

## ANNEXURE 2

### **The Disclosures Pursuant to Regulation 14 of The SEBI (Share Based Employee Benefits) Regulations, 2021 read with SEBI Circular dated August 13, 2021**

As on May 26, 2022, the Company has in place the 'Aarvi - Employee Stock Option Plan 2022' ("Aarvi ESOP Plan 2022"). All the relevant details as prescribed under above Rule and Regulation are provided below and the same is also available on the website of the Company at <https://aarviencon.com/>

- 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.  
Please refer Note 31 - Share Based Payment, of Notes to the Standalone Financial Statements forming part of the Annual Report.
- B.** Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations in accordance with 'Indian Accounting Standard (Ind AS) - 33 - Earnings Per Share' or any other relevant accounting standards as prescribed from time to time.

Fully diluted EPS pursuant to issue of Equity Shares on exercise of stock options calculated in accordance with Ind AS - 34 Earning Per Share' (Consolidated): Basic: 7.67 , Diluted: 7.65

- C.** Other Details relating to Aarvi ESOP Plan 2022.

- (a) Date of shareholders' approval: 29 July, 2022.  
(b) Total number of options approved: 7,39,200 shares  
(c) Total number of options granted: Nil  
(d) Vesting requirements:

<b>Number of Options vested</b>	<b>Vesting Schedule</b>
20% of the Options Granted	One year from the date of Grant
Another 20% of the Options Granted	Two years from the date of Grant
Next 20% of the Options Granted	Three years from the date of Grant
Next 20% of the Options Granted	Four years from the date of Grant
Balance 20% of the Options Granted	Five years from the date of Grant

- (e) Exercise price or pricing formula: Rs. 25/- per share  
(f) Maximum term of options granted: Options granted under ESOP 2009 shall be capable of being exercised within a period of five years from the date of Vesting of the Aarvi ESOP Plan 2022.  
(g) Source of shares (primary, secondary or combination): Primary  
(h) Variation in terms of options: None

- i.** Method used to account for ESOS: NA
- ii.** 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 also be disclosed: NA
- iii.** Option movement during the year: NA
- iv.** Weighted-average exercise prices and weighted-average fair values of options: NA

- v. Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted method and significant assumptions used during the year to estimate the fair value of options: NA
- vi. A description of the method and significant assumptions used during the year to estimate the fair value of options including the related information: NA