company 3"), Jubilant Industries Limited ("JIL"), and Jubilant Agri and Consumer Products Limited ("Company" or "Amalgamated Company"), along with their respective shareholders and creditors, under Sections 230 to 232 and other applicable provisions of the Companies Act, 2013 and the rules made thereunder (the "Composite Scheme").

Following the amalgamation of JIL with and into JACPL, JACPL filed a listing application with BSE Limited and the National Stock Exchange of India Limited (collectively referred to as the "Stock Exchanges") for the listing and trading of its equity shares. The Company received listing and trading approval from the Stock Exchanges on February 12, 2025. Subsequently, the equity shares of the Company were listed and admitted to dealings on the Stock Exchanges effective February 14, 2025.

In addition, pursuant to the Composite Scheme, the Board of Directors, based on the recommendation of the Nomination and Remuneration Committee ("NRC" or "Committee") at its meeting held on November 4, 2024 (the "Date of Institution of the Scheme"), adopted the JACPL Employees Stock Option Scheme 2018 ("Scheme 2018").

Further, the Company filed applications with BSE Limited ("BSE") and the National Stock Exchange of India Limited ("NSE") seeking in-principle approval for the issuance and allotment of 5,00,000 (Five Lakhs) equity shares under Scheme 2018, in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The Company subsequently received in-principle approval from both BSE and NSE on July 4, 2025.

Summary of Status of ESOPs Granted as under:

S. No.	Particulars	Scheme 2013
1	Date of shareholders' approval	September 26, 2018 (Date of approval of Shareholders of erstwhile JIL)
2	Total number of options approved	5,00,000
3	Vesting Requirement	The options would vest not earlier than 1 year and not later than 3 years, in phased manner, from the date of grant of options, subject to achievement of performance criteria by grantee. Further, subject to applicable laws, the Vesting period may be varied at the discretion of the Committee
4	Pricing Formula	The Exercise Price of the Options shall be determined by the Nomination, and Remuneration Committee, in accordance with the Applicable Laws.
5	Maximum Term of options granted	8 years
6	Sources of shares	Primary
7	Variation in terms of options	No Change

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The movement of options during the year are as follows:

S. No.	Particulars	Scheme 2018
1	No. of Options Outstanding at the beginning of the year	1,19,600
2	No. of Options Granted during the year	61,308
3	No. of Options Forfeited/Lapsed during the year	-
4	No. of Options Vested during the year	-
5	No. of Options Exercised during the year	-
6	No. of Shares arising as a result of exercise of options	-
7	Money realised by exercise of options during the year (INR)	-
8	Loan repaid by the trust during the year from the exercise price received	Not applicable
9	No. of Options outstanding at the end of the year	1,80,908
10	No. of Options exercisable at the end of the year	-

B. Employee-wise details of options granted during the financial year 2024-25 under Scheme 2018 to:

S. No.	Particulars	No. of options granted
i.	**Senior managerial personnel***	
	Mr. Mohandeep Singh, CEO & Whole-time Director of the Company	52,608
	Mr. Umesh Sharma, Chief Financial Officer	2,350
	Mr. Rahul Garg, Head-Latex Business	900
	Mr. Aviral Gautama, Head-Food Polymer	900
	Mr. Amit Kumar Yadav, CMO & VP Sales ops & B2B	1,200
ii.	**Employee-wise details of options granted during the financial year 2024-25***	-
	Mr. Mohandeep Singh, CEO & Whole-time Director of the Company	52,608
	Mr. Umesh Sharma, Chief Financial Officer	2,350
	Mr. Rahul Garg, Head-Latex Business	900
	Mr. Aviral Gautama, Head-Food Polymer	900
	Mr. Amit Kumar Yadav, CMO & VP Sales ops & B2B	1,200
	Mr. Vaibhav Sharma, Zonal Sales Manager-WWA	700
	Mr. Komal Kishore Vij, Zonal Sales Manager-WWA	600
	Mr. Manish Gupta, Category Head-Solvent & Maintenance Products	450
	Mr. Raghunandan Singh, Category Head-Wood Finishes	400
	Mr. Rohit Jain, Deputy General Manager-Financial Planning & Analysi	1,200
iii.	**Identified employees who were granted option, during one year, equal to or exceeding 1% of the issued capital of the Company at the time of grant**	-

During the year, all the stock options were granted at an exercise price of INR 10.

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C. Weighted Average Fair Value/Exercise Price of Options granted during the year:

Particulars	Weighted Average Fair Value (INR)	Weighted Average Exercise Price (INR)
a. Exercise price equals market price	1,441.65	10
b. Exercise price is greater than market price	N.A.	N.A.
c. Exercise price is less than market price	N.A.	Yes

D. Method used to account for ESOPs

The compensation cost of stock options granted to employees is calculated based on fair value at grant date. The fair value at grant date is determined using the Black Scholes Merton methodology. The compensation cost is amortized to the Statement of Profit and Loss over the vesting period of the stock option.

E. Method and significant assumptions used to estimate the fair value of options granted during the year:

i	Date of Grant	May 27, 2024	August 12, 2024
ii	Risk free interest rate	6.98%	6.88%
Iii	Expected life	5.50 years	5.50 years
iv	Expected volatility	80.47%	80.47%
v	Expected dividend	Nil	Nil
vi	Price of the underlying share at the time of option grant	INR 1,503.30	INR 1,503.75