DISCLOSURE PURSUANT TO SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021

BCML Restricted Stock Unit Scheme 2025 ("RSU 2025"/"Scheme") of the Company was formulated by the Nomination & Remuneration Committee of the Board of Directors and approved by the Board of Directors of the Company at its meeting held on 7th February, 2025 and by the shareholders through Postal Ballot on 16th March, 2025 in accordance with Section 62(1)(b) of the Companies Act, 2013 read with Regulation 6 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 prescribed by the Securities and Exchange Board of India.

The Scheme is an Employee Share-based Payment Arrangement which has been implemented to incentivise employees, align their interests with those of the shareholders, and promote enhanced performance which is accounted for in accordance with Ind AS 102 "Share-based Payment".

Under the Scheme, the Company shall grant Restricted Stock Unit Scheme ("RSU") to such employees who are in permanent employment of the Company within the meaning of the Scheme, including any director, whether whole-time or otherwise (other than promoters of the Company, or member of the promoter group, independent directors and directors holding directly or indirectly more than 10% of the outstanding equity shares of the Company), entitling the employees eligible for RSU to receive in aggregate not more than 2500000 equity shares of par value of Re. 1/- each, based on such eligibility criteria and terms and conditions as may be decided by the Nomination & Remuneration Committee of the Board of Directors. The Scheme shall be superintended and administered by the Nomination & Remuneration Committee of the Board of Directors.

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.

B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Indian Accounting Standard 33 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.

C. The details of RSU as on 31st March 2026 under the Scheme:

(i) A description of each RSU that existed at any time during the year, including the general terms and conditions of each RSU, including -

Sl. No.	Particulars	Details
(a)	Date of shareholders' approval	16th March, 2025
(b)	Total number of equity shares approved under RSU 2025	25,00,000
(c)	Date of Grant	15th May, 2025 and 11th August, 2025
(d)	Vesting requirements	RSU vest over a minimum period of one year and a maximum period of four years from the date of grant, with the specific vesting schedule and vesting percentages determined by the Nomination and Remuneration Committee at the time of grant. Vesting is subject to continued employment and fulfilment of prescribed performance and service conditions.
(e)	Exercise price or pricing formula	Exercise price per unit shall be the face value of the shares of the Company as on Grant Date
(f)	Total Number of RSU granted	11,18,513 RSU
(g)	Maximum term of RSU granted	RSU shall vest in 4 years with equated vesting from the date of grant. Further maximum exercise period of 4 years after the vesting date is allowed.

Sl. No.	Particulars	Details
(h)	Method of settlement (cash/ equity)	Equity
(i)	Choice of settlement (with employee or entity combination)	Not Applicable (NA)
(j)	Source of shares (Primary, secondary or combination)	The Scheme contemplates issue of new fresh/primary shares by company & doesn't involve any secondary acquisition
(k)	Variation in terms of RSU	There were no modifications to the terms of the Scheme during the year ended 31st March, 2026. The Scheme became effective during the current year pursuant to shareholders' approval obtained on 16th March, 2025 and, accordingly, the Scheme was not in force during the previous financial year. Therefore, the disclosure relating to modifications of the Scheme is not applicable for the year ended 31st March, 2025.

ii. Method used to account for RSU - Fair Value.

iii. Where the company opts for expensing of the RSU using the intrinsic value of the RSU, 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 RSU shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed – NA

iv. RSU movement during the year

Sl. No.	Particulars	Number of RSU	Range of RSU Price	Weighted Average Base price	Weighted Average remaining life of RSU
1)	Number of RSU outstanding at the beginning of the period	-	-	-	NA
2)	Number of RSU granted during the year	11,18,513	1.00	1.00	NA
3)	Number of RSU forfeited during the year	-	-	-	NA
4)	Number of RSU lapsed during the year	-	-	-	NA
5)	Number of RSU vested during the year	-	-	-	NA
6)	Number of RSU exercised during the year	-	-	-	NA
7)	Number of shares arising as a result of exercise of RSU	-	-	-	NA
8)	Money realized by exercise of RSU (INR), if scheme is implemented directly by the company	-	-	-	NA
9)	Loan repaid by the Trust during the year from exercise price received	-	-	-	NA
10)	Number of RSU outstanding at the end of the year	11,18,513	1.00	1.00	5.91
11)	Number of RSU exercisable at the end of the year	-	-	-	-
	Contractual life for RSU outstanding as on 31st march 2026 (Years)				5.91

v) a) Weighted-average exercise prices of ESARs granted during the year for ESARs whose

Sl. No.	Particulars	Details
A)	Exercise price equals to market price of the stock	Nil
B)	Exercise price exceeds market price of the stock	Nil
C)	Exercise price is less than the market price of the stock	1.00

v) b) Weighted-average fair values of RSU granted during the year for RSU whose

Sl. No.	Particulars	Details
A)	Exercise price equals to market price of the stock	Nil
B)	Exercise price exceeds market price of the stock	Nil
C)	Exercise price is less than the market price of the stock	542.90

vi) Employee wise details of RSU granted to:

a) Senior Management as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015*;

RSU granted to senior management personnel during the year				
Sl. No.	Name of Employee	Designation	Number of ESARs granted during the year	Exercise price
1	Pramod Kumar Patwari	Chief Financial Officer	20,000	1.00
2	Rohit Bothra	President – Taxation & Strategy	20,000	1.00
3	Stefan Barot	President – Chemical Division	10,00,000	1.00
4	Vinay Khanna	Sr. Vice President - Business Planning & Operations	20,000	1.00
5	Bhattaru Srinivas Acharyulu	Chief Procurement Officer	11,000	1.00
6	P. Sandeep	Sr. General Manager- Human Resource	11,000	1.00

**15,000 RSU granted to Mr. Praveen Gupta, Whole Time Director of the Company.*

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

Sl. No.	Name of Employee	Designation	Number of ESARs granted during the year	Exercise price
1	Stefan Barot	President – Chemical Division	10,00,000	1.00

c) Identified employees who were granted RSU, 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.

Sl. No.	Name of Employee	Designation	Number of RSU granted during the year	Exercise price
NA				

vii) A description of the method and significant assumptions used during the year to estimate the fair value of RSU including the following information:

(a) The weighted-average values of:

i)	Market Price (₹)	557.75
ii)	Exercise Price (Base Price) (₹)	1.00
iii)	Expected volatility (%)	41.17%
iv)	Expected RSU life (years)	4.76
v)	Expected dividends (₹)	0.54%
vi)	The risk-free interest rate (%)	5.96%
vii)	any other inputs to the model	N.A.

(b) The method used and the assumptions made to incorporate the effects of expected early exercise: Not Applicable

(c) How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility:

The expected price volatility is determined using annualized standard deviation (a measure of volatility used in Black-Scholes-Merton option pricing) and the historic volatility based on remaining life of the RSU.

(d) Whether and how any other features of the RSU granted were incorporated into the measurement of fair value, such as a market condition: Nil