

## Disclosure of Employee Stock Option Schemes(s)

Disclosure pursuant to Section 62 of the Companies Act, 2013 read with Rules made there under and SEBI (Share Based Employee Benefits) Regulations, 2014 regarding stock options.

S. No	Description	HIL Employee Stock Option Scheme, 2015	HIL Employee Stock Option Scheme, 2019
01	Date of Shareholders Approval	ESOP Scheme was approved on 30th July, 2015 and modified on 18th July, 2017	ESOP Scheme was approved on 03rd October, 2019
02	Total number of options granted	84,200 (Grant-1 dated 17th August, 2015)  35,600^ (Grant-2 dated 27th July, 2017)  ^ allotted out of the pool account.	1,05,049 (Grant-1 dated 14th October, 2019)
03	Vesting Requirements	<ul style="list-style-type: none"> <li>40% of the Granted Options on completion of 3years from the date of Grant.</li> <li>60% of the Granted Options on completion of 4years from the date of Grant.</li> </ul>	<ul style="list-style-type: none"> <li>40% of the Granted Options on completion of 3years from the date of Grant.</li> <li>60% of the Granted Options on completion of 4years from the date of Grant.</li> </ul>
04	The pricing formula/Exercise Price	Fair Value and the Options have been granted at 620/- per option (Exercise Price).	Fair Value and the Options have been granted at 1,234.15/- per option (Exercise Price).
05	Maximum Term of Options Granted	4 years	4 years
06	Options Vested up to 31st March, 2021	29,980 Options	Nil
07	Options exercised up to 31st March, 2021	29,980 Options	Nil
08	Options lapsed up to 31st March, 2021	68,460 Options granted to employee(s) were transferred back to the pool.	18,182 options granted to eligible employee(s) were transferred back to pool due to cessation of employee(s)
09	Total number of shares arising as a result of exercise of option	29,980 Equity Shares	Nil
10	Number of options outstanding at the beginning of the period (excluding pool account)	35,600	95,367
	Number of options granted during the year	Nil	Nil
	Number of options forfeited / lapsed during the year	Nil	8,500
	Number of options vested during the year	14,240	Nil
	Number of options exercised during the year	14,240	Nil
	Number of shares arising as a result of exercise of options	14,240	Nil
	Money realized by exercise of options (₹), if scheme is implemented directly by the company	₹ 88,28,800 (14,240 options at 620 exercise price)	Nil
	Number of options outstanding & exercisable at the end of the year	21,360	86,867
11	Variations of terms of options	Nil	Nil

S. No	Description	HIL Employee Stock Option Scheme, 2015	HIL Employee Stock Option Scheme, 2019
12	Details of options granted to Key Managerial Personnel	<p>Mr. Dhirup Roy Choudhary, Managing Director &amp; CEO: 35,600*</p> <p>*14,240 options vested and shares were allotted during July 2020,</p> <p>Mr. KR Veerappan, Chief Financial Officer: 11,600@</p> <p>@ All granted options were vested and shares were allotted.</p>	<p>Mr. Dhirup Roy Choudhary, Managing Director &amp; CEO: 55389 options granted</p> <p>Mr. KR Veerappan, Chief Financial Officer: 16456 options granted</p>
13	Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	NA.	<p>There were no grants made during the year 2020-2021. Details of employees who holds more than 5% of option granted during 2019-20</p> <p>Mr. Hemchandra Peruvelli, CHRO -11263 (11%)</p> <p>Mr. D Satyanarayana, Head R &amp;D - 5560 (5%)</p>
14	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	N/A	N/A
15	Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of options during the year calculated in accordance with Ind-AS	Diluted Earning Per Share is ₹ 249.89	Diluted Earning Per Share is ₹ 249.89
16	Where the Company has calculated 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 recognized if it had used fair value of the options, shall be disclosed. The impact of this difference on profits and on EPS of the Company	The Company has calculated employee compensation cost using the Fair Value.	The Company has calculated employee compensation cost using the Fair Value.

A description of the method and significant assumptions used during the year to estimate the fair value of options is given below:

- Fair value calculated by using Black-Scholes option pricing formula.
- Volatility amount, Risk free interest rate, Expected Life, Expected Dividend, dividend yield and Weighted-average values of share price, Weighted average exercise price and 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, refer Notes No 43 to Standalone Financial Statements