

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:

Sr. No.	Particulars	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)											ESOS-2018																								
		Tranche 1 Stock Option (23 rd August 2007)	Tranche 2 Stock Option (25 th January 2008)	Tranche 3 Stock Option (30 th August 2010)	Tranche 4 Stock Option (2 nd June 2011)	Tranche 5 Stock Option (18 th October 2013)	Tranche 1 Stock Option (18 th October 2013)	Tranche 2 Stock Option (29 th January 2014)	Tranche 3 Stock Option (15 th January 2016)	Tranche 4 Stock Option (2 nd April 2016)	Tranche 5 Stock Option (24 th May 2016)	Tranche 1 Restricted Stock Unit (RSU) (18 th October 2013)	Tranche 2 Restricted Stock Unit (RSU) (21 st November 2013)	Tranche 3 Restricted Stock Unit (RSU) (29 th January 2014)	Tranche 4 Restricted Stock Unit (RSU) (15 th January 2016)	Tranche 5 Restricted Stock Unit (RSU) (2 nd April 2016)	Tranche 6 Restricted Stock Unit (RSU) (24 th May 2016)	Tranche 1A Stock Option (7 th December 2013)	Tranche 2A Stock Option (29 th January 2014)	Tranche 3A Stock Option (12 th November 2014)	Tranche 4A Stock Option (24 th May 2016)	Tranche 1A Restricted Stock Unit (RSU) (7 th December 2013)	Tranche 2A Restricted Stock Unit (RSU) (29 th January 2014)	Tranche 3A Restricted Stock Unit (RSU) (12 th November 2014)	Tranche 4A Restricted Stock Unit (RSU) (24 th May 2016)	Tranche 1 Stock Option (17 th December 2018)	Tranche 2 Stock Option (24 th December 2019)	Tranche 3 Stock Option (13 th March 2020)	Tranche 4 Stock Option (12 th February 2021)	Tranche 5 Stock Option (12 th February 2021)	Tranche 6 Stock Option (13 th August 2021)	Tranche 7 Stock Option (1 st September 2021)	Tranche 8 Stock Option (12 th November 2021)	Tranche 1 Restricted Stock Unit (RSU) (17 th December 2018)	Tranche 2 Restricted Stock Unit (RSU) (27 th March 2019)	Tranche 3 Restricted Stock Unit (RSU) (24 th December 2019)	Tranche 4 Restricted Stock Unit (RSU) (13 th March 2020)	Tranche 5 Restricted Stock Unit (RSU) (12 th February 2021)	Tranche 6 Restricted Stock Unit (RSU) (13 th August 2021)	Tranche 7 Restricted Stock Unit (RSU) (13 th August 2021)	Tranche 8 Restricted Stock Unit (RSU) (1 st September 2021)	Tranche 9 Restricted Stock Unit (RSU) (1 st September 2021)	Tranche 10 Restricted Stock Unit (RSU) (12 th November 2021)	Tranche 11 Restricted Stock Unit (RSU) (12 th November 2021)								
i. A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including																																																				
a.	Date of shareholder's approval	20 th January 2007					17 th August 2013										6 th April 2017											14 th September 2018																								
b.	Total number of options approved under ESOS	13,75,000 (Pre Sub-division: 2,75,000)					11,50,000 (Pre Sub-division: 2,30,000) (comprising of options and / or restricted stock units)										35,15,528 (comprising of options and / or restricted stock units)																																			
c.	Vesting requirements	Not earlier than one year and not more than five years from the date of grant of options.					Not earlier than one year from the date of Grant and not later than such Vesting 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																								
d.	Exercise price or pricing formula	Pursuant to the Scheme of Amalgamation of Samruddhi Cement Limited with the 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 by averaging the daily closing price of the Company's equity shares during the 7 days immediately preceding the date of grant.					Exercise price was determined on the basis of the closing price of the Company's equity shares on the day immediately preceding 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)					The exercise price is at the face value of ₹2/- each of the equity shares of the Company.					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 price : ₹1,523	Exercise price : ₹2,279	Exercise price : ₹1,440	Exercise price : ₹1,594	Exercise price : ₹2,728	Exercise price : ₹2,714	Exercise price : ₹2,593	Exercise price : ₹3,500	Exercise price : ₹3,853	Exercise price : ₹4,212	Exercise price : ₹10	Exercise price : ₹10	Exercise price : ₹10	Exercise price : ₹10	Exercise price : ₹10	Exercise price : ₹10	Exercise price : ₹449	Exercise price : ₹380	Exercise price : ₹631	Exercise price : ₹648	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹847.2	Exercise price : ₹742.35	Exercise price : ₹559.85	Exercise price : ₹1235.45	Exercise price : ₹1235.45	Exercise price : ₹1492.30	Exercise price : ₹1500.40	Exercise price : ₹1844.35	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2	Exercise price : ₹2			
e.	Maximum term of options granted	Five years from the date of vesting of Options					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											Five years from the date of vesting of options and restricted stock units																								
f.	Source of shares	Primary																																																		
g.	Variation in terms of options	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 each. This has taken effect from 08.10.2016. Accordingly, the Exercise Price of Options issued by the Company stands revised as under:											NA											NA											Secondary																	
		₹ 304.60	₹ 455.8	₹ 288	₹ 318.83	₹ 545.60	₹ 542.78	₹ 518.60	₹ 700	₹ 770.60	₹ 842.40	₹ 2	₹ 2	₹ 2	₹ 2	₹ 2	₹ 2																																			
		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 shareholders and creditors (the Scheme), as approved by the Shareholders on 6 th April 2017 and sanctioned by the National Company Law Tribunal (NCLT), Ahmedabad Bench vide its Order dated 1 st June 2017, the Exercise Price of Options issued by the Company stands revised as under:											NA											NA																												
		NA	NA	₹ 274	₹ 304.80	₹ 531.60	₹ 528.80	NA	₹ 686	₹ 756.60	NA																																									
ii. Method used to account for ESOS - Intrinsic or fair value																																																				
		Intrinsic value for options vested before 1 st April 2015 and Fair value for options vested after 1 st April 2015											Fair Value																																							
iii. Where the company opts for expensing of the options using the intrinsic value of the options																																																				
		Not Applicable																																																		
		- 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 difference on *Net Profit *EPS																																																		

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c)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	Following factors have been considered:- - The closing price of the Company's share on National Stock Exchange of India Limited (NSE) on the date previous to the grant date. - Adjustment of the aforesaid closing price for the expected dividend yield over the expected life of the Options/RSUs. - Yield of transactions in government dated securities for maturities with a term equal to the expected life of the Equity Settled Options and Equity Settled RSUs representing the risk free interest rate as on the Valuation Date. - The expected life of the Options/RSUs, i.e., the period upto the vesting date plus the average of the exercise period corresponding to each vesting. - Implied volatility of the Company's stock price on NSE based on the price data commensurate with the expected life of the Equity Settled Options and Equity Settled RSUs up to the date of grant. - Exercise price has been adopted as given by the Company.																																								
d)	Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition																																									

D. Details related to Trust for ESOS 2018

Sr. No.	Particulars	Details
(i)	General information on schemes	
1	Name of the Trust	Grasim Employees' Welfare Trust
2	Details of the Trustee(s)	Mr. Anil Malik; Mr. Ashok Ramachandran; Mr. Chandrashekar Chavan; Mr. Indrajit Pathak
3	Amount of loan disbursed by company / any company in the group, during the year	₹ 61.36 Core
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	₹ 158.01 Core
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	Not Applicable
6	Any other contribution made to the Trust during the year	₹ 1.03 Core
(ii)	Brief details of transactions in shares by the Trust	
	(a) Number of shares held at the beginning of the year;	1,318,344
	(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;	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
	(c) Number of shares transferred to the employees / sold along with the purpose thereof;	2,06,437 equity shares were transferred to the employees account on account of exercise of Stock Options and RSUs by the grantees
	(d) Number of shares held at the end of the year.	1,533,787
(iii)	In case of secondary acquisition of shares by the Trust	
	Number of Equity Shares	As a percentage of paid-up equity capital as at 31st March 2018
	Held at the beginning of the year as on 01.04.2021	1,318,344 0.20
	Acquired during the year	421,880 0.06
	Sold during the year	Nil Not Applicable
	Transferred to the employees during the year	206,437 0.03
	Held at the end of the year as on 31.03.2022	1,533,787 0.23