## **GRASIM INDUSTRIES LIMITED**

## DISCLOSURE PURSUANT TO REGULATION 14 OF THE SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 AS ON 31ST MARCH 2022:

A. 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

The disclosures are provided in the Note 4.9 to the financial statement of the Company for the year ended 31st March 2022

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 ICAI or any other relevant accounting standards as prescribed from time to time.

₹ 46.40

C. Details related to Employee Stock Option Schemes (ESOS) of the Company:

			ESOS-2013	T												
	ESOS - 2006	505-2013	(granted to eligible employees of erstwhile ABNL as per the Composite Scheme of Arrangement between the Company and ABNL)		ESOS-2018											
Particulars	Stock   Stoc	18 <sup>th</sup> (21 <sup>st</sup> (29 <sup>th</sup> (15 <sup>th</sup> (2 <sup>nd</sup> April (24 <sup>th</sup> May letober November January January 2016) (2016)	Tranche		Tranche 1   Tranche 2   Tranche 3   Tranche 4   Tranche 5   Restricted   Stock Unit   Stock Un											
A description of each Est Date of shareholder's	ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including															
approval	·	August 2013	6 <sup>th</sup> April 2017		14 <sup>th</sup> September 2018											
Total number of options approved under ESOS	13,75,000 (Pre Sub-division: 2,75,000)	11,50,000 (Pre Sub-division: 2,30,00 (comprising of options and / or restricted st		35,15,528 (comprising of options and / or restricted stock units)												
Vesting requirements	Not earlier than one year and not more than five years from the date of grant of options.	t earlier than one year from the date of Grant and not later than such \	Jesting Period as set forth in ESOS-2013	Not earlier than one year and not later than four years from the date of grant	Not earlier than one year and not later than three years from the date of grant											
Exercise price or pricing formula	g Pursuant to the Scheme of the Scheme of Amalgamation of Samruddhi Cement Limited with the Company.  Company.  Company.  Exercise price was determined by averaging the daily closing price of the Company's equity shares during the 7 days immediately preceding the date of grant and discounting it by 30%.  Exercise price was determined on the basis of the closing price of the Company's equity shares on the day immediately praceding the date of grant and discounting it by 30%.  Exercise price was determined on the basis of the closing price of the Company's equity shares on the day immediately praceding the date of grant.	The exercise price is at the face value of ₹2/- each (prior to sub-division ₹10/- each) of the equity shares of the Company .	Pursuant to the Composite Scheme of Arrangement between Aditya Birla Nuvo Limited and Grasim Industries Limited and Aditya Birla Financial Services Limited (now known as Aditya Birla Capital Limited)  Birla Capital Limited)	Exercise price was determined on the basis of the closing price of the Company's equity shares on the date immediately prior to the date of the meeting of the Nomination and Remuneration Committee on which the Grant is made	The exercise price is at the face value of ₹2/- each of the equity shares of the Company.											
		Exercise Exercise Exercise Exercise Exercise Exercise price: ₹10 price: ₹10 price: ₹10 price: ₹10 price: ₹10	price: price: price: price: price: price: price: price:		Exercise   Exercise											
Maximum term of options granted	Five years from the date of vesting of Options Five years from the date of vesting of Options	ting of options and restricted stock units	Five years from the date of vesting of options and restricted stock units	Five years from	the date of vesting of options and restricted stock units											
Source of shares Variation in terms of	i) The Shareholder Approval was accorded on 23.09.2016 for Sub-Division of 1 Equity Share of ₹ 10 into 5 Equity Shares of ₹ 2 €	Primary			Secondary											
options	Price of Options issued by the Company stands revised as under:	acti. This has taken effect from 06.10.2010. Accordingly, the exercise														
	₹ 304.60 ₹ 455.8 ₹ 288 ₹ 318.83 ₹ 545.60 ₹ 542.78 ₹ 518.60 ₹ 70.0 ₹ 770.60 ₹ 842.40 ii) Pursuant to the Composite Scheme of Arrangement between Aditya Birla Nuvo Limited and Grasim Industries Limited and Aditya Birla Financial Services Limited (now known as Aditya Birla Capital Limited) and their respective Serviceholders and creditors (the Scheme), as approved by the Shareholders on 6 <sup>th</sup> April 2017 and sanctioned by the National Company Law Tribunal (NCLT), Ahmedabad Bench vide its Order dated 1st June 2017, the Exercise Price of Options issued by the Company stands revised as under:	₹2   ₹2   ₹2   ₹2   ₹2   ₹2   ₹2	NA		NA											
Method used to accoun	NA NA ₹ 274 ₹ 304.80 ₹ 531.60 ₹ 528.80 NA ₹ 686 ₹ 756.60 NA Introfesos – Intrinsic or fair value		<u> </u>													
Intrinsic value for option	ons vested before 1st April 2015 and Fair value for options vested after 1st April 2015			Fair Value												
Where the company opi - 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	in		Not Applicable													
difference on *Net Profit *EPS																

			ESOS -	2006							ESO:	S-2013						(gran	nted to eligi		es of erstwh	i-2013 nile ABNL as p		te Scheme	me of ESOS-2018																	
				3 Tranche					che 3 Tranci											Tranche 3A	Tranche		Tranche T		anche Tranch																	
Particulars	Stock Option	Stock Option	Stock Option	Stock Option	Stock Option		ion Opti	on Optio	on Option	n Opti	ion Stoo	ck Unit Sto	stricted Re ock Unit St	ock Unit St	ock Unit S	tock Unit S	Stock Unit			Stock Option	Stock	Restricted		stricted Re	estricted Option	Option	Stock Option	Option	Option	Stock Option	Option		Stock Unit	Stock Unit	Stock Unit	t Stock Uni		Stock Unit	Stock Unit	Stock Unit	Stock Unit I	Restricted Sto
r ai ciculai 3	(23 <sup>rd</sup> August	(25 <sup>th</sup>	(30 <sup>th</sup> August	(2 <sup>nd</sup> June	(18 <sup>th</sup> 0 2013)	ctober (18 <sup>t</sup> Octo		1.			<sup>th</sup> May (RSI 6) (18 <sup>t</sup>						(RSU) (24 <sup>th</sup> May			(12 <sup>th</sup> NoWvembe					ock Unit (17 <sup>th</sup> SU) Decem	(24 <sup>th</sup> ber December	(13 <sup>th</sup>		(12 <sup>th</sup> February	(13 <sup>th</sup>	(1 <sup>st</sup> September			(RSU) (27 <sup>th</sup>	(RSU) (24 <sup>th</sup>	(RSU) (13 <sup>th</sup>		(RSU) (13 <sup>th</sup>				Stock Unit (RS (RSU) (12
	2007)	2008)	2010)	2011)	2013)	201				201	Octo	ober No	vember Jai	nuary Ja	nuary 2		2016)	December	January	2014)		(7 <sup>th</sup>	(29 <sup>th</sup> (2	2 <sup>th</sup> (2	4 <sup>th</sup> May 2018)							2021)	December	March	December	March	February	August	August	September	September (	(12 <sup>th</sup> Nov
											201	.3) 20:	13) 20	14) 20	)16)			2013)	2014)			December 2013)		vember 20 14)	016)								2018)	2019)	2019)	2020)	2021)	2021)	2021)	2021)		November 202 2021)
																																										·
ption movement di articulars	iring the year	r (For each	ESOS):																																							A
ımber of options o	utstanding at 1	the beginn	ing of the y	ar																																						1,7
lumber of options gr lumber of options fo			10.1/025																																							5
Number of options ve			ie yeai																																							6
lumber of options ex																																										4
Number of shares ari Money realised by exe					lirectly by	the Company	(₹)																																			194
Loan repaid by the Tr						inc company	(1)																																			105
umber of options o																																										1,6
lumber of options ex <b>Veighted-average e</b>				fair values	of ontions																																					8
Weighted average																																										
exercise prices . equal or exceed to	_	_		_	₹ 53	1.60 ₹5	28.80	NA   ₹ 68	86.00 ₹ 756	5.60	NA	_	_	-	-	-			_	_	₹ 648	_	_	-	- ₹847	7.20 ₹ 742.35	5 ₹ 559.85	5 ₹ 1,235,45	5  ₹ 1.235.45	₹ 1.492.30	₹ 1.500.40	₹ 1.844.35		_	_	_	_	_	_	_	-	-
market price of the																																										
stock ii. less than market		1		0 7				-		+	-	= 1	= -	= 2	=	3.0		z / / ^	# 000	7.00	+	+		= 1	*2											1			7.0		5.0	= 0
price of the stock	NA	NA	₹2/4.	00 ₹ 304.8	0	-	-	-			-	₹2	₹2	₹2	₹2	₹2	₹2	₹ 449	₹ 380	₹631	-	₹2	₹2	₹2	₹2 -		-		-	-	-	-	₹2	₹2	₹2	₹2	₹2	₹2	₹2	₹2	₹2	₹2
Weighted-average fai values of options	r																																									
i. equal or exceed to	-	-	-	-		-		₹ 2	215			-	-	-	-	-	-	-	-	-	-	-	-	-	-			₹4	75.19				-	-	-	-	-	-	-	-	-	-
market price of the stock																																										
less than market			₹2	11			_	_			-	,		₹ 539					₹	583			₹ 1,00		-	_	_	-	_	_	-	-						₹ 1,018.1	5			<u> </u>
price of the stock  mplovee wise detai	ls (name of e	f employee, designation, number of options granted during the year, exercise price) of options granted to  During the year, the following Options/RSUs were granted:																																								
enior Managerial																																During th	ne year, the f	ollowing Op	itions/RSUs v	were grante	i:					
Personnel as defined under Regulation 16(																												- 41,361 Op									Agarwal, Mana			ecember 202	1).	
of the Securities																									Managing Dire																	
and Exchange Board of India (Listing																	-33,633									r, Managing Di			nber 2021);													
Obligations and Disclosure																																					Ashish Adukia,					
Requirements)											N	In Antions w	vere granted	I during the	vear												- 22	2,422 Options									i, Business Hea				x Fibre ;	
Regulations, 2015												io options ii	rere grantea	during the	yeui															-				-			nomas Varghes					
																														-				-			nt Dua, Chief E					
																																					yaki Ghosh, Ch					
																											-	14,019 Optio	ns having ex	ercise price ?	₹1492.30 and	1 3,691 RSUs	having exerc	cise price ₹2	to Mr. Pradi	ip Kumar Dı	ıbey, Senior Pri	esident and	SBU Head - A	Advanced Ma	terial;	
																												- 4	4,206 Option	s having exe	rcise price ₹1	.492.30 and 5	504 RSUs hav	ving exercis	e price ₹2 to	Mr. Ajit Raj	agopalan, Chie	f Executive	Officer- Insul	lators;		
Any other employee																									- 2,454 Options having exercise price ₹1492.30 and 294 RSUs having exercise price ₹2 to Mr. Sailesh Daga, Company Secretary;																	
Any other employee who receives a grant	in																																									
any one year of optio amounting to 5% or											N	In Ontions w	vere granted	I during the	voar										Not applicable																	
more of option											18	io ohtions w	vere granteu	i during the	yeai																			тиот аррпса	IDIC							
granted during that vear																																										
Identified employee																																										
who were granted option, during any																																										
one year, equal to or																																										
exceeding 1% of the issued capital											N	lo Options w	vere granted	during the	vear																			Not applica	able							
(excluding													J	,	,																											
outstanding warrants and conversions) of t	he																																									
Company at the time																																										
of grant A description of the	method and s	significant	assumptio	ıs used durir	g the year	to estimate	the fair valu	ue of options	s including th	e followin	g informatio	on																														
the weight average v																															1											
ercise Price epected Volatility	22 00%	36.00		₹ 304.8 % 31.739		1.60 ₹5			686 ₹ 756 .26% 27.9				₹2 !3.76% 2			₹2 28.41%		₹ 449 27.20%	₹ 380	₹ 631 27.80%	₹ 648	₹2 27.70%	₹2		₹2 ₹847 27.40% 32.0	7.20 ₹ 742.35 6% 32.35%									₹2	₹2			₹2		₹2	₹2 28.62% 3
Expected Option Life		5 year		s 5 year					e of Exercise P				5 years 5.		_		5.5 years	_			_	2.2 years			.4 years	JE.JJ/0		riod (1 year) +				20.02 /0	JE.00 /0	J J J J T T T D / I	1 25.33 10		ing Period (3 y				20.73/0	20.02/0 3
Expected Dividend	1.84%								36% 0.52					1.43%		0.51%	_	0.31%	NA	0.31%		0.31%	NA	_		% 0.66%						0.89%	0.52%	0.52%	0.66%	_			0.89%		0.89%	0.89%
The risk free interest rate	7.78%	7.789	7.78	8.09%	8.5	8% 8.	.58% 8.3	87% 7.8	87% 7.60	0% 7.	49% 8.	.66% 8	8.90%	9.00%	7.96%	7.78%	7.75%	6.60%		6.60%	6.70%	6.50%			6.70% 7.60	6.74%	6.85%	5.59%	5.82%	6.06%	6.23%	6.31%	7.65%	7.48%	6.74%	6.85%	5.93%	6.33%	6.06%	6.22%	6.23%	6.31%
And any other inputs	to																				1								1								1		1			
the model																									1																	
Method used and assumptions made to																																										
assamptions made to												DIa	ck-Scholes n	nothod																				Binomial M	ndal							
corporate the effect expected early	ts											DId	ICK-DUTUICS II	IICLIUU																				Diriorrilar 1-11	UUCI							

		ESOS - 2006							ESOS-2013											ESOS-2013 (granted to eligible employees of erstwhile ABNL as per the Composite Scheme of Arrangement between the Company and ABNL)											ES05-2018																												
Sr. No.	Particulars	Tranch Stock Option (23 <sup>rd</sup> Augus 2007)	on Op (25 st Jar	ock tion	Tranc Stock Optio (30 <sup>th</sup> Augus 2010)	Stor Opti (2 <sup>nd</sup>	k Son (	tock ption	Tran Stoc Opti ber (18 <sup>ti</sup> Octo 201:	ck S on ( h	Tranche : Stock Option (29 <sup>th</sup> January 2014)	2 Tranci Stock Optior (15 <sup>th</sup> Janua 2016)	St 0 0 (2 ry 20	ock ition <sup>nd</sup> April	Tranche Stock Option (24 <sup>th</sup> Ma 2016)	Resti	icted R Unit Si (F (Z ner N	estricted ock Unit SU) 1 <sup>st</sup> ovember	Restric	nit Stoc (RSU (15 <sup>th</sup>	ricted Re ( Unit St ( R: (2' ary 20	stricted ock Unit SU) <sup>nd</sup> April	Restrict Stock U (RSU)	nit Stock Optio (7 <sup>th</sup>	x Sto on Opt (29 mber Jar	ock tion o <sup>th</sup>	Tranche Stock Option (12 <sup>th</sup> NoWver 2014)	St Op mber (2	A cock otion 4 <sup>th</sup> May 016)	Stock U (RSU) (7 <sup>th</sup>	ted Res Jnit Sto (RS (29 ber Jar	A estricted cock Unit (SU) 9 <sup>th</sup> nuary	Stock U (RSU) (12 <sup>th</sup>	ed Rest Stoc (RSU (24 <sup>th</sup>	tricted 0 <sub>1</sub> ck Unit (1 U) Do	itock Option 17 <sup>th</sup> Oecember	Stock Option (24 <sup>th</sup>	Stock Optio (13 <sup>th</sup> ber Marc	k Sto on Op (17 h Fe	ock Ition 2 <sup>th</sup> bruary	Tranche Stock Option (12 <sup>th</sup> February 2021)	Stock Option (13 <sup>th</sup>	t (1 <sup>st</sup> Sept	k Si on Oj (1 ember N	tock ption 12 <sup>th</sup> ovember 021)	December	d Restrict t Stock U (RSU) (27 <sup>th</sup>	cted Restr Unit Stock (RSU) (24 <sup>th</sup> Decer	tricted Rick Unit St J) (F h (1 ember M	Restricte Stock Uni RSU) 13 <sup>th</sup>	Restrict	ted Rest Init Stoc (RSL (13t	ricted Rek Unit St I) (R	estricted tock Unit RSU) 13 <sup>th</sup> ugust	Restricte	ed Restr Stock (RSU) (1st	icted 1 (Unit R ) (F ember (1	0 Reservated Storestricted (RSRSU) (12	U) th rember
	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	- The c - Adjus - Yield - The c - Impli - Exerc	ving facto closing pr ustment o d of transi expected lied volatil rcise price	rice of t f the af actions life of t lity of tl	ie Comp iresaid in gover ne Optic e Comp	iny's shar osing prio ment dat is/RSUs, i. ny's stocl	e for the ed securi e., the pe price on	expected ies for m iod upto NSE base	dividend y aturities v the vestin d on the p	yield ove with a te ig date p	er the exp erm equal plus the a	ected life I to the ex overage of	of the C opected I the exe	ptions/RS ife of the rcise perio	iUs. Equity Se od corresp	ttled Opt	ions and each ve	sting.						rate as on	the Valua	ition Dat	te.						,	'			•	1	1			1	1	1								1	1			1			
	Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition																																																										
	Details re	elate		Tru	st f	or ES	0S 2	018																																																			
Sr. No.	Particulars	Details	IIS																																																								
(i)	General information on	n																																																									
1	schemes Name of the Trust	Grasim	m Employ	pps' Wp	fare Tri	t																																																					
_	Details of the Trustee(s	_					4r. Chano	rashekha	r Chavan;	Mr. Indr	rajit Patha	ak																																															
	Amount of loan	₹ 61.3									,																																																
	disbursed by company / any company in the	'																																																									

## / Any company in the group, during the year 4 Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year. as at the end of the year 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 6 Any other contribution made to the Trust during the year (ii) Brief details of (ii) Brief details of transactions in shares by the Trust (a) Number of shares held at the beginning of the year; (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 4,21,880 equity shares (0.06% of equity capital as on 31.03.2021) acquired through secondary acquisition at weighted average cost of acquisition of ₹ 1468.55 per share end of the previous financial year, along with information on weighted average cost of acquisition per share; (c) Number of shares transferred to the employees / sold along with the purpose thereof; (d) Number of shares held at the end of the ways. 2,06,437 equity shares were transferred to the employees account on account of exercise of Stock Options and RSUs by the grantees the year. (iii) In case of secondary acquisition of shares by the Trust Number of Equity As a percentage of paid-up equity capital as at 31<sup>st</sup> March 2018 Shares Held at the beginning of the year as on 01.04.2021 Acquired during the year 1,318,344 0.20 421,880 0.06 Sold during the year Transferred to the employees during Nil Not Applicable 206,437 0.03 Held at the end of the year as on 31.03.2022 1,533,787 0.23