

Statement pursuant to Regulation 14 'Disclosure by the Board of Directors' of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021		
Sl. No.	Particulars	Details
1.	The board of directors in its report shall disclose any material change in the scheme(s) and whether Scheme(s) is/are in compliance with the regulations.	Refer the Board's Report Annual Report 2024-25
A.	Relevant disclosures have been made 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 to Note No. 36 contained in the Notes to Accounts forming part of Annual Standalone Financial Statements for the FY ended as on 31 March 2025
B.	Diluted Earnings per Share (EPS) on issue of Shares on Exercise of Options calculated in accordance with Indian Accounting Standard (Ind AS) 33	Rs. (8.57) (As per Note No. 38 contained in the Notes to Accounts forming part of Annual Standalone Financial Statements for the FY ended as on 31 March 2025)
C.	Details related to Plan	
Sl. No.	Description	Banka BioLoo Limited Employees Stock Option Plan - 2023
(i)	Date of Shareholders' approval	25 September 2023
	Total number of options approved under the Scheme and in force	5,42,329
	Vesting Requirements	The options would vest in the following manner: <ul style="list-style-type: none"> i. Upon completion of 12 calendar months from the date of grant; 25% of the Options shall vest; ii. Upon completion of 24 calendar months from the date of grant; 25% of the Options shall vest; iii. Upon completion of 36 calendar months from the date of grant; 25% of the Options shall vest; iv. Upon completion of 48 calendar months from the date of grant; 25% of the Options shall vest;
	Exercise Price or Pricing Formula	Exercise price per unit shall be the face value of equity shares of the Company as on Grant Date, i.e., Rs. 10 per share.
	Maximum term of options granted	The Options granted, shall vest after expiry of a minimum of 1 (One) year but not later than maximum of 5 (Five) years from the date of Grant, in the manner as decided by the Compensation Committee. The Options granted can be exercised by the eligible employee within 2 years from the date of vesting of options.
	Source of shares (primary, secondary or combination)	Primary
	Variation in terms of options	No variation
(ii)	Method used to account for ESOP	The compensation cost of stock options granted to the employees is calculated based on Fair value method.
(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 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.	Not Applicable
(iv)	Options movement during the year:	
	Number of options outstanding at the beginning of the period	1,58,500
	Number of options granted during the year	74,000
	Number of options forfeited/ lapsed during the year	40,400

	Number of options vested during the year	32,525		
	No. of options exercised during the year	27,625		
	No. of shares arising as a result of exercise of options	27,625		
	Money realized by exercise of options (INR) if scheme is implemented directly by the Company	Rs. 2,76,250		
	Loan repaid by the Trust during the year from exercise price received (in INR)	Not Applicable		
	No. of options outstanding at the end of the year	1,64,475		
	No. of options exercisable at the end of the year	4900		
(v)	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.	Particulars	Year ended 31 March 2025	Year ended 31 March 2024
		Weighted average exercise price (Rs.)	10	10
		Vesting Year	FY 2025-2029	FY 2024-2028
		Weighted average share price at grant date (Rs.)	109.29	70.15
(vi)	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to:			
	(a) Senior Management Personnel including Key Managerial Personnel			
	Sl. No.	Name of employee	Designation	No. of options granted during the year
	1.	Mr. LVN Padmanabham	Chief Financial Officer	32,000
	2.	Mrs. Nitika Lakhota	Company Secretary & Compliance Officer	4,000
	(b) Any other employees who received a grant in any one year of Options amounting to 5% or more of the Options granted during that year.			
	Sl. No.	Name of employee	Designation	No. of options granted during the year
	1.	Mr. Alok Kumar	VP - Sales & BD	20000
	2.	Mr. Prakash Krishnaiah	Head - Bio Polymers	12000
	3.	Mr. Shashank Patil	Senior Manager - Waste Water Business	6000
	(c) Identified employees who were granted Options 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)	A description of the method and Significant assumption used during the year to estimate the fair value of options including the following information:	The fair value at grant date is determined using the Black Scholes valuation option-pricing model which takes into account the exercise price, the term of the option, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the option. Please refer Note No. 36 (c) contained in the Notes to Accounts forming part of Annual Standalone Financial Statements for the Financial Year ended on March 31, 2025		
	(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;			
	(b) the method used and the assumptions made to incorporate the effects of expected early exercise;			
	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and			
	(d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.			