



JUBILANT INGREVIA LIMITED

(CIN: L24299UP2019PLC122657)

Registered Office: Bhartiagram, Gajraula, District Amroha - 244 223, Uttar Pradesh, India

E-mail: investors.ingrevia@jubl.com, Website: www.jubilantingrevia.com, Phone: +91-5924-267200

Disclosure as per Regulation 14 of SEBI (Share Based Employee Benefits) Regulations, 2014 read with SEBI Circular CIR/CFD/POLICY CELL/2/2015 dated June 16, 2015 as on March 31, 2021

Sr. No.	Particulars	Details
A.	Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time.	Not Applicable
B.	Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Ind AS 33 - Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time.	Not Applicable
C.	Details Related to ESOS	Not Applicable
D.	Details Related to ESPS	Not Applicable
E.	Details related to SAR	Not Applicable

Sr. No.	Particulars	Details
F.	Details related to GEBS/RBS	
(i)	Description of each GEBS / RBS scheme that existed at any time during the year, including the general terms and conditions of each such scheme, including -	<p>Jubilant Ingrevia General Employees Benefit Scheme–2021 (‘JIGEBS-2021’) had been approved by the shareholders of the Company in the Extra-Ordinary General Meeting held on January 18, 2021.</p> <p>The terms and conditions of JIGEBS-2021 are enclosed as Annexure-A.</p>
(a)	Date of shareholders’ approval	January 18, 2021
(b)	Kind of benefits to be granted under the scheme	<p>JIGEBS-2021 had been launched with the objective to provide all kinds of employee welfare benefits including, without limitation, those towards Long Term Service Awards, Chairmen Awards, Education Support, Higher Education Support, Long Term Incentive Schemes, Subsidized Canteen Facility, Subsidized Transport Facility, Uniforms, Family Get Together, Housing Facility, Leave Encashment, Rewards & Recognition, Gifts to Employees, Employee Engagement &</p>

		Training and any other purpose specified by the Nomination, Remuneration & Compensation Committee of the Company
(c)	Beneficiaries of the scheme	Employees of the Company and its subsidiary companies
Sr. No.	Particulars	Details
(d)	Total assets of the scheme	Rs. 1,756.93 million
(e)	Quantum of holding in own shares / listed holding company shares (both absolute and in percentage)	Nil
(f)	Whether scheme is in compliance of regulation 26(2) / 27(3) of the regulations, as applicable	Yes
(g)	Variation in terms of scheme	No
G.	Details related to Trust	
(i)	General information on all schemes	
1	Name of the Trust	Jubilant Ingrevia General Employees Welfare Trust
2	Details of the Trustee(s)	i) Mr. Shyamsundar Bang ii) Mr. Ashwani Malhotra
3	Amount of loan disbursed by company / any company in the group, during the year	Nil
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Nil

5	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	Nil
6	Any other contribution made to the Trust during the year	Nil
Sr. No.	Particulars	Details
(ii)	Brief details of transactions in shares by the Trust	
(a)	Number of shares held at the beginning of the year	Nil
(b)	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	Nil
(c)	Number of shares transferred to the employees / sold along with the purpose thereof	Nil
(d)	Number of shares held at the end of the year	Nil
(iii)	In case of secondary acquisition of shares by the Trust	
	Held at the beginning of the year	Nil
	Acquired during the year	Nil
	Sold during the year	Nil
	Transferred to the employees during the year	Nil
	Held at the end of the year	Nil

The brief provisions of JIGBS are given below:

Purpose and kinds of benefits

JIGEBS would provide all kinds of employee welfare benefits including, without limitation, those towards healthcare (including preventive measures), hospital care, sickness, accident, disability, death, scholarship funds, awarding merit/ performance, education, retention, food, transport, uniforms, leisure, skill development and any other purpose specified by the Compensation Committee of the Company.

Eligibility

- a) Employees of the Company and its subsidiaries would be eligible to avail the benefits of JIGEBS.
- b) The Nomination, Remuneration and Compensation Committee would have the right to define the criteria for determining the class of employees that would be eligible to receive benefits under JIGEBS.
- c) The following persons would not be eligible to participate in JIGEBS:
 - 1. An independent director of the Company, its subsidiaries or the holding company;
 - 2. An employee / director who is a promoter or a person belonging to the promoter group;
 - 3. A director who either himself/herself or through his/her relatives or through anybody corporate, directly or indirectly holds more than 10% of the outstanding equity shares of the Company.

Administration

- a) JIGEBS shall be administered by Jubilant Ingrevia Employees Welfare Trust (“Trust”).
- b) The Nomination, Remuneration and Compensation Committee shall supervise the implementation of the JIGEBS and perform the functions delegated to it under JIGEBS or otherwise delegated by the board and shareholders in respect of JIGEBS.

The quantum of benefits

- a) The maximum amount to be utilized by the Trust for providing benefits under JIGEBS shall be decided by the Nomination, Remuneration and Compensation Committee from time to time, subject to the overall amount approved by the shareholders of the Company.

- b) The maximum quantum of benefits to be provided to one employee shall be decided by the Nomination, Remuneration and Compensation Committee.
- c) The amounts to be apportioned to each kind of employee welfare benefit per year would be determined by the Nomination, Remuneration and Compensation Committee.

Maximum period within which the benefits shall be vested

The maximum period within which the benefits shall be vested will be decided by the Nomination, Remuneration and Compensation Committee on a case to case basis and taking into account the nature of the benefit.

Conditions to be entitled to benefits

The selection of eligible employees or class of eligible employees, as the case may be, shall be made by the Nomination, Remuneration and Compensation Committee.

Status of benefits in case of termination of employment

The same shall be determined by the Nomination, Remuneration and Compensation Committee on a case to case basis.

Employees on long leave

Duly approved long leave of the employees would not have any effect on JIGEBBS as applicable to the concerned employees.

Non transferability of benefits

The benefits granted to an employee under JIGEBBS shall not be transferable.