

Employee Stock Option Schemes (ESOSs)

1. The details of stock options as on 31st March 2025 under the ESOP Scheme 2015 and ESOP Scheme 2023 :

Sr.No.	Particulars	Ramkrishna Forgings Limited -Employee Stock Option Plan 2015 (RKFL ESOP Scheme 2015)	Ramkrishna Forgings Limited -Employee Stock Option Plan 2023 (RKFL ESOP Scheme 2023)
I. Details of the ESOS			
1	Date of Shareholder's Approval	12th September 2015	16 September 2023
2	Total Number of Options approved	Upto 700,000	Upto 30,00,000
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	Stock options granted under RKFL ESOP Scheme 2023 shall vest after 1 year from the grant date in the following proportion 1st Year- 25% 2nd Year- 25% 3rd Year- 25% 4th Year- 25% 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 (₹)	Rs.80 of Face Value of Rs.2 each	Rs.556 for each option of Face Value of Rs.2 each and Rs 687 for each option of Rs.2 each
5	Maximum term of Options granted (years)	9 years from the date of grant	8 years from the date of grant
6	Source of shares	Primary/Secondary/Combination	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). By shareholders resolution dated 24th September 2016. Due to subdivision of shares the exercise price has been adjusted to Rs.80 per share of Face Value of Rs.2 each	No variation after Grant
8	Method used to account for ESOP	The Company has recognized compensation cost using a fair value method of accounting. The Company has recognized stock option compensation cost "Nil" in the statement of profit and loss for the Financial Year 2024-25.	The Company has recognized compensation cost using a fair value method of accounting. The Company has recognized stock option compensation cost of Rs. 1364.086 Lakhs in the statement of profit and loss for the Financial Year 2024-25.
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	The Company accounted for employee compensation cost on the basis of fair value of the options

2. Options Movement during the year-

Particulars		ESOP Scheme 2015		ESOP Scheme 2023	
		No. Of options*	Wt. Avg Exercise Price	No. Of options	Wt. Avg Exercise Price
1	No. of Options Outstanding at the beginning of the year	2,36,720	80	8,07,861	556
2	Options Granted during the year	0	80	3,051	687
3	Options Forfeited / lapsed during the year	24,045	80	63,842	556
4	Options Vested during the year	0	80	1,72,737	556
5	Options Exercised during the year	1,73,505	80	0	556
6	Total number of shares arising as a result of exercise of options	1,73,505	80	0	556
7	Money realized by exercise of options (Rs.)	1,38,80,400	NA	0	NA
8	Number of options Outstanding at the end of the year	39,170	80	7,47,070	558.86
9	Number of Options Exercisable at the end of the year	39,165	80	1,72,737	556

*Options adjusted for stock split- The Face value of equity shares has been sub divided from Rs. 10 per share w.e.f March, 15, 2022. Face Value of Equity Shares of the company is Rs. 2 per share.

3. A) Weighted average exercise price of Options granted during the year whose

Sr. No.	Particulars	ESOP Scheme 2015	ESOP Scheme 2023
a)	Exercise price equals market price	NA	NA
b)	Exercise price is greater than market price	NA	NA
c)	Exercise price is less than market price	NA	687.00

B) Weighted average fair value of Options granted during the year whose

Sr. No.	Particulars	ESOP Scheme 2015	ESOP Scheme 2023
a)	Fair value equals market price	NA	NA
b)	Fair value is greater than market price	NA	NA
c)	Fair value is less than market price	NA	561.00

C) Weighted average contractual life (years)

Particulars	ESOP Scheme 2015	ESOP Scheme 2023
Weighted average contractual life of options outstanding as on 31st March 2025	1.82	5.45

4. Employee-wise details of options granted during the financial year 2024-25 to:

(i)	Senior managerial personnel:	
	Name	No. of options granted
1	Mr. Bhupendra Kumar Lodhi, Chief Human Resource Officer (CHRO)	3,051
(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
	NIL	
(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
	NIL	

5. Method used to estimate the fair value of options granted during the year:

	The fair value has been calculated using the Black Scholes Option Pricing model	
	The Assumptions used in the model are as follows:	
	Date of grant	Particulars
	1. Risk Free Interest Rate (%)	6.66%
	2. Expected Life	4.51
	3. Expected Volatility (%)	44.23%
	4. Dividend Yield (%)	0.15%
	5. Price of the underlying share in market at the time of the option grant (Rs.)	990.40
	6. Weighted average fair value of options	561.00

6. Assumptions:

- i) Stock Price: Closing price on National Stock Exchange on previous date of grant has been considered
- ii) Volatility: The historical volatility over the expected life has been considered to calculate the fair value.
- iii) Risk-free rate of return: The risk-free interest rate being 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.
- iv) Exercise Price: Exercise Price of each specific grant has been considered.
- v) Time to Maturity: Time to Maturity / Expected Life of options is the period for which the Company expects the options to be live.
- vi) Expected dividend yield: Expected dividend yield has been calculated as last dividend declared before the date of grant