

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

A. 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 Note 35 and 36 of the Notes forming part of the Standalone Financial Statements of the Company for the year ended 31st March 2022

Sr. No	Description	ABCL Incentive Scheme for Stock Options and Restricted Stock Units – 2017	Aditya Birla Capital Limited Employee Stock Option Scheme 2017				
(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including -	Options	RSUs	RSU	Options	PRSU	Options
a)	Date of Shareholders' approval	10 th April 2017			19 th July, 2017		
b)	Total number of Options/RSUs approved under ABCL Incentive Scheme	17,18,237 (comprising of Options and/or RSUs)			3,22,86,062 (comprising of Options and/ or RSUs)		
c)	Vesting requirements	The Stock Options and RSUs granted shall vest as per the vesting conditions stated by Grasim Industries Limited and as per the original grant plan	Continuous Employment Bullet Vesting	Employees of ABCL: 75% of the consolidated PBT achievement against Annual P&B targets and Employees of Subsidiaries: 75% of the PBT achievement of the respective business units against Annual P&B targets. 25% p.a. (4 years)	Continuous Employment Bullet Vesting	Employees of ABCL: 75% achievement against Annual P&B targets and Employees of Subsidiaries: 75% of the PBT achievement of the respective business units against Annual P&B targets. 20% p.a. (5 years)	
d)	Exercise price or pricing formula	At par (face value)	At par (face value)	At par (face value)	At par (face value)	At par (face value)	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
	Exercise Price per Option / RSU (₹)	10	10	10	76.4 to 119.4	10	76.4 to 115
e)	Maximum term of Options/RSUs granted	Five years from the date of Vesting of Options / RSUs					Five years from the date of Vesting of Options / RSUs
f)	Source of shares (primary, secondary or combination)	Primary					Primary
g)	Variation in terms of Options/RSUs	There has been no variation in terms of the Options / RSUs granted under the ABCL Incentive Scheme					There has been no variation in terms of the Options / RSUs granted under the ABCL Scheme 2017
(ii)	Method used to account for ESOS-Intrinsic or fair value	Fair					Fair
(iii)	Where the company opts for expensing of the options using the intrinsic value of the options	Not Applicable					Not Applicable

Sr. Description No		ABCL Incentive Scheme for Stock Options and Restricted Stock Units – 2017			Aditya Birla Capital Limited Employee Stock Option Scheme 2017		
(iv)	Particulars	Options	RSUs	Options	RSUs	Options	Options
	Number of Options / RSUs outstanding at the beginning of the period	385,721	1,13,446	10,714,241	1,256,100	872,906	13,225,030
	Number of Options / RSUs granted during the year	-	-	409,704	-	-	-
	Number of Options / RSUs forfeited / lapsed during the year	-	-	679,668	84,300	1,500	629,577
	Number of Options / RSUs vested during the year* (Refer Note 2)	-	-	-	-	-	-
	Number of Options / RSUs exercised during the year	189,686	1,10,029	1,71,862	517,431	-	45,000
	Number of shares arising as a result of exercise of Options / RSUs	189,686	1,10,029	1,71,862	517,431	-	45,000
	Money realized by exercise of Options / RSUs (INR), if scheme is implemented directly by the company	1,896,860	1,100,290	-	-	-	-
	Loan repaid by the Trust during the year from exercise price received	NA	NA	NA	NA	NA	NA
	Number of Options / RSUs outstanding at the end of the year	196,035	3,417	10,272,415	654,369	871,406	12,550,453
	Number of Options / RSUs exercisable at the end of the year	170,450	3,417	9,234,224	654,369	339,910	9,870,364
(v)	Weighted-average exercise prices and weighted-average fair values of Options / RSUs						
a)	Weighted-average exercise prices and weighted-average fair values of Options / RSUs whose exercise price equals the market price of the stock	NA			NA		

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b)	Weighted-average exercise prices and weighted-average fair values of Options/RsUs whose exercise price is less than the market price of the stock (₹)	10	131.6	70.4 to 119.4	131.6	73.1 to 90.4
c)	Weighted-average exercise prices and weighted-average fair values of Options/RsUs whose exercise price exceeds the market price of the stock	NA		NA		
(vi)	Employee wise details (name of employee, designation, number of Options/RsUs granted during the year, exercise price) of Options/RsUs granted to					
a)	Senior Managerial personnel	NIL		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		NIL		
c)	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	NIL		NIL		

Sr. No	Description	ABCL Incentive Scheme for Stock Options and Restricted Stock Units – 2017	Aditya Birla Capital Limited Employee Stock Option Scheme 2017
(vii)	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information	NA	As per SEBI Guidelines and applicable provisions, the fair value of the stock options has to be estimated using Black-Scholes model which considers as on the date of the grant, the parameters such as strike/ exercise price, risk free rate of return, expected life of the option and implied volatility of the underlying stock.
	Weighted-average values of share price (₹)	On the date of Grant – 10	131.6 70.4 to 90.4 131.6 73.10 to 90.4
	Exercise price (₹)	10	76.4 to 119.4 10 76.4 to 115
	Expected volatility	-	36.2% to 46.5% 35.4% to 38.5% 37.0% to 46.5%
	Expected Option/RSU life	On the date of Grant 5 years	3.5 to 6.5 4.5 3.5 to 7.5
	Expected dividends (%)		0.0% 0.0% 0.0% 0.0%
	Risk-free interest rate		6.5% 6.2% to 6.8% 6.5% to 7.2% 6.5% to 7.6%
	Any other inputs to the model	NA	
	Method used and assumptions made to incorporate the effects of expected early exercise	NA	Black-Scholes method
	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility		The following parameters have been considered 1. Exercise price – It is the price at which, the right is exercisable by the holder of the option. 2. Current market price of the underlying asset – The payoff from the option is related to the difference between the exercise price and the current price of an underlying asset. 3. Time to expiration – The value of an option is related to the duration of the option contract. The value of an option increases with the increase in its term. Generally, it is optimal to exercise an option at the end of the option term. 4. Volatility of the underlying asset – Volatility is a measure of the movement in the prices of the underlying asset. 5. Risk-free interest rate – This impacts the return expectation of equity. An increase in the risk-free rate increases the value of a call option and reduces the value of a put option. 6. Dividends expected during the life of the option - Dividend outflow reduces the value of the underlying asset. Thus, the dividend rate reduces the value of a call option and increases the value of a put option.
	Whether and how any other features of the option/RSU grant were incorporated into the measurement of fair value, such as a market condition		