

Requirements under the SEBI (Share Based Employee Benefits) Regulations, 2014		
For the F.Y. 2019-20		
The position of the existing schemes is summarized as under -		
Sr.No.	Particulars	Ramkrishna Forgings Limited -Employee Stock Option Plan 2015 (RKFL ESOP Scheme 2015)
I. Details of the ESOS		
1	Date of Shareholder's Approval	12th September 2015
2	Total Number of Options approved	Upto 700,000
3	Vesting Requirements	Stock options granted under RKFL ESOP Scheme 2015 shall vest after 3 years from the grant date in the following proportion 3rd Year- 30% 4th Year- 30% 5rd Year- 40% The above vesting will be dependent upon achievement of certain performance criteria as laid down by Nomination & Remuneration Committee
4	Exercise Price or Pricing formula (₹)	400
5	Maximum term of Options granted (years)	9 years from the date of grant
6	Source of shares	Primary/Secondary/Combination
7	Variation in terms of ESOP	Exercise price has been reduced from 90% of the market price prevailing at the date of the grant of options to Rs. 400/- (Rupees Four Hundred only).
8	Method used to account for ESOS	The Company has recognised compensation cost using fair value method of accounting. The Company has recognized stock option compensation cost of Rs. 5.13 Lakhs in the statement of profit and loss for the financial year 2019-20
9	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.	The Company accounted for employee compensation cost on the basis of fair value of the options

II. Option Movement during the year		Options	Wt. Avg Exercise Price
1	No. of Options Outstanding at the beginning of the year	2,25,188	400
2	Options Granted during the year	0	
3	Options Forfeited / lapsed during the year	46,873	
4	Options Vested during the year	47,048	
5	Options Exercised during the year	850	
6	Total number of shares arising as a result of exercise of options	850	
7	Money realised by exercise of options (Rs.)	3,40,000	
8	Number of options Outstanding at the end of the year	1,77,465	
9	Number of Options exercisable at the end of the year	82,971	
10	Loan repaid by the Trust during the year from exercise price received	3,30,000	

III (i)	Weighted average exercise price of Options granted during the year whose
(a)	Exercise price equals market price
(b)	Exercise price is greater than market price
(c)	Exercise price is less than market price

III (ii)	Weighted average fair value of options granted during the year whose
(a)	Exercise price equals market price
(b)	Exercise price is greater than market price
(c)	Exercise price is less than market price

The weighted average market price of options exercised during the year	400.00
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IV	Employee-wise details of options granted during the financial year 2019-20 to:
(i)	Senior managerial personnel :
	Name
	No. of options granted
	No Options were granted during the year

(ii)	Employees who were granted, during the year, options amounting to 5% or more of the options granted during the year	
	Name	No. of options granted
	No Options were granted during the year	

(iii)	Identified employees who were granted option, during the year equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant.	
	Name	No. of options granted
	No Options were granted during the year	

V	Method and Assumptions used to estimate the fair value of options granted during the year:	
	No Options were granted during the year	
	Date of grant	Particulars
	1. Risk Free Interest Rate (%)	No options were granted during the year
	2. Expected Life	
	3. Expected Volatility (%)	
	4. Dividend Yield (%)	
	5. Price of the underlying share in market at the time of the option grant (Rs.)	
	Method used and assumptions made to incorporate effects of expected early exercise	
	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility;	
	whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	

VI	Disclosure in respect of grants made in three years prior to IPO unde each ESOS until all Options granted in three years prior to the IPO have been exercised or lapsed, disclosures of the information specified above in respect of such Options shall also be made	N.A
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VII	Diluted Earnings Per Share pursuant to issue of shares on exercise of options calculated in accordance with Accounting Standard (AS) 20	2.94
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VIII (I)	Trust Details	
1	Name of Trust	Ramkrishna Forgings Limited Employee Welfare Trust
2	Details of Trustee (s)	1. Mr. Milesh Gandhi 2. Ms. Ramya Hariharan 3. Mr. Dilip Patodia
3	Amount of Loan disbursed by Company, during the year	Rs. 2,81,30,685
4	Amount of loan outstanding (repayable to company) as at the end of the year	Rs. 4,62,21,085
5	Amount of outstanding loan, if taken from any other source for which Company/any company in the group has provided any security or guarantee	Nil
6	Any other contribution made to the Trust during the year	Initial Corpus - Rs. 1000

VIII (ii)	Brief details of transactions in shares by the Trust	
1	Number of shares held at the beginning of the year	46051
2	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	Nil - Primary acquisition 101213 - Secondary acquisition (0.31% paid up equity capital as at the end of the previous financial year) Weighted average acquisition price: Rs. 277.80
3	Number of shares transferred to the employees / sold along with the purpose thereof;	850 (Exercise of Options by Employees)
4	Number of shares held at the end of the year	45201

IX	In case of secondary acquisition of shares by the Trust	
1	Number of shares held at the beginning of the year	Nil
2	Acquired during the year	101213
3	Sold during the year	0
4	Transferred to employees during the year	0
5	Held at the end of the year	101213

Total Shares held by Trust	146414
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