

**Disclosures under SEBI Share Based Employee Benefits and Sweat Equity) Regulations, 2021**

<b>Particulars</b>	<b>2015</b>	<b>2017</b>	<b>2021</b>
Date of shareholders' approval	November 05, 2015	September 21, 2017 and subsequently the scheme was amended on September 28, 2018 vide shareholders' approval.	September 28, 2021
Total number of options approved under ESOS	3,75,000	5,00,000	5,00,000
Vesting requirements	<p>The options granted under the Scheme shall vest in 3 equal tranches commencing from completion of 5th year from the date of grant of options, unless otherwise specified by the Nomination and Remuneration Committee. In any event, the vesting period shall not be less than 1 year and not more than 8 years from the date of grant of options. Vesting may happen in one or more tranches. The Vesting schedule as decided will be stipulated in the Option letter to be issued to Individual employees.</p> <p>Notwithstanding anything to the contrary in this Plan, the Nomination and Remuneration Committee shall be entitled to make the Vesting of any or all of the Options granted to an Eligible Employee conditional upon the fulfillment of such performance criteria whether of the Eligible Employee and/ or any team or group of which he is a part and/ or of the Company, as may be determined by the Nomination and Remuneration Committee.</p>		<p>The options granted under the Scheme shall vest in 3 equal tranches commencing from completion of 5th year from the date of grant of options, unless otherwise specified by the ESOP Committee. In any event, the vesting period shall not be less than 1 year and not more than 8 years from the date of grant of options. Vesting may happen in one or more tranches. The Vesting schedule as decided will be stipulated in the Option letter to be issued to Individual Grantees.</p>
Exercise price or pricing formula	INR 2	INR 2	INR 2
Maximum term of options granted	All Vested Options shall be respectively exercised in one or more tranches within a period of 2 years from the respective dates of Vesting, failing which the Options shall lapse.	All Vested Options shall be respectively exercised in one or more tranches within a period of 7 years from the respective dates of Vesting, failing which the Options shall lapse.	
Source of shares (primary, secondary or combination)	Primary	Primary	Primary
Variation in terms of options	NA	The ESOP Scheme was extended to the employees of subsidiary Companies which was approved by the Members of the Company at the 27th Annual General Meeting held on September 28, 2018.	NA
Method used to account for ESOS -Intrinsic or fair value.	Fair Value	Fair Value	Fair Value
Where the company opts for expensing of the options using the intrinsic value of the options, 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 options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed	The company follows fair value method of accounting	The company follows fair value method of accounting	The company follows fair value method of accounting
<b>Option movement during the year (For each ESOS)</b>			
Number of options outstanding at the beginning of the period	77291	286855	97500
Number of options granted during the year	2525	20000	45000
Number of options forfeited / lapsed during the year	14833	35017	66500
Number of options vested during the year	47126	57668	22167
Number of options exercised during the year	8000	18000	13000

Number of shares arising as a result of exercise of options	8000	18000	13000
Money realized by exercise of options (INR), if scheme is implemented directly by the company	16000	36000	26000
Loan repaid by the Trust during the year from exercise price received	NA	NA	NA
Number of options outstanding at the end of the year	56983	253838	63000
Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock	Weighted Average Exercise Price Rs. 2 per share. Weighted Average Fair Value of Options Rs. 495.30	Weighted Average Exercise Price Rs. 2 per share. Weighted Average Fair Value of Options Rs. 618.41	Weighted Average Exercise Price Rs. 2 per share. Weighted Average Fair Value of Options Rs. 1083.91
Details of SMP for whom options granted to	No grant was made to Senior Management Personnel during the year under review		
any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year;			
Mr.Bhanwar Singh Deora	NIL	NIL	10000
Mr.Shanmugam Ambalam	NIL	20000	30000
identified employees who were granted option, 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	No	No	No
A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information	The fair value of options has been calculated by using Black Scholes Method.	The fair value of options has been calculated by using Black Scholes Method.	The fair value of options has been calculated by using Black Scholes Method.
the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model	Risk free rate is taken as 6% p.a. The weighted average exercise price is Rs. 2 per share. Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date. Expected dividend is Nil	Risk free rate is taken as 6% p.a. The weighted average exercise price is Rs. 2 per share. Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date. Expected dividend is Nil	Risk free rate is taken as 6% p.a. The weighted average exercise price is Rs. 2 per share. Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date. Expected dividend is Nil
the method used and the assumptions made to incorporate the effects of expected early exercise	Nil	Nil	Nil
how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; an	Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date	Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date	Expected volatility was calculated using standard deviation of daily change in stock price for a period of last one year from the Grant date
whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	Nil	Nil	Nil