

**DISCLOSURES AS REQUIRED UNDER REGULATION 14 OF SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021**

Sr No	Particulars	Details
1.	Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time.	<p>The Company has accounted for its employee share-based payments in accordance with the Accounting Standards prescribed under Section 133 of the Companies Act, 2013, read with Rule 7 of the Companies (Accounts) Rules, 2014.</p> <p>Since there is no specific Accounting Standard under AS for share-based payments, the Company has followed the 'Guidance Note on Accounting for Employee Share-based Payments' issued by the Institute of Chartered Accountants of India (ICAI), as recommended under applicable financial reporting framework.</p> <p>Disclosures as required under the said Guidance Note, including accounting treatment and impact on financial results, have been provided in Note No. 3 and other relevant Notes to Accounts of the Standalone Financial Statements for the year ended 31st March 2025.</p>
2.	Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.	<p>The potential equity shares arising from outstanding employee stock options under the Company's share-based payment schemes have been considered in the computation of diluted EPS, wherever applicable.</p> <p>The relevant disclosures are provided in Note No. 28 and other relevant Notes to Accounts of the Standalone Financial Statements for the financial year ended 31<sup>st</sup> March 2025.</p>
3.	<b>Details relating to ESOS</b>	
i.	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including	Presently the Company has only one Employee Stock Option Scheme, namely TAC Employee Stock Option Scheme 2024, which was approved by shareholders on September 08, 2024 which provides flexibility to the Nomination & Remuneration Committee for determination of exercise price.
A.	Date of Shareholders approval	September 08, 2024
B.	Total number of options approved under ESOS	2,00,000

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C.	Vesting requirements	The minimum period of Vesting shall be 1 (one) year and not later than the maximum vesting period of 5 (five) years from the date of grant of such Options. The Nomination and Remuneration Committee has power to determine the vesting period which may vary for the eligible employees which will be specified in their Grant Letter, based on the criteria that will be specifically determined by the Committee.
D.	Exercise price or pricing formula	Pursuant to provisions of the SEBI SBEBSE, 2021 and the ESOP 2024, the ESOPs have been granted at a face value of the Company as approved by the Nomination and Remuneration Committee.
E.	Maximum term of options granted	Options granted under ESOP 2024 shall be capable of being exercised within a period of four years from the date of Vesting of the respective Employee Stock Options.
F.	Source of shares (primary, secondary or combination)	Primary
G.	Variation in terms of options	None
ii.	Method used to account for ESOS - Intrinsic or fair value.	ESOPs are issued at Face Value.
iii.	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognised if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.	Not applicable
iv.	Option movement during the year (For each ESOS):	
	Number of options outstanding at the beginning of the period	2,00,000
	Number of options granted during the year	1,00,600
	Number of options forfeited / lapsed during the year	8,400
	Number of options vested during the year	The Company has granted shares during the year, hence, no options were vested during the year and the concept of vesting is not applicable.
	Number of options exercised during the year	The Company has granted shares during the year, hence, no options were exercised during the year and the concept of exercise is not applicable.
	Number of shares arising as a result of exercise of options	Not Applicable
	Money realized by exercise of options (INR), if	Not Applicable

Sr No	Particulars	Details
	scheme is implemented directly by the company	
	Loan repaid by the Trust during the year from exercise price received	Not Applicable
	Number of options outstanding at the end of the year	1,07,800
	Number of options exercisable at the end of the year	--
v.	Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	--
vi.	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to	
a)	Senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015	Not Applicable
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	Not Applicable
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	Not Applicable
vii.	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information	
(a)	the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model	Company has granted shares at a face value i.e at price of Rs. 10 the requirement to disclose the method and assumptions used for fair value estimation is not applicable.
(b)	the method used and the assumptions made to incorporate the effects of expected early exercise	
(c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	
(d)	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition	