



NACL Industries Limited

Ref: NACL/SE/2021-22

March 18, 2022

1) BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street,
Fort, Mumbai,
Mumbai – 400001
Stock Code: 524709

2) National Stock Exchange of India Ltd

Exchange Plaza, 5th Floor
Plot No.C/1 G Block,
Bandra –Kurla Complex, Bandra (E)
Mumbai-400051.
Symbol: NACLIND

Dear Sir/Madam,

Sub: Outcome of Compensation Committee meeting

Pursuant to the Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform that, the Compensation Committee (duly constituted and authorized by the Board to administer the Company's "NACL Employee Stock Option Scheme-2020" ("ESOS-2020")), in its meeting held on March 17, 2022, has inter-alia:

- A) approved to amend the various Clauses of ESOS -2020, mainly with respect to increase the number of Options by 5,00,000 (Five lakhs only) and other modifications i.e. definition of Employee, vesting period in the event of death or permanent disability of a Grantee and other, in alignment with the newly enacted Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations, 2021. The said amendment, however, is subject to the approval of the Board of Directors, Shareholders of the Company, and other statutory approvals (including the approvals of Stock Exchanges), if any;
- B) approved granting of 75,000 (Seventy-Five Thousand only) Options to Eligible Employees of the Company under the ESOS-2020.

Details of the grant of stock options are provided herein below:

a)	Brief details of option granted	75,000 stock options granted to the Eligible Employees of the Company. Upon exercise, each option would be entitled for
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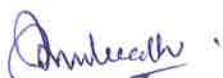


		allotment of one equity share of Rs.1/- each of the Company at an exercise price of Rs.71/- per equity share.
b)	Whether the scheme is in the terms of SEBI (Share Based Employee Benefits and Sweat Equity Shares) Regulation, 2021	Yes
c)	Total number of share covered by these options	75,000 equity shares
d)	Pricing Formula/Exercise Price	Rs.71/- per option. The said stock options have been granted at a discount of Rs.9.95 to the closing market price of Rs. 80.95, on National Stock Exchange of India Limited on Wednesday, March 16, 2022 being the date immediately prior to the date of the abovementioned meeting.
e)	Option Vested	To be vested, spreading over a period of three years starting after one/two year(s) from the date of the grant of the stock options.
f)	Time within which Options may be Exercised	One year from the date of Vesting.

Kindly take the same into records.

Thanking you,

for **NACL Industries Limited**



Satish Kumar Subudhi

Vice President – Legal & Company Secretary