



DABUR INDIA LIMITED

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DETAILS OF STOCK OPTIONS AS ON MARCH 31, 2023

Disclosures pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

A. Relevant disclosures in terms of the 'Guidance note on accounting for employee share based payments issued by the ICAI or any other relevant accounting standards as prescribed from time to time:

Members may please refer to Note No. 61 of the Standalone Financial Statements of the Company for the Financial Year 2022-23.

B. Diluted Earnings per share (EPS) pursuant to issue of shares on exercise of options:

Diluted EPS for the financial year ended March 31, 2023 is ₹ 7.73/-

C. Details related to Employees' Stock Option Scheme:

i) The description including terms and conditions of ESOS is summarized as under:

S. No.	Description	Details
a.	Date of shareholders' approval	September 13, 2000
b.	Total number of options approved under ESOS	Upto 5% of the paid-up capital of the Company
c.	Vesting Requirements	On achievement of targets
d.	Exercise Price or Pricing Formula	Each option carries the right to the holder to apply for one equity share of the Company at par/ discount to market value
e.	Maximum term of options granted	5 years
f.	Source of shares	Primary
g.	Variation in terms of options	None

ii) **Method used to account for ESOS**

The fair value at grant date has been determined using the Black- Scholes model which takes into account the variables such as volatility, risk free rate, expected dividend yield, expected option life, market price and exercise price for the calculation of fair value of the option.

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 recognized 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 be disclosed.**

Not Applicable



iv) Option movement during the year

S. No.	Description	Details	
a.	Options outstanding at the beginning of the year	85,67,882	
b.	Options granted during the year	Plan	No. of Options
		Vision V	Nil
		Vision VI	47,99,325
		Total:	47,99,325
c.	Options forfeited/ lapsed/expired during the year	Plan	No. of Options
		Vision V	15,300
		Vision VI	52,34,120
		Total:	52,49,420
d.	Options vested during the year	Plan	No. of Options
		Vision V	39,25,451
		Vision VI	72,000
		Total:	39,97,451
e.	Options exercised during the year	Plan	No. of Options
		Vision V	39,06,981
		Vision VI	Nil
		Total:	39,06,981
f.	Number of shares arising as a result of exercise of options	Plan	No. of Options
		Vision V	39,06,981
		Vision VI	Nil
		Total:	39,06,981
g.	Money realized by exercise of options(INR), if scheme is implemented directly by the Company	Plan	No. of Options
		Vision V	39,06,981
		Vision VI	Nil
		Total:	39,06,981
h.	Loan repaid by the trust during the year from exercise price received	Not applicable	
i.	Options outstanding at the end of the year	42,10,806	
j.	Options exercisable at the end of the year	42,10,806	

v) Weighted average exercise prices and weighted average fair values of options disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock

- a. Weighted average exercise price of options granted during the year whose:
- Exercise price equals market price: NA
 - Exercise price is greater than market price: NA
 - Exercise price is less than the market price: ₹ 1/-.
- b. Weighted average fair value of options granted during the year whose:
- Exercise price equals market price: NA
 - Exercise price is greater than market price: NA
 - Exercise price is less than the market price: Refer table below



Weighted Average Information			
Plan	Vision VI		
Grant Date	12-05-2022	26-10-2022	02-02-2023
Expected Life (years)	3.64	3.20	2.95
Volatility (%)	25.19	24.10	24.31
Risk free rate (%)	6.65	7.07	7.00
Dividend yield (%)	1.08	0.98	0.93
Stock price (NSE closing rate) (₹)	507.10	532.15	561.95
Option Fair Value (₹)	487.27	515.33	546.34

vi) Employee-wise details of options granted to:

a. Senior Management Personnel

S. No.	Name of the Employee	Designation	No. of options
1.	Mr. P. D. Narang	Group Director – Corporate Affairs	15,26,000
2.	Mr. Mohit Malhotra	Whole Time Director and CEO	9,40,000
3.	Mr. Biplab Baksi	Executive Director – HR	1,26,000
4.	Mr. Shahrukh Adi Khan	Executive Director - Operations	1,00,000
5.	Mr. Adarsh Sharma	Chief Operating Officer	31,500
6.	Mr. Ashok Kumar Jain	EVP (Finance) and Company Secretary	50,000
7.	Mr. Ankush Jain	Chief Financial Officer	74,000

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:

S. No.	Name of the Employee	Designation	No. of options
1.	Mr. Krishan Kumar Chutani	CEO – Dabur International Ltd.	3,20,000

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 - None

vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

- Fair value of the options is calculated by using Black-Scholes option pricing model.
- Stock price: The closing price on NSE as on the date of grant has been considered for valuing the options granted.
- Volatility: Volatility is a measure of the amount by which a price has fluctuated or is expected to fluctuate during a period. The measure of volatility used in the Black-Scholes option-pricing model is the annualized standard deviation of the continuously compounded rates of return on the stock over a period of time. The historical volatility of the stock till the date of grant has been considered to calculate the fair value of the options.



- d. Risk free interest rate: The risk free interest rate on the date of grant considered for the calculation is the interest rate applicable for a maturity equal to the expected life of the options based on the zero coupon yield curve for Government Securities.
- e. Time of Maturity/ Expected Life: Time of Maturity/ Expected Life of option is the period for which the Company expects the option to be live. The minimum life of a stock option is the minimum period before which the options cannot be exercised and the maximum life is the period after which the options cannot be exercised.
- f. Expected dividend yield: Expected dividend yield has been calculated on the dividend prior to the date of the grant.
