

**JUBILANT INGREVIA LIMITED****(CIN: L24299UP2019PLC122657)**

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**Disclosure as per Regulation 14 of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as on March 31, 2023**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Plan 2021</b>
<b>A.</b>	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	Relevant disclosures are given in Note 46 of Standalone Financial Statements and Note 43 of Consolidated Financial Statements for the year ended March 31, 2023.
<b>B.</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.	The Basic and Diluted EPS has been disclosed in accordance with the Ind AS 33 in the Financial Statements for the year ended March 31, 2023.
<b>C.</b>	<b>Details Related to ESOS</b>	
(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including -	
a)	Date of shareholders' approval	May 22, 2021
b)	Total number of options approved under ESOS	15,00,000
c)	Vesting requirements	The information is given in Note 46 of Standalone Financial Statements and Note 43 of Consolidated Financial Statements for the year ended March 31, 2023.

Sr. No.	Particulars	Plan 2021
d)	Exercise price or pricing formula	Exercise price shall not be higher than the market price (i.e. latest available closing price on a recognized stock exchange having the highest trading volume on which the equity shares of the Company are listed) of the equity shares at the time of grant and not less than face value of the equity shares of the Company.
e)	Maximum term of options granted	8 Years from the Grant date
f)	Source of shares (primary, secondary or combination)	Secondary
g)	Variation in terms of options during the Financial Year 2022-23	Nil
ii)	Method used to account for ESOS - Intrinsic or fair value.	Fair value
iii)	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.	Not Applicable. As per IND AS requirement, the company has used the fair value method.
iv)	Option movement during the year (For each ESOS):	
	Number of options outstanding at the beginning of the period	110,936
	Number of options granted during the year	131,932
	Number of options forfeited / lapsed during the year	10,989
	Number of options vested during the year	15,456
	Number of options exercised during the year	2,370
	Number of shares arising as a result of exercise of options	2,370
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Not Applicable since currently the Scheme is implemented through Trust

	Loan repaid by the Trust during the year from exercise price and dividend received	N.A	
	Number of options outstanding at the end of the year	229,509	
	Number of options exercisable at the end of the year	13,086	
v)	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.	The information is given in Note 46 of Standalone Financial Statements and Note 43 of Consolidated Financial Statements for the year ended March 31, 2023.	
vi)	Employee-wise details of Options granted during FY 2022-23 to:		
8	<b>Senior Management Personnel (as on March 31, 2023):</b>		
	<b>Name</b>	<b>Designation</b>	<b>No. of options granted during the FY 2022-23</b>
			<b>Exercise Price (INR)</b>
	Praveen Kumar Gupta	Director - Jubilant Agro Sciences Limited (formerly Jubilant Crop Protection Limited)	1910
	Gayatri Taragi	Director - Jubilant Agro Sciences Limited (formerly Jubilant Crop Protection Limited)	1187
	Arvind Chokhany	Director - Jubilant Agro Sciences Limited (formerly Jubilant Crop Protection Limited)	14,702
			6881
	K V S Satish Kumar	Director - Jubilant Infrastructure Limited	1520
	Laxshmivaranhan Ramasubramani	Director - Jubilant Infrastructure Limited	1465
	Chandan Singh Sengar	Co CEO	7866
			32675
	Rajesh Kumar Srivastava	CEO & Managing Director	15784
			1063
	Anil Khubchandani	Co CEO & Whole-time Director	7580
	Vivek Prakash	Vice President & Head - CSR	1885

Sumit Das	Senior Vice President & SBU Head - Nutrition & Health Ingredients	2787	1
Prasad Vasant Joglekar	President - Supply Chain	4507	1
M N Nataraj	SVP - Projects and Design	3315	1
Ashish Kumar Sinha	VP & SBU Head- Animal & Human Nutrition & Health Solutions	2922	1
Sivakumar Shanmugam	Vice President & Head- Quality & Regulatory Affairs	1814	1
Gopalakrishnan Kasiraman	EVP & Head - Corporate Affairs	3004	1
Prakash Chandra Bisht	President & Chief Financial Officer	6613	1
Devarajan Jagannathan	EVP & Head - Indirect Taxation	1606	1
Sanjay Gupta	EVP & Head - Legal	1745	1
Vinita Koul	SVP & Head HR	2879	1
Vijay Kumar Srivastava	President-Operations	6222	1
	<b>Total</b>	<b>131932</b>	
<b>Any other employee who received a grant in any one year of Options amounting to 5% or more of Options granted during that year:</b>			
<b>Name</b>	<b>Designation</b>	<b>No. of options granted during the FY 2022-23</b>	
Arvind Chokhany	Director - Jubilant Agro Sciences Limited (formerly Jubilant Crop Protection Limited)	21583	
Chandan Singh Sengar	Co CEO	7866	
Rajesh Kumar Srivastava	CEO & Managing Director	49522	
Anil Khubchandani	Co CEO & Whole-time Director	7580	
Prakash Chandra Bisht	President & Chief Financial	6613	

		Officer	
	<b>Identified employees who are granted Options, 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 - NIL</b>		
vii)	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:		
a)	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;	Expected volatility	41.85% - 46.93%
		Risk free interest rate	5.22% - 7.48%
		Exercise price (Rs.)	1.00 - 571.85
		Expected dividend yield	0.65% - 1.06%
		Expected life of options (years)	3.50 - 5.50
b)	Method used and the assumptions made to incorporate the effects of expected early exercise;	Fair Value	
c)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	<p>Expected volatility was based on an evaluation of the historical volatility of the share price, particularly over the historical period commensurate with the expected term. The expected term of the instruments has been based on historical experience and general option holder behaviour.</p> <p>For more details, please refer Note no. 46 of the Notes to Standalone Financial Statements and Note no. 43 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2022-23 of the Company.</p>	
d)	Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition	Not Applicable	
e)	Disclosures in respect of grants made in three years prior to IPO under each ESOS	Not Applicable	

<b>D.</b>	Details related to ESPS	Not Applicable
<b>E.</b>	Details related to SAR	Not Applicable
<b>F.</b>	Details related to GEBS / RBS:	
<b>i)</b>	The Company do not have any Retirement Benefit Scheme. A description of each GEBS scheme that existed at any time during the year, including the general terms and conditions of each such scheme, including -	
a)	Date of shareholders' approval	January 18, 2021
b)	Kind of benefits to be granted under the scheme	Jubilant Ingrevia General Employees Benefits Scheme - 2021 provides healthcare benefits, hospital care or benefits, or benefits in the event of sickness, accident, disability, death or scholarship funds and other benefits specified by the Company to the eligible employees of the Company.
c)	Beneficiaries of the scheme	Employees of the Company and its subsidiaries
d)	Total assets of the scheme	Nil
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) of the regulations, as applicable	N.A
g)	Variation in terms of scheme	Nil
<b>G.</b>	<b>Details related to Trust</b>	
<b>i)</b>	General information on all schemes	
1.	Name of the Trust	Jubilant Ingrevia 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	
<b>ii)</b>	Brief details of transactions in shares by the Trust -		
	Number of shares held at the beginning of the year	3,12,000	
	Number of shares acquired during the year through	Primary issuance:	Nil
		Secondary acquisition:	-
		Percentage of paid up equity capital as at the end of the previous financial year:	0.20%
		Weighted average cost of acquisition per share:	-
	Number of shares transferred to the employees / sold along with the purpose thereof;	2,370	
	Number of shares held at the end of the year.	309,630	
<b>iii)</b>	In case of secondary acquisition of shares by the Trust:		
	<b>Particulars</b>	<b>Number of shares</b>	<b>As a % of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained (Note-1)</b>
	Held at the beginning of the year	3,12,000	0.20%
	Acquired during the year	-	-
	Sold during the year	-	-
	Transferred to the employees during the year	2370	negligible
	Held at the end of the year	309,630	0.20%