

ESOP DISCLOSURE

As on 31st March 2023, the company has 2 operative plans, namely

- (i) Employee Stock Option Plan 2022 (“ESOP 2022”)
- (ii) Employee Stock Option Plan 2023 (“ESOP 2023”)

A. Disclosures with respect to ESOP 2022, ESOP 2023 of the Company pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2021 as on March 31, 2023

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.

Members may refer to the audited financial statement prepared as per Indian Accounting Standard (Ind-AS) for the year 22-23.
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B. 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.

Diluted EPS for the year ended 2021-22 is Rs.6.23 (Standalone) calculated in accordance with Ind-AS 33 (Earnings Per Share).

C. Details related to Employee Stock Option Plan - 2022 (“ESOP 2022”) & Employee Stock Option Plan – 2023 (“ESOP 2023”)

Sr. No.	Particulars	ESOP 2022	ESOP 2023
1(a)	Date of shareholders' approval	November 16, 2023	April 6, 2023
(b)	Total number of options approved under ESOP	1,00,000 Bonus- 1,00,000	1,00,000
(c)	Vesting requirements	Option shall be vested within 1 year from the date of Grant	Option shall be vested within 1 year from the date of Grant
(d)	Exercise price or pricing formula	Rs. 10/- (Rupees Ten Only) [The Exercise Price shall not be less than Rs. 10/- (Rupees Ten only) per option.]	Rs. 10/- (Rupees Ten Only) [The Exercise Price shall not be less than Rs. 10/- (Rupees Ten only) per option.]
(e)	Maximum term of options granted	5 Years	5 Years
(f)	Source of shares (primary, secondary or combination)	NA	NA
(g)	Variation in terms of options	Variation in the PCL Employee Stock Option Plan 2022 due to changes in vesting schedule, exercise price, lock in period and other changes, subject to the approval of shareholders.	Variation in the PCL Employee Stock Option Plan 2023 due to changes in vesting schedule, lock in period and other changes, subject to the approval of shareholders.
2	Method used to account for ESOP - Intrinsic or fair value.	Fair value	Fair value
3	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	NA	NA

	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		
4	Option movement during the year:		
	Number of options outstanding at the beginning of the period	Nil	Nil
	Number of options granted during the year	100000	100000
	Number of options forfeited during the year	Nil	Nil
	Number of options expired / lapsed during the year	Nil	Nil
	Number of options vested during the year	Nil	Nil
	Number of options exercised during the year	Nil	Nil
	Number of shares arising as a result of exercise of options	Nil	Nil
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Nil	Nil
	Number of options outstanding at the end of the year	Nil	Nil
	Number of options exercisable at the end of the year	100000	100000
5	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	NA	NA
6	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –		
	(a) senior managerial personnel	Rushika Gowani / Chief Client Servicing Officer/19965 shares/ Rs. 10 per option	NA
	(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	NA	NA
	(c) identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding	NA	NA

	outstanding warrants and conversions) of the company at the time of grant		
7	Description of the method and significant assumptions used during the year to estimate the fair value of options	NA	NA