

**EKI ENERGY SERVICES LIMITED**  
**Employee Stock Option Schemes (ESOSs)**  
**Disclosure Pursuant to Regulation 14 of SEBI (Share Based Employee Benefits and Sweat Equity)**  
**Regulations, 2021**  
**(ESOP disclosure for the FY 2024-25)**

**GENERAL DISCLOSURES:**

- A.** Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time.

All relevant disclosures have been made in Note No. 42 in notes to Financial Statements forming part of Annual Report 2024-25.

- B.** Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Indian Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.

For details please refer to Note No. 32 in notes to Financial Statements forming part of Annual Report 2024-25.

**SCHEME SPECIFIC DISCLOSURES:**

**A. DETAILS RELATED TO EMPLOYEES STOCK OPTION SCHEMES:**

<b>i.</b>	<b>A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS:</b>	
	The description including terms and conditions of ESOP 2021 is as under:	
	<b>Particulars</b>	<b>EKI Energy Services Limited Employees Stock Option Scheme – 2021 (“ESOP 2021”)</b>
a)	Date of shareholders’ approval	August 30, 2021
b)	Total number of options approved under ESOS	6,50,000, subject to alterations by way of corporate action
c)	Vesting requirements	The granted options shall vest within minimum period of 1 year and maximum period of 5 years from the date of grant.

d)	Exercise price or Pricing formula	The Nomination and Remuneration Committee will determine the exercise price in case of each grant subject to the same not being less than the face value of the equity shares of the Company and not more than the 'market price' (i.e. latest available closing price on a recognized stock exchange, having highest trading volume, on which the equity shares of the Company are listed) of the equity shares at the time of grant.
e)	Maximum term of options granted	The options shall vest maximum within five years from the date of grant. Once vested, options shall be exercisable within 3 years from the date of respective vesting or last working day in the Company whichever is earlier.
f)	Source of shares (primary, secondary or combination)	primary
g)	Variation in terms of options	The exercise price of the options granted during the financial year has been revised in view of the significant decline in the Company's share price
ii.	<b>Method used to account for ESOP - Intrinsic or fair value</b>	Fair value estimated Method.

<b>iii.</b>	<b>Where the company opts for expensing of the options using the intrinsic value of the options -</b>	
a)	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.	Not Applicable as the Company has used fair value method of accounting.
b)	Impact of this difference on profits and on EPS of the Company.	Not Applicable as the Company has used fair value method of accounting.
<b>iv.</b>	<b>Option movement during the year (For each ESOP):</b>	
	<b>Particulars</b>	<b>ESOP 2021</b>
a	Number of options outstanding at the beginning of the period	1,18,437
b	Number of options granted during the year	1,17,556
c	Number of options forfeited / lapsed during the year	12,625
d	Number of options vested during the year	116
e	Number of options exercised during the Year	79,950
f	Number of shares arising as a result of exercise of options	79,950
g	Money realized by exercise of options (INR), if scheme is implemented directly by the Company	1,59,90,000
h	Loan repaid by the Trust during the year from exercise price received	Not Applicable

i	Number of options outstanding at the end of the year	1,43,418			
j	Number of options exercisable at the end of the year	25,862			
v.	<b>Weighted-average exercise prices and weighted-average fair values of options whose exercise price equals or exceeds or is less than the market price of the stock</b>	The fair value at Grant Date is determined using “Black Scholes Model”. Members may refer to the audited financial statement for the year 2024-25 for further details			
vi.	<b>Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –</b>				
	<b>Particulars</b>	<b>ESOP 2021</b>			
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	<b>Name of Employee</b>	<b>Designation</b>	<b>Number of Options</b>	<b>Exercise Price (in Rs.)</b>
		Ramkrishan Patil	President	12513	200
		Ramkrishan Patil	President	83056	30
		Siddhant Gupta	Vice President	900	200
		Siddhant Gupta	Vice President	34500	30
		Khushboo Khatri	Deputy General Manager	288	200
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	<b>Name of Employee</b>	<b>Designation</b>	<b>Number of Options</b>	<b>Exercise Price (in Rs.)</b>
		Ramkrishan Patil	President	83056	30
		Siddhant Gupta	Vice President	34500	30

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	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:		
	The Company has used this model for computing the weighted average fair value of options under ESOP 2021 considering the following inputs:		
	Particulars	ESOP 2021	
a)	the weighted average values of share price (Rs.) :		
	Exercise Price (Rs.)	200	30
	Expected volatility	22.38% - 23.79%	17.71% - 21.25%
	Expected option life	3 years	3 years
	Expected dividend yield	0.06%	0.14%
	Risk-free interest rate	6.43%	7.08%
	Any other inputs to the model		
b)	the method used and the assumptions made to incorporate the effects of expected early exercise	Fair Value Method	
c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	Annual volatility (standard deviation) is weekly stock prices of depending upon Time to maturity of option during the FY 24-25 valuing them as on May 16, 2024. We have not been able to identify listed companies in the same industry with a business similar to that of company. Volatility of BSE Small Cap has been taken since there is no comparable companies.	Annual volatility (standard deviation) is weekly stock prices of depending upon Time to maturity of option during the FY 20-21 valuing them as on November 1, 2021. We have not been able to identify listed companies in the same industry with a business similar to that of company. Volatility of BSE Small Cap has been taken since there is no comparable companies.
d)	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	Not Applicable	