Dhampur Bio Organics Ltd.

Date: November 12, 2026

To,

The Manager – Listing
Dept of Corp. Services,
BSE Limited
P.J. Towers, Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 543593

The Manager – Listing
National Stock Exchange of India Ltd.
Exchange plaza, Bandra Kurla Complex
Bandra East
Mumbai – 400 051
Symbol: DBOL

Dear Sir/Mam,

Sub: Intimation of grant of stock options pursuant to DBO Employee Stock Option Scheme 2025
Ref: Disclosure pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")

Pursuant to Regulation 30 of the Listing Regulations, we wish to inform that Nomination and Remuneration Committee of the Company ("Committee") in its meeting held today, on Thursday, November 12, 2026 has approved a total grant of 1,66,000 stock options under DBO Employee Stock Option Scheme 2025 ("ESOS 2025") to the eligible employees.

The details as required under Listing Regulations read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 with respect to above grants is given in **Annexure A.**

The above information will also be available on the website of the Company www.dhampur.com.

You are requested to take the above information on record.

Thanking You
Your Sincerely,
For Dhampur Bio Organics Limited

Ashu Rawat
Digitally signed by Ashu Rawat
Date: 2026.11.12 11:43:14 +05'30'

Ashu Rawat
Company Secretary & Compliance Officer

Annexure A

Details as required under Regulation 30 of the SEBI Listing Regulations read with SEBI Master Circular no. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026:

S. No.	Particulars	Description
a.	Brief details of options granted	The Nomination and Remuneration Committee has approved the grant of 1,66,000 stock options to the eligible employees under the DBO Employee Stock Option Scheme 2025.
b.	Whether the scheme is in terms of SEBI (SBEB) Regulations, 2021 (if applicable)	Yes, the ESOS 2025 is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021
c.	Total number of shares covered by these options	1,66,000 equity shares of face value Rs. 10 each of Dhampur Bio Organics Limited.
d.	Pricing formula	As per the Scheme, the Exercise Price shall be determined by the Committee at the time of Grant, provided that the said Exercise Price shall not be less than the face value and shall not be more than the Market Price of the Share as on the Grant Date and in case the grant price is at a deep discount to the market price, such grant will also include a performance criteria for vesting else at the time of Grant, the maximum discount will be up to 25% (Twenty-Five) from the Market Price of the Shares as on the date of Grant. Exercise Price will be Rs. 72 per equity share. The vesting of the shares on the abovementioned exercise price shall be linked to the performance criteria as approved by the Nomination and Remuneration Committee and communicated to the eligible employees in Grant Letter.
e.	Options vested	Not applicable at this stage
f.	Time within which option may be exercised	Within 5 years from the date of vesting of options.
g.	Options exercised	Not applicable at this stage

h.	Money realized by exercise of options	
i.	The total number of shares arising as a result of exercise of option	
j.	Options lapsed	
k.	Variation of terms of options	
l.	Brief details of significant terms	**Vesting Schedule:** The minimum vesting period is 1 year from the grant of shares. 25% of the Options will vest each year, over a period of 4 years from the Grant Date, subject to meeting of performance criteria as determined by the Nomination and Remuneration Committee and communicated to the eligible employees in Grant Letter.
m.	Subsequent changes or cancellation or exercise of such options	Not applicable at this stage
n.	Diluted earnings per share pursuant to issue of equity shares on exercise of options	Not applicable at this stage