



December 22, 2025

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal St, Kala Ghoda, Fort,
Mumbai – 400001
BSE Code No. 507880

National Stock Exchange of India Ltd.

Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra Kurla Complex, Mumbai – 400 051.
NSE Code – VIPIND

Dear Sir / Madam,

Subject: Disclosure of events or information under Reg. 30 of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

We wish to inform you that, the Nomination and Remuneration Committee of the Board of Directors of the Company via the Circular Resolution dated 22nd December, 2025 has approved the grant of 1,20,000 Employee Stock Appreciation Rights (“ESARs”) to the eligible employee under its VIP Employees Stock Appreciation Rights Plan 2018. The details of same are given herein below:

a)	Brief details of ESARs granted	1,20,000 ESARs to the eligible employee of the Company or its subsidiary (ies) as determined by the Committee
b)	Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations 2021 (if applicable)	Yes
c)	Total number of shares covered by the ESARs	Not more than 17,06,587 (Seventeen Lakhs Six Thousand Five hundred Eighty Seven) equity shares
d)	Pricing formula	ESARs will be issued at a price of Rs. 388/- per share.
e)	ESARs vested;	15,74,500 (out of earlier grants)
f)	Time within which ESAR may be exercised	The vested ESARs shall be excisable within a period of 5 (Five) years from date of vesting of such ESARs

The ESOP's granted are governed by the ESARP 2018/Plan which was submitted with the exchanges at the time of obtaining In-Principle Approval. The Company has received In Principle approval the Stock Exchanges where it is listed.

Please take the above on your record and disseminate the same for the information of Investor

Thanking you,
Yours faithfully,

For **V.I.P. INDUSTRIES LIMITED**

Ashitosh Sheth
Company Secretary & Head – Legal
ACS 25997

VIP INDUSTRIES LIMITED

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