

Annexure I

Disclosures pursuant to Section 62 of the Companies Act, 2013 read with rules made thereunder and SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as specified in Schedule I of the said Regulations.

- A. Disclosures in terms of the accounting standards : Not Applicable during the year under report.
- B. Diluted EPS on issue of shares : Not Applicable during the year under report.
- C. Description of ESOPs
- (i) **(a) Date of shareholders' approval – 30.08.2022**
- (b) Total number of options approved under ESOS – 4,00,000 (Four Lakhs)**
- (c) Vesting requirements –**
- ❖ Subject to applicable laws, there shall be a minimum gap of one year between the date of grant of options and vesting of options.
 - ❖ Vesting period for options shall commence after minimum 1 (One) year from the Grant Date and it may extend upto maximum of 4 (Four) years from the Grant Date, at the discretion of and in the manner prescribed by the Committee.
 - ❖ Maximum period within which the Options shall be vested: Options granted under the Scheme would vest in accordance with the terms of each grant, subject to a maximum period of 5 (five) years from the date of grant of such options (i.e., vesting period)
 - ❖ Vesting of options will be on yearly basis and can vary from Grantee to Grantee as per the discretion of the Committee whose decision shall be final and binding.
 - ❖ Minimum vesting gap of 1 (One) year shall not apply in the event of death or permanent disability of the employee while in employment; all the options, granted under the scheme to him/her till his/her death or permanent incapacitation shall vest, with effect from the date of his/her death or permanent incapacitation on the legal heir or nominee of the deceased employee / employee, as the case may be.
- (d) Exercise price or pricing formula**
- ❖ Subject to SBEBASE Regulations, the Exercise Price of the options granted shall be the face value of the share, i.e., ₹ 2/- (as adjusted by the corporate action(s)). No amount shall be payable at the time of grant of options.
- (e) Maximum term of options granted**
- ❖ Options granted under the Scheme would vest in accordance with the terms of each grant, subject to maximum period of 5 years from the date of grant of such options.
- (f) Source of shares (primary, secondary or combination)**
- Primary. Further, subject to the approval of shareholders, the Trust shall acquire shares by way of subscribing to the fresh shares issued and allotted by the Company.

(g) Variation in terms of options: Not Applicable

(ii) Method used to account for ESOS:

The Company shall use the Fair Value method or such other valuation method as may be prescribed from time to time in accordance with applicable laws for computing the compensation cost for the options granted including any Guidance Note on Accounting for employee share based Payments issued in this regard from time to time.

(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 – N.A

(iv) Option movement during the year (For each ESOS):

Particulars	Details
Number of options outstanding at the beginning of the period	NA
Number of options granted during the year	2,64,750
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	N.A
Number of shares arising as a result of exercise of options	N.A
Money realized by exercise of options (INR), if scheme is implemented directly by the company	N.A
Loan repaid by the Trust during the year from exercise price received	N.A
Number of options outstanding at the end of the year	2,64,750
Number of options exercisable at the end of the year (subject to terms and conditions as laid in the Scheme)	2,64,750

(v) Weighted-average exercise prices and weighted-average fair values of options if the options' exercise price either equals or exceeds or is less than the market price of the stock - Not Applicable.

(vi) Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –

(a) senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;

Name of employee	Designation	Number of options granted during the year	Exercise Price
CCL Products (India) Limited – Employees			
Mr. Praveen Jaipurkar	Chief Executive Officer	1,00,000	
Mr. V. Lakshmi Narayana	Chief Financial Officer	13,000	
Mr. R.V. Rama Rao	Sr. General Manager	4,000	
Mr. Kolluru Shiva Rama Prasad	Sr. General Manager	9,000	
Ms. Dasari Sridevi	Company Secretary	5,000	
Mr. Keshava Naidu Gudiputi	General Manager	7,500	
Mr. V. Mahesh Kumar	General Manager	6,000	
Mr. S. S. S. Atchuta Rao	General Manager	5,000	
Mr. CH. V. S. S. R. S. Sastry	General Manager	5,000	
Ms. Sridevi Undavalli	General Manager	5,000	
Mr. B. Vaishak	Asst. General Manager	6,500	
Mr. R. Thirumala Prasad	Dy. General Manager	4,250	
Mr. Vadlamudi Ravi Sai Teja	Sr. Manager	3,500	
Mr. Bobba Aditya	Sr. Manager	3,500	
Continental Coffee Private Limited – Employees			
Mr. Preetam Patnaik	Head- Consumer Marketing	6,000	
Mr. Mallesh Boyapally	Sr. Zonal Manager	6,000	
Mr. Asheesh Sharma	Zonal Manager	6,000	
Ngon Coffee Complete Limited – Employees			
Mr. Shyam Sunder	Deputy General Director	9,000	

- (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;

Name of employee	Designation	Number of options granted during the year
- forms part of table above -		

- (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 – Not applicable.
- (vii) Description of the method and significant assumptions used during the year to estimate the fair value of options: Not Applicable during the year under report.

For and on behalf of the Board

Sd/-
Challa Srishant
Managing Director
DIN: 00016035

Sd/-
B. Mohan Krishna
Executive Director
DIN: 03053172

Place: Dak Lak Province, Vietnam
Date : July 14, 2023