

FOR THE YEAR ENDED 31ST DECEMBER, 2020

Disclosures pursuant to the SEBI (Share Based Employee Benefits) Regulations, 2014

		Employees Stock Option Scheme 2007											Employees Stock Option Scheme 2015		
a)	Date of shareholders' approval	25 th July, 2007 29 th July, 2008 and 2 nd August 2011											15 th September, 2015		
b)	Total number of options approved under ESOS	4,393,489											3,231,147		
c)	Vesting requirements	The Options granted would vest within such time from the date of Grant and in such number of installments and subject to such terms as the Remuneration /Compensation Committee/Nomination and Remuneration Committee may decide, in its absolute discretion from time to time, of the Grant of the Options, subject to a minimum vesting period of one year.													
d)	The Exercise Price or pricing formula	1 st Tranche	2 nd Tranche		3 rd Tranche	4 th Tranche	5 th Tranche	6 th Tranche	7 th Tranche	8 th Tranche	Stock options Granted pursuant to the Composites Scheme & Integrated Scheme of Amalgamation			1 st Tranche	2 nd Tranche
	No. of Options granted	3,84,000	3,91,000	12,000	2,50,000	2,45,000	5,00,000	93,000	20,00,000	5,89,883	20,697	1,51,940	54,670	1,241,280	350,000
	price per share	Rs. 197/- at a fixed price as per the Scheme	Rs. 83/- at a fixed price as per the scheme	Rs. 197/- at a fixed price as per the scheme	at a Discount of 15% on the average price preceding the specified date – 9 th May, 2008	at a Discount of 15% on the average price preceding the specified date – 29 th July, 2008	at a Discount of 15% on the average price preceding the specified date – 26 th August, 2008	at a Discount of 15% on the average price preceding the specified date – 12 th May, 2010	at a Discount of 15% on the average price preceding the specified date - 1 st April, 2011	at a Discount of 15% on the average price preceding the specified date – 20 th January, 2012	at Rs. 52.67/- to eligible stock option holders of MCL (Amalgamated Co.)	at Rs. 34.86/- to eligible stock option holders of MUSCO (Amalgamated Co.)	at Rs. 25.70/- to eligible stock option holders of MUSCO (Amalgamated Co.)	Rs. 150/- at a fixed price	Rs. 150/- at a fixed price
		Average price – Average of the daily high and low of the prices for the Company's Equity Shares quoted on Bombay Stock Exchange Limited during the 15 days preceding the specified date.									In terms of the Composites Scheme & Integrated scheme the exercise price of the options granted was adjusted so			The Exercise Price for the purpose for Grant of Options was decided by the Board on	

		Employees Stock Option Scheme 2007	Employees Stock Option Scheme 2015
			that the total exercise price payable by an Eligible Employees under the erstwhile Stock Option Scheme of Amalgamated Companies is equivalent to the exercise payable for the options granted by the Company.
		Specified date - Date on which the Remuneration/Compensation Committee granted the Options.	-----
e)	\$Maximum term of Options granted	<p>The options granted vest in four equal tranches of 25% each on expiry of 12 months, 24 months 36 months and 48 months respectively from the date of grant.</p> <p>Options vested shall be exercised over a period of Five (5) years from the date of vesting of Options or such other extended period as may be decided by the Remuneration/Compensation.</p> <p>The Options remaining unexercised at the end of five (5) years from the date of each vesting (or such extended period/s as may have been decided by the Remuneration/Compensation Committee), shall lapse.</p>	<p>The options granted vest in three equal tranches of 33.33% each on expiry of 12 months, 24 months and 36 months respectively from the date of grant.</p> <p>Options vested shall be exercised over a period of four (4) years from the date of vesting of Options or such other extended period as may be decided by the Nomination and Remuneration Committee.</p> <p>The Options remaining unexercised at the end of four (4) years from the date of each vesting (or such extended period/s as may have been decided by the Nomination and Remuneration Committee), shall lapse</p>

		Employees Stock Option Scheme 2007	Employees Stock Option Scheme 2015
f)	Source of shares	Primary	Primary
g)	Variation of terms of options	During the year under no variations made under ESOS-2007.	During the year under no variations made under ESOS-2015.
h)	Method used to account for ESOS - Intrinsic or fair value.	Intrinsic value	Fair Value
i)	Where the Company has calculated the employee compensation cost using the intrinsic value of the stock Options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognised 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 has adopted IND AS (Indian Accounting Standard) w.e.f. 1 st January, 2016. According to Para 10 and 11 of the IND AS 102 Share Based Payment, for ESOS- 2015 the Company has adopted the Fair Value Method to value its options.
j)	Number of Options outstanding at the beginning of the period	48,365	3,72,199
k)	Number of Options granted during the year	Nil	Nil
l)	Number of Options forfeited/lapsed during the year	48,176	8,334
m)	Number of Options vested during the year	Nil	Nil
n)	Number of Options exercised during the year	Nil	Nil
o)	Number of shares arising as a result of exercise of option	Nil	Nil
p)	Money realised by exercise of options	Nil	Nil
q)	Loan repaid by the Trust during the year from exercise price received	Not applicable, since the scheme is directly implemented by the Company.	Not applicable, since the scheme is directly implemented by the Company.
r)	@Total number of options outstanding at the end of the year	189	3,63,865
s)	@ Total number of options exercisable at the end of the year	189	3,63,865
t)	Employee-wise details of Options granted to:		
	i) Senior managerial personnel	As per statement attached	As per statement attached
	ii) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year,	None	None
	iii) 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.	None	None

		Employees Stock Option Scheme 2007	Employees Stock Option Scheme 2015
			Not Applicable
u)	A description of the method and significant assumptions used during the year to estimate the fair values of options, including the following weighted-average information:	Not applicable since no fresh grant was made during the year	Not applicable since no fresh grant was made during the year
	i) values of share price		
	ii) exercise price		
	i) risk-free interest rate,		
	ii) expected option life		
	iii) expected volatility		
	iv) expected dividends and		
	v) The price of the underlying share in market at the time of option grant.		
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.	Not applicable since no fresh grant was made during the year	Not applicable since no fresh grant was made during the year
w)	the method used and the assumptions made to incorporate the effects of expected early exercise;	Not Applicable	Not Applicable
x)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility;	Not Applicable	Not Applicable
y)	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	Not Applicable
z)	Disclosures in respect of grants made in three years prior to IPO under each ESOS	Not applicable	Not applicable
aa)	Diluted Earnings Per Share (EPS) pursuant to issue of share on exercise of option calculated in accordance with Accounting Standard (AS) 20 'Earnings per Share'.	Rs. 1.95/-	

* denotes amount less than Rs. 50,000/- towards difference between the employee compensation cost computed using the intrinsic value of the Options and the fair value of the Options.

@ All the options granted under Employees Stock Option Scheme 2007 has been vested and the figures reported above are of outstanding exercisable vested options as on 31st December, 2018.

\$ The Stock Options granted pursuant to the Composites Scheme & Integrated Scheme of Amalgamation remain vested for the remaining tenure pursuant to erstwhile Stock Option Scheme of Amalgamated Companies.

FOR THE YEAR ENDED 31ST DECEMBER, 2020

STATEMENT ATTACHED TO DISCLOSURE PURSUANT TO THE SEBI (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014

Name of the Senior Managerial Persons of the Company to whom Stock Options have been granted	Employees Stock Option Scheme 2007				Employees Stock Option Scheme 2015
	Options granted in 2007-08 ^{###}	Options granted in 2008-09	Options granted in 2011-12	Options Granted Against ESOPs held in MCL !	Options Granted in FY Dec 2016
Exercise price of each option granted	Rs. 197/- & Rs. 83/-	Rs. 109/-	Rs. 57/- & Rs. 44/-	Rs. 52.67/-	Rs. 150/-
Mr. Hemant Luthra – Chairman and Executive Director	2,00,000	Nil	Nil	5,220	416,700
@ Mr. K. Ramaswami – Managing Director	Nil	Nil	3,00,000	Nil	133,330
@ Mr. Deepak Dheer	Nil	75,000	1,25,000	Nil	Nil
\$ Mr. Zhooben Bhiwandiwala	10,000	10,000	#15,000	Nil	Nil
@ Mr. Nikhilesh Panchal	10,000	10,000	#15,000	Nil	Nil
@ Mr. V. K. Chanana	10,000	10,000	#15,000	Nil	Nil
@ Mr. Fali Mama	10,000	10,000	#15,000	Nil	Nil
@ Mr. Mohit Burman	10,000	10,000	#15,000	Nil	Nil
@ Mr. Harald Korte	10,000	Nil	#15,000	Nil	Nil
@ Mr. Piyush Mankad	Nil	10,000	15,000	Nil	Nil
^ Mr. Daljit Mirchandani – Independent Director	Nil	10,000	15,000	Nil	Nil
@ Mr. Oliver Scholz	Nil	10,000	#15,000	Nil	Nil
@ Mr. S. Ravindran	*40,000	Nil	Nil	Nil	Nil
@ Mr. R.R.Krishnan	*10,000	Nil	Nil	2,250	Nil
@@Mr. Romesh Kaul - Chief Executive – Composites, Stamping and Forgings Division	N.A.	N.A.	N.A.	N.A.	133,330
@@Mr. K. Jayaprakash - Chief Financial Officer	N.A.	N.A.	N.A.	N.A.	25,830
@@Mr. Pedro Echegaray	N.A.	N.A.	N.A.	N.A.	187,500
@@Mr. Vikas Chandra Sinha - Sr. Vice President – Strategy	N.A.	N.A.	N.A.	N.A.	52,100

@ Ceased to be director of the Company.

* The Options have lapsed since the concerned Directors have resigned before vesting of the same.

7,500 Options each have lapsed since the concerned Directors have resigned before vesting of the same.

\$ He ceased to be Director of the Company w.e.f. 4th October, 2013 and was re-appointed as Director w.e.f. 29th July, 2014.

Unexercised portion of first two tranche vested have lapsed due to non-exercise of options by the Directors.

! These Options were granted in lieu of the Options held in Mahindra Composites Limited which was amalgamated with the Company as per the Scheme of Amalgamation. These options were vested in three equal installments on July, 2010, July 2011 and July, 2012 respectively. These Options can be exercised within five years from the date of vesting of the Options at an Exercise Price Rs. 52.67/-per share.

^ The options were granted to before the Companies Act 2013 and Listing Regulations came into force. The Independent Directors not entitled to any stock options w.e.f. 1st April, 2014.

@@ The options were granted to them as employee of Mahindra & Mahindra Limited (M&M) which was the holding company of Mahindra CIE when the options were granted. The Company has not granted any options under Employees Stock Option Scheme 2007, during their employment with the Company.