



Date: 11th September 2025

To,

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400001

National Stock Exchange of India Limited

Exchange Plaza, C/1, Block G, Bandra Kurla
Complex, Bandra (East), Mumbai - 400051

Scrip Code: 523025

Scrip Symbol: SAFARI

Subject: Outcome of Nomination, Remuneration and Compensation Committee Meeting

Dear Sir/ Madam,

With reference to the captioned subject, we wish to inform you that the Nomination, Remuneration and Compensation Committee ("the Committee") of Board of Directors of the Company at its Meeting held today i.e. on Thursday, 11th September 2025, has approved:

1. Allotment of 466 Equity Shares of face value of Rs. 2/- each of the Company to ESAR Grantees upon exercise of Employee Stock Appreciation Rights vested under Safari Employees Stock Appreciation Rights Scheme 2022.

Consequent to the aforesaid allotments, the issued, subscribed and paid-up equity share capital of the Company will increase from Rs. 9,79,81,226/- to Rs. 9,79,82,158/-.

2. Grant of 3,51,500 (Three Lakh Fifty One Thousand Five Hundred) Employee Stock Appreciation Rights ('ESAR') to eligible employees of the Company under the Safari Employees Stock Appreciation Rights Scheme 2022.

The general terms and conditions of the said grant are as follows:

Sr.	Particulars	Details
1.	Brief details of options granted	3,51,500 (Three Lakh Fifty One Thousand Five Hundred) ESARs to eligible employees of the Company as determined by the Nomination, Remuneration and Compensation Committee.
2.	Whether the scheme is in terms of (Share Based Employee Benefits and Sweat Equity) Regulations, 2021	Yes
3.	Total number of shares covered by these options.	Not more than 6,00,000 equity shares of Rs. 2/- each in total.



4.	Pricing formula/ Exercise Price	The base price per ESAR is Rs. 1,700/-.
5.	Options vested	Nil
6.	Time within which option may be exercised	The vested ESARs shall be exercisable within 1 year from the date of vesting of such ESAR.
7.	Options exercised	NA
8.	Money realized by exercise of options	NA
9.	The total number of shares arising as a result of exercise of option	NA
10.	Options lapsed	NA
11.	Variation of terms of options	NA
12.	Brief details of significant terms	<p>Vesting Schedule:</p> <ul style="list-style-type: none">• At the end of the 1st year from the Grant Date - 25%;• At the end of the 2nd year from the Grant Date - 25%;• At the end of the 3rd year from the Grant Date - 25%.• At the end of the 4th year from the Grant Date - 25%.
13.	Subsequent changes or cancellation or exercise of such options	NA
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of options.	NA

We request you to take the same on your record.

For **Safari Industries (India) Limited**

Rameez Shaikh

Company Secretary & Compliance officer