Employees Stock Option Plan
Disclosure Pursuant to Regulation 14 of Securities and Exchange Board of India SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and rule 12 of the Companies (Share Capital and Debentures) Rules, 2014.

1. GENERAL DISCLOSURES

a. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time –

Members may refer to Note no 2.12 of Significant Accounting Polices and Note No 40 of the audited standalone financial statement prepared as per Indian Accounting Standard (Ind-AS) for the year 2021-22.

b. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Indian Accounting Standard 33- Earnings per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.

The diluted Earnings per Share (EPS) pursuant to issue of shares on exercise of options under ESOP 2020 calculated in accordance with Ind AS-33 is Rs. 3.97. Refer Note no 36 of the audited standalone financial statement.

2. SCHEME SPECIFIC DISCLOSURES

c. Details related to Employee Stock Option Plan ("ESOP 2020")

A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including –

i) A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including –		
Sr. No.	**Particulars**	**Details/ Disclosures**
a.	Date of Shareholder's Approval	29th September, 2020
b.	Total number of options approved under ESOP 2020	1,00,00,000 (One Crore**)**
c.	Vesting requirements	2 years Six months/ (30 months) from the date of grant
d.	Exercise price or pricing formula	The Exercise Price shall be determined by the Nomination and Remuneration Committee subject to the price not being lower than face value or higher than fair market value as on date of Grant of

		Options.
e.	Maximum term of options granted	2 years Six months from the Vesting Date.
f.	Sources of Share (Primary, Secondary or Combination)	Primary
g.	Variation in terms of Options	Nil
ii) Method used to account for ESOP - Intrinsic or fair value		
Method used to account for ESOP 2020		Fair Value Method
(iii) Where the company opts for expensing of the options using the intrinsic value of the options		NA
(iv) Option movement during the year		
a	Number of options outstanding at the beginning of the period	NA
b	Number of options granted during the year	70,673 (Grant Date 17th January, 2022)
c	Number of options forfeited / lapsed during the year	Nil
d	Number of options vested during the year	Nil
e	Number of options exercised during the year	Not exercised as the options are not yet vested
f	Number of shares arising as a result of exercise of options	NA
g	Money realized by exercise of options (INR), if scheme is implemented directly by the company	NA
h	Loan repaid by the Trust during the year from exercise price received	NA
I	Number of options outstanding at the end of the year	70,673
j	Number of options exercisable at the end of the year	Nil. As there are Nil vested options as on March 31, 2022 which is available for exercise.
v) Weighted-average exercise prices and weighted –average fair value of options		
a	Weighted-average exercise prices and	Rs 125.00 per share Face Value of Rs. 2/-
b	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.	Rs 75.80
vi) Employees Details who were granted options during the year		

a	Key Managerial Personnel and Senior Managerial Personnel	
	Andrew Manager - Operation & Supply Chain 1,029; Ketan Finance Controller -1,979; Hemant Company Secretary 588; Manoj Sr.Manager 1,122; Kishor Kadam Manager- 702; Ramesh Manager -729; Arindam CEO -20,000; Gorakh Manager-888; Phoolchand Asst. Manager -762; Archana -1,800; Jyotsna Sr. Purchase Executive - 469; Mahesh Export Executive -672; Hitesh Manager -807;Ramesh Manager -710; Bipin Manager -1,640; Dilip Accountant- 505; Ratanlal Manager -544; Purva Manager, Compliance -520; Raghunath Chemist -375; Amruta Asst.Manager -570; Jaysingh Asst.Manager -395; Tushar Store Executive -330; Krishnachand Supervisor -433; Manturam Supervisor - 550; DeviPrasad Sr.Lab Chemist -371; Sandeep Back Office Assistant -368; Mahadev Maintenance In-charge -280; Niteen Head 850; R. Manivasagam Senior Manager -1,174 ; BV Ramesh Manager - 1,160; Shrikant Manager - Technical -907; Mohmed Manager – Printing -500; Suhelahmed Regional Head -1,170; Atul Manager -957; Harish Manager -1,849; Machindera Manager - 500; Ranjana 400; Laxmiben -1,000. Exercise Price- Rs. 125/- per Share	
b	Employee who received grant in any one year equal to or more than 5% of Options granted during the Year	Arindam, - 20,000
c	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	NIL
vii) A description of the method and significant assumptions used to estimate fair value of options		
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	

Sr. No.	Method	Disclosure
1	Grant date share price (Rs. Per share)	152.30
2	Exercise price (Rs. Per share)	125.00
3	Expected volatility	60% p.a.
4	Expected Option life (Years)	3 years
5	Expected Dividends	0.2% p.a.
6	Risk-free interest rate	5.12% p.a.

b	the method used and the assumptions made to incorporate the effects of expected early exercise	At present the company does not have any plan of early exercise.
c	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	This volatility is estimated from the annualised standard deviation of the continuously compounded returns drawn from daily stock prices over a 3-year period before the grant date.
d	Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	No other features apart from that disclosed above were incorporated into the measurement of fair value of the option/offer.
Disclosures in respect of grants made in three years prior to IPO under each ESOP		N.A.

For FINEOTEX CHEMICAL LIMITED

SD/-

Sanjay Tibrewala
Executive Director