

BUSINESS RESPONSIBILITY REPORT

[As per Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION - A: GENERAL INFORMATION ABOUT THE COMPANY:

1	Corporate Identity Number (CIN) of the Company	L24219TG1986PLC016607
2	Name of the Company	NACL Industries Limited
3	Registered address	Plot No.12-A, "C"- Block, Lakshmi Towers, No.8-2-248/1/7/78, Nagarjuna Hills, Panjagutta Hyderabad TG 500082 India
4	Website	www.naclind.com
5	e-mail id	investors@naclind.com
6	Financial Year reported	2020-21
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	Agri Inputs, National Industrial Classification (NIC) Code: 20211
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	The Company principally manufactures Agri Inputs, comprising Pesticides, Fungicides, Insecticides, Herbicides, Plant Growth Regulators & Nematicides and crop protection products.
9	Total number of locations where business activity is undertaken by the Company	
	a. Number of International Locations (Provide details of major 5)	One (Australia) through its Wholly Owned Subsidiary (WOS) Company.
	b. Number of National Locations	The Company's manufacturing operations are situated at 3 locations, viz. (i) Arinama Akkivalasa, Etcherla Mandal, Srikakulam in AP. (ii) Ethakota, Ravulapalem, East Godavari Dist. in AP. (iii) Nandigaon Village, Shadnagar, Kothur Mandal, Mahaboobnagar Dist. in Telangana; and 47 depots in India
10	Markets served by the Company – Local/ State/ National/ International/	The Company's products are marketed across India and in various other countries.

SECTION - B: FINANCIAL DETAILS OF THE COMPANY:

1	Paid up Capital (INR)	₹ 19,62,17,758/-
2	Total Turnover (INR)	₹ 1,20,673 lakhs
3	Total profit after taxes (INR)	₹ 5,029 lakhs
4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	The Company's total CSR spending is ₹ 19 lakhs for FY 2020-21, which is 2% of the average net profit of the Company for the last three financial years.
5	List of activities in which expenditure in 4 above has been incurred.	a) Health, Hygiene and Sanitation: Health care and Sanitation activities like RO water supply to surrounding villages, conducting various medical camps and sanitation facilities to school. b) Education, Skill development programmes: Village school renovation work, Salaries to Vidya volunteers, vocational courses and scholarships to merit students. c) Rural Development: Village community development activities and development of school facilities, community centers and bus shelters.

SECTION - C: OTHER DETAILS:

1	Does the Company have any Subsidiary Company/ Companies?	Yes, the Company has four Wholly Owned Subsidiary(s) (WOS) as on March 31, 2021, of which, three companies are Indian subsidiary and the other is a foreign subsidiary.
2	Do the Subsidiary Company/ Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	Operations of subsidiaries are not at a scale that can support CSR activities.
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	Yes, all Suppliers/Vendors which cater to the needs of NAACL in terms of goods and services as well as our Affiliates/Trade Partners globally adhere to the mutually agreed terms of supply.

SECTION - D: BR INFORMATION:

1	Details of Director / Directors responsible for BR:	
	(a) Details of the Director/ Directors responsible for implementation of the BR policy/policies	
	DIN Number	01514557
	Name	Mr.M.Pavan Kumar
	Designation	Managing Director & CEO
	(b) Details of the BR head	
	DIN Number (if applicable)	-
	Name	Mr. S. Mani Prasad
	Designation	Head- Corporate HPD
	Telephone number	040-24405100
	e-mail id	investors@naclind.com

(2) Principle-wise (as per NVGs) BR Policy/policies:

Principle-1 : Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

Principle-2 : Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

Principle-3 : Businesses should promote the well-being of all employees

Principle-4 : Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

Principle-5 : Businesses should respect and promote human rights

Principle-6 : Business should respect, protect and make efforts to restore the environment

Principle-7 : Business, when engaged in influencing public and regulatory policy, should do so in a responsible manner

Principle-8 : Businesses should support inclusive growth and equitable development

Principle-9 : Businesses should engage with and provide value to their customers and consumers in a responsible manner

(a) Details of compliance (Reply in Y/N)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for BR	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards?	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The Policies confirm to the Principles of NVG's for BR. The quality management systems are in line with different applicable ISO standards such as ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018.								
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	The policies are available in investors section at https://www.nacilind.com								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the company have in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: **Not Applicable**

3. Governance related to BR

a)	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. (Within 3 months, 3-6 months, annually, more than 1 year).	Annually
b)	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Yes, the Company publishes BR Report as a part of its Annual Report, which is being uploaded on the Company's website: https://nacilind.com/investor-relations/#investor-info

SECTION E: PRINCIPLE-WISE PERFORMANCE:

Principle 1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
1	Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No.
2	Does it extend to the Group/Joint Ventures/Suppliers/ Contractors/NGOs/Others?
3	How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?

Principle 2		Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	By design, any product developed in the company there is exhaustive process to ensure that there will not be any major effects on either environment or stakeholders by doing HAZOP at various levels and all risk mitigation measures are taken. The study is done till the products are used by the farmers and for its life cycle. Moreover, Product Life Cycle Assessment (LCA) is being initiated to evaluate the Hot spots in overall value chain from Cradle to Cradle approach. This process enable to mitigate the Environmental risks from sourcing to disposal
2	For each such product, provide the following details in respect of resource use (energy, water, raw material etc.):	The Company is actively working on its products to reduce overall impacts through Continual improvement. The details of the aforesaid three products are provided in the website https://www.nacilind.com
3	Does the company have procedures in place for sustainable sourcing (including transportation)?	Yes
4	Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?	Yes
5	Does the company have a mechanism to recycle products and waste?	Yes, Zero Liquid Discharge (ZLD) treatment process is implemented to remove all the liquid waste from a system. The focus of ZLD is to reduce wastewater economically and produce clean water that is suitable for reuse

Principle 3		Businesses should promote the well-being of all employees.
1	Total number of permanent employees as on 31.03.2021.	1204 permanent employees as on 31.03.2021.
2	Total number of employees hired on temporary/ contractual/ casual basis.	432 number of employees hired on temporary/ contractual/ casual basis
3	Number of permanent women employees.	13 Number of permanent women employees
4	Number of permanent employees with disabilities	01 Number permanent employees with disabilities
5	Employee association	Two Associations. Details are given below: 1) Nagarjuna Agrichem Staff & Workers Union. 2) Nagarjuna Agrichem Workers Union.
6	What percentage of your permanent employees is members of this recognized employee association?	1) In Nagarjuna Agrichem Staff & Workers Union – 36.7% 2) In Nagarjuna Agrichem Workers Union – 35%
7	Number of complaints relating to child Labour, forced Labour, involuntary Labour, sexual harassment in the last financial year and pending, as on the end of the financial year.	i) Child Labour/forced Labour/ involuntary Labour: NIL. (ii) Sexual harassment: NIL (iii) Discriminatory employment: NIL
8	Brief details of training Programme held for employees with respect to safety & skill up-gradation training in the last year	The Company has provided the following safety training programmes for its associates/ employees: 1) On site Emergency Plan 2) Fire Fighting & emergency preparedness 3) Hazardous Chemicals 4) Training on First Aid 5) Functional Training 6) PPE's Usage etc.,

Principle 4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.
1 Has the company mapped its internal and external stakeholders? Yes/No	Yes, the Company has mapped its stakeholders as part of its stakeholder engagement process
2 Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?	Yes, the Company has identified the communities which are disadvantaged, vulnerable and require focused intervention.
3 Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof in about 50 words or so.	Yes. The Company has taken various initiatives to engage disadvantaged, vulnerable and marginalized stakeholders by way of CSR and Social Activities.
Principle 5	Businesses should respect and promote human rights.
1 Does the policy of the company on human rights cover only the company or extend to the Group/ Joint Ventures/ Suppliers/ Contractors/ NGOs/ Others?	The Company remains committed to respect and protect human rights. The Company's Code of Conduct & Ethics and the human resources practices cover most of these aspects. The Company does not hire child Labour, forced Labour or involuntary Labour. The company never discriminates between its employees.
2 How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	No complaint received during the reporting period.
Principle 6	Businesses should respect, protect and make efforts to restore the environment
1 Does the policy related to Principle 6 cover only the company or extends to the Group/ Joint Ventures/ Suppliers/ Contractors/ NGOs/ others.	The Company's manufacturing units and R&D facility have policies on Quality, environment, health, and safety measures (i.e ISO 9001, ISO 14001, ISO 45001). Our policy can be referred at https://naclind.com/sustainability/#qehs-sec .
	The Company encourage its Employees, stakeholders and business partners to follow the policy.
	The Company periodically review the policy to ensure that it continues to help us achieve continual improvement.
2 Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.	During 2020-21, the Company has awarded with Responsible Care® certification from April 2021 to March 2024.
	This certification, which is given after a comprehensive assessment by auditors appointed by Indian Chemical Council (ICC), an apex industry body representing chemical industry in India as a nodal body pursuing "Responsible Care Programme", a global initiative through International Council of Chemical Associations (ICCA).
	As part of its journey, the Company committed to improve its performance in the fields of environmental protection, climate change mitigation, occupational safety and health protection, plant safety, product stewardship and logistics, as well as to continuously improve the dialogue with our neighbors and the public, independent from legal requirements.
	Responsible Care® is a global, voluntary initiative which started in Canada in 1984 and is practiced today by high-performance chemical companies in 53 countries worldwide. Responsible Care® calls on companies to demonstrate their commitment to improve all aspects of performance that relate to protection of health, safety and environment.

		<p>The International Council of Chemical Associations (ICCA) has established a framework for chemical manufacturing companies to adopt and implement global Responsible Care® core principles. National chemical industry associations are working with the ICCA to ensure the continuous improvement of EHS&S in their countries. For India, ICC adopted this initiative in 1993.</p> <p>The need for a structured process to implement and manage Responsible Care® management principles resulted in the Responsible Care® Management System (RCMS) technical standard and RC14001 -2005 technical specifications.</p>
3	Does the company identify and assess potential environmental risks? Y/N	<p>Potential environmental risks are identified at facility level and the identified risks are assessed. Relevant action plans are prepared for the mitigation of risks and it is periodically reviewed.</p> <p>The Company has also adopted ISO-14001 and is also a Responsible Care Logo holder which guides for continual improvement in mitigating the identified risk. Aspect-Impact analysis with rating system is in place for assessing operational environmental impacts at site. Impact register is periodically reviewed for keeping it updated and for improving environmental performance. As part of Responsible care, individual facilities have arrived Carbon footprint baseline assessment and identified hot spots to reduce the emissions.</p>
4	Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	No, Currently there are no projects related to Clean Development Mechanism.
5	Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.	No
6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	<p>The Company has installed online monitoring systems as per the guidelines of the Central Pollution Control Board ('CPCB'). Online monitoring data are regularly updated in SPCB server as per prescribed parameters. Emissions/waste generated reports are regularly submitted to CPCB/SPCB as per the prescribed norms for FY 2020-21.</p> <p>For other facilities comply with the prescribed permissible limits for air emissions, effluent quality and discharge, solid and hazardous waste generation and disposal as per their Regulatory consents/authorizations.</p>
7	Number of show cause/ legal notices received from CPCB/ SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	As on March 31, 2021 there were no pending show cause or legal notices received from CPCB or SPCB, to the best of the Company's knowledge and understanding.

Principle 7

Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

1	Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:	<p>Yes</p> <p>The Company is a part of the following associations:</p> <ol style="list-style-type: none"> 1) Crop Care Federation of India (CCFI) 2) Pesticides Manufacturers & Formulators Association of India (PMFAI) 3) Confederation of Indian Industry (CII) 4) Federation of Indian Chambers of Commerce & Industry (FICCI) 5) Federation of Telangana Chamber of Commerce & Industry (FATCCI)
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2	Have you advocated/ lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas	Yes, from time to time, the Company takes up issues through the associations on matters of public interest
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Principle 8

Businesses should support inclusive growth and equitable development.

1	Does the company have specified programmes/ initiatives/ projects in pursuit of the policy related to Principle 8?	The Company is committed to improve quality of lives of people in the community it serves through long-term stakeholder value creation, with special focus on empowerment of communities in rural India.
2	Are the programmes/ projects undertaken through in-house team/ own foundation/ external NGO/ government structures/ any other organization?	Yes, the Company through in-house team, supports various CSR initiatives in a project/programme mode.
3	Have you done any impact assessment of your initiative?	The in-house team is reviewing the impact of various CSR/ Social initiatives on the society from time to time.
4	What is your company's direct contribution to community development projects?	Besides the Company's direct contribution for various Social activities, it has also spent ₹ 19 lakhs, which is 2% of the average net profit of the Company for the last three financial years. The key CSR projects are already mentioned above.
4	Have you taken steps to ensure that this community development initiative is successfully adopted by the community?	Yes

Principle 9

Businesses should engage with and provide value to their customers and consumers in a responsible manner

1	What percentage of customer complaints/consumer cases are pending as on the end of financial year.	There are no product and packaging related customer complaints as received during the year. However there are Eight (08 Nos.) consumer cases pending at different District Consumer Forums.
2	Does the company display product information on the product label, over and above what is mandated as per local laws?	The Company displays what is required as per regulatory requirements and has complied with the requirements of the Insecticides Act, 1968; Insecticide Rules, 1971, The Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011 on respective product labels.
3	Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years and pending as on end of financial year.	In the last few years, no case has been filed against the Company, and there is No pending case as on the end of the financial year, regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior.
4	Did your company carry out any consumer survey/ consumer satisfaction trends?	Yes. The Company carries out farmers and channel partners satisfaction survey on an ongoing basis.

Place: Hyderabad
Date: August 05, 2021

For and on behalf of the Board

M. Pavan Kumar
Managing Director & CEO
(DIN:01514557)

N. Vijayaraghavan
Director
(DIN:02491073)

FORM NO. MGT-7

[Pursuant to sub-Section(1) of section 92 of the Companies Act, 2013 and sub-rule (1) of rule 11of the Companies (Management and Administration) Rules, 2014]



Annual Return (other than OPCs and Small Companies)

Form language English Hindi

Refer the instruction kit for filing the form.

I. REGISTRATION AND OTHER DETAILS

(i) * Corporate Identification Number (CIN) of the company

L24219TG1986PLC016607

Pre-fill

Global Location Number (GLN) of the company

* Permanent Account Number (PAN) of the company

AAACN6932H

(ii) (a) Name of the company

NACL INDUSTRIES LIMITED

(b) Registered office address

PLOT NO.12-A, "C"- BLOCK, LAKSHMI TOWERS,
NO.8-2-248/1/7/78, NAGARJUNA HILLS, PANJAGUTTA
HYDERABAD
Telangana
500082

(c) *e-mail ID of the company

cs-nacl@naclind.com

(d) *Telephone number with STD code

04024405100

(e) Website

(iii) Date of Incorporation

11/11/1986

(iv)	Type of the Company	Category of the Company	Sub-category of the Company
	Public Company	Company limited by shares	Indian Non-Government company

(v) Whether company is having share capital

Yes No

(vi) *Whether shares listed on recognized Stock Exchange(s)

Yes No

(a) Details of stock exchanges where shares are listed

S. No.	Stock Exchange Name	Code
1	BSE Ltd	1
2	National Stock Exchange of India Ltd.	1,024

(b) CIN of the Registrar and Transfer Agent

U72200TG1987PLC007288

Pre-fill

Name of the Registrar and Transfer Agent

XL SOFTECH SYSTEMS LIMITED

Registered office address of the Registrar and Transfer Agents

3, SAGAR SOCEITY,RD NO.2, BANJARA HILLS,
HYDERABAD-5

(vii) *Financial year From date 01/04/2020 (DD/MM/YYYY) To date 31/03/2021 (DD/MM/YYYY)

(viii) *Whether Annual general meeting (AGM) held Yes No

(a) If yes, date of AGM

(b) Due date of AGM

30/09/2021

(c) Whether any extension for AGM granted

Yes No

(f) Specify the reasons for not holding the same

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY

*Number of business activities

1

S.No	Main Activity group code	Description of Main Activity group	Business Activity Code	Description of Business Activity	% of turnover of the company
1	C	Manufacturing	C6	Chemical and chemical products, pharmaceuticals, medicinal chemical and	100

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

*No. of Companies for which information is to be given

6

Pre-fill All

S.No	Name of the company	CIN / FCRN	Holding/ Subsidiary/Associate/ Joint Venture	% of shares held
1	KLR PRODUCTS LIMITED	U24239TG2003PLC041387	Holding	57.91
2	LR RESEARCH LABORATORIES I +	U73100TG2011PTC076023	Subsidiary	100
3	NAGARJUNA AGRICHEM (AUST) +		Subsidiary	100
4	NACL MULTICHEM PRIVATE LIM +	U24299TG2020PTC140342	Subsidiary	100
5	NACL SPEC-CHEM LIMITED	U24290TG2020PLC140201	Subsidiary	100
6	NASENSE LABS PRIVATE LIMIT +	U24231TG1995PTC019809	Associate	26

IV. SHARE CAPITAL, DEBENTURES AND OTHER SECURITIES OF THE COMPANY

(i) *SHARE CAPITAL

(a) Equity share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Total number of equity shares	250,000,000	196,217,758	196,217,758	196,217,758
Total amount of equity shares (in Rupees)	250,000,000	196,217,758	196,217,758	196,217,758

Number of classes

1

Class of Shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
EQUITY SHARES				
Number of equity shares	250,000,000	196,217,758	196,217,758	196,217,758
Nominal value per share (in rupees)	1	1	1	1
Total amount of equity shares (in rupees)	250,000,000	196,217,758	196,217,758	196,217,758

(b) Preference share capital

Particulars	Authorised capital	Issued capital	Subscribed capital	Paid-up capital
Total number of preference shares	0	0	0	0
Total amount of preference shares (in rupees)	0	0	0	0

Number of classes

0

Class of shares	Authorised capital	Issued capital	Subscribed capital	Paid up capital
Number of preference shares				
Nominal value per share (in rupees)				
Total amount of preference shares (in rupees)				

(c) Unclassified share capital

Particulars	Authorised Capital
Total amount of unclassified shares	0

(d) Break-up of paid-up share capital

Class of shares	Number of shares			Total nominal amount	Total Paid-up amount	Total premium
	Physical	DEMAT	Total			
Equity shares						
At the beginning of the year	3,238,590	189,366,671	192605261	192,605,261	192,605,261	
		+		+	+	
Increase during the year	0	3,612,497	3612497	3,612,497	3,612,497	131,307,479
i. Public Issues	0	0	0	0	0	0
ii. Rights issue	0	0	0	0	0	0
iii. Bonus issue	0	0	0	0	0	0
iv. Private Placement/ Preferential allotment	0	3,420,000	3420000	3,420,000	3,420,000	129,960,000
v. ESOPs	0	192,497	192497	192,497	192,497	1,347,479
vi. Sweat equity shares allotted	0	0	0	0	0	0
vii. Conversion of Preference share	0	0	0	0	0	0
viii. Conversion of Debentures	0	0	0	0	0	0
ix. GDRs/ADRs	0	0	0	0	0	0
x. Others, specify				0	0	
Decrease during the year	0	0	0	0	0	0
i. Buy-back of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0

iv. Others, specify						
At the end of the year	3,238,590	192,979,168	196,217,758	196,217,758	196,217,758	
Preference shares						
At the beginning of the year	0	0	0	0	0	
Increase during the year	0	0	0	0	0	0
i. Issues of shares	0	0	0	0	0	0
ii. Re-issue of forfeited shares	0	0	0	0	0	0
iii. Others, specify				0	0	
Decrease during the year	0	0	0	0	0	0
i. Redemption of shares	0	0	0	0	0	0
ii. Shares forfeited	0	0	0	0	0	0
iii. Reduction of share capital	0	0	0	0	0	0
iv. Others, specify				0	0	
At the end of the year	0	0	0	0	0	

ISIN of the equity shares of the company

INE295D01020

(ii) Details of stock split/consolidation during the year (for each class of shares)

0

Class of shares		(i)	(ii)	(iii)
Before split / Consolidation	Number of shares			
	Face value per share			
After split / Consolidation	Number of shares			
	Face value per share			

(iii) Details of shares/Debentures Transfers since closure date of last financial year (or in the case of the first return at any time since the incorporation of the company) *

Nil

[Details being provided in a CD/Digital Media]

Yes No Not Applicable

Separate sheet attached for details of transfers

Yes No

Note: In case list of transfer exceeds 10, option for submission as a separate sheet attachment or submission in a CD/Digital Media may be shown.

Date of the previous annual general meeting	<input type="text" value="28/09/2020"/>
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Date of registration of transfer (Date Month Year)	<input type="text"/>
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Type of transfer	<input type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock
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Number of Shares/ Debentures/ Units Transferred	<input type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input type="text"/>
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Ledger Folio of Transferor	<input type="text"/>
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Transferor's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name

Ledger Folio of Transferee	<input type="text"/>
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Transferee's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Surname	middle name	first name

Date of registration of transfer (Date Month Year)	<input type="text"/>
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Type of transfer	<input type="text"/>	1 - Equity, 2- Preference Shares,3 - Debentures, 4 - Stock
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Number of Shares/ Debentures/ Units Transferred	<input type="text"/>	Amount per Share/ Debenture/Unit (in Rs.)	<input type="text"/>
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Ledger Folio of Transferor		<input type="text"/>		
Transferor's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>	
	Surname	middle name	first name	
Ledger Folio of Transferee		<input type="text"/>		
Transferee's Name	<input type="text"/>	<input type="text"/>	<input type="text"/>	
	Surname	middle name	first name	

(iv) *Debentures (Outstanding as at the end of financial year)

Particulars	Number of units	Nominal value per unit	Total value
Non-convertible debentures	0	0	0
Partly convertible debentures	0	0	0
Fully convertible debentures	0	0	0
Total			0

Details of debentures

Class of debentures	Outstanding as at the beginning of the year	Increase during the year	Decrease during the year	Outstanding as at the end of the year
Non-convertible debentures	0	0	0	0
Partly convertible debentures	0	0	0	0
Fully convertible debentures	0	0	0	0

(v) Securities (other than shares and debentures)

1

Type of Securities	Number of Securities	Nominal Value of each Unit	Total Nominal Value	Paid up Value of each Unit	Total Paid up Value
WARRANTS	1,580,000	39	39	9.75	15,405,000
Total	1,580,000		39		15,405,000

V. *Turnover and net worth of the company (as defined in the Companies Act, 2013)

(i) Turnover

11,913,755,000

(ii) Net worth of the Company

4,114,835,237

VI. (a) *SHARE HOLDING PATTERN - Promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage
1.	Individual/Hindu Undivided Family				
	(i) Indian	11,125,860	5.67	0	
	(ii) Non-resident Indian (NRI)	0	0	0	
	(iii) Foreign national (other than NRI)	0	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	0	0	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	0	0	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	0	0	0	
7.	Mutual funds	0	0	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	0	0	0	
10.	Others KLR PRODUCTS LIMITED AND BR	114,209,999	58.21	0	
	Total	125,335,859	63.88	0	0

Total number of shareholders (promoters)

3

(b) *SHARE HOLDING PATTERN - Public/Other than promoters

S. No.	Category	Equity		Preference	
		Number of shares	Percentage	Number of shares	Percentage

1.	Individual/Hindu Undivided Family				
	(i) Indian	41,514,315	21.16	0	
	(ii) Non-resident Indian (NRI)	825,405	0.42	0	
	(iii) Foreign national (other than NRI)	0	0	0	
2.	Government				
	(i) Central Government	0	0	0	
	(ii) State Government	0	0	0	
	(iii) Government companies	0	0	0	
3.	Insurance companies	0	0	0	
4.	Banks	0	0	0	
5.	Financial institutions	0	0	0	
6.	Foreign institutional investors	4,232,971	2.16	0	
7.	Mutual funds	0	0	0	
8.	Venture capital	0	0	0	
9.	Body corporate (not mentioned above)	22,794,847	11.62	0	
10.	Others IEPF, NAGARJUNA AGRICHE +	1,514,361	0.77	0	
	Total	70,881,899	36.13	0	0

Total number of shareholders (other than promoters)

14,544

**Total number of shareholders (Promoters+Public/
Other than promoters)**

14,547

(c) *Details of Foreign institutional investors' (FIIs) holding shares of the company

2

Name of the FII	Address	Date of Incorporation	Country of Incorporation	Number of shares held	% of shares held
ARES DIVERSIFIED				3,161,124	1.61
DOVETAIL INDIA FUNI +				1,071,847	0.55

VII. *NUMBER OF PROMOTERS, MEMBERS, DEBENTURE HOLDERS
(Details, Promoters, Members (other than promoters), Debenture holders)

Details	At the beginning of the year	At the end of the year
Promoters	3	3
Members (other than promoters)	12,215	14,544
Debenture holders	0	0

VIII. DETAILS OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

(A) *Composition of Board of Directors

Category	Number of directors at the beginning of the year		Number of directors at the end of the year		Percentage of shares held by directors as at the end of year	
	Executive	Non-executive	Executive	Non-executive	Executive	Non-executive
A. Promoter	0	1	0	1	0	5.67
B. Non-Promoter	1	7	1	7	0	0
(i) Non-Independent	1	1	1	1	0	0
(ii) Independent	0	6	0	6	0	0
C. Nominee Directors representing	0	2	0	2	0	8.09
(i) Banks & FIs	0	0	0	0	0	0
(ii) Investing institutions	0	0	0	0	0	0
(iii) Government	0	0	0	0	0	0
(iv) Small share holders	0	0	0	0	0	0
(v) Others	0	2	0	2	0	8.09
Total	1	10	1	10	0	13.76

Number of Directors and Key managerial personnel (who is not director) as on the financial year end date

13

(B) (i) *Details of directors and Key managerial personnel as on the closure of financial year

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
K.LAKSHMI RAJU	00545776	Director	11,125,860	

Name	DIN/PAN	Designation	Number of equity share(s) held	Date of cessation (after closure of financial year : If any)
RAMKRISHNA MUDHC +	00012850	Director	0	
ATUL CHURIWAL	00180595	Nominee director	255,325	
RAJESH KUMAR AGAF +	00210719	Nominee director	15,625,000	
DORAIRAJ KUPPURAN +	00902788	Director	0	
PAVAN KUMAR MUNJI +	01514557	Managing Director	0	
SUDHAKAR KUDVA	02410695	Director	0	
VIJAYARAGHAVAN NA +	02491073	Director	0	
SAMBASIVA RAO NAN +	06400663	Director	0	
RAGHAVENDER MATE +	06826653	Director	0	
VENI MOCHERLA	08082163	Director	0	
RAGHAVA KUPPANNA +	AFSPR7017P	CFO	75,000	
SATISH KUMAR SUBU +	AQLPS2002H	Company Secretar	227,508	

(ii) Particulars of change in director(s) and Key managerial personnel during the year

0

Name	DIN/PAN	Designation at the beginning / during the financial year	Date of appointment/ change in designation/ cessation	Nature of change (Appointment/ Change in designation/ Cessation)

IX. MEETINGS OF MEMBERS/CLASS OF MEMBERS/BOARD/COMMITTEES OF THE BOARD OF DIRECTORS

A. MEMBERS/CLASS /REQUISITIONED/NCLT/COURT CONVENED MEETINGS

Number of meetings held

2

Type of meeting	Date of meeting	Total Number of Members entitled to attend meeting	Attendance	
			Number of members attended	% of total shareholding
EXTRAORDINARY GENER +	07/09/2020	13,132	36	75.86
ANNUAL GENERAL MEETI +	28/09/2020	15,135	57	63.53

B. BOARD MEETINGS

*Number of meetings held

7

S. No.	Date of meeting	Total Number of directors associated as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	20/05/2020	11	11	100
2	12/08/2020	11	11	100
3	26/08/2020	11	11	100
4	04/11/2020	11	11	100
5	04/02/2021	11	11	100
6	22/03/2021	11	11	100
7	23/03/2021	11	11	100

C. COMMITTEE MEETINGS

Number of meetings held

22

S. No.	Type of meeting	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of attendance
1	Audit Committee	20/05/2020	4	4	100
2	Audit Committee	26/08/2020	4	4	100
3	Audit Committee	03/11/2020	4	4	100
4	Audit Committee	03/02/2021	4	4	100
5	Nomination and Remuneration	26/08/2020	4	4	100
6	Nomination and Remuneration	02/12/2020	4	4	100
7	Compensation	25/11/2020	4	4	100
8	Compensation	02/12/2020	4	4	100
9	Compensation	30/12/2020	4	4	100
10	Compensation	22/02/2021	4	4	100

D. *ATTENDANCE OF DIRECTORS

S. No.	Name of the director	Board Meetings			Committee Meetings			Whether attended AGM held on
		Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	Number of Meetings which director was entitled to attend	Number of Meetings attended	% of attendance	
1	K.LAKSHMI R	7	7	100	17	17	100	
2	RAMKRISHNA	7	7	100	0	0	0	
3	ATUL CHURIN	7	7	100	0	0	0	
4	RAJESH KUM	7	7	100	1	1	100	
5	DORAIRAJ KU	7	7	100	0	0	0	
6	PAVAN KUMA	7	7	100	12	12	100	
7	SUDHAKAR K	7	7	100	18	18	100	
8	VIJAYARAGH	7	7	100	22	22	100	
9	SAMBASIVA I	7	7	100	4	4	100	
10	RAGHAVEND	7	7	100	20	20	100	
11	VENI MOCHE	7	7	100	1	1	100	

X. *REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

Nil

Number of Managing Director, Whole-time Directors and/or Manager whose remuneration details to be entered

1

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	PAVAN KUMAR MU	MANAGING DIF	9,826,133	0	0	5,039,600	14,865,733
	Total		9,826,133	0	0	5,039,600	14,865,733

Number of CEO, CFO and Company secretary whose remuneration details to be entered

2

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	RAGHAVA KUPPAI	CFO	7,538,528	0	366,844	0	7,905,372
2	SATISH KUMAR SU	COMPANY SEC	3,740,162	0	210,938	0	3,951,100
	Total		11,278,690	0	577,782	0	11,856,472

Number of other directors whose remuneration details to be entered

10

S. No.	Name	Designation	Gross Salary	Commission	Stock Option/ Sweat equity	Others	Total Amount
1	LAKSHMI RAJU	Director	0	0	0	350,000	350,000
2	RAMKRISHNA MURUGAN	Director	0	0	0	190,000	190,000
3	ATUL CHURIWAL	Director	0	0	0	175,000	175,000
4	RAJESH KUMAR ARUN	Director	0	0	0	185,000	185,000
5	DORAIRAJ KUPPUSAMY	Director	0	0	0	190,000	190,000
6	SUDHAKAR KUDVA	Director	0	0	0	395,000	395,000
7	VIJAYARAGHAVAN	Director	0	0	0	410,000	410,000
8	SAMBASIVA RAO	Director	0	0	0	250,000	250,000
9	RAGHAVENDER MURUGAN	Director	0	0	0	410,000	410,000
10	VENI MOCHERLA	Director	0	0	0	205,000	205,000
	Total		0	0	0	2,760,000	2,760,000

XI. MATTERS RELATED TO CERTIFICATION OF COMPLIANCES AND DISCLOSURES

* A. Whether the company has made compliances and disclosures in respect of applicable provisions of the Companies Act, 2013 during the year Yes No

B. If No, give reasons/observations

XII. PENALTY AND PUNISHMENT - DETAILS THEREOF

(A) DETAILS OF PENALTIES / PUNISHMENT IMPOSED ON COMPANY/DIRECTORS /OFFICERS Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order	Name of the Act and section under which penalised / punished	Details of penalty/ punishment	Details of appeal (if any) including present status

(B) DETAILS OF COMPOUNDING OF OFFENCES Nil

Name of the company/ directors/ officers	Name of the court/ concerned Authority	Date of Order	Name of the Act and section under which offence committed	Particulars of offence	Amount of compounding (in Rupees)

XIII. Whether complete list of shareholders, debenture holders has been enclosed as an attachment

Yes No

XIV. COMPLIANCE OF SUB-SECTION (2) OF SECTION 92, IN CASE OF LISTED COMPANIES

In case of a listed company or a company having paid up share capital of Ten Crore rupees or more or turnover of Fifty Crore rupees or more, details of company secretary in whole time practice certifying the annual return in Form MGT-8.

Name

K.V.CHALAMA REDDY

Whether associate or fellow

Associate Fellow

Certificate of practice number

5451

I/We certify that:

(a) The return states the facts, as they stood on the date of the closure of the financial year aforesaid correctly and adequately.

(b) Unless otherwise expressly stated to the contrary elsewhere in this Return, the Company has complied with all the provisions of the Act during the financial year.

Declaration

I am Authorised by the Board of Directors of the company vide resolution no. ... dated

(DD/MM/YYYY) to sign this form and declare that all the requirements of the Companies Act, 2013 and the rules made thereunder in respect of the subject matter of this form and matters incidental thereto have been complied with. I further declare that:

1. Whatever is stated in this form and in the attachments thereto is true, correct and complete and no information material to the subject matter of this form has been suppressed or concealed and is as per the original records maintained by the company.
2. All the required attachments have been completely and legibly attached to this form.

Note: Attention is also drawn to the provisions of Section 447, section 448 and 449 of the Companies Act, 2013 which provide for punishment for fraud, punishment for false statement and punishment for false evidence respectively.

To be digitally signed by

Director

DIN of the director

01514557

To be digitally signed by

Company Secretary

Company secretary in practice

Membership number

9085

Certificate of practice number

Attachments

- 1. List of share holders, debenture holders
- 2. Approval letter for extension of AGM;
- 3. Copy of MGT-8;
- 4. Optional Attachment(s), if any

Attach
Attach
Attach
Attach

List of attachments

--

Remove attachment

Modify

Check Form

Prescrutiny

Submit

This eForm has been taken on file maintained by the Registrar of Companies through electronic mode and on the basis of statement of correctness given by the company

NACL Industries Limited

(Details of Committee Meetings held during the FY ended 31st March, 2021)

**Additional attached to the point no. IX(C) of the FORM No.MGT-7
(i.e., Annual Return) of the Company**

S. No	Type of Meeting held	Date of meeting	Total Number of Members as on the date of the meeting	Attendance	
				Number of members attended	% of total members
11. *	SRCM	19/05/2020	4	4	100
12.	SRCM	30/09/2020	4	4	100
13.	SRCM	18/12/2020	4	4	100
14.	CSR	20/05/2020	5	5	100
15.	RMC	19/05/2020	3	3	100
16.	BCM	22/05/2020	5	5	100
17.	BCM	24/08/2020	5	5	100
18.	BCM	07/12/2020	5	5	100
19.	BCM	25/01/2021	5	5	100
20.	BCM	25/02/2021	5	5	100
21.	BCM	19/03/2021	5	5	100
22.	MCM	12/08/2020	5	5	100

➤ SRCM	:	Stakeholder Relationship Committee Meeting.
➤ CSR	:	Corporate Social Responsibility Committee Meeting.
➤ RMC	:	Risk Management Committee Meeting.
➤ BCM	:	Banking Committee Meeting.
➤ MCM	:	Management Committee Meeting.

EMPLOYEE STOCK OPTION SCHEME (ESOS) DISCLOSURE

[Pursuant to Regulation 14 of the Securities and Exchange Board of India
(Share Based Employee Benefits) Regulations, 2014]

I) General Disclosures

Disclosure under “Guidance note in Accounting for the employee share based payments” or any other applicable Accounting Standards (AS): For details please refer to notes to Financial Statements, forming part of this Annual Report 2020-21 which can be accessed through the web link: <https://naclind.com/investor-relations/>.

II) Description of ESOS existed during the year:

S. No.	Particulars	ESOS-2015	ESOS-2020
1.	Date of Shareholder's Approval	September 28, 2015	September 07, 2020
2.	Total Number of Options approved	11,50,000 (Eleven Lakhs fifty Thousand Only) options. The Option holder is eligible to receive one equity share of Re.1/- each for every option granted.	20,00,000 (Twenty Lakhs Only) options. The Option holder is eligible to receive one equity share of Re.1/- each for every option granted.
3.	Vesting Requirements	There shall be a minimum period of one year between the grant of Options and vesting of Options. The vesting of Options spreads over a maximum period of five years after the aforesaid one year from the date of grant. The vested options can be exercised within two years from the date of vesting.	There shall be a minimum period of one/ two year(s) between the grant of Options and vesting of Options. The vesting of Options spreads over a maximum period of three years after the aforesaid one/ two year(s) from the date of grant. The vested options can be exercised within one year from the date of vesting.
4.	Pricing Formula	As decided by the Compensation Committee from time to time at the time of grant, subject to a minimum of face value of shares. The exercise price for the Options already granted is ₹ 8/- per Options.	The Compensation Committee is empowered to fix the exercise price considering inter-alia the market price of shares as defined in the SEBI SBEB Regulations and the discount to be offered, which is subject to a minimum of face value of the equity shares of the Company.
5.	Maximum term of Options granted	5 years (to be counted after one year from the date of grant as aforesaid)	3 years (to be counted after one/ two year(s) from the date of grant as aforesaid).
6.	Sources of Shares	Fresh issue of shares.	Fresh issue of shares.

7.	Variation in terms of ESOS Scheme	NIL	<p>Keeping in view the various factors such as current performance and future outlook of the Company, the categories of Eligible Employees, eligibility criteria (such as length of service, grade etc.) and to enable the employees to further align with the long-term interests of the Company, the exercise period under the ESOS 2020 has been reduced from “two years from the date of vesting” to “one year from the date of vesting”.</p> <p>The above amendment was approved by the Compensation Committee and Board of Directors in their meetings held on December 02, 2020 and August 05, 2021 respectively.</p> <p>In this regard, necessary resolutions seeking approval of the members for the above amendments to the ESOS 2020, are being placed at the ensuing Annual General Meeting.</p>
8.	Methods used for accounting of ESOS	Intrinsic Value	Intrinsic Value
9.	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.	Nil	Nil

III) Option Movement during the year:

S. No	Particulars	ESOS-2015	ESOS-2020
1.	Number of Options outstanding at the beginning of the year	3,24,997	-
2.	Number of Options granted during the year	75,718	17,35,000
3.	Number of Options forfeited/lapsed during the year	6,968	85,000
4.	Number of Options vested during the year	1,96,497	-
5.	Number of Options exercised during the year	1,92,497	-
6.	Number of shares arising as a result of exercise of options	1,92,497	-
7.	Money realized by exercise of option (INR) if scheme is implemented directly by the Company.	15,39,976	-
8.	Loan repaid by the Trust during the year form exercise price received.	N.A	NA
9.	Number of Options outstanding at the end of the year	2,01,250	16,50,000
10.	Number of Options exercisable at the end of the year	4,000	-

IV) Calculation of Fair Value.

A) ESOS – 2015:

- i) Weighted average fair value of options granted during the year whose exercise price is less than market price ₹ 31 – ₹ 32

Note: The fair value has been calculated using the Black Scholes Option pricing model. For details of the same along with the assumptions used in the model, the Note No 14.4 to the Standalone Financial Statements forming part of this Annual Report may be referred.

- ii) Weighted average exercise price of options granted during the year whose exercise price is less than market price: ₹ 8/-

B) ESOS – 2020:

- i) Weighted average fair value of options granted during the year whose exercise price is less than market price ₹ 15 – ₹ 17.

Note: The fair value has been calculated using the Black Scholes Option pricing model. For details of the same along with the assumptions used in the model, the Note No 14.5 to the Standalone Financial Statements forming part of this Annual Report may be referred.

- ii) Weighted average exercise price of options granted during the year whose exercise price is less than market price: ₹ 29/-

V) Employee wise details of option granted during the year:

a) Details of grant made during the FY 2020-21 to Key Managerial Personnel & Senior Managerial Personnel:

1) ESOS-2015 Scheme:

S. No.	Name of the Eligible Employee	Designation	No. of options granted
1)	Mr.R K S Prasad	Chief Financial Officer	7,754
2)	Mr.G Jagannadha Rao	Executive Vice President –Exports	7,754
3)	Mr.Manikkam Natarajan	Executive Vice President – Sales & Marketing.	#6,968
4)	Mr.C Varada Rajulu	Vice President – Manufacturing	5,169
5)	Mr.Amit Taparia	Sr.Vice President – SCM & IT	6,721
6)	Mr.Harish Chandra Bijlwan	Vice President - Operation & Tech. & Outsourcing	5,169
7)	Mr.G V Suryanarayana	Vice President – Sales & Marketing	@6,203
8)	Mr.M Venkateswara Rao	Sr.General Manager –MPD.	5,169
9)	Mr.Satish Kumar Subudhi	Company Secretary & Head –Legal	5,169
10)	Mr.Mukesh Garg	Sr.General Manager – Sales & Marketing	5,169
11)	Mr.Mani Prasad Sappidi	Head- Corporate HPD	5,169
12)	Mr.B.Srinivas Rao	Sr.General Manager – Ethakota Plant	5,169
13)	Mr.K Srinivasa Reddy	General Manager, Sales & Marketing.	4,135
Total			75,718

The exercise price for all the aforesaid options granted is ₹ 8/- (Rupees Eight Only) per option.

Options Forfeited due to resignation.

@ Options forfeited due to resignation.

2) **ESOS-2020 Scheme:**

S. No.	Name of the Eligible Employee	Designation	No. of options granted
1)	Mr.M.Pavan Kumar	Managing Director & CEO	1,25,000
2)	Mr.R K S Prasad	Chief Financial Officer	85,000
3)	Mr.G Jagannadha Rao	Executive Vice President –Exports	85,000
4)	Mr.Manikkam Natarajan	Executive Vice President – Sales & Marketing.	#85,000
5)	Mr.C Varada Rajulu	Vice President – Manufacturing	75,000
6)	Mr.Amit Taparia	Sr.Vice President – SCM & IT	75,000
7)	Mr.Harish Chandra Bijlwan	Vice President - Operation & Tech. & Outsourcing	70,000
8)	Mr.G V Suryanarayana	Vice President – Sales & Marketing	@70,000
9)	Mr.M Venkateswara Rao	Sr.General Manager –MPD.	65,000
10)	Mr.Satish Kumar Subudhi	Company Secretary & Head –Legal	65,000
11)	Mr.Mukesh Garg	Sr.General Manager – Sales & Marketing	65,000
12)	Mr.Mani Prasad Sappidi	Head- Corporate HPD	65,000
13)	Mr.B.Srinivas Rao	Sr.General Manager – Ethakota Plant	65,000
14)	Mr.K Srinivasa Reddy	General Manager, Sales & Marketing.	60,000
15)	Mr.Subhanjan Das	DGM- Purchase	55,000
16)	Mr.Prasad Jakkaraju	DGM – Environment Health & Safety	50,000
17)	Mr.Partha Mukherjee	DGM-Projects	50,000
18)	Mr.Jatinder Sandral	DGM -MPD	55,000
19)	Mr.Adesh Kumar	DGM - Sales & Marketing	55,000
20)	Mr.D Narayana	DGM - Sales & Marketing	55,000
21)	Mr.P S V S N Varma	DGM - Materials	55,000
22)	Mr.V Govinda Rao	DGM -Mechanical	55,000
23)	Mr.B Srinivasa Sastry	DGM - Purchase	50,000
24)	Mr.Tangirala Ramesh	DGM - IT	50,000
25)	Mr.M V S Sambasiva Rao	DGM - Finance	50,000
26)	Mr.T V Raja Rajesh	DGM – Finance	50,000
27)	Mr.D Srinivasa Raju	DGM - Projects	50,000
Total			17,35,000

The exercise price for all the aforesaid options granted is ₹ 29 (Rupees Twenty Nine Only) per option.

Options Forfeited due to resignation.

@ Options forfeited due to resignation.

- b) Any other employee who receives a grant in any one year of options amounting to 5% or more of options granted during the year: Nil.
- c) Identified employees who were granted options in 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

VI) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

S. No	Particulars	ESOS-2015	ESOS-2020
1.	Weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model.	Please refer to Note No 14.4 & 14.5 to the Standalone Financial Statements forming part of this Annual Report.	
2.	Method used and the assumptions made to incorporate the effects of expected early exercise.	Black Scholes Method	
3.	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	Expected volatility of the option is based on historical volatility, during a period equivalent to the option life, of the observed market prices of the Company's publicly traded equity shares.	
4.	Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition		

For and on behalf of the Board

Place: Hyderabad
Date: August 05, 2021

M. Pavan Kumar
Managing Director & CEO
(DIN: 01514557)

N.Vijayaraghavan
Director
(DIN: 02491073)