

**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, 2022**

<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 49 of Standalone Financial Statements and Note 46 of Consolidated Financial Statements for the year ended March 31, 2022.
<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, 2022.
<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 49 of Standalone Financial Statements and Note 46 of Consolidated Financial Statements for the year ended March 31, 2022.

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 2021-22	-
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	Nil
	Number of options granted during the year	1,19,932
	Number of options forfeited / lapsed during the year	8,996
	Number of options vested during the year	Nil
	Number of options exercised during the year	Nil
	Number of shares arising as a result of exercise of options	Nil
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Nil

	Loan repaid by the Trust during the year from exercise price and dividend received	Nil			
	Number of options outstanding at the end of the year	1,10,936			
	Number of options exercisable at the end of the year	Nil			
v)	Weighted-average exercise prices and weighted- average fair values of Options:				
	<b>For Outstanding options</b>	<b>Grant - I</b>	<b>Grant - II</b>	<b>Grant - III</b>	<b>Grant - IV</b>
	Weighted-average exercise prices	1.00	571.85	1.00	566.30
	Weighted- average fair values of Options	558.21	264.89	552.67	261.44
vi)	Employee-wise details of Options granted during FY 2021-22 to:				
	<b>Senior Management Personnel (as on March 31, 2022):</b>				
	<b>Name</b>	<b>Designation</b>		<b>No. of options granted during the FY 2021-22</b>	
	Mr. Anil Khubchandani	President – Specialty Chemicals		5,183 @ Re. 1 per option	
	Mr. R. Kumar	President – Nutrition & Health Solutions		4,582 @ Re. 1 per option	
	Mr. Prakash Chandra Bisht	President & Chief Financial Officer		5,354 @ Re. 1 per option	
	Mr. Prasad Vasant Joglekar	EVP & Head - Supply Chain & External		2,511 @ Re. 1 per option	
	Mr. Gopalakrishnan Kasiraman	SVP & Head – Corporate Affairs		2,374 @ Re. 1 per option	
	Mr. Vivek Prakash	Vice President & Head – CSR		1,433 @ Re. 1 per option	
	Mr. Dhileep Krishnamurthy	EVP & Chief Scientific Officer		3,961 @ Re. 1 per option	
	Ms. Vinita Koul	Head HR		2,158 @ Re. 1 per option	
	Mr. Sanjay Gupta	SVP & Head- Legal		1,380@ Re. 1 per option	
	Mr. Dcvarajan Jagannathan	SVP-Indirect Taxation		1,260 @ Re. 1 per option	
	Mr. Praveen Kumar Gupta	Sr. VP & Head –Direct Taxation		1,479 @ Re. 1 per option	

	Mr. Umesh Mehta	Chief Information Officer	1,435 @ Re. 1 per option		
	Ms. Gayatri Taragi	VP & Head- Compensation & benefits	848 @ Re. 1 per option		
<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 2021-22</b>		
	Mr. Rajesh kumar Srivastava	CEO & Managing Director	26,641 @ Rs. 571.85 per option 12,600 @ Re. 1 per option		
	Mr. Arvind Chokhany	Group CFO- Jubilant Bhartia Group	12,469 @ Rs. 566.30 per option 5,881 @ Re. 1 per option		
	Mr. Chandan Singh Senger	President – Life Science Chemicals	6,398 @ Re. 1 per option		
	Mr. Anant Pande	President & Chief Of Operations	7,028 @ Re. 1 per option		
	Mr. Ajay Khanna	Chief-Strategic & Public Affairs	5,026 @ Rs. 566.30 per option 2,370 @ Re. 1 per option		
	Ms. Rohini Seth	Chief of Human Resources	5,138 @ Rs. 566.30 per option 2,423 @ Re. 1 per option		
<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)	Description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:				
a)	Fair value has been calculated using the Black-Scholes-Merton option-pricing model. Assumption used in the model are as follows:	<b>Grant-I</b>	<b>Grant-II</b>	<b>Grant-III</b>	<b>Grant-IV</b>

	Share price (at the time of grant of options)	571.85	571.85	566.30	566.30
	Exercise price	1.00	571.85	1.00	566.30
	Expected volatility	46.20%	44.22% - 46.93%	45.58%	43.75% - 46.26%
	Expected option life	3.50	4.5 - 5.5	3.50	4.5 - 5.5
	Expected dividends	0.65%	0.65%	0.65%	0.65%
	Risk-free interest rate	5.22%	5.62% - 6.09%	5.35%	5.78% - 6.18%
	Any other input to the Model	Nil			
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	Expected volatility is based on the historical volatility of stock price of Jubilant Pharmova Limited (the demerged company) applicable to the total expected life of each option.			
d)	Whether and how any other features of the option grant 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			

Sr. No.	Particulars	Plan 2021
<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>	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 No benefit granted under the Scheme during the FY 2021-22	
f)	Whether scheme is in compliance of regulation 26(2) of the regulations, as applicable	Yes	
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	Nil	
	Number of shares acquired during the year through	Primary issuance:	Nil
		Secondary acquisition:	3,12,000
		Percentage of paid up equity capital as at the end of the previous financial year:	0.20%

		Weighted average cost of acquisition per share:	Rs.585.22
	Number of shares transferred to the employees / sold along with the purpose thereof;	Nil	
	Number of shares held at the end of the year.	3,12,000	
<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	NIL	NIL
	Acquired during the year	3,12,000	-
	Sold during the year	-	-
	Transferred to the employees during the year	-	-
	Held at the end of the year	3,12,000	0.20