



Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 [SEBI (ESOP) Regulations] as at March 31, 2024

The Company has Mankind Employee Stock Option Plan 2022 (ESOP-2022) and all the relevant details of the Scheme are provided below:

- A.** Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of Section 133 of the Companies Act, 2013 including the ‘Guidance note on accounting for employee share-based payments’ issued in that regard from time to time.

Please refer Note No. 52 of the Standalone Financial Statements forming part of the Annual Report.

- B.** Diluted EPS on issue of shares pursuant to the scheme covered under the Regulations shall be disclosed in accordance with ‘Indian Accounting Standard (Ind AS)-33 Earnings Per Share’ issued by the Central Government or any other relevant accounting standards as issued from time to time:

Please refer Note No. 45 of the Standalone Financial Statements forming part of the Annual Report

Details Relating to ESOP - 2022

Sl. No.	Particulars	Details
(i)	(a) Date of shareholders’ approval	August 9, 2022
	(b) Total number of options approved under ESOP 2022	81,75,274 (Eighty One Lacs Seventy Five Thousand Two Hundred Seventy Four)
	(c) Vesting requirements	Options granted under the Scheme shall vest not earlier than the minimum vesting period of one year and not later than maximum vesting period of four years from the date of grant of the options. The specific vesting schedule and vesting conditions subject to which vesting would take place would be outlined in the grant letter.
	(d) Exercise price or pricing formula	The exercise price per Option shall be determined by the Committee which in any case shall not be less than the face value of the share of the Company as on date of grant
	(e) Maximum term of options granted	Options can be exercised within 5 years from date of vesting
	(f) Source of shares (primary, secondary or combination)	Primary
	(g) Variation in terms of options	None
(ii)	Method used to account for ESOP – 2022	Fair value computed as per Black-Scholes option pricing model
(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	Not applicable, since the Company is already following the accounting policies specified in Regulation 15 of the SEBI SBEBSE Regulations i.e., as per Indian Accounting Standards and cost computation is done using fair value method instead of Intrinsic value

	cost that shall have been recognized if it had used the fair value of the options. The impact of this difference on profits and on EPS of the Company							
(iv)	Option movement during Financial Year – 2023-24							
	Number of options outstanding at the beginning of the year	10,46,512						
	Number of options granted during the year	70,000						
	Number of options forfeited / lapsed during the year	Nil						
	Number of options vested during the year	1,04,652						
	Number of options exercised during the year	Nil						
	Number of shares arising as a result of exercise of options	Nil						
	Money realized by exercise of options, if scheme is implemented directly by the Company	Nil						
	Loan repaid by the Trust during the year from exercise price received	Not Applicable						
	Number of options outstanding at the end of the year	11,16,512						
	Number of options exercisable at the end of the year	1,04,652						
(v)	Weighted-average exercise prices and weighted-average fair values of options whose exercise price either equals or exceeds or is less than the market price of the stock	<p>N.A. except the following</p> <p>Weighted average exercise prices and weighted average fair value of options where exercise price is less than market price on the date of grant –</p> <p>Weighted average exercise price - Rs 860.00</p> <p>Weighted average Fair Value of options –</p> <table border="1" data-bbox="711 1480 1523 1619"> <thead> <tr> <th>Grant date</th> <th>Weighted average Fair value of options</th> </tr> </thead> <tbody> <tr> <td>31st March, 2023</td> <td>538.40</td> </tr> <tr> <td>13th October, 2023</td> <td>1,205.86</td> </tr> </tbody> </table>	Grant date	Weighted average Fair value of options	31 st March, 2023	538.40	13 th October, 2023	1,205.86
Grant date	Weighted average Fair value of options							
31 st March, 2023	538.40							
13 th October, 2023	1,205.86							
(vi)	Employee wise details of options granted during the year to:							
	Name	Designation						
	Date of Grant	No. of Options granted						
	Exercise Price (Rs.)							

	(a) Senior Managerial Personnel	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	Mr. Prakash Agarwal	President – Strategy	13.10.2023	70,000	860																		
	(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																						
(vii)	<p>Description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:</p> <p>(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;</p> <p>(b) the method used and the assumptions made to incorporate the effects of expected early exercise;</p> <p>(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and</p>	<p>The fair value of options is estimated at the date of grant using Black Scholes model taking into account the terms and conditions upon which the options were granted.</p> <table border="1"> <thead> <tr> <th>Grant date</th> <th>31st Mar,23</th> <th>13th Oct,23</th> </tr> </thead> <tbody> <tr> <td>Market Price (₹)</td> <td>1,075.34</td> <td>1774.70</td> </tr> <tr> <td>Expected life (in years)</td> <td>3.51 to 6.51 years*</td> <td>3.51 to 6.51 years*</td> </tr> <tr> <td>Expected volatility*</td> <td>27.30% to 27.85 %*</td> <td>23.59% to 27.12%*</td> </tr> <tr> <td>Risk free interest rate (%)</td> <td>7.15% to 7.17% *</td> <td>7.23% to 7.29%*</td> </tr> <tr> <td>Dividend Yield (%)</td> <td>Nil</td> <td>Nil</td> </tr> </tbody> </table>					Grant date	31 st Mar,23	13 th Oct,23	Market Price (₹)	1,075.34	1774.70	Expected life (in years)	3.51 to 6.51 years*	3.51 to 6.51 years*	Expected volatility*	27.30% to 27.85 %*	23.59% to 27.12%*	Risk free interest rate (%)	7.15% to 7.17% *	7.23% to 7.29%*	Dividend Yield (%)	Nil	Nil
Grant date	31 st Mar,23	13 th Oct,23																						
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Risk free interest rate (%)	7.15% to 7.17% *	7.23% to 7.29%*																						
Dividend Yield (%)	Nil	Nil																						

(d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	Exercise Price	860.00	860.00
	Option Fair Value (₹)	538.40	1205.86
<p>* Expected life, volatility and risk free interest rates are provided as a range as these are varying with different vesting period and is indicative of future trends, which may not be the actual outcome.</p> <p>The expected life of the share options is based on historical data and current expectations and is not necessarily indicative of exercise patterns that may occur. The volatility is based on annualized standard deviation and historic volatility based on daily closing share price of the peer companies and competitive stocks over a period of time. The company has determined the market price for the Grant dated 13th October, 2023 based on closing price on NSE one day prior to grant date</p>			

Disclosures in respect of grants made prior to listing of equity shares of the Company are as under:

Details Relating to ESOP – 2022 for Financial year 2022-23

Sl. No.	Particulars	Details
(i)	(a) Date of shareholders' approval	August 9, 2022
	(b) Total number of options approved under ESOP 2022	81,75,274 (Eighty One Lacs Seventy Five Thousand Two Hundred Seventy Four)
	(c) Vesting requirements	Options granted under the Scheme shall vest not earlier than the minimum vesting period of one year and not later than maximum vesting period of four years from the date of grant of the options. The specific vesting schedule and vesting conditions subject to which vesting would take place would be outlined in the grant letter.
	(d) Exercise price or pricing formula	The exercise price per Option shall be determined by the Committee which in any case shall not be less than the face value of the share of the Company as on date of grant
	(e) Maximum term of options granted	Options can be exercised within 5 years from date of vesting
	(f) Source of shares (primary, secondary or combination)	Primary
	(g) Variation in terms of options	None
(ii)	Method used to account for ESOP - 2022	Fair value computed as per Black-Scholes option pricing model

(iii)	<p>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.</p> <p>The impact of this difference on profits and on EPS of the Company</p>	<p>Not applicable, since the Company is already following the accounting policies specified in Regulation 15 of the SEBI SBEBSE Regulations i.e., as per Indian Accounting Standards and cost computation is done using fair value method instead of Intrinsic value</p>
(iv)	<p>Option movement during Financial Year – 2022-23</p> <p>Number of options outstanding at the beginning of the year</p> <p>Number of options granted during the year</p> <p>Number of options forfeited / lapsed during the year</p> <p>Number of options vested during the year</p> <p>Number of options exercised during the year</p> <p>Number of shares arising as a result of exercise of options</p> <p>Money realized by exercise of options, if scheme is implemented directly by the Company</p> <p>Loan repaid by the Trust during the year from exercise price received</p> <p>Number of options outstanding at the end of the year</p> <p>Number of options exercisable at the end of the year</p>	<p>Year – 2022-23</p> <p>Nil</p> <p>10,46,512</p> <p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Not Applicable</p> <p>10,46,512</p> <p>Nil (No options under the Scheme vested till the end of FY 2022-23)</p>
(v)	<p>Weighted-average exercise prices and weighted-average fair values of options whose exercise price either equals or exceeds or is less than the market price of the stock</p>	<p>N.A. except the following</p> <p>Weighted average exercise prices and weighted average fair value of options where exercise price is less than market price on the date of grant – Weighted average exercise price - Rs 860.00</p> <p>Weighted average Fair Value of options – Rs 538.40</p>

(vi) Employee wise details of options granted during the year to:						
	Name	Designation	Date of Grant	No. of Options granted	Exercise Price (Rs.)	
(a) Senior Managerial Personnel	Dr. Sanjay Koul	Chief Marketing Officer	31.03.2023	1,74,420	860	
	Dr Anil Kumar	Chief Scientific Officer	31.03.2023	1,74,420	860	
	Mr. Atish Majumdar	Senior President-Sales and Marketing	31.03.2023	1,16,278	860	
	Mr. Pramod Gokhale	President - Group chief Information Officer	31.03.2023	1,04,650	860	
	Mr. Ashutosh Dhawan	Chief Financial Officer	31.03.2023	81,396	860	
	Dr Birendra Singh	President – Global Quality Head	31.03.2023	58,140	860	
	Mr. Abhay Kumar Srivastava	President-Operations	31.03.2023	58,140	860	
(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	Dr. Vijay Soni	Chief Executive Officer – Lifestar Pharma LLC	31.03.2023	1,16,278	860	
	Mr. Pankaj Jain	Vice President – Purchase	31.03.2023	58,140	860	
	Mr. Naveen Kumar	General Manager	31.03.2023	58,140	860	
(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					

(vii)	<p>Description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:</p> <p>(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;</p> <p>(b) the method used and the assumptions made to incorporate the effects of expected early exercise;</p> <p>(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and</p> <p>(d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.</p>	<p>The fair value of options is estimated at the date of grant using Black Scholes model taking into account the terms and conditions upon which the options were granted.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Particulars</th> <th style="text-align: left;">FY 23</th> </tr> </thead> <tbody> <tr> <td>Market Price (₹)</td> <td>1,075.34</td> </tr> <tr> <td>Expected life (in years)</td> <td>3.51 to 6.51 years*</td> </tr> <tr> <td>Expected volatility*</td> <td>27.30% to 27.85 %*</td> </tr> <tr> <td>Risk free interest rate (%)</td> <td>7.15% to 7.17% *</td> </tr> <tr> <td>Dividend Yield (%)</td> <td>Nil</td> </tr> <tr> <td>Exercise Price</td> <td>860.00</td> </tr> <tr> <td>Option Fair Value (₹)</td> <td>538.40</td> </tr> </tbody> </table> <p>* Expected life, volatility and risk free interest rates are provided as a range as these are varying with different vesting period and is indicative of future trends, which may not be the actual outcome.</p> <p>The expected life of the share options is based on historical data and current expectations and is not necessarily indicative of exercise patterns that may occur. The volatility is based on annualized standard deviation of the and historic volatility based on the daily closing share price of peer companies and competitive stocks over a period of time. The company has determined the market price on grant date based on latest equity valuation report available with the company preceding the grant date</p>	Particulars	FY 23	Market Price (₹)	1,075.34	Expected life (in years)	3.51 to 6.51 years*	Expected volatility*	27.30% to 27.85 %*	Risk free interest rate (%)	7.15% to 7.17% *	Dividend Yield (%)	Nil	Exercise Price	860.00	Option Fair Value (₹)	538.40
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