

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

- 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 by ICAI has been made in Note No. 48 of the Notes to Standalone Financial Statements and Note No. 56 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company.
- B. Diluted earnings per share pursuant to the issue of share on exercise of options calculated in accordance with Indian Accounting Standards Ind-AS 33, “Earnings Per Share” has been disclosed in the Standalone Financial Statements for FY 2024.
- C. Summary of Status of ESOP granted

(i) The description of the existing schemes are summarized as under:

S. No.	Particulars	‘Entero Employee Stock Option Plan 2023’ (“ESOP 2023” or “Plan”),
1 (a)	Date of Shareholder's approval	7 th September 2023
(b)	Date of last modification by Shareholders	Not Applicable
2	Total number of options approved	3,97,990
3	Vesting requirements	15% of options granted in Year 1 25% of options granted in Year 2 30% of options granted in Year 3 30% of options granted in Year 4 Vesting is based on time as well as achievement of Company's and Employee's performance.
4	Exercise Price or Pricing Formula	Rs. 804 per equity share
5	Maximum Term of options granted	4 (Four) years

6	Sources of Shares (primary, secondary or combination)	Primary
7	Variation in terms of Options during FY2024	Not Applicable

(ii) The movement of options during the financial year 2023-24 is as follows:

S. No.	Particulars	ESOP 2023
1	Number of options outstanding at the beginning of the year	0
2	Number of options granted during the year	2,40,700
3	Number of options forfeited/lapsed during the year	6800
4	Number of options vested during the year	0
5	Number of options exercised during the year	0
7	Number of shares arising as a result of exercise of options	0
10	Money realized by exercise of options (INR), if scheme is implemented directly by the company	0
11	Loan repaid by the trust during the year from exercise price received.	0
12	Number of options outstanding as of March 31, 2024	2,33,900
13	No. of options exercisable as of March 31, 2024	2,33,900

(iii) Employee-wise details of options granted during the financial year 2023-24 is as follows:

1	Key Managerial Personnel and Senior Managerial Personnel				
	Name of Employees	Designation	Scheme	No. of options granted during the year	Exercise Price (INR)
	Jayant Prakash	General Counsel and Company Secretary	Entero ESOP 2023	5800	804
	C V Ram	Chief Financial Officer	Entero ESOP 2023	36100	804
	Shashwat Nigam	Vice President - Head Retail Pharma Business	Entero ESOP 2023	22800	804
	Sambit Mohanty	President - Institutional Business	Entero ESOP 2023	7900	804
2	Other Employees who were granted, during the year, options amounting to 5% or more of the options granted during the year - Nil				
3	Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital of the Company at the time of grant - Nil				

(iv) Weighted Average Fair Value/ Exercise Price of Options granted during the year. Refer Note No. 48 of the Notes to Standalone Financial Statements and Note No. 56 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company.

(v) Method used to account for ESOP - The compensation cost of stock options granted to employees is calculated based on fair value method.

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

(vi) A description of the method and significant assumptions used during the year to estimate the fair value of options at the time of grant including the following information:-

Particulars	31 st March 2024
	ESOP 2023
Dividend yield (%)	0.00%
Expected volatility (%)*	20.50%
Risk-free interest rate (%)	7.15%
Expected life of share options (years)*	5.89 years
Share Price at Grant Date (INR)	803.67
Model used	Black Scholes Model

*The expected life of the stock is based on historical data and current market expectations and is not necessarily indicative of exercise patterns that may occur. The expected volatility reflects the assumption that the historical volatility over a period similar to the life of the options is indicative of future trends, which may also not necessarily be the actual outcome.

For more details, please refer Note No. 48 of the Notes to Standalone Financial Statements and Note No. 56 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 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