

Disclosure pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 – For the Financial Year 2023-24

The following details have been disclosed on the Company's website at

- 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.: The disclosures are provided in the Note No. 44 of the Notes to the standalone annual financial statements of the Company for the year ended 31st March, 2024, forming part of the Annual Report of the Company.
- B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 -Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.: No shares have been issued pursuant to the schemes covered under the regulations hence there is no impact on EPS.
- C. Details related to ESOS:

Scheme Name		RML Employee Stock Option Plan 2023 (“ESOP 2023”)	RML Employee Stock Option Plan II 2023” (“RML ESOP II 2023”)
Sr. No.	Particulars		
(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including -		
	(a) Date of shareholders' approval	April 09, 2023	August 03,2024
	(b) Total number of options approved under ESOS	10,15,000	50,00,000
	(c) Vesting requirements	Options granted under ESOP 2023 would Vest at the completion of the Period of 1 (One) year from the date of the Grant of such Options.	Options granted under RML ESOP II 2023 would Vest at the completion of the Period of 1 (One) year from the date of the Grant of such Options.
	(d) Exercise price or pricing formula	The compensation and remuneration committee finalized at Rs. 50/- (Rupees Fifty Only) per Option	The compensation and remuneration committee decides on the grant price time to time based on the day the grant letter is issued, market price traded at

			BSE on that day and other parameters. The two lac options has been granted at Rs.60 per share. Rest of the options pricing would be as and when the grant letters would be issued and pricing to be decided by the committee. Rs. 160/- (Rupees One Hundred Sixty Only) per Option
	(e) Maximum term of options granted	After Vesting, Options can be Exercised either wholly or partly, during the exercise window, within the overall exercise period of 4 (Four) year from the date of respective Vesting.	After Vesting, Options can be Exercised either wholly or partly, during the exercise window, within the overall exercise period of 4 (Four) year from the date of respective Vesting or such other period as may be decided by the Compensation Committee, from time to time.
	(f) Source of shares (primary, secondary or combination)	Primary	Primary
	(g) Variation in terms of options	No variation has been made in the terms of options during the year	No variation has been made in the terms of options during the year
(ii)	Method used to account for ESOS -Intrinsic or fair value.	Fair value method	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	Not applicable as Company has used Fair value method	Not applicable as Company has used Fair value method

	on EPS of the company shall also be disclosed.		
(iv)	Option movement during the year (For each ESOS):		
	Number of options outstanding at the beginning of the period	N.A.	N.A.
	Number of options granted during the year	10,15,000	2,00,000
	Number of options forfeited / lapsed during the year	NIL	NIL
	Number of options vested during the year	NIL	NIL
	Number of options exercised during the year	NIL	NIL
	Number of shares arising as a result of exercise of options	NIL	NIL
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	NIL	NIL
	Loan repaid by the Trust during the year from exercise price received	N.A.	N.A.
	Number of options outstanding at the end of the year	10,15,000	2,00,000
	Number of options exercisable at the end of the year	NIL	NIL
(v)	Weighted-average exercise prices and weighted-average fair values of	a). Weighted Average Exercise price is at Rs.50 per share. b). Fair Value of options has been arrived at Rs.88.84	a). Weighted Average Exercise price is at Rs.60 per share. b). Fair Value of options has been arrived at Rs.85.04

	options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	per share	per share.
(vi)	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -		
	(a) senior managerial personnas defined under Regulation 16(d) of the Securities and Exchange Board of India(Listing Obligations and Disclosure Requirements) Regulations, 2015;	<p>Name of employee: Ashok Raghunath Karale Designation: Manager Accounts & Finance Number of options granted during the year: 5,000 Exercise price: Rs. 50/- (Rupees Fifty Only) per Option</p> <p>Name of Employee: Nooruddin Mohammed shaikh Designation: Executive Director Number of options granted during the year: 10,000 Exercise price: Rs.50/- (Rupees Fifty Only) per option</p>	<p>Name of employee: Bijal Himanshu Gandhi Designation: Creative Head Crafts Division Number of options granted during the year: 39,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p> <p>Name of employee: Jovita Himanshu Gandhi Designation: Event Head Number of options granted during the year: 39,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p> <p>Name of employee: Heramb Sanjeev Patkar Designation: Tech Head Number of options granted during the year: 39,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p> <p>Name of employee: Dilip Suresh Ambekar Designation: Operations Head Number of options granted during the year: 39,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p> <p>Name of employee: Harshee Anil Haria Designation: Creative Head</p>

			<p>Number of options granted during the year: 39,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p> <p>Name of employee: Poonam Shriram Mali Designation: Management Trainee Number of options granted during the year: 5,000 Exercise price: Rs. 60/- (Rupees Sixty Only) per Option</p>
	(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; and		
	(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.	<p>Name of employee: Vivek Shankar Parulkar Designation: Executive Director Number of options granted during the year: 10,00,000 Exercise price: Rs. 50/- (Rupees Fifty Only) per Option</p>	
(vii)	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:		
	(a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends,	The minimum life of a stock option is the minimum period before which the options cannot be exercised and the maximum life is the period after which the options cannot be exercised. The expected life has been calculated as an average of minimum and maximum life.	The minimum life of a stock option is the minimum period before which the options cannot be exercised and the maximum life is the period after which the options cannot be exercised. The expected life has been calculated as an average of minimum and maximum life.

	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;	Black Scholes	Black Scholes
	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	Expected volatility on the Company's stock price is based on the historical volatility for the longest period for which trading activity is available.	Expected volatility on the Company's stock price is based on the historical volatility for the longest period for which trading activity is available.
	(d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	Additional working details is being given on the website of the company	Additional working details is being given on the website of the company

D. Details related to ESPS: Not Applicable

E. Details related to SAR: Not Applicable

F. Details related to GEBS / RBS: Not Applicable

G. Details related to Trust: Not Applicable