
RRL/SE/25-26/40
January 08, 2026

To,
The Department of Corporate Services – CRD,
BSE Limited,
P.J. Towers, Dalal Street,
Mumbai - 400 001.
Scrip Code: 544420

National Stock Exchange of India Limited,
Exchange Plaza, 5th Floor,
Bandra-Kurla Complex,
Bandra (East), Mumbai - 400 051.
Symbol: RAYMONDREL

Dear Sir/Madam,

Sub: Raymond Realty Limited: Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Approval of Raymond Realty Employees Stock Option Plan 2025.

Ref: Raymond Realty Limited (ISIN: INE1SY401010).

This is to inform that consequent to the demerger of Realty Business of Raymond Limited ('RL') into Raymond Realty Limited ('RRL/the Company'), to roll out the benefit of Raymond Limited Employee Stock Option Plan (ESOP) 2023 to the eligible employees of the said ESOP Scheme post demerger, the Board of Directors has unanimously approved a similar ESOP Scheme in the Company. The option holder under the erstwhile Scheme will be entitled to the Options under this Raymond Realty Employees Stock Option Plan 2025 ('RRL ESOP 2025') in the same share exchange ratio fixed under the Scheme of Arrangement for demerger of Realty Business i.e. 1:1 equity shares. The Company will seek approval of its shareholders for the aforesaid ESOP Scheme separately.

Details as required in terms of Regulation 30 read with clause 10 of para B of part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), as amended from time to time, read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are annexed herewith.

This information shall also be made available on the website of the Company i.e. www.raymondrealty.in.

Kindly take the same on record and acknowledge.

Thanking You,

Yours faithfully,
For Raymond Realty Limited
(formerly known as Raymond Lifestyle Limited)

Hiren Sonawala
Company Secretary

Encl: a/a

Information pursuant to Regulation 30 read with clause 10 of para B of part A of Schedule III of the SEBI Listing Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.

Sr. No.	Particulars	Details
1.	Brief details of options granted	The total number of stock options proposed to be granted under the ESOP Scheme shall be upto 16,80,588, which is same as per exchange ratio earlier fixed under the Scheme of Arrangement for demerger of Realty Business.
2.	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes, the ESOP Scheme is in terms of (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
3.	Total number of shares covered by these options	Total number of shares covered under the Options shall be upto 16,80,588 equity shares through primary and / or secondary route together.
4.	Pricing formula	The exercise price of ESOPs shall be adjusted in a manner such that total value of the options and total exercise price payable by employees on consolidated basis remains the same after the corporate action as per SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The Adjusted Exercise Price of ESOPs calculated and approved by the Nomination and Remuneration Committee ('NRC') and the Board of Directors for vesting of RRL shares would be Rs.404.80.
5.	Time within which option may be exercised	<p>The Options granted can be exercised post vesting during the exercise period which would commence from the date of vesting and will expire on completion of maximum exercise period of 5 years from the date of respective grant or such lesser period as may be decided by the Compensation Committee at its sole discretion from time to time and mentioned in the Grant Letter of the Grantee. There shall be a minimum period of one year between the Grant of Options and Vesting of Options.</p> <p>This is a carry over of the Raymond Limited ESOP Scheme therefore the exercise period of five years shall be calculated from the date of original grant of Options in Raymond Limited.</p>
6.	Brief details of significant terms	<p>The ESOP Scheme contemplates grant of options to the employees of the Company and that of its Group Company(ies) including its Holding / Subsidiary / Associate Company(ies) (Present and Future, if any).</p> <p>The NRC of the Company shall act as Compensation Committee for the supervision of</p>

		<p>ESOP Scheme and Trust shall administer the ESOP Scheme under the guidance of the Compensation Committee.</p> <p>The total number of stock options to be granted under the ESOP Scheme shall not exceed the number disclosed above.</p> <p>The ESOP Scheme contemplates that the Trust shall acquire shares by subscription to the fresh issue of shares by the Company and / or secondary acquisition as mentioned in the ESOP Scheme, if required.</p> <p>The Options granted to any Employee shall vest within the Vesting Period in the manner as set forth in the Grant letter subject to maximum period of 5 years from the date of original grant in Raymond Limited. Subject to the terms of the ESOP Scheme, the Vesting of Options shall be Time based and / or Performance based (market capitalization, revenue, EBITDA, Return on Capital Employed and such other parameters as may be determined by NRC) as mentioned in the Grant Letter.</p>
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Note:

Since options have not yet been granted, other details such as Options vested, Options exercised, Options lapsed, Money realized by exercise of Options, Total number of shares arising as a result of exercise of options, Variation of Terms of options, subsequent changes/cancellation/exercise of such Options, diluted earnings per share pursuant to issue of equity shares on exercise of Options, etc. as specified by SEBI Listing Regulations / Circular are not applicable as of now.