

**Ref:** PHRL: 2024-25

**Date:** April 27, 2024

To,

**BSE Limited**

Corporate Relationship Dept  
First Floor, New Trading Ring  
Rotunda Building, P J Towers  
Dalal Street, Fort  
Mumbai – 400001

**National Stock Exchange of India Limited**

Listing Department  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block,  
Bandra Kurla Complex,  
Bandra (East), Mumbai – 400051

**Scrip Code:** 540901

**Symbol:** PRAXIS

**Sub:** Intimation of Approval of New Employee Stock Option Scheme titled “Praxis Employee Stock Option Plan 2024” (“ESOP Plan 2024” / “Plan”)

Pursuant to the provisions of Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby inform you that, based on the recommendation of the Nomination and Remuneration Committee and the Board of Directors, the Members of the Company have approved the following at the Extraordinary General Meeting of the Company held today i.e. Saturday, April 27, 2024:

- New Employee Stock Option Scheme titled “Praxis Employee Stock Option Plan 2024” (“ESOP Plan 2024”/ “Plan”).

The details as required under SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 with respect to adoption of ESOP Plan 2024 are given separately in **Annexure-I** to this letter.

We request you to kindly take the above information on record.

Thanking you,

Yours faithfully,

For **Praxis Home Retail Limited**

**Sanu Kapoor**  
Head Legal & Company Secretary

**Encl:** As above

## Annexure-I

### Details with respect to adoption of “Praxis Employees Stock Option Plan 2024” (“ESOP Plan 2024” / Plan”)

Sr. No.	Particulars	Disclosures
a)	Brief details of options granted	No options are granted at present. Shareholders of the Company have approved the adoption of new Employee Stock Option Scheme titled “Praxis Employee Stock Option Plan 2024” (“ESOP Plan 2024” / “Plan”), to reward the eligible employees of the Company and of its subsidiary(ies), if any, in future, in India or outside India. The total number of options to be granted to the eligible employees and/or eligible employees of the subsidiary(ies), if any, in aggregate under ESOP Plan 2024 shall not exceed 30,00,000 in one or more tranches.
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 these options	30,00,000 (Thirty Lakh) Equity Shares of face value of Rs.5/- each fully paid up. (each option covers one equity share) Lapsed or non-exercised or unvested options will be available for re-grant.
d)	Pricing formula	The exercise price shall be determined by the Nomination and Remuneration Committee at its sole discretion which shall not be less than the face value of the Share as on date of Grant of such Option.
e)	Options vested	Not Applicable
f)	Time within which option may be Exercised	The Exercise Period would commence from the date of vesting and will expire on completion 3 (Three) years from the date of respective vesting of Options or such other shorter period as may be decided by the Nomination and Remuneration Committee from time to time.  The options shall lapse if not exercised within the specified exercise period.
g)	Options exercised	Not Applicable
h)	Money realized by exercise of Options	Not Applicable
i)	The total number of shares arising as a result of exercise of option	30,00,000 equity shares, if all the options in the ESOP 2024 are exercised.
j)	Options lapsed	Not Applicable
k)	Variation of terms of options	Not Applicable
l)	Brief details of significant terms	Disclosed separately in the explanatory statement of the Notice of the EGM held on April 27, 2024.
m)	Subsequent changes or cancellation or exercise of such options	As per the ESOP Plan 2024 and as decided by the Nomination and Remuneration Committee.
n)	Diluted Earnings Per Share pursuant to issue of equity shares on exercise of options	The Earnings Per Share and Diluted Earnings Per Share will be disclosed in the Financial Statements as per the applicable Accounting Standards.