Annexure to the Board's Report Disclosures under Regulation 14 of the SEE (Share Exsed Employee Bernife and Sowest Equity) Regulations, 2021 ("SSEE Regulations")	
lowing is disclosed in the notes to the Financial statements: Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of Section 133 of the Companies Act, 201	
(3) Including the Valdance note on accounting for employee share based payments' issued in that regard from time to time, and finificial training the Valdance note on accounting for employee share based payments' issued in that regard from time to time, and the share information regarding Diluted Earning the Talkane on issue of shares parsuant to all the schemes covered under the regulations shall be disclosured and the share of t	of the
Description of each Employee Stock Option Plan (Scheme that existed at any time during the year, including the general terms and conditions of each Employee Stock Option Plan (Scheme that existed at any time during the year, including the general terms and conditions of each Scheme Plan (Scheme Plan (Sc	
such Scheme Plan: Date of shareholders' approval The Marico ESOP 2016 Plan was initially approved by the shareholders at the 28 th Aenzual of Meeting held on August 5, 2016, and subsequently modified vide special resolutions dated in	
2022 passed by the shareholders through postal ballot. Total number of options approved under ESOS Total number of stock options to be granted to the eligible employees of the Company	ond to
wishislatives shall not exceed the limits of upon an aggregate of 2,04,4,407 Options (as adjusted for any changes in capital structure of the Company). Application of the company of	
Deerche Price or pricing formula Exercise Price: The Nomination and Remuneration Contribute of the Soard (Acting Compensation Corruntities (Periodeliter referred to as "Nac") to determine the pice under the Scheme(s) notified / to be notified under Marko ESOP 2016 Plan, in accordance with app	
provisions of SRER Regislations. Maximum term of options granted Exercise period to corresence from the Vesting Date and will expire on completion of such per exceeding 5 years from the Vesting Date.	form
Source of shares (primary, secondary or The source of shares is Primary. combination)	
Variation in terms of options During the year under review, the shareholders approved the following matters relating to ESOP 2009 Then vide special resolutions dated May 14, 2022 passed through postal ballots: Increase in limit of Octions that can be snatted from time to time under the Tian from the	
limits of an aggregate maximum of 0.0% of the issued equity share capital of the Compan August 5, 2016 ("Commencement Date") (excluding outstanding warrants and convensions)	A CPI
73,45,037 Options, to revised limits of upto an aggregate of 2,05,45,037 Options (as may be adjusted on the Company), constituting an additional 1,32,00,000 Option (as may be adjusted on the Company), constituting an additional 1,32,00,000 Option	
 The Marico ISSOP 2016 Flav was amended to modify the relevant clauses to give effect aforesaid increase in limits and certain other changes intended to bring the language the unformity with the re-emanded 3025 Regulations and adopt references to latent 	for the state of t
enactments. The Board affirm that amendments to the Marko ESOP 2016 as aforesaid are in compliance SSES Regulations and the changes effected thereto are not projectical to the interests.	
employees.	
Method used to account for Stock Options - Fair Value Intrinsic or fair value. Not Applicable. As per IND AS requirement, the Company has to use fair value method.	
options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the	
When the company gots for expensing of the label optication, As you IDD Air requirement, the Company has to use far value method, options using the interval used of the options. Companion of the label of the company of the label of	
difference on profits and on EPS of the company shall also be disclosed.	
Option movement during the year (For each ESOS): Scheme W Scheme VI Scheme VII Scheme VIII Scheme	
Number of options granted during the year	
Number of options for feithed / lapsed during the year - 5,000 year Number of options vented during the year - 740 1,69,gro	- 9,659 - 3,53,550 - 31,200 - 3,41,990 - 4,04,77 44,44 - 33,90 - 3,14,19 - 3,20,20 - 3,64,50 3,590
Number of options exercised during the year 91,030 - 55,000 Number of options exercised during the year 91,030 - 55,000 Number of options arising as a result of exercise of 91,030 - 55,000	\$1,00
numeer or names arrang as a resurce exercise or 9,2-50 - 55,700 contions. Money realized by exercise of options (NR), if 3,44,99,5-9-20 - 1,74,99,7-10-70 scheme is implemented directly by the company	9,000 9,004 9,000 9 1,000 9 1,000 9 1 1,000 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Loan repaid by the Trust during the year from N.A. N.A. N.A. N.A. N.A.	NA N
Learn repail by the Thord during the year from N.A. N	- 10,709 3,700 3,80,50 4,65,00 4,55,00 4,55,00 4,55,00 4,55,00 4,55,00 5,00
year Namebur of options exercisable at the end of the 5,080 740 153,940 158,940 158,940	- NA-99 A-7/09 A
State: More downey as exercise prices and verigibles. Strength for visuals or options and a be disclosed segment of the disclosed segment and the d	
superately for options whose section price of the equals or exceeds of the Standard Standard Price of the standard Standard Sta	
Employee vise details (name of employee, designation, number of options parted during that year, excessing 100) of options granted during that year, excessing 100) of options granted to write year to be granted by the year, excessing 100 of options granted to write year to be a walkable to the Membrahander on requirementably that is compared to the walkable to the Membrahander on requirementably that is compared to the company was granted Options during the year equal to or exceeding it of hause Capital of the Screening Capital of the Scree	
(b) any other employee who receives a grant in any one year of option amounting to ST or more The details of stock options granted to Mr. Saugista Gupta, Managing Director & CEO, during the	
(c) identified employees who were granted Particulars No. of Options Date of 1	
syconic profit of the profit o	
RSUs (exercise price: Re. 1) 86,601 35-03-	Marka 1507 and Fin.
Adescription of the method and significant summarption used in the year to estimate the fair value of options including the following in the fair value of options including the following information: (Part - 1) (Part - 2) (Part - 3)	[Pr] Schmar V Schmar
(i) the weighted-average values of share price \$255.30 \$319.40 \$310.40 \$310.10	Track Trac
ii) the weighted-overage values of expected 26.10% 26.70% 26.70% 26.30%	\$500 \$500 \$500 \$500 \$500 \$500 \$500 \$500
volatility (1) the weighted-owenge values of expected 3.5 years 3.05 years 3.05 years 3.05 years 2.00 years 2.00 years 2.00 years 2.00 years 3.05 years 3.	
1) the weighted-overage values of expected 0.96% 1.07K 1.07K 0.96% dividends 10 has weighted-overage values of the role-free interest rate 6.25% 6.25% 6.25% 6.25%	1/27
Interest rate The method used and the assumptions made to succepant the deficiency of the succepant the defects of expected early exercise;	
	visibly of the shared of literact visibility of
previous 3.5 years options previous 3.40 base	The companion of the products of the companion of the co
previous 3,5 years options previous 3,40 base midd December 4, 2016, based on the life of options the life of options the life of options	The Figure 1 and the fire of spinises and the
	List years moded process moded by general condition of the process
Whether and how any other features of the option NA. grant were incorporated into the measurement of	
grant were incorporated into the measurement of fair value, such as a market condition.	
Oldcinum in in respect of grants made in three years prior to 100 under each 1500 under 140 and 140 under years prior to 100 under each 1500 under 140 under	
disclosures of the information pecified above in respect of such options shall also be made.	

laries information stansification Official

	Scheme XI Scheme XI Scheme XII Scheme XII Scheme XIII (SARI) scheme that existed at any time during the year, including the general terms and conditions of each SAR scheme, including -
a Date of shareholders' approval	Approved by NRC on December 3, 2020* Approved by NRC on December 3, 2020* Approved by NRC on December 3, 2020* *The Marico Employee Stock Appreciation Rights Nan 2011 ("\$TAR Flan") was initially approved by the Board of Directors of the Company or
	*The Marks Direptopes Stock Appreciation Rights Flam 2011 ("STAR Flam") was histally approved by the Stand of Directors of the Company of meeting field on January 73, 2011 and subsequently the model of STAR Flam was approved by the Stand of Directors at its meeting field on January 2011, 2011 and the STAR Flam was the proposed by the Stand of STAR Flam was then proposed by the Stand officer and the meeting field on January 2011, 2011 and 1011 and 10
b Total number of shares approved under the scheme	e SAR The secondary acquisitions by the Trust shall not be more than:
c Vesting requirements d SAR price or pricing formula e Maskram term of SAR granted f Method of settlement (whether in cash or equi	So so for place to peoply soles or good or the currying in an inter- and or on monous year, emmessing precuring the year or vento, appro- 0). 28 is a financial year of the people open place of the cent of the people of the peo
g Choice of settlement (with the company or	or the Choice vests with the Company.
h Source of shares (primary, secondary combination)	y or Source of acquisition is Secondary.
between the employee compensation cost computed and the employee compensation that shall have been recognized if it had used fair value of SAR, shall be disclosed. The impact	The Total Control of the Company has to use fair value method.
this difference on profits and on EPS of company shall also be disclosed. 4 SAR movement during the year (For each:	ect of das 5-SAR STARX STARXI
SAR movement during the year (For each scheme): Particulars Number of SARs outstanding at the beginning.	
the year Number of SARs granted during the year Number of SARs forfeited / lapsed during the ye	
Number of SARs vested during the year Number of SARs exercised/settled during the ye	2,05,160 22,680 6,130
Number of SARs outstanding at the end of the year Number of SARs exercisable at the end of the y	year NA NA NA NA NA NA NA
5 Employee-wise details (name of employ designation, number of SAR granted during year, exercise price) of SAR granted to -	ig the made available to the Members based on a request received by the Company at <u>investorigimarico.com</u> . No employee of the Company was grained capital of the Company.
(a) senior managerial personnel; (b) any other employee who receives a gran any one year of SAR amounting to 55 or more SAR granded during that year and (c) identified employees who were granted 5 during any one year, equal to or exceeding in the insued capital (excluding outstand	ant in
(c) identified employees who were granted 5 during any one year, equal to or exceeding is the issued capital (excluding outstane warrants and conversions) of the company at time of grant.	SAR, I'll call of the call of
time of grant. 6 Disclosures in respect of grants made in the years prior to IPO under each SAR scheme to IPO.	three NA until
6 Disclosures in respect of grants made in the years prior to IPO under each SAR scheme to all SARs granted in the three years prior to IPO have been exercised or have lap disclosures of the information specified above respect of such SARs shall also be made.	to the pracd, over fo
E Details re	related to Trust
Particulars	with transactions made by the Trust means for the summer than the state of the summer than the disclosured: Deballs -PY23 Deballs -PY22
General Information Name of the Trust Details of the Trustee(s)	Workers of Workers of Montecone of Montecone of Workers
Amount of loan disbursed by company / company in the group, during the year	/ any 9,50,00,000 21,30,00,000
Amount of loan outstanding (repayable company / any company in the group) as at end of the year	ie to \$9,17,84,170 47,48,32,341
end of the year 5 Amount of loan, if any, taken from any of source for which company / any company in group has provided any security or guarantee	
6 Any other contribution made to the Trust du the year II. Brief details of transactions in the shares by th	the Trust
Number of shares held at the beginning of the year; Number of shares acquired during the year:	* 14,40,507 0,55,939 1,73,037 4,83,537
(i) through primary issuance (ii) through secondary acquisition 3 Acquisition as a percentage of paid up eq capital as at the end of the previous financial ye	
4 Weighted average cost of acquisition per share	re 560.08 500.09
5 Number of shares sold/vested to the employees 6 Purpose of shares sold	res 2,33,7/0 2,93,20 Vesting of \$12AE Software \$ So
7 Number of shares held at the end of the year.	
III. In case of secondary acquisition of shares by the Number of shares 1 Held at the beginning of the year 2 Acquired during the year	
3 Sold during the year	14,445,547 13,55,939 139,052 4,83,527 2,35,520
Transferred to the employees during the year (Number of shares vented) Held at the end of the year	3,55,770 3,93,530 15,85,894 14,48,547
Date: May 5, 2023	