

1. Name of Listed Entity: Grasim Industries Limited
2. Scrip Code/Name of Scrip: BSE – 500300; NSE - GRASIM
3. Class of Security: Equity Shares
4. Share Holding Pattern Filed under: 31(1)(c)
5. Share Holding Pattern as on: 9th February 2024
6. Date of allotment – 2nd February 2024
7. Declaration: The Listed entity is required to submit the following declaration to the extent of submission of information:-

Sl. No.	Particulars	Yes/No	
1	Whether the Listed Entity has issued any partly paid up shares?	Yes	Promoter and Promoter Group Public Shareholder
2	Whether the Listed Entity has issued any Convertible Securities?	No	
3	Whether the Listed Entity has any shares against which depository receipts are issued?	Yes	Promoter and Promoter Group Public Shareholder
4	Whether the Listed Entity has any shares in locked-in?	No	
5	Whether any shares held by promoters are pledge or otherwise encumbered?	No	
6	Whether the Listed Entity has issued any Differential Voting Rights?	No	
7	Whether the Listed Entity has issued any Warrants?	No	
8	Whether the listed entity has any significant beneficial owner?	Yes	

Table I - Summary Statement holding of specified securities

(I)	(II)	(III)	(IV)	(V)	(VI)	(VII) = (IV)+(V)+ (VI)	(VIII) Share- holding as a % of total no. of shares (calculate d as per SCRR, 1957)	(IX) Number of Voting Rights held in each class of securities			(X) No. of Shares Underlying Outstanding convertible securities (including Warrants)	(XI)= (VII)+(X) Share- holding, as a % assuming full conversion of convertible securities (as a percentage of diluted share capital)	(XII) Number of Locked in shares		(XIII) Number of Shares pledged or Otherwise encumbered		(XIV) Number of equity shares held In dematerialized form	
								No. of Voting Rights					Total as a % of (A+B+ C)	No. (a)	As a % of total Shares held (b)	No. (a)		As a % of total Shares held (b)
								Class eg: X	Class eg: Y	Total								
A	Promoter & Promoter Group	24	250144214	11544900	31320509	293029623	43.06	293029623	0	293029623	43.20	0	43.06	0	0	0	0	293029623
B	Public	241350	349082890	105022331	25744313	385329534	56.62	385329534	0	385329534	56.80	0	56.62	0	0			367635796
C	Non Promoter- Non Public	1	2156865	0	0	2156865	0	0	0	0	0	0		0	0			2156865
C1	Shares underlying DRs	0	0	0	0	0	0	0	0	0	0	0		0	0			0
C2	Shares held by Employee Trusts	1	2156865	0	0	2156865	0.32	0	0	0	0	0	0.32	0	0			2156865
	Total	241375	601383969	22067231	57064822	680516022	100.00	678359157	0	678359157	100.00	0	100.00	0	0	0	0	662822284

Table II - Statement showing shareholding pattern of the Promoter and Promoter Group

	Category & Name of the Shareholders	Entity Type	PAN	No. of shareholder	No. of fully paid-up equity shares held	Partly paid-up equity shares held	Nos. of shares underlying Depository Receipts	Total nos. shares held	Shareholding % (calculated as per SCRR, 1957)	Number of Voting Rights held in each class of securities			No. of shares underlying convertible securities (including warrants)	Shareholding as % assuming full conversion of convertible securities (as a percentage of diluted share capital)	Number of locked in shares		Number of shares pledged or otherwise encumbered		Number of equity shares held in dematerialized form		
										(IX)					(X)	(XI) =(VII)+(X) as a % of A+B+C2	(XII)			(XIII)	
										No of Voting Rights		Total as a % of Total Voting rights					No. (a)	As a % of total Shares held (b)		No. (a)	As a % of total shares held (b)
	Class X	Class Y	Total	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII = IV+V+VI)	(VIII)										
1	Indian																				
A	Individuals/Hindu undivided Family			5	1921162	76372	0	1997534	0.29	1997534	0	1997534	0.29	0	0.29	0	0	0	0	1997534	
	Kumar Mangalam Birla	Promoter		1	1086993	43209	0	1130202	0.17	1130202	0	1130202	0.17	0	0.17	0	0	0	0	1130202	
	Neerja Birla	Promoter Group		1	73062	2905	0	75967	0.01	75967	0	75967	0.01	0	0.01	0	0	0	0	75967	
	Rajashree Birla	Promoter Group		1	552850	21979	0	574829	0.08	574829	0	574829	0.08	0	0.08	0	0	0	0	574829	
	Vasavadatta Bajaj	Promoter Group		1	118537	4712	0	123249	0.02	123249	0	123249	0.02	0	0.02	0	0	0	0	123249	
	Aditya Vikram Kumarmangalam Birla HUF (Karta-Mr. Kumar Mangalam Birla)	Promoter Group		1	89720	3567	0	93287	0.01	93287	0	93287	0.01	0	0.01	0	0	0	0	93287	
B	Central Government/ State Government(s)			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C	Financial Institutions/ Banks			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D	Any Other (Bodies Corporate)			13	248223052	11488528	0	259711580	38.16	259711580	0	259711580	38.29	0	38.16	0	0	0	0	259711580	
	Birla Consultants Limited	Promoter Group		1	87382	3474	0	90856	0.01	90856	0	90856	0.01	0	0.01	0	0	0	0	90856	

	Birla Industrial Finance (India) Limited	Promoter Group		1	87485	3477	0	90962	0.01	90962	0	90962	0.01	0	0.01	0	0	0	0	90962
	Birla Industrial Investments (India) Limited	Promoter Group		1	18657	743	0	19400	0	19400	0	19400	0	0	0	0	0	0	0	19400
	Hindalco Industries Limited	Promoter Group		1	28222468	946004	0	29168472	4.29	29168472	0	29168472	4.30	0	4.29	0	0	0	0	29168472
	Birla Group Holdings Private Limited	Promoter		1	125004398	4969109	0	129973507	19.10	129973507	0	129973507	19.16	0	19.10	0	0	0	0	129973507
	Rajratna Holdings Private Limited	Promoter Group		1	670	27	0	697	0	697	0	697	0	0	0	0	0	0	0	697
	Umang Commercial Company Private Limited	Promoter Group		1	26746262	1063204	0	27809466	4.09	27809466	0	27809466	4.10	0	4.09	0	0	0	0	27809466
	Vikram Holdings Pvt Ltd	Promoter Group		1	750	31	0	781	0	781	0	781	0	0	0	0	0	0	0	781
	Vaibhav Holdings Private Limited	Promoter Group		1	670	27	0	697	0	697	0	697	0	0	0	0	0	0	0	697
	Birla Institute of Technology and Science	Promoter Group		1	661205	0	0	661205	0.10	661205	0	661205	0.10	0	0.10	0	0	0	0	661205
	Pilani Investment and Industries	Promoter Group		1	24714527	1735395	0	26449922	3.89	26449922	0	26449922	3.90	0	3.89	0	0	0	0	26449922
	Renuka Investments & Finance Limited	Promoter Group		1	242185	8117	0	250302	0.04	250302	0	250302	0.04	0	0.04	0	0	0	0	250302
	IGH Holdings Private Limited	Promoter Group		1	42436393	2758920	0	45195313	6.64	45195313	0	45195313	6.66	0	6.64	0	0	0	0	45195313
	ECE Industries Ltd.	Promoter Group		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sub-Total (A)(1)			18	250144214	11564900	0	261709114	38.46	261709114	0	261709114	38.58	0	38.46	0	0	0	0	261709114
2	Foreign			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A	Individuals (Non-Resident Individuals/ Foreign Individuals)			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	Government			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C	Institutions			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D	Foreign Portfolio Investor			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E	Any Other (Bodies			6	0	0	31320509	31320509	4.60	31320509	0	31320509	4.62	0	4.60	0	0	0	0	31320509

	Corporate)																			
	P.T. Indo Bharat Rayon	Promoter Group	1	0	0	20004020	20004020	2.94	20004020	0	20004020	2.95	0	2.94	0	0	0	0	0	20004020
	P T Sunrise Bumi Textiles	Promoter Group	1	0	0	1268750	1268750	0.19	1268750	0	1268750	0.19	0	0.19	0	0	0	0	0	1268750
	P T Elegant Textile Industry	Promoter Group	1	0	0	808750	808750	0.12	808750	0	808750	0.12	0	0.12	0	0	0	0	0	808750
	Thai Rayon Public Company Limited	Promoter Group	1	0	0	4774666	4774666	0.70	4774666	0	4774666	0.70	0	0.70	0	0	0	0	0	4774666
	Surya Kiran Investments Pte Limited	Promoter Group	1	0	0	5000	5000	0	5000	0	5000	0	0	0	0	0	0	0	0	5000
	Anatole Investments Pte Ltd	Promoter Group	1	0	0	4459323	4459323	0.66	4459323	0	4459323	0.66	0	0.66	0	0	0	0	0	4459323
	Sub-Total (A)(2)		6	0	0	31320509	31320509	4.60	31320509	0	31320509	4.62	0	4.60	0	0	0	0	0	31320509
	Total Shareholding of Promoter and Promoter Group (A)= (A)(1)+(A)(2)		24	250144214	11564900	31320509	293029623	43.06	293029623	0	293029623	43.20	0	43.06	0	0	0	0	0	293029623

Table III – Statement showing shareholding pattern of the Public shareholder

	Category & Name of the Shareholders (I)	PAN (II)	Nos. of shareholder (III)	No. of fully paid-up equity shares held (IV)	Partly paid-up equity shares held (V)	Nos. of shares underlying Depository Receipts (VI)	Total nos. shares held (VII = IV+V+VI)	Shareholding % calculated as per SCRR, 1957 As a % of (A+B+C2) (VIII)	Number of Voting Rights held in each class of securities (IX)			No. of Shares Underlying Outstanding convertible securities (including Warrants) (X)	Total shareholding, as a % assuming full conversion of convertible securities (as a percentage of diluted share capital) (XI)	Number of Locked in shares (XII)		Number of Shares pledged or otherwise encumbered (XIII)		Number of equity shares held in dematerialized form (XIV)		
									No of Voting Rights		Total as a % of Total Voting rights			No. (a)	As a % of total Shares held (b)	No. (Not applicable) (a)	As a % of total shares held (Not applicable) (b)			
									Class X	Class Y									Total	
1	Institutions (Domestic)																			
a	Mutual Funds		56	40781784	2118926	0	42900710	6.30	42900710	0	42900710	6.32	0	6.30	0	0				42863116
	ICICI PRUDENTIAL BLUECHIP FUND		1	10832374	898195	0	11730569	1.72	11730569		11730569	1.73	0	1.72	0	0				11730569
	SBI NIFTY 50 ETF		1	10652241	426902	0	11079143	1.63	11079143	0	11079143	1.63	0	1.63	0	0				11079143
b	Venture Capital Funds		0	0	0	0	0	0	0	0	0	0	0	0	0	0				0
c	Alternate		12	202768	79284	0	282052	0.04	282052	0	282052	0.04	0	0.04	0	0				282052

	Investment Funds																	
d	Banks	99	1053145	0	0	1053145	0.15	1053145	0	1053145	0.16	0	0.15	0	0			953992
e	Insurance Companies	11	54219111	1844903	0	56064014	8.24	56064014	0	56064014	8.26	0	8.24	0	0			56046662
	Life Insurance Corporation of India	1	51726964	1782148	0	53509112	7.86	53509112	0	53509112	7.89	0	7.86	0	0			53492925
f	Provident Funds/ Pension Funds	1	2328983	78810	0	2407793	0.35	2407793	0	2407793	0.35	0	0.35	0	0			2407793
g	Asset reconstruction companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
h	Sovereign Wealth Funds	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
i	NBFCs registered with RBI	8	2280	12	0	2292	0	2292	0	2292	0	0	0	0	0			2292
j	Other Financial Institutions	19	11103685	332193	0	11435878	1.68	11435878	0	11435878	1.69	0	1.68	0	0			11428235
k	Any Other (specify)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
	Sub-Total (B)(1)	206	109691756	4454128	0	114145884	16.77	114145884	0	114145884	16.83	0	16.77	0	0			113984142
2	Institutions (Foreign)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
a	Foreign Direct Investment	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
b	Foreign Venture Capital Investors	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
c	Sovereign Wealth Funds	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
d	Foreign Portfolio Investors Category I	533	80954006	1318103	0	82272109	12.09	82272109	0	82272109	12.13	0	12.09	0	0			82272109
	Government Pension Fund Global	1	10120491	410348	0	10530839	1.55	10530839	0	10530839	1.55	0	1.55	0	0			10530839
e	Foreign Portfolio Investors Category II	26	2342274	4334	0	2346608	0.34	2346608	0	2346608	0.35	0	0.34	0	0			2346608

f	Overseas Depositories (holding DRs) (balancing figure)		1	0	0	25744313	25744313	3.78	25744313	0	25744313	3.80	0	3.78	0	0		25743563
	Citibank N.A. New York, NYADR Department		1	0	0	25744313	25744313	3.78	25744313	0	25744313	3.80	0	3.78	0	0		25743563
g	Any Other (specify)		17	7980	0	0	7980	0	7980	0	7980	0	0	0	0	0		0
	Other - Foreign Institutional Investors		17	7980	0	0	7980	0	7980	0	7980	0	0	0	0	0		0
	Sub-Total (B)(2)		577	83304260	1322437	25744313	110371010	16.22	110371010	0	110371010	16.27	0	16.22	0	0		110362280
3	Central Government/ State Government(s)		0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
a	Central Government/ President of India		1	1	0	0	1	0	1	0	1	0	0	0	0	0		1
b	State Government / Governor		2	9155	0	0	9155	0	9155	0	9155	0	0	0	0	0		7905
c	Shareholding by Companies or Bodies Corporate where Central / State Government is a promoter		3	554	0	0	554	0	554	0	554	0	0	0	0	0		554
	Sub-Total (B)(3)		6	9710	0	0	9710	0	9710	0	9710	0	0	0	0	0		8460
4	Non-institutions		0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
a	Associate companies / Subsidiaries		0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
b	Directors and their relatives (excluding independent directors and		6	224624	8497	0	233121	0.03	233121	0	233121	0.03	0	0.03	0	0		233121

	nominee directors)																	
c	Key Managerial Personnel	2	23506	787	0	24293	0	24293	0	24293	0	0	0	0	0			24293
d	Relatives of promoters (other than 'immediate relatives' of promoters disclosed under 'Promoter and Promoter Group' category)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
e	Trusts where any person belonging to 'Promoter and Promoter Group' category is 'trustee', 'beneficiary', or 'author of the trust'	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
f	Investor Education and Protection Fund (IEPF)	1	3143157	0	0	3143157	0.46	3143157	0	3143157	0.46	0	0.46	0	0			3143157
g	Individual shareholders holding nominal share capital up to Rs. 2 lakhs.	226324	50192671	1276672	0	51469343	7.56	51469343	0	51469343	7.59	0	7.56	0	0			48090917
h	Individual shareholders holding nominal share capital in excess of Rs. 2 lakhs.	42	22879663	1060042	0	23939705	3.52	23939705	0	23939705	3.53	0	3.52	0	0			23939705
i	Non Resident Indians (NRIs)	8710	5130068	68152	0	5198220	0.76	5198220	0	5198220	0.77	0	0.76	0	0			4440693
j	Foreign Nationals	10	3549	5	0	3554	0	3554	0	3554	0	0	0	0	0			3554

k	Foreign Companies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
l	Bodies Corporate	1506	56861433	2103563	0	58964996	8.66	58964996	0	58964996	8.69	0	8.66	0	0		58723117
	Shamyak Investment Private Limited	1	9188957	365274	0	9554231	1.40	9554231	0	9554231	1.41	0	1.40	0	0		9554231
	Gagandeep Credit Capital Pvt Ltd	1	9623232	382538	0	10005770	1.47	10005770	0	10005770	1.47	0	1.47	0	0		10005770
	Samyaktva Construction LLP	1	7999308	325967	0	8325275	1.22	8325275	0	8325275	1.23	0	1.22	0	0		8325275
m	Any Other (specify)	3960	17618493	208048	0	17826541	2.62	17826541	0	17826541	2.63	0	2.62	0	0		4682357
	Overseas Corporate Bodies	10	13115226	0	0	13115226	1.93	13115226	0	13115226	1.93	0	1.93	0	0		0
	Clearing Members	15	76163	55	0	76218	0.01	76218	0	76218	0.01	0	0.01	0	0		76218
	HUF	3874	2567972	149951	0	2717923	0.40	2717923	0	2717923	0.40	0	0.40	0	0		2713581
	Trusts	58	147341	684	0	148025	0.02	148025	0	148025	0.02	0	0.02	0	0		123409
	Qualified Institutional Buyer	3	1711791	57358	0	1769149	0.26	1769149	0	1769149	0.26	0	0.26	0	0		1769149
	Sub-Total (B)(4)	240561	156077164	4725766	0	160802930	23.63	160802930	0	160802930	23.70	0	23.63	0	0		143280914
	Total Public Shareholding (B) =(B)(1) + (B)(2) + (B)(3) + (B)(4)	241350	349082890	10502331	25744313	385329534	56.62	385329534	0	385329534	56.80	0	56.62	0	0		367635796

Table IV - Statement showing shareholding pattern of the Non-Promoter- Non-Public shareholder

	Category & Name of the Shareholders	PAN	No. of Share - holder	No. of fully paid up equity shares held	Partly paid-up equity shares held	Nos. of shares underlying Depository Receipts	Total no. shares held	Shareholding % calculated as per SCRR, 1957 As a % of (A+B+C2)	Number of Voting Rights held in each class of securities			No. of Shares Underlying Outstanding convertible securities (including Warrants)	Total shareholding, as a % assuming full conversion of convertible securities (as a percentage of diluted share capital)	Number of Locked in shares		Number of Shares pledged or otherwise encumbered	Number of equity shares held in dematerialized form (Not Applicable)		
									(I)	(II)	(III)			(IV)	(V)			(VI)	(VII= IV+V+)
									No of Voting Rights			Total as a % of Total Voting rights			No.	As a % of total Shares held	No. (Not applicable)	As a % of total shares held (Not applicable)	
								Class X	Class Y	Total									
1	Custodian/DR Holder		0	0	0	0	0	0	0	0	0	0	0	0	0	0			0
2	Employee Benefit Trust (under SEBI (Share based Employee Benefit) Regulations, 2014)		1	2156865	0	0	2156865	0.32	0	0	0	0	0	0.32	0	0			2156865
	Total Non-Promoter-Non Public Shareholding (C)= (C)(1)+(C)(2)		1	2156865	0	0	2156865	0.00	0	0	0	0	0	0.00	0	0			2156865

Table V - Statement showing shareholding pattern of the Significant Beneficiary Owner (SBO)

Sr. No.	Details of the SBO			Details of the registered owner			Details of holding/ exercise of right of the SBO in the reporting company, whether direct or indirect*					Date of creation / acquisition of significant beneficial interest
	Name	Nationality	Nationality (Applicable in case of Any other is selected)	Name	Nationality	Nationality (Applicable in case of Any other is selected)	Shares	Voting rights	Rights on distributable dividend or any other distribution	Exercise of control	Exercise of significant influence	
1	Kumar Mangalam Birla	Indian		Birla Group Holdings Private Limited	India		19.10	0	0	No	No	29-Mar-2022
2	Kumar Mangalam Birla	Indian		IGH Holdings Private Limited	India		6.64	0	0	No	No	29-Mar-2022
3	Kumar Mangalam Birla	Indian		Rajratna Holdings Private Limited	India		0	0	0	No	No	29-Mar-2022
4	Kumar Mangalam Birla	Indian		Umang Commercial Company Private Limited	India		4.09	0	0	No	No	29-Mar-2022
5	Kumar Mangalam Birla	Indian		Vaibhav Holdings Private Limited	India		0	0	0	No	No	29-Mar-2022
6	Kumar Mangalam Birla	Indian		Vikram Holdings Private Limited	India		0	0	0	No	No	29-Mar-2022
7	Kumar Mangalam Birla	Indian		Hindalco Industries Limited	India		4.29	0	0	No	No	29-Mar-2022
8	Kumar Mangalam Birla	Indian		Renuka Investments & Finance Limited	India		0.04	0	0	No	No	29-Mar-2022
9	Kumar Mangalam Birla	Indian		Birla Institute of Technology and Science	India		0.10	0	0	No	No	29-Mar-2022
10	Kumar Mangalam Birla	Indian		P. T. Elegant Textile Industry	Any other (Indonesia)		0.12	0	0	No	No	29-Mar-2022
11	Kumar Mangalam Birla	Indian		P.T. Indo Bharat Rayon	Any other (Indonesia)		2.94	0	0	No	No	29-Mar-2022
12	Kumar Mangalam Birla	Indian		P. T. Sunrise Bumi Textiles	Any other (Indonesia)		0.19	0	0	No	No	29-Mar-2022
13	Kumar Mangalam Birla	Indian		Surya Kiran Investments Pte Limited	Singapore		0	0	0	No	No	29-Mar-2022
14	Kumar Mangalam Birla	Indian		Thai Rayon Public Company Limited	Any other (Thailand)		0.70	0	0	No	No	29-Mar-2022
15	Kumar Mangalam Birla	Indian		Anatole Investments Pte Ltd	Singapore		0.66	0	0	No	No	29-Mar-2022
16	Kumar Mangalam Birla	Indian		Kumar Mangalam Birla	India		0.17	0	0	No	No	29-Mar-2022
17	Kumar Mangalam Birla	Indian		Aditya Vikram Kumarmangalam Birla HUF (Karta- Mr. Kumar Mangalam Birla)	India		0.01	0	0	No	No	29-Mar-2022
18	Kumar Mangalam Birla	Indian		Rajashree Birla	India		0.08	0	0	No	No	29-Mar-2022
19	Kumar Mangalam Birla	Indian		Neerja Birla	India		0.01	0	0	No	No	29-Mar-2022

Table VI - Statement showing Foreign Ownership Limits

Particular	Approved limits (%)	Limits utilized (%)
As on shareholding date	100.00	23.24
As on the end of previous 1 st quarter	100.00	23.63
As on the end of previous 2 nd quarter	100.00	23.36
As on the end of previous 3 rd quarter	100.00	23.39
As on the end of previous 4 th quarter	100.00	23.58

Note: The Approved limit is as per the Sectoral/Statutory Cap prescribed by Government/Statutory Authorities and limits utilized is as per the NSDL - Daily Foreign Investment Limit Monitoring Report for the respective quarters.

Table III- Details of Shares which remain unclaimed for Public

Details of Shares which remain unclaimed may be given here along with details such as number of shareholders, outstanding shares held in demat/unclaimed suspense account, voting rights which are frozen etc.		
No. of shareholders	No. of shares held	Voting rights which are frozen
1612	141614	141614
25	6063	6063
756	38733	38733

Company Remarks

The ISIN for the partly paid-up shares included in this report is IN9047A01011.

Shareholding of Promoter and Promoter Group includes 4.60% GDRs. Refer the Deposit Agreement between the Parties w.r.t. voting rights.

Public Shareholders include 3.78% GDRs. Refer the Deposit Agreement between the Parties w.r.t. voting rights.

In terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, the trustees of the Grasim Employees' Welfare Trust ('Trust') do not have voting rights in respect of the shares held by the Trust. The voting rights will be available to the individuals (Grantees) upon exercise of the Options and RSUs by them under the Company's Employee Stock Option Scheme 2018.