# Disclosure pursuant to Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 as on March 31, 2022

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#### A. Summary

As on March 31, 2022, the Company has the following Schemes as given below:

- 1. Employee Stock Option Scheme 2013 ("Scheme 2013");
- 2. Aditya Birla Fashion and Retail Limited Employee Stock Option Scheme 2017 ("Scheme 2017");
- 3. Aditya Birla Fashion and Retail Limited Stock Appreciation Rights Scheme 2019 ("SARs Scheme 2019") and
- 4. Aditya Birla Fashion and Retail Limited Employee Stock Option Scheme 2019 ("Scheme 2019").

Accordingly, the disclosures pertaining to stock options granted by the Company under the aforesaid Schemes and as required under the applicable provisions of the Companies Act, 2013 and the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2015, along with similar disclosures pertaining to SARs granted as aforesaid are provided herein below.

- B. Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by Institute of Chartered Accountants of India ("ICAI") or any other relevant accounting standards as prescribed from time to time. The disclosures are provided in the note 43 to the Standalone financial statements of the Company for the year ended March 31, 2022.
- C. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations, in accordance with 'Indian Accounting Standard 20 Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time.
   ₹ 8.23 loss per share.

#### D. (i) Details related to Scheme 2013 of the Company:

		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
Sr.	Particulars			Scheme 2013						
no.		Opt	ions		RSUs					
		Tranche 1	Tranche 2	Tranche 1	Tranche 2	Tranche 3				
(i)	Description of the Scheme / Plan that existed	d at any time during	the year, including	, the general terms a	nd conditions					
	(a) Date of shareholder's approval			August 23, 2013						
	(b) Total number of options / RSUs approved			17,68,300						
	(c) Date of Grant	October 25, 2013 June 10, 2014 October 25, 2013 June 10, 2014 May 11, 2								
	(d) Vesting requirements			not earlier than 1 (one of 25% of the options of						
		under Tranche	3, pursuant to the (	of 3 (three) years from th Composite Scheme, w date of original grant by	ere vested as per th	ne original vesting				
		Further, the vesting time to time.	g is subject to meet	ing of the performan	ce conditions fixed	by the NRC, from				

Sr.	Particulars			Scheme 2013		
no.		Opt	ions		RSUs	
		Tranche 1	Tranche 2	Tranche 1	Tranche 2	Tranche 3
	(e) i. Exercise price	₹102.10	₹118.20	₹10	₹10	₹10
	ii. Pricing formula	Exchange of India	closing price of the a Limited ("NSE") on rice for each optior	October 24, 2013 (		
			osing price of the e ant date) was fixed as			on June 9, 2014
			the equity shares d under Tranche 1,		vas fixed as the e	xercise price for
	(f) Maximum term	5 (five) years from	the date of vesting	5.		
	(g) Source of shares	Primary				
	(h) Variation in terms	Nil				
(ii)	Method used to account - Intrinsic or fair value	Fair Value Metho	d			
(iii)	As the company has opted for expensing	g of the options us	sing the fair value	of the options and	d RSUs	
	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			N.A.		
	The impact of this difference on profits and on EPS of the Company					
(iv)	Movement during the year					
	Number of options and RSUs outstanding at the beginning of the period	12,129	-	-	-	
	Number of options and RSUs granted during the year	-	-	-	-	
	Number of options and RSUs forfeited / lapsed during the year	-	-	-	-	
	Number of options and RSUs vested during the year	-	-	-		

Sr.	Particulars			Scheme 2013		
no.		Opt	tions		RSUs	
		Tranche 1	Tranche 2	Tranche 1	Tranche 2	Tranche 3
	Number of options and RSUs exercised during the year	4,603	-	-	-	
	Number of shares arising as a result of exercise of options and RSUs	4,603	-	-	-	
	Money realized by exercise of options and RSUs, if Scheme is implemented directly by the Company	4,69,966.30	-	-	-	
	Loan repaid by the Trust during the year from exercise price received			N.A.		
	Number of options and RSUs outstanding at the end of the year	7,526	-	-	-	
	Number of options and RSUs exercisable at the end of the year	7,526	-	-	-	
(v)	Weighted-average exercise prices ("WAEP")	and weighted-ave	rage fair values ("	WAFV") of options a	nd RSUs	
	Where exercise price is less than the	N	.A.	WAEP = ₹ 10	WAEP = ₹ 10	WAEP = ₹ 10
	market price of the stock			WAFV = ₹ 95.90	WAFV = ₹ 111.75	WAFV =₹142.63
	Where exercise price equals the market price of the stock	WAEP = ₹ 102.10 WAFV = ₹ 52.96	WAEP = ₹ 118.20 WAFV = ₹ 59.32		N.A.	
	Where exercise price is more than the market price of the stock			N.A.		
(vi)	Employee wise details (name of employee, RSUs granted to	designation, numbe	r of options and RSI	Js granted during th	ne year, exercise price	e) of options and
	(a) Senior Managerial Personnel	Nil				
	(b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	Nil				

r.	Particulars			Scheme 2013				
о.		Opti	ons		RSUs			
		Tranche 1	Tranche 2	Tranche 1	Tranche 2	Tranche 3		
	(c) Identified employee 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							
vii)	A description of the method and		oles					
	significant assumptions used during the year to estimate the fair value of options and RSUs including the following information	i) Expected divide	end yield; ility and	mate the fair value	e are as follows:			
	(a) The weighted-average values of	<ol> <li>Expected volati peer group's st date of grant a</li> </ol>	lity of the Company ock on NSE based	needs to be consid y's stock price is bas d on the price data <u>is listed for a few m</u> ₹ 95.90	ed on the Compan of the last three	y's comparable years upto the		
	share price							
	Exercise price	₹ 102.10	₹118.20	₹10	₹10	₹10		
	Expected volatility	45.93%	44.77%	45.93%	44.77%	37.41%		
	Expected life	Period upto the ves	sting date + Average	e of the exercise peri	iod corresponding t	o each vesting		
	Expected dividends			Nil				
	Risk-free interest rate	8.58%	7.91%	8.58%	7.91%	7.37%		
	Any other inputs to the model			N.A.				
	(b) The method used and assumptions made to incorporate the effects of expected early exercise							
	(c) How expected volatility was	Expected volatility	/ of the Company	y's stock price is l d on the price data		nparable peer		

Sr.	Particulars	Scheme 2013							
no.		Opt	ions		RSUs				
		Tranche 1	Tranche 2	Tranche 1	Tranche 2	Tranche 3			
	(d) Whether and how any other features	similar to the life		ssumptions that the difference of the difference					
	(d) Whether and how any other features of the options, RSUs and SARs grant were incorporated into the		have been conside ice of the Compar		on the date previo	ous to the grant			
	measurement of fair value, such as a market condition	dividend. Acco expected divid iii. Yield of Subsid (i.e. Government various matur iv. The expected expectations a v. The expected period similar not necessaril	ordingly, no adjust dend yield over the diary General Ledge securities issued by RB ities representing t life of the options and is not necessar volatility reflects t	ment is made to the expected life of the er ("SGL") transaction on behalf of Government the risk-free interests and RSUs is base rily indicative of exec the assumptions the and RSUs is indication	ne aforesaid closi e options and RSU is in government ment of India in deman st rate. d on historical da ercise patterns that hat the historical	ng price for the Js. dated securities erialized form) for ata and current at may occur. volatility over a			

## D. (ii) Details related to Scheme 2017 of the Company

Sr.	Particulars				Schon	ne 2017					
No.	r al ticulai s		Ont	ions	Schen	112 2017					
			Ορι	ions			K:	SUs			
		Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4		
(i)	Description of the Scheme	e, Plan that e	xisted at any	time during	the year, ind	cluding the ge	eneral terms	and conditio	ons		
	(a) Date of shareholder's approval		August 23, 2017								
	(b) Total number of options / RSUs approved				1,15,	73,960					
	(c) Date of grant	September 8, 2017	October 27, 2017	February 2, 2018	April 18, 2018	September 8, 2017	October 27, 2017	February 2, 2018	April 18, 2018		
	(d) Vesting requirements					year, within a ested each ye		(five) years fro	om the gran		

Sr.	Particulars				Schen	ne 2017								
Sr. No.			Opt	ions			R	SUs						
		Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4					
		(ii) RSUs gra	nted shall ve	st at the end	of 3 (three) ye	ars from the	grant date.							
		Further, ves time.	ting is subje	ct to meeting	g of the perfo	ormance con	ditions fixed	by the NRC,	from time to					
	(e) i. Exercise price	₹178.30	₹148.10	₹163.60	₹150.80	₹10	₹10	₹10	₹10					
	ii. Pricing formula	Options:												
			<u>Tranche 1</u> - The closing price of the equity shares of the Company on NSE on September 7 (a day prior to the grant date) was fixed as the exercise price for each option.											
			• The closing the grant date) \					NSE on Octo	ber 26, 2017					
			ranche <u>3</u> - The closing price of the equity shares of the Company on NSE on February 1, 2018 day prior to the grant date) was fixed as the exercise price for each option.											
			ranche <u>4</u> - The closing price of the equity shares of the Company on NSE on April 17, 2018 day prior to the grant date) was fixed as the exercise price for each option.											
		RSUs:												
		The face val	ue of the equ	ity shares of	the Compan	y was fixed a	s the exercise	e price for ead	ch RSU.					
	(f) Maximum term	5 (five) years	from the dat	e of vesting.		-								
	(g) Source of shares	Primary												
	(h) Variation in terms	Nil												
(ii)	Method used to account - Intrinsic or fair value	Fair Value N	lethod											
(iii)	As the company has opted	d for expensi	ng of the opt	ions using th	ne fair value	of the optior	ns and RSUs							
	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				N	I.A.								
	The impact of this difference on profits and on EPS of the Company													

Sr.	Particulars				Schem	ne 2017			
No.			Opt	ions			RS	SUs	
		Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4
(iv)	Movement during the year								
	Number of options and RSUs outstanding at the beginning of the period	16,41,845	5,402	1,62,069	67,529	5,12,881	-	72,838	30,349
	Number of options and RSUs granted during the year	-	-	-	-	-	-	-	-
	Number of options and RSUs forfeited / lapsed during the year	79,234	5,402	-	-	-	-	-	-
	Number of options and RSUs vested during the year	5,42,081	-	54,022	22,510	-	-	-	30,349
	Number of options and RSUs exercised during the year	1,64,561	-	90,038	-	1,72,971	-	60,698	-
	Number of shares arising as a result of exercise of options and RSUs	1,64,561	-	90,038	-	1,72,971	-	60,698	-
	Money realized by exercise of options and RSUs (INR), if Scheme is implemented directly by the Company	2,93,41,226	-	1,47,30,217	-	17,29,710	-	6,06,980	
	Loan repaid by the Trust during the year from exercise price received				N.A.				
	Number of options and RSUs outstanding at the end of the year	13,98,050	-	72,031	67,529	3,39,910	-	12,140	30,349
	Number of options and RSUs exercisable at the end of the year	13,98,050	-	72,031	45,020	3,39,910	-	12,140	30,349

Sr.	Particulars				Schem	ne 2017			
No.			Opt	ions			RS	SUs	
		Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4
(v)	Weighted-average exercis	e prices ("WAE	P") and weigh	ted-average	fair values ("	WAFV") of optic	ons and RSUs	5	
	Where exercise price is less than the market price of the stock		N	.A.		WAEP = ₹ 10 WAFV = ₹ 171.41	WAEP = ₹ 10 WAFV = ₹ 141.29	WAEP = ₹ 10 WAFV = ₹ 156.99	WAEP = ₹ 10 WAFV = ₹ 144.20
	Where exercise price equals the market price of the stock	WAEP = ₹ 178.30 WAFV = ₹ 77.04		WAEP = ₹ 163.60 WAFV = ₹ 71.56	WAEP = ₹ 150.80 WAFV = ₹ 65.93		N	I.A.	
	Where exercise price is more than the market price of the stock				Ν	J.A.			
(vi)	Employee wise details (na granted to	me of employee	, designation, n	umber of option	is and RSU gran	ited during the y	/ear, exercise pr	ice) <b>of option</b>	s and RSUs
	(a) Senior Managerial Personnel	Nil							
	(b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	Nil							
	(c) Identified employee 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								

Sr.	Par	ticulars				Schen	ne 2017					
No.				Opt	ions			RS	SUs			
			Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4		
(vii)		description of the	Method: Bla	ack Scholes								
		thod and significant	Significant a	ignificant assumptions used to estimate the fair value are as follows:								
		umptions used during year to estimate		Dividend Yiel								
		fair value of options		Volatility and								
		RSUs including the	iii) Risk-free	Interest Rate								
	foll	owing information	Note:									
							onsidered as					
							is based on th ree years upto					
				few months p			ee years upto	o the date of §	grant as the C	ompany was		
	(a)	The weighted-average	₹ 77.04	· · ·	₹ 71.56	₹ 65.93	₹171.41	₹141.29	₹ 156.99	₹144.20		
		values of Share price										
		Exercise price	₹ 178.30		₹ 163.60	₹ 150.80		₹10	₹10	₹10		
		Expected volatility	36.57%		35.32%	35.28%		36.28%	35.32%	35.28%		
		Expected life		upto the ves	ting date + Av	verage of the	exercise peri	od correspor	nding to each	vesting		
		Expected dividends	Nil									
		Risk-free interest rate	6.70%	6.75%	7.43%	7.43%		6.98%	7.54%	7.54%		
		Any other inputs to the model				Ν	I.A.					
	(b)	The Method used and	Not applica	ble, as the Sc	heme does n	ot provide fo	r early exercis	se.				
		assumptions made to incorporate the										
		effects of expected										
		early exercise										
	(C)	How expected					based on the					
		volatility was					ne last 3 (three		the date of	grant as the		
		determined, including an explanation of	Company was listed only for a few months prior to the date of grant.									
		the extent to which					hat the histo ure trends, w					
		expected volatility was	outcome.	le options an		icative of fut	ure trends, w	filch may not	Thecessarily	be the actua		
		based on historical										
		volatility and										

Sr.	Particulars	Scheme 2017									
No.			Opt	tions			R	SUs			
		Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 1	Tranche 2	Tranche 3	Tranche 4		
	(d) Whether and how any other features of the options and RSUs grant were incorporated into the measurement of fair value, such as a market condition	<ul> <li>ii. In view of According over the over the over the over the over a securities is the avera iv. The avera upto the over the over</li></ul>	ng price of the of accumulating accumulating accumulating expected life ubsidiary Gesued by RBI on ge expected age expected vesting date olatility of the date of valu	ne Company's ted losses of stment is made of the option eneral Ledger behalf of Gover life of the op remaining li plus the aver ation to com	s share on NS previous ye de to the afo ns and RSUs. ("SGL") transa nment of India i ptions and RS fe of the optic rage of the ex s stock price of mensurate w	ars, the Con resaid closin ctions in gov n dematerialized Us has been ons and RSUs cercise period on NSE Is bas ith the expec	npany has no g price for th ernment date d form) for ma taken as the s as on the val d correspond sed on the pr ted term of t	ed securities of turity with a t risk free inter luation date, i ence to each rice data of p he options / F	i.e. Government erm equal to rest rate. .e. the period vesting. revious years		

#### D. (iii) Details related to Scheme 2019 of the Company

Sr.	Particulars			Scheme 2019			
No.			Options		RSI	RSUs	
		Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2	
(i)	Description of the Scheme, Plan that	existed at any tim	e during the year,	including the gen	eral terms and cor	nditions	
	(a) Date of shareholder's approval			August 21, 2019			
	(b) Total number of options / RSUs approved						
	(c) Date of grant	December 2, 2019	December 28, 2020	January 21, 2021	December 2, 2019	December 28, 2020	
	(d) Vesting requirements	than one year, w 5 (five) years from	vithin a period of n the grant date, 5% of the options	Options granted, will vest not earlier than one year from the grant date.	of 3 (three) years		
		Further, vesting is time to time.	subject to meeting	ce conditions fixed	by the NRC, from		

Sr.	Par	rticulars			Scheme 2019						
No.				Options		RSL	ls				
			Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2				
(ii)	(e)	i. Exercise price	₹225.25	₹164.10	₹173.55	₹10	₹10				
		ii. Pricing formula	Options:								
					f the equity share int date) was fixed as						
					f the equity share rant date) was fixed as						
					f the equity share t date) was fixed as th						
			RSUs:								
			The face value of RSU.	the equity shares o	of the Company was	fixed as the exercis	se price for each				
	(f)	Maximum term	5 (five) years from	5 (five) years from the date of vesting.							
	(g)	Source of shares	Secondary acquisition								
	(h)	Variation in terms	Nil								
(iii)		thod used to account for Intrinsic fair value	Fair Value Method	b							
(iv)	As	the company has opted for expen	sing of the option	s using the fair val	ue of the options a	nd RSUs					
	cor the tha	ference between the employee mpensation cost so computed and e employee compensation cost at shall have been recognized if it d used the fair value			N.A.						
		e impact of this difference on offits and on EPS of the Company									
(v)	Мо	ovement during the year									
	out	mber of options and RSUs tstanding at the beginning of the riod	24,52,614	1,16,360	14,08,593	10,71,150	32,161				

Sr.	Particulars			Scheme 2019		
No.			Options		RS	Us
		Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2
	Number of options and RSUs granted during the year	-	-	-	-	-
	Number of options and RSUs forfeited / lapsed during the year	2,29,902	-	1,02,300	1,04,320	-
	Number of options and RSUs vested during the year	7,88,176	29,090	13,61,530	8,040	-
	Number of options and RSUs exercised during the year	92,682	3,636	1,83,195	-	-
	Number of shares arising as a result of exercise of options and RSUs	92,682	3,636	1,83,195	-	-
	Money realized by exercise of options and RSUs (INR), if Scheme is implemented directly by the Company	-	-	-	-	-
	Loan repaid by the Trust during the year from exercise price received	2,08,76,621	5,96,668	3,17,93,492	-	-
	Number of options and RSUs outstanding at the end of the year	21,30,030	1,12,724	11,23,098	9,66,830	32,161
	Number of options and RSUs exercisable at the end of the year	6,62,768	25,454	11,23,098	8,040	-
(vi)	Weighted-average exercise prices ("W	(AEP") and weighted	d-average fair valu	es ("WAFV") of optio	ns and RSUs	
	Where exercise price is less than the market price of the stock		N.A.		WAEP = ₹ 10 WAFV = ₹ 216.18	WAEP = ₹ 10 WAFV = ₹ 158.01
	Where exercise price equals the market price of the stock	-	WAEP = ₹ 164.10 WAFV = ₹ 84.39	-	-	-
	Where exercise price is more than the market price of the stock	WAEP = ₹ 225.25 WAFV = ₹ 112.00	-	WAEP = ₹ 173.55 WAFV = ₹ 76.78	-	-

Sr.	Particulars	Scheme 2019						
No.			Options		RSUs			
		Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2		
(vii)	Employee wise details (name of employ granted to	ee, designation, numbe	er of options and RSU g	granted during the yea	r, exercise price) <b>of op</b>	tions and RSUs		
	(a) Senior Managerial Personnel	Nil						
	(b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	Nil						
	(c) Identified employee 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						
(viii)		Method: Binomial						
	significant assumptions used during the year to estimate the fair value of options and RSUs including the following information	Significant assum i) Expected Divid ii) Expected Volat iii) Risk-free Intere	end Yield; ility and	mate the fair value	are as follows:			
		2. Expected volat peer group's st	ility of the Compar ock on NSE based	ny's stock price is ba on the price data o	sidered as on grant ased on the Compa of the last three yea is prior to the date o	iny's comparable ars upto the date		
	(a) The weighted-average values of Share price	₹112	₹ 84.39	₹ 76.78	₹216.18	₹ 158.01		
	Exercise price	₹ 225.25	₹164.10	₹ 173.55	₹10	₹10		
	Expected volatility	32.88%	36.16%	36.02%	32.88%	36.16%		
	Expected life	Period upto the ve	esting date + Averag	ge of the exercise p	eriod correspondin	g to each vesting		
	Expected dividends	Nil						

Sr.	Par	rticulars			Scheme 2019			
No.				Options		RSU	s	
			Tranche 1	Tranche 2	Tranche 3	Tranche 1	Tranche 2	
		Risk-free interest rate	6.66%	5.62%	5.62%	6.76%	6.19%	
		Any other inputs to the model			N.A.			
	(b)	The Method used and assumptions made to incorporate the effects of expected early exercise	Not applicable, as t	he Scheme does n	ot provide for early	y exercise.		
	(c)	determined, including an explanation of the extent to	Expected volatility peer group's stock date of grant as the	price on NSE base	d on the price data	a of the last 3 (three	) years upto the	
		which expected volatility was based on historical volatility and	The expected volat similar to the life of necessarily be the a	of the options and				
	(d)	Whether and how any other features of the options and RSUs grant were incorporated into the measurement of fair value, such as a market condition	Following factors have in the closing price		ed:- share on NSE on tl	he date previous to	o the grant date	
				dingly, no adjustm	previous years, th nent is made to th xpected life of the	ne aforesaid closir		
			iii. Yield of Subsidiary General Ledger ("SGL") transactions in government dated secu Government securities issued by RBI on behalf of Government of India in dematerialized form) for with a term equal to the average expected life of the options and RSUs has bee as the risk free interest rate.					
			iv. The average exp the period upto to each vesting.		e of the options and us the average of th			
			<ul> <li>Implied volatility of the Company's stock price on NSE is based on the previous years up to the date of valuation to commensurate with the exp the options / RSUs.</li> </ul>					
			vi. Option and RSU exercise price has been adopted as represented by the Managemer the Company.					

#### E. Details related to Employee Stock Purchase Scheme: Not applicable

## F. (i) Details related to SAR Scheme 2013 of the Company

·.	Part	ticulars	Scheme	e 2013			
0.			Option	SARs			
			Tranche 1	Tranche 2			
)	Desc	cription of the Scheme, Plan that existed at any time du	uring the year, including the genera	al terms and conditions			
	(a)	Date of shareholder's approval	N.,	Α.			
-	(b)	Date of NRC Approval	October	25, 2013			
-		Total number of SARs approved under the SAR scheme by NRC	e 3,18,520				
	(d)	Date of Grant	October 25, 2013	June 10, 2014			
	(e)	Vesting requirements	Option SARs granted, will vest not earlier than one year, with period of 5 (five) years from the grant date, at the rate of 25% of options getting vested each year.				
			Further, vesting is subject to meeti fixed by the NRC, from time to time				
	(f)	i. SAR price	₹102.10	₹118.20			
-		ii. Pricing formula	Option SARs:				
			<u>Tranche 1</u> - The closing price of the equity shares of the Company NSE on October 24, 2013 (a day prior to the grant date) was fixed as t exercise price for each option.				
			<u>Tranche 2</u> - The closing price of the equity shares of the Company NSE on June 9, 2014 (a day prior to the grant date) was fixed as the exerc price for each option.				
	(g)	Maximum term	5 (five) years from the date of vestin	ng.			
-	(h)	Method of settlement (whether in cash or equity)	Cash				
-		Choice of settlement (with the company or the employee or combination)	Company: Cash Employee: Cash				
-	(j)	Source of shares	N.A.				
-	(k)	Variation in terms	Nil				

Sr.	Particulars		าе 2013
No.		· · · ·	n SARs
		Tranche 1	Tranche 2
(ii)	Method used to account - Intrinsic or fair value	Fair Value Method	
(iii)	As the company has opted for expensing of the options usi	ng the fair value of the options ar	nd RSUs
	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	N	I.A.
	The impact of this difference on profits and on EPS of the Company		
(iv)	Movement during the year		
	Number of options and RSUs outstanding at the beginning of the period	-	-
	Number of options and RSUs granted during the year	-	-
	Number of options and RSUs forfeited / lapsed during the year		-
	Number of options and RSUs vested during the year		-
	Number of options and RSUs exercised during the year		-
	Number of options and RSUs outstanding at the end of the year	-	-
	Number of options and RSUs exercisable at the end of the year	-	-
(v)	Employee wise details (name of employee, designation, number of granted to	options and RSUs granted during the year,	, exercise price) of options and RSUs
	(a) Senior Managerial Personnel	Nil	
	(b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	Nil	
	(c) Identified employee 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	

Sr. Pa	articulars	SARs Scheme 2019						
No.		<b>Option SARs</b>	RSU SARs	<b>Option SARs</b>	RSU SARs	RSU SARs	<b>Option SARs</b>	RSU SARs
		Tranche 1	Tranche 1	Tranche 2	Tranche 2	Tranche 3	Tranche 4	Tranche 4
i) D	escription of the Scheme	, Plan that exis	ted at any tim	e during the y	ear, including	the general te	rms and condit	tions
	ate of shareholder's pproval				N.A.			
(a	a) Date of NRC Approval	February	/ 4, 2019		August 18, 202	1	Novemb	er 3, 2021
(b	<ul> <li>Total number of SARs approved under the SAR scheme by NRC</li> </ul>	23,14	1,792	24,31	1,386	1,005	2,61	,079
(c	c) Date of Grant	May 15	5, 2019		August 18, 202	1	Novemb	er 3, 2021
(d	d) Vesting requirements	granted to compensate the loss incurred to an employee due to the lapse of Options under any previous Scheme, in case of transfer to a Group Company.	under the SARs Scheme 2019 have been granted to compensate the loss incurred to an employee due to the lapse of RSUs under any previous Scheme, in case of transfer to a Group Company. These granted shall vest on September 8,	Options SARs granted, will vest over a period of 3 (three) years from the grant date, at the rate of 33.33% of the Option SARs getting vested each year. Vesting is subject to meeting of the performance conditions fixed by the NRC, from time to time.	RSU SARs granted shall vest at the end of 3 (three) years from the grant date. Vesting is subject to meeting of the performance conditions fixed by the NRC, from time to time.	under the SARs Scheme 2019 have been	vest over a period of 3 (three) years from the grant date, at the rate of 33.33% of the Option SARs getting vested each year. Vesting is subject to meeting of the performance conditions fixed by the NRC,	RSU SAR granted shal vest at the end of 3 (three) years from the gran date. Vesting is subjec to meeting o the performance conditions fixed by the NRC, from time to time.

## F. (ii) Details related to SAR Scheme 2019 of the Company

Sr.	Particulars			SA	ARs Scheme 20	19		
No.		Option SARs	RSU SARs	Option SARs	RSU SARs	RSU SARs	<b>Option SARs</b>	RSU SARs
		Tranche 1	Tranche 1	Tranche 2	Tranche 2	Tranche 3	Tranche 4	Tranche 4
	(e) i. SAR price	₹178.30	₹10	₹ 206.35	₹10	₹10	₹ 288.10	₹10
	ii. Pricing formula	The closing price of the equity shares of the Company on NSE on September 7, 2017 (a day prior to the original grant date) was fixed as the exercise price for each option.	The face value of the equity shares of the Company was fixed as the exercise price for each RSU.	The closing price of the equity shares of the Company on NSE on August 17, 2021 (a day prior to the original grant date) was fixed as the exercise price for each option.	The face value of the equity shares of the Company was fixed as the exercise price for each RSU.	The face value of the equity shares of the Company was fixed as the exercise price for each RSU.	The closing price of the equity shares of the Company on NSE on November 2, 2021 (a day prior to the original grant date) was fixed as the exercise price for each option.	The face value of the equity shares of the Company was fixed as the exercise price for each RSU.
	(f) Maximum term	3 (three) years	from the date of	of vesting.				
	(g) Method of settlement (whether in cash or equity)	Cash						
	(h) Choice of settlement (with the company or the employee or combination)	Company: Cas Employee: Cas						
	(i) Source of shares				N.A.			
	(j) Variation in terms			om the current I RSU SARs com				l grant cycle in
(ii)	Method used to account - Intrinsic or fair value	Fair Value Met	thod					

Sr.	Particulars			SA	Rs Scheme 20	19		
No.		Option SARs	RSU SARs	<b>Option SARs</b>	RSU SARs	RSU SARs	<b>Option SARs</b>	RSU SARs
		Tranche 1	Tranche 1	Tranche 2	Tranche 2	Tranche 3	Tranche 4	Tranche 4
(iii)	As the company has opted	for expensing	of the option	s using the fair	value of the o	otions and RS	Us	
	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				N.A.			
	The impact of this difference on profits and on EPS of the Company							
(iv)	Movement during the year							
	Number of options and RSUs outstanding at the beginning of the period	61,226	6,880	-	-	-	-	-
	Number of options and RSUs granted during the year	-	-	17,92,686	6,38,700	1,005	2,04,546	56,533
	Number of options and RSUs forfeited / lapsed during the year	-	-	75,447	28,393	-		-
	Number of options and RSUs vested during the year	-	-	-		-		-
	Number of options and RSUs exercised during the year	18,008	2,024	-	-	-	·	-
	Number of options and RSUs outstanding at the end of the year	43,218	4,856	17,17,239	6,10,307	1,005	2,04,546	56,533
	Number of options and RSUs exercisable at the end of the year	43,218	4,856	-	-	-	-	-

Sr.	Particulars			SA	Rs Scheme 20	19		
No.		<b>Option SARs</b>	RSU SARs	<b>Option SARs</b>	RSU SARs	RSU SARs	<b>Option SARs</b>	RSU SARs
		Tranche 1	Tranche 1	Tranche 2	Tranche 2	Tranche 3	Tranche 4	Tranche 4
(v)	Employee wise details (nar granted to	me of employee, de	esignation, numb	er of options and F	SUs granted durin	g the year, exerc	cise price) <b>of optic</b>	ons and RSUs
	(a) Senior Managerial Pers	sonnel						
	<ul> <li>Mr. Ashish Dikshit, Managing Director</li> </ul>	-	-	-	-	-	2,04,546	56,533
	<ul> <li>Ms. Sangeeta Pendurkar, Whole-time Director</li> </ul>	-	-	1,36,365	37,688	-	-	-
	• Mr. Vishak Kumar, Whole-time Director	-	-	1,36,365	37,688	-	-	-
	<ul> <li>Mr. Jagdish Bajaj, Chief Financial Officer</li> </ul>	-	_	45,456	12,563	-	-	-
	<ul> <li>Ms. Geetika Anand, Company Secretary</li> </ul>	-	-	18,183	5,025	-	-	-
	• Mr. Chandrashekhar Chavan, Chief Human Resources Officer	-	-	45,456	12,563	-		-
	<ul> <li>Mr. Kedar Apshankar, Chief Operating Officer, Special Projects</li> </ul>	-	-	29,091	8,040	-		-
	<ul> <li>Mr. Praveen Shrikhande, Chief Digital &amp; Information Technology Officer</li> </ul>	-	-	45,456	12,563	-	-	
	<ul> <li>Mr. Swaminathan Ramachandran, Chief Supply Chain Officer</li> </ul>	-	-	29,091	8,040	-	-	

Pa	Particulars	SARs Scheme 2019								
		<b>Option SARs</b>	RSU SARs	<b>Option SARs</b>	RSU SARs	RSU SARs	<b>Option SARs</b>	RSU SARs		
		Tranche 1	Tranche 1	Tranche 2	Tranche 2	Tranche 3	Tranche 4	Tranche 4		
	<ul> <li>Mr. Puneet Kumar Malik, Chief</li> <li>Executive Officer - Innerwear Business</li> </ul>	-	-	43,635	12,060	-	-			
	<ul> <li>Mr. Sathyajit Radhakrishnan, Chief Executive Officer - Special Projects</li> </ul>	-	-	29,091	8,040	-	-			
	<ul> <li>Dr. Naresh Tyagi, Chief Sustainability Officer</li> </ul>	-	-	36,363	10,050	-	-			
(b)	) Any other employee wh	no receives a gra	ant in any one	year of option a	mounting to 5%	6 or more of o	ption granted du	uring that ye		
	<ul> <li>Mr. Ashish Dikshit, Managing Director</li> </ul>	-	-	-	-	-	2,04,546	56,53		
	<ul> <li>Ms. Sangeeta</li> <li>Pendurkar,</li> <li>Whole-time Director</li> </ul>	-	-	1,36,365		-	-			
	• Mr. Vishak Kumar, Whole-time Director	-	-	1,36,365	-	-	-			
(c)	<ul> <li>Identified employee</li> <li>who were granted</li> <li>option, during any</li> <li>one year, equal to or</li> <li>exceeding 1% of the</li> <li>issued capital (excluding</li> <li>outstanding warrants</li> <li>and conversions) of the</li> <li>Company at the time</li> </ul>	Nil								

#### G. Details related to General Employee Benefit Scheme / Retirement Benefit Scheme: Not applicable

H. Details related to Trust

Sr. no.	Particulars	Details	
(i)	General information on all schemes		
	1. Name of the Trust	ABFRL Employee Welfare Trust	
	2. Details of the Trustee(s)	Mr. Hemant Kadel, Mr. Anil Rustogi, Mr. Ramesh Mitragotri and Mr. Sanjeeb Chatterjee	
	3. Amount of loan disbursed by company / any company in the group, during the year	₹ 6,26,55,484.25	
	4. Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Company: ₹ 1,03,86,47,111.75	
	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	
(ii)	Brief details of transactions in shares by the Trust		
	(a) Number of shares held at the beginning of the year	47,10,457	
	(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	2,23,128 through secondary acquisition at weighted average cost of acquisition of ₹ 206.57 per share.	
	(c) Number of shares transferred to the employees / sold along with the purpose thereof	Transferred: 2,79,513	
	(d) Number of shares held at the end of the year	46,54,072	
(iii)	In case of secondary acquisition of shares by the Trust	Number of Shares	As a percentage of paid-up equity capital as at March 31, 2022
	Held at the beginning of the year	47,10,457	0.50
	Acquired during the year	2,23,128	0.02
	Sold during the year	Nil	N.A.
	Transferred to the employees during the year	2,79,513	0.03
	Held at the end of the year	46,54,072	0.50