

**‘DACL -Employees Stock Option Plan 2021’
SCHEME CUM DISCLOSURE DOCUMENT**

**PART A
STATEMENT OF RISKS**

All investments in shares or options on shares are subject to risk as the value of shares may go down or up. In addition, employee stock options are subject to the following additional risks:

1. Concentration: The risk arising out of any fall in value of shares is aggravated if the employee’s holding is concentrated in the shares of a single Company.
2. Leverage: Any change in the value of the share can lead to a significantly larger change in the value of the option as an option.
3. Illiquidity: The options cannot be transferred to anybody, and therefore the employees cannot mitigate their risks by selling the whole or part of their options before they are exercised.
4. Vesting: The options will lapse if the employment is terminated prior to vesting. Even after the options are vested, the unexercised options may be forfeited if the employment is terminated for gross misconduct.

**PART B
INFORMATION ABOUT THE COMPANY**

1. Business of the Company: A description of the main objects and present business of the Company.

History:-

Diamines And Chemicals Limited (DACL) incorporated in the year 1976 and commenced its production in 1982. The company was promoted by the promoters of Bharat Vijay Textile mills, a well-established industrial group, which now runs the flagship company Sintex Ltd.

Diamines And Chemicals Limited (DACL) has been the pioneer and the only one in manufacturing of a range of Ethyleneamines (EAs) in India. Over the years, the company has established its own presence in the market and is successfully catering to the needs of industries.

Company’s Philosophy

Total customer satisfaction has been the company's Philosophy. DACL's commitment to customer satisfaction lies in delivering quality products and services, which has helped the company to emerge as a major supplier of Ethyleneamines.

DACL believes that employees are valuable Assets of the Company. Senior level Employees should be able to spot juniors with a potential to grow. There is nothing better than internal promotions to retain employees. Employees' care, respect and growth are very important. DACL follows all the laws abide and believe in ethics.

Holding Company of the Company is / are:- Not Applicable

Company has following subsidiaries:-

DACL Fine Chem Limited is Wholly Owned Subsidiary of Diamines and Chemicals Limited incorporated on 30thJuly, 2020 under the Companies Act, 2013.

Main objects:-

2. Abridged financial information: Abridged financial information, for the last five years in respect of the Company and it's subsidiaries.
Since DACL Fine Chem Limited, Wholly Owned Subsidiary Company incorporated in year 2020-21, following is 5 years Abridged Financial Information containing Balance Sheet and Profit & Loss Account of Diamines and Chemicals Limited:

Standalone Balance sheet					
(Currency: Indian rupees in Lakhs)					
	As at	As at	As at	As at	As at
	31/Mar/21	31/Mar/20	31/Mar/19	31/Mar/18	31/Mar/17
EQUITY AND LIABILITIES					
Shareholders' funds					
Share capital	978.32	978.32	978.32	978.32	978.32
Reserves and surplus	7524.25	5539.65	3902.71	3282.66	2779.26
	8502.57	6517.97	4881.03	4260.98	3757.58
Share application money pending allotment	0.00	0.00	0.00	0.00	0.00
Non-current liabilities					
Deferred tax liabilities (net)	358.68	418.49	420.45	394.98	497.38
Long term provisions	36.20	88.82	46.07	33.28	29.67
Borrowings	0.00	0.00	0.00	0.00	102.50
Other Financial Liabilities	0.00	0.00	0.00	0.00	11.57
Current liabilities					
Borrowings	30.24	0.00	198.61	0.00	343.13
Trade payables	286.53	286.16	405.54	364.77	189.64
Other Financial Liabilities	187.17	172.18	166.98	94.30	410.43

Other current liabilities	37.81	116.83	35.86	20.80	27.61
Short term provisions	42.30	32.90	38.81	95.68	31.07
Total	9481.50	7633.35	6193.35	5264.79	5400.58
ASSETS					
Non-current assets					
Fixed assets					
(i) Tangible assets	2259.27	2155.73	2521.84	2465.42	2565.53
(ii) Intangible assets	2.68	1.25	1.84	0.00	0.00
(iii) Intangible assets under development	0.00	0.00	0.00	0.00	0.00
	2261.95	2156.98	2523.68	2465.42	2565.53
Non current investments	598.67	206.73	25.33	66.45	93.05
Long-term loans and advances	2.96	12.78	14.60	9.97	117.50
Other non-current assets	957.57	125.68	142.15	136.14	5.29
Current assets					
Inventories	1254.17	700.22	932.38	673.49	767.93
Trade receivables	943.25	1248.75	764.89	790.06	824.62
Cash and bank balances	3306.87	3086.60	1720.84	1088.41	56.60
Short-term loans and advances	60.50	10.96	0.00	0.00	12.53
Other current assets	95.56	84.65	69.48	34.85	957.53
Total	9481.50	7633.35	6193.35	5264.79	5400.58

Standalone Statement of Profit and loss					
<i>for the year ended 31st March</i>					
(Currency: Indian rupees in Lakhs)					
	Year ended	Year ended	Year ended	Year ended	Year ended
	31/Mar/21	31/Mar/20	31/Mar/19	31/Mar/18	31/Mar/17
INCOME					
Revenue from operations	6,281.71	6,929.93	4,731.63	3,956.00	3,875.44
Other income	255.24	208.53	96.48	45.11	6.94
Total revenue	6,536.95	7,138.46	4,828.11	4,001.11	3,882.38

EXPENDITURE					
Cost of Material Consumed	1,640.02	1,261.82	1,527.88	1,278.49	1,629.80
Change in Inventory of FG/WIP	113.21	176.74	(234.72)	168.85	(77.44)
Employee benefits expense	736.69	538.02	447.79	373.61	348.61
Finance Cost	7.54	7.82	7.06	31.98	172.79
Depreciation and amortisation	178.55	206.45	200.64	194.81	194.59
Other expenses (including Excise duty & Exception Item)	1,276.55	1,430.27	1,097.55	1,129.44	1,040.44
Total expenditure	3,952.56	3,621.12	3,046.20	3,177.18	3,308.79
Profit before tax	2,584.39	3,517.34	1,781.91	823.93	573.59
Provision for tax expense					
(a) Current tax	695.55	1,126.35	447.20	216.55	150.00
(b) Deferred tax (credit)/charge	(97.42)	5.59	(6.41)	(101.52)	(56.22)
(c) Tax related to earlier years	(117.11)	(13.18)	27.94	-	
Profit for the year	2,103.37	2,398.58	1,313.18	708.90	479.81
Basic earnings per share of Rs.10 each	21.50	24.52	13.42	7.25	4.90

The Company shall disclose the full set of abridged financial information for the last 5 years for which audited financial information is available, as prescribed under Section 26(1) of the Companies Act, 2013 as amended or re-enacted from time to time, to the option grantee/s at the time of each grant.

3. Risk Factors and Management perception of the risk factors for the Company (i.e. sensitivity to foreign exchange rate fluctuations, difficulty in availability of raw materials or in marketing of products, cost/time overrun etc.)

DACL's business risks are related with its customer base and product range. It attempts to minimize the risk in terms of products and customer dependency by reducing exposure in one product.

Financial risk management:

The Company's financial risk management is an integral part of how to plan and execute its business strategies. The Company's principal financial liabilities comprise of borrowings (if any), trade and other payables. The main purpose of these financial liabilities is to finance the Company's operations and to provide guarantees to support its operations in selective instances. The Company's principal financial assets include trade and other receivables, and cash and cash equivalents that derive directly from its operations and investments. The company is exposed to market risk, credit risk, liquidity risk etc. The objectives of the Company's financing policy are to secure solvency, limit financial risks and optimise the cost of capital. The Company's capital structure is managed using equity and debt ratios as part of the Company's financial planning.

Market risk:

Market risk is the risk that changes in market prices- such as foreign exchange rates, interest rates and equity prices- will affect the Company's income or the value of its holdings of financial instrument. The objective of market risk management is to manage and control market risk exposures within acceptable parameters while optimising the return. The major components of market risk are foreign currency risk, interest rate risk and price risk.

Foreign Currency Sensitivity:

The Company is principally exposed to foreign currency risk against USD. Sensitivity of profit or loss arises mainly from USD denominated receivables and payables.

As per management's assessment of reasonable possible changes in the exchange rate of +/- 5% between USD-INR currency pair, sensitivity of profit or loss only on outstanding foreign currency denominated monetary items at the period.

Forward foreign exchange contracts:

It is the policy of the Company to enter into forward foreign exchange contracts to cover foreign currency payments in USD. The Company enters in to contracts with terms up to 120 days.

Forward cover is obtained from bank for each of the aggregated exposures and the Trade deal is booked. The forward cover deals are all backed by actual trade underlines and settlement of these contracts on maturity are by actual delivery of the hedged currency for settling the underline hedged trade transaction.

Interest rate risk:

The Company invests the surplus fund generated from operations in bank deposits. Bank deposits are made for a period of up to 12 months and carry interest rate of 5%-5.40% as per prevailing market interest rate. Considering these bank deposits are short term in nature, there is no significant interest rate risk. There is no significant utilisation of Borrowings.

Price risk:

The Company's equity securities price risk arises from investments held and classified in the balance sheet at fair value through OCI. The Company's equity investments in Securities are publicly traded.

Price sensitivity analysis:

The sensitivity of profit or loss in respect of investments in equity shares at the end of the reporting period for +/-5% change in price and net asset value.

The Company shall disclose the same to the option grantee/s at the time of each grant.

4. Continuing disclosure requirement: The option grantee shall be provided copies of all documents that are sent to the members of the Company. This shall include the annual accounts of the Company as well as notices of meetings and the accompanying explanatory statements.

PART C
SALIENT FEATURES OF THE SCHEME

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1. Name, Objective and Term of the Scheme

- 1.1 This Scheme shall be called 'DACL- Employees Stock Option Plan 2021' ("ESOP-2021").
- 1.2 The objective of ESOP - 2021 is to reward the eligible Employees of the Company and its Holding Company or its Subsidiary Company(ies)/Group Company(ies)/Associate Company(ies) (present or future) in India and / or outside India for their performance and to motivate them to contribute to the growth and profitability of the Company. The Company also intends to use this Scheme to attract and retain talents in the organization. The Company views Employee Stock Options as instruments that would enable the Employees to get a share in the value they create for the Company in future.
- 1.3 ESOP -2021 is effective on approval by the shareholder by the way of Special Resolution passed at the Annual General meeting on July 20, 2021 and will be further amended and will then be effective on approval by the members of Nomination and Remuneration Committee and Board of Directors at their meeting both held on May 11, 2022 and shall continue to be in force until (i) its termination by the Board, or(ii) the date on which all of the Employee Stock Options available for issuance under the ESOP - 2021 have been issued and exercised, whichever is earlier.
- 1.4 The Board of Directors or the Committee as authorized may subject to compliance with Applicable Laws, at any time amend, suspend or terminate the ESOP - 2021.

2. Definitions and Interpretation

2.1 Definitions

- i. "Act" means the Securities and Exchange Board of India Act, 1992 (15 of 1992);
- ii. "Applicable Law" means every law relating to Employee Stock Options, to the extent applicable, including and without limitation to the Companies Act, Securities and Exchange Board of India Act, 1992, SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, Companies (Share Capital and Debenture) Rules, 2014, and all relevant tax, securities, exchange control or corporate laws of India, or amendments thereof or of any relevant jurisdiction or of any Stock Exchange on which the Shares are listed or quoted.
- iii. "Associate Company" means a company (present or future) which shall have the same meaning as defined under section 2(6) of the Companies Act, 2013 (18 of 2013).
- iv. "Board" means the Board of Directors of the Company.

- v. **“Cause”** means any of the following acts or omissions by an Employee in addition to any provisions prescribed in the offer or terms of employment amounting to misconduct or breach of terms of employment as determined by the Board after giving the Employee an opportunity of being heard:
- (i) dishonest statements or acts of an Employee, with respect to the Company;
 - (ii) a felony or any misdemeanor involving moral turpitude, deceit, dishonesty or fraud committed by the Employee;
 - (iii) gross negligence, misconduct or insubordination of the Employee in connection with the performance of his duties and obligations towards the Company;
 - (iv) breach by the Employee of any terms of his employment agreement or the Company’s policies or other documents or directions of Company including the reasons of non-performance;
 - (v) participating or abetting a strike in contravention of any law for the time being in force;
 - (vi) Misconduct as provided under the labour laws after following the principles of natural justice.
- vi. **“Companies Act”** means the Companies Act, 2013 and rules made thereunder and include any statutory modifications or re-enactments thereof.
- vii. **“Committee”** means Nomination and Remuneration Committee of the Board as constituted in accordance with Section 178 of the Companies Act, 2013, as amended from time to time and Securities Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and will also constitute and act as the Compensation Committee for the purposes of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
- viii. **“Company”** means ‘Diamines and Chemicals Limited’, a Company incorporated under the provisions of the Companies Act, 1956 having its registered office at Plot No 13, PCC Area, PO Petrochemicals, Vadodara, Gujarat - 391346.
- ix. **“Control”** shall have the same meaning as defined under the Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011.
- x. **“Director”** means a member of the Board of the Company.
- xi. **“Eligibility Criteria”** means the criteria as may be determined from time to time by the Committee for granting the Employee Stock Options to the employees.

- xii. **“Employee”** means
- (i) an employee as designated by the company, who is exclusively working in India or outside India; or
 - (ii) a director of the company, whether a whole time director or not, including a non-executive director who is not a promoter or member of the promoter group, but excluding an independent director; or
 - (iii) an employee as defined in sub-clauses (i) or (ii), of a group company including subsidiary or its associate company, in India or outside India, or of a holding company of the company, but
 - does not include –
 - (a) an employee who is a promoter or a person belonging to the promoter group; or
 - b) a director who, either himself or through his relative or through anybody corporate, directly or indirectly, holds more than ten per cent of the outstanding equity shares of the company;
- xiii. **“Employee Stock Option”** means the option granted to an Employee, which gives such Employee the right, but not an obligation, to purchase at a future date the Shares underlying the option at a pre-determined price.
- xiv. **“Equity Shares”** means fully paid-up Equity Shares of the Company of face value of Rs. 10/- (Rupees Ten) each.
- xv. **“ESOP - 2021”** means Employees Stock Option Plan 2021 under which the Company is authorized to grant Employee Stock Options to the Employees.
- xvi. **“Exercise”** means making of an application by an Employee to the Company for issue of Equity Shares against Vested Options in pursuance of the ESOP - 2021, in accordance with the procedure laid down by the Company for such exercise.
- xvii. **“Exercise Period”** means such time period after Vesting within which the Employee should exercise the Options vested in him in pursuance of the ESOP - 2021.
- xviii. **“Exercise Price”** means the price payable by an Employee in order to exercise the Options granted to him in pursuance of the ESOP - 2021.
- xix. **“Fair Value of the Option”** means the value computed in respect of the Options granted based on the date of grant by use of mathematical/statistical model such as Black Scholes.

- xx. **"Grant"** means issue of Options to the Employees under the ESOP - 2021.
- xxi. **"Grant Date"** means the date on which the compensation committee approves the grant. For accounting purposes, the grant date will be determined in accordance with applicable accounting standards.
- xxii. **"General Meeting"** means an annual general meeting or an extraordinary general meeting held by the Company in compliance with the Companies Act, 2013.
- xxiii. **"Grantee"** means an Employee who receives an offer of Options from the Company or the Committee under the Scheme.
- xxiv. **"Group"** means two or more companies (present or future) which, directly or indirectly, are in a position to –
- (i) exercise twenty-six per cent. or more of the voting rights in the other company; or
 - (ii) appoint more than fifty per cent. of the members of the Board of Directors in the other company; or
 - (iii) control the management or affairs of the other company;
- xxv. **"Holding Company"** means a holding company as defined in sub-section (46) of section 2 of the Companies Act, 2013.
- xxvi. **"Independent Director"** shall have the same meaning assigned to it under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;
- xxvii. **"Key Managerial Personnel"** shall have the same meaning as defined under section 2(51) of the Companies Act, 2013 (18 of 2013);
- xxviii. **"Long Leave"** means a sanctioned leave in excess of 60 days without break.
- xxix. **"Market Price"** means the latest available closing price, prior to the date of grant of Options by the Board/ Committee, on the recognized Stock Exchange on which the Shares of the Company are listed. In case Shares are listed on more than one Stock Exchange, then the closing price on the Stock Exchange where the highest trading volume on the said date shall be considered.
- xxx. **"Option"** means Employee Stock Option within the meaning of this Scheme.

- xxxi. **“Option Grantee”** means an Employee who has been granted an Employee Stock Option in pursuance of the ESOP - 2021.
- xxxii. **“Permanent Disability”** means any incapacity of whatsoever nature, be it physical, mental or otherwise, which incapacitates or prevents or handicaps an Employee from performing any specific job, work or task which the said Employee was capable of performing immediately before such disablement, as determined by the Board/ Committee based on a certificate of a medical expert identified by the Company.
- xxxiii. **“Promoter”** shall have the same meaning as assigned to the term under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, as amended.
- xxxiv. **“Promoter Group”** shall have the same meaning assigned to the term under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, as amended.

Provided that where the Promoter or Promoter Group of the company is a body corporate, the Promoters of that body corporate shall also be deemed to be Promoter of the Company.
- xxxv. **“Relative”** shall have the same meaning as defined under section 2(77) of the Companies Act, 2013 (18 of 2013).
- xxxvi. **“Retirement”** means retirement as per the rules of the Company.
- xxxvii. **“SEBI”** means the Securities and Exchange Board of India constituted under the Securities and Exchange Board of India Act, 1992.
- xxxviii. **“SEBI (SBEB) Regulations”** means the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 as amended and reenacted from time to time and includes any clarifications or circulars issued thereunder.
- xxxix. **“Secretarial Auditor”** means a company secretary in practice appointed by a company under rule 8 of the Companies (Meetings of Board and its Powers) Rules, 2014 to conduct secretarial audit pursuant to regulation 24A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- xl. **“Securities”** means securities as defined in section 2(h) of the Securities Contracts (Regulation) Act, 1956 (42 of 1956);

- xli. **"Shares"** means Equity Shares of the Company within the meaning of this Scheme.
- xlii. **"Stock Exchange"** means the National Stock Exchange of India Ltd, The BSE Ltd, or any other Stock Exchange in India on which the Company's Shares are listed or to be listed in future and shall have the same meaning attributed to it under Section 2(j) of the Securities Contracts (Regulation) Act, 1956.
- xliii. **"Scheme"** means 'DACL- Employees Stock Option Plan 2021'.
- xliv. **"Subsidiary"** means a subsidiary of the Company as per the definition under Section 2 (87) of the Companies Act, 2013.
- xlv. **"Unvested Option"** means an Option in respect of which the relevant Vesting Conditions have not been satisfied and as such, the Option Grantee has not become eligible to exercise the Option.
- xlvi. **"Vesting"** means earning by the Option Grantee, of the right to Exercise the Options granted to him in pursuance of the ESOP - 2021.
- xlvii. **"Vesting Condition"** means any condition subject to which the Options granted would vest in an Option Grantee.
- xlviii. **"Vesting Period"** means the period during which the vesting of the Employee Stock Option granted to the Employee, in pursuance of ESOP - 2021 takes place.
- xlix. **"Vested Option"** means an Option in respect of which the relevant Vesting Conditions have been satisfied and the Option Grantee has become eligible to exercise the Option.

2.2 Interpretation

In this Scheme, unless the contrary intention appears:

- a) the clause headings are for ease of reference only and shall not be relevant to interpretation;
- b) a reference to a clause number is a reference to its sub-clauses;
- c) words in singular number include the plural and vice versa;
- d) words importing a gender include any other gender; and
- e) reference to Company shall refer to the Company and / or Holding Company or its Subsidiary Company where the contexts so requires, in case Options are granted to the employees of Holding Company or its subsidiary Company in future.

Words and expressions used and not defined herein but defined in the Securities and Exchange Board of India Act, 1992 (15 of 1992), the Securities Contracts (Regulation) Act, 1956 (42 of 1956) or the Companies Act, 2013 and any statutory modification or re-enactment thereto, shall have the meanings respectively assigned to them in those legislation.

3. Authority

- 3.1 On passing the special resolution dated July 20, 2021, the Company shall be authorized by the shareholders to issue to the Employees under ESOP- 2021, not exceeding 2,00,000 (Two Lakhs) Employee Stock Options convertible into not more than 2,00,000 (Two Lakhs) Shares of face value of Rs. 10/- (Rupees Ten) each fully paid-up, with each such Option conferring a right upon the Employee to be issued one Share of the Company, in accordance with the terms and conditions of such issue in compliance with the SEBI (SBEB) Regulations, 2014. Further, ESOP - 2021 will be amended and will then be effective on approval by the members of Nomination and Remuneration Committee and Board of Directors at their meeting both held on May 11, 2022.
- 3.2 Further the maximum number of options to be granted per employee per grant and in aggregate shall not exceed 2,00,000 (Two Lakhs).
- 3.3 The maximum number of Options that shall be granted to any specific identified Employee(s) of the Company or of its Holding or its Subsidiary Company, Group Company, Associate Company (present or future) under ESOP 2021, in any financial year and in aggregate under the ESOP 2021 shall not be equal to or exceeding 1% of the issued Capital (excluding outstanding warrants and conversions) of the

Company, if the prior specific approval from members of the Company through a special resolution to this effect is not obtained. The appraisal process for determining the eligibility of the employees will be decided by the Committee from time to time.

- 3.4 If an Employee Stock Option expires, lapsed, cancelled, surrendered or becomes unexercisable due to any reason/s, it shall be brought back to the Employee Stock Options pool and shall become available for future grants, subject to compliance with the provisions of the Applicable Laws.
- 3.5 Where Shares are allotted consequent upon Exercise of an Employee Stock Option under the ESOP - 2021, the maximum number of Shares that can be allotted under ESOP - 2021 as referred to in Sub-clause 3.1 above shall stand reduced to the extent of such Shares allotted.
- 3.6 In case of a Share split, merger, demerger, sale of division, consolidation, rights issues, bonus issues and other corporate actions, if the revised face value of an Equity Share is less or more, as the case may be, than the current face value as prevailing on the date of coming into force of this Scheme, the maximum number of Shares available under ESOP - 2021 as specified above shall stand modified accordingly, so as to ensure that the cumulative face value (number of Shares x face value per Share) prior to such split or consolidation remains unchanged after such split or consolidation.

4. Administration

- 4.1 The ESOP - 2021 shall be administered by the Board or by the Committee as may be authorized by the Board. All questions of interpretation of the ESOP - 2021 shall be determined by the Board/ Committee and such determination shall be final and binding upon all persons having an interest in the ESOP - 2021.
- 4.2 The Board/Committee shall in accordance with this Scheme and Applicable Laws determine the following:
- (a) The Eligibility Criteria for grant of Employee Stock Options to the Employees
 - (b) The quantum of Employee Stock Options to be granted under the ESOP - 2021 per Employee subject to ceiling specified in Sub-clause 3.1;
 - (c) the kind of benefits to be granted under ESOP - 2021;
 - (d) Terms and conditions in respect of grant to, vest in and exercise of Options by the Employees and determination of exercise price which may be different for different class/ classes of Employees falling in the same tranche of grant of Options issued under ESOP - 2021;

- (e) The procedure for making a fair and reasonable adjustment in case of corporate actions such as merger, demerger, sale of division, stock-split, stock consolidation, rights issues, bonus issues and others;
- (f) The procedure and terms for the Grant, Vest and Exercise of Employee Stock Options in case of employees who are on long leave;
- (g) Deciding on disallowance of options in case of misconduct on the part of Option Grantee.
- (h) The procedure for Vesting in case of termination of employment, if required;
- (i) The procedure for cashless exercise of Employee Stock Options, if required; and
- (j) the procedure for buy-back of specified securities issued under these regulations, if to be undertaken at any time by the company, and the applicable terms and conditions, including:
 - (i) permissible sources of financing for buy-back;
 - (ii) any minimum financial thresholds to be maintained by the company as per its last financial statements; and
 - (iii) limits upon quantum of specified securities that the company may buy-back in a financial year.

4.3 Approve forms, writings and/or agreements for use in pursuance of the ESOP - 2021. The Board/Committee shall frame suitable policies and procedures to ensure that there is no violation of securities laws including Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices relating to the Securities Market) Regulations, 2003 by the Company and its Employees, as applicable.

4.4 Any other related or incidental matters.

5. Eligibility and Applicability

5.1 Only Employees within the meaning of this Scheme are eligible for being granted Stock Options under ESOP - 2021. The specific Employees to whom the Stock Options would be granted and their Eligibility Criteria would be determined by the Board/Committee.

- 5.2 The Scheme shall be applicable to the Company and any successor Company thereof, Holding Company or Subsidiary Companies, , Associate Company, Group Company (present or future) and may be granted to the Employees and Directors of the Company, of the Holding Company or its Subsidiary Company or Associate Company or Group Company, as determined by the Board/Committee at its own discretion.

Provided that in case of any Grant of Option to the Employees of Holding or its Subsidiary Company or Associate Company or Group Company, prior approval of the Shareholders shall be obtained as per provisions of the Applicable Laws.

6. Vesting Schedule and Vesting Conditions

- 6.1 The options granted shall vest so long as an employee continues to be in the employment of the Company or the Holding Company or its Subsidiary Company or Associate Company or Group Company as the case may be. The Committee may, at its discretion, lay down certain performance metrics on the achievement of which such options would vest, the detailed terms and conditions relating to such vesting, and the proportion in which options granted would vest subject to the minimum vesting period of 1(one) year.
- 6.2 The vesting dates in respect of the options granted under the Scheme may vary from employee to employee or any class thereof and/or in respect of the number or percentage of options granted to an employee.
- 6.3 Options shall vest essentially based on continuation of employment and apart from that the Board or Committee may prescribe other performance / other condition(s) for vesting. The vesting may occur in tranches or otherwise.
- 6.4 Options granted under ESOP 2021 would vest subject to maximum period of 5 years from the date of respective grant of such options.
- 6.5 The specific vesting schedule and conditions subject to which vesting would take place would be outlined in the document(s) given to the Option Grantee at the time of grant of Options.
- 6.6 In the event of death or permanent incapacity of an Employee, the minimum vesting period of one year shall not be applicable and in such instances, the options shall vest on the date of the death or permanent incapacity in accordance with Clause 7.2(b).

7. Exercise

7.1 Exercise Price:

- (a) The Exercise Price shall be as may be decided by the Committee as is allowed under the SEBI (SBEB and Sweat Equity) Regulations which in any case will not be lower than the face value of the equity shares of the Company on the date of such grant. Further the Exercise Price can be different for different set of employees for options granted on same / different dates.

- (b) Payment of the Exercise Price shall be made by a crossed cheque or a demand draft drawn in favour of the Company, or by any other payment methods prevalent in RBI recognized banking channels or in such other manner and subject to such procedures as the Board/Committee may decide.
- (c) No amount shall be payable by the option grantee at the time of grant and hence no amount is required to be forfeited even if an employee does not exercise the options within exercise period and accordingly no adjustment is required to be made for the same.

7.2 Exercise Period:

(a) While in employment:

- (i) The Exercise period shall not be more than 5 years from the date of respective vesting of Options. The options granted may be exercised by the Grantee at one time or at various points of time within the exercise period as determined by the Committee from time to time.
- (ii) The Vested options shall be exercisable by the employees by a written application (or by electronic means through a software) to the Company expressing his/ her desire to exercise such options in such manner and on such format as may be prescribed by the Nomination and Remuneration Committee from time to time. The options shall lapse if not exercised within the specified exercise period.

- (b) **Exercise Period in case of separations:** Options can be exercised as per provisions outlined below:

Sr. No.	Separations	Vested Options	Unvested Options
1	Resignation	All Vested Options as on date of submission of resignation may be exercised by the Option Grantee on or before his last working day with the Company.	All Unvested Options on the date of submission of resignation shall stand cancelled with effect from that date.
2	Termination (With cause like fraud, misconduct etc.)	All Vested Options which were not allotted at the time of such termination shall stand cancelled with effect from the date of such termination.	All Unvested Options on the date of such termination shall stand cancelled with effect from the termination date.
3	Termination	All Vested Options which	All Unvested Options

	(Without cause)	were not allotted at the time of such termination may be exercised by the Option Grantee on or before his last working day with the Company.	on the date of such termination shall stand cancelled with effect from the termination date.
4	Retirement or early Retirement approved by Company	All Vested Options as on date of retirement may be exercised by the Option Grantee within the period as permitted by NRC / Compensation Committee at the time of such retirement or early retirement.	All Unvested Options shall vest as per original vesting schedule and may be exercised by the Option Grantee within the period as permitted by NRC / Compensation Committee at the time of such retirement or early retirement.
5	Death	All Vested Options may be exercised by the Option Grantee's nominee or legal heir immediately after, but in no event later than 12 months from the date of Death.	All Unvested Options as on the date of death shall vest immediately and may be exercised by the Option Grantee's nominee or legal heir/s within 12 months from the date of Death.
6	Permanent Disability	All Vested Options may be exercised by the Option Grantee or, if the Option Grantee is himself, unable to exercise due to such disability, the nominee or legal heir, immediately after, but in no event later than 12 months from the date of such disability.	All Unvested Options as on the date of such Permanent Disability shall vest immediately and can be exercised by the Option Grantee or, if the Option Grantee is himself unable to exercise due to such incapacity, the nominee or legal heir immediately after, but in no event later than 12 months from the date of such disability.
7	Abandonment*	All the Vested Options shall stand cancelled.	All the Unvested Options shall stand cancelled.

8	Any other reason not specified above	The NRC / Compensation Committee shall decide whether the Vested Options as on that date can be exercised by the Option Grantee or not, and such decision shall be final.	All Unvested Options on the date of separation shall stand cancelled with effect from that date.
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*The Board/Committee, at its sole discretion shall decide the date of cancellation of Option's and such decision shall be binding on all concerned.

7.3 In the event of transfer of an Employee from the Company to its Subsidiary(ies) Company or Associate Company or Group Company, the Unvested Options as on the date of transfer, shall continue to vest as per the original vesting schedule and be exercised, subject to the compliance of the Applicable Laws.

7.4 The Options not exercised within the Exercise Period shall lapse and the Employee shall have no right over such lapsed or cancelled Options.

8. Lock-in

8.1 The Shares issued upon exercise of Options shall be freely transferable and shall not be subject to any lock-in period restriction after such exercise.

Provided that the transferability of the Shares shall be subject to the restriction for such period in terms of the Securities Exchange Board of India (Prohibition of Insider Trading), Regulations, 2015, as amended from time to time or for such other period as may be stipulated from time to time in terms of Company's Code of Conduct for Prevention of Insider Trading.

9. Surrender of Options

9.1 An employee may surrender his/her vested /unvested options at any time during / post his employment with the company. Any employee willing to surrender his/her options shall communicate the same to the Board or Committee in writing. Thereafter the surrendered options shall be brought back to the Employee Stock Options pool and shall become available for future grants.

10. Exit route in case of de-listing

10.1 If the Company gets de-listed from all the recognized Stock Exchanges, then the Board shall have the powers to set out terms and conditions for the treatment of Vested Options and Unvested Options in due compliance of the Applicable Laws.

11. Method of Valuation

The Company will follow fair value method for computing the compensation cost, if any, for the options granted. The company will follow IFRS/ IND AS/ any other requirements for accounting of the Stock options as are applicable to the Company for the same.

12. Other Terms and Conditions

- 12.1 The Employee shall not have a right to receive any dividend or to vote or in any manner or enjoy the benefits of a Shareholder in respect of Employee Stock Options granted, till Shares underlying such Employee Stock Options are allotted by the Company on exercise of such Employee Stock Option.
- 12.2 Nothing herein is intended to or shall give the Option Grantee any right or status of any kind as a shareholder of the Company (for example, bonus shares, rights shares, dividend, voting, etc.) in respect of any Shares covered by the Grant unless the Option Grantee Exercises the Employee Stock Option and becomes a registered holder of the Shares of the Company.
- 12.3 The Employee Stock Option shall not be pledged, hypothecated, mortgaged or otherwise alienated in any other manner.
- 12.4 If the Company issues bonus shares or rights shares, the Option Grantee shall not be eligible for the bonus or rights shares in the capacity of an Option Grantee. However, an adjustment to the number of Options or the Exercise Price or both would be made in accordance with clause 4.2 (d) of ESOP - 2021.
- 12.5 Employee Stock Options shall not be transferable to any person except in the event of death of the Option Grantee, in which case provisions in table under Sub-clause 7.2(b) would apply.
- 12.6 No person other than the Employee to whom the Employee Stock Option is granted shall be entitled to Exercise the Employee Stock Option except in the event of the death of the Option Grantee, in which provisions in table under Sub-clause 7.2 (b) would apply.
- 12.7 Subject to the provisions of applicable law, including the Companies Act, 2013, the Company may at its sole discretion provide financial assistance to the Employees of such amounts and on such terms as may be deemed fit, to enable them to Exercise the Options.

13. Taxation

- 13.1 The liability of paying taxes, if any, in respect of Employee Stock Options granted pursuant to this Scheme and the Shares issued pursuant to exercise thereof shall be entirely on Option Grantee and shall be in accordance with the provisions of Income

Tax Act, 1961 read with rules issued there under and/or Income Tax Laws of respective countries as applicable to eligible Employees of Company working abroad, if any.

- 13.2 The Company shall have the right to deduct from the Employee's salary or recover any tax that is required to be deducted or recovered under the Applicable Laws. In case of non-continuance of employment, the outstanding amount of the tax shall be recovered fully on or before full and final settlement.
- 13.3 The Company shall have no obligation to deliver Shares until the Company's tax deduction obligations, if any, have been satisfied by the Option Grantee in full.

14. Authority to vary terms

- 14.1 The Board/ Committee may, if it deems necessary, modify, change, vary, amend, suspend or terminate the ESOP - 2021, subject to compliance with the Applicable Laws and Regulations.

15. Miscellaneous

15.1 Government Regulations

The ESOP - 2021 shall be subject to all Applicable Laws to the extent applicable. The Grant of Options and allotment of Shares to the Employees under this ESOP - 2021 shall be subject to the Company requiring the Employees to comply with all Applicable Laws. Further, company will comply with all the requirements of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (referred to as "SEBI LODR") Regulations, 2015 and amendment made thereof.

15.2 Inability to obtain authority

The inability of the Company to obtain authority from any regulatory body having jurisdiction over the Company, or under any Applicable Laws, for the lawful allotment and issuance of any Shares hereunder shall relieve and wholly discharge the Company of any and all liability in respect of such inability.

- 15.3 Neither the existence of this Scheme nor the fact that an individual has on any occasion been granted an Employee Stock Option shall give such individual any right, entitlement or expectation that he has or shall in future have any such right, entitlement or expectation to participate in this Scheme by being granted an Employee Stock Option on any other occasion.

- 15.4 The rights granted to an Option Grantee upon the grant of an Employee Stock Option shall not afford the Option Grantee any rights or additional rights to compensation or damages in consequence of the loss or termination of his office or

employment with the Company for any reason whatsoever (whether or not such termination is ultimately held to be wrongful or unfair).

- 15.5 The Option Grantee shall not be entitled to any compensation or damages for any loss or potential loss which he may suffer by reason of being unable to exercise an Employee Stock Option in whole or in part.
- 15.6 Participation in ESOP - 2021 shall not be construed as any guarantee of return on equity investment. Any loss due to fluctuations in the market price of the Shares and the risks associated with the investments are that of the Employee alone.
- 15.7 Insider Trading etc.

The Employee shall ensure that there is no violation of:

- a. SEBI (Prohibition of Insider Trading) Regulations, 2015, as amended from time to time; and
- b. SEBI (Prohibition of Fraudulent and Unfair Trade Practices relating to the Securities Market) Regulations, 2003; and
- c. Any other regulations to prevent fraudulent or harmful practices relating to the Securities Market.

The Employee shall keep the Company, the Board, the Committee fully indemnified in respect of any liability arising for violation of the above provisions.

16. Accounting and Disclosures

- 16.1 The Company shall follow the laws/regulations applicable to accounting and disclosure related to Employee Stock Options, including section 133 of the Companies Act, 2013 (18 of 2013) but not limited to SEBI (SBEB and Sweat Equity) Regulations as well as the Guidance Note on Accounting for Employee Share-based Payments and/ or any relevant Accounting Standards as may be prescribed by the Regulatory authorities from time to time, including the disclosure requirements prescribed therein.
- 16.2 The Company shall make disclosures to the prospective Option Grantees containing statement of risks, information about the Company and salient features/Scheme document of the ESOP - 2021 in a format as prescribed under SEBI (SBEB and Sweat Equity) or any other Applicable Laws as in force.
- 16.3 The Company shall disclose details of Grant, Vest, Exercise and lapse of the Employee Stock Options in the Directors' Report or in an annexure thereof as prescribed under SEBI (SBEB) Regulations or any other Applicable Laws as in force.

17. Certificate from Secretarial Auditors

- 17.1 The Board of Directors shall at each annual general meeting place before the shareholders a certificate from the secretarial auditors of the company that the scheme(s) has been implemented in accordance with the prescribed regulations and in accordance with the resolution of the company in the general meeting.

18. Governing Laws

- 18.1 The terms and conditions of the ESOP- 2021 shall be governed by and construed in accordance with the Applicable Laws including the Foreign Exchange Laws mentioned below.

18.2 Foreign Exchange Laws

In case any Employee Stock Options are granted to any Employee being resident outside India belonging to the Company working outside India, the provisions of the Foreign Exchange Management Act, 1999 and Rules or Regulations made thereunder as amended and enacted from time to time shall be applicable and the Company has to comply with such requirements as prescribed from time to time in connection with Grant, Vest, Exercise of Employee Stock Options and allotment of Equity Shares thereof.

19. Notices

- 19.1 All notices of communication required to be given by the Company to an Option Grantee by virtue of this ESOP - 2021 shall be in writing or electronic mode. The communications shall be made by the Company in any one or more of the following ways:

- (i) Sending communication(s) to the address of the Option Grantee available in the records of the Company; or
- (ii) Delivering the communication(s) to the Option Grantee in person with acknowledgement of receipt thereof; or
- (iii) Emailing the communication(s) to the Option Grantee at the official email address provided, if any, by the Company to the prospective /existing Option Grantee during the continuance of employment or at the email address provided by the Option Grantee after cessation of employment.

- 19.2 Any communication to be given by an Option Grantee to the Company in respect of ESOP - 2021 shall be sent to the person at the address mentioned below or e - mailed at:

Designation: Company Secretary

Address: Plot No. 13, PCC Area, P O Petrochemicals, Vadodara-391 346

Email : secretarial@dacl.co.in

20. Jurisdiction

- 20.1 The Courts/National Company Law Tribunal, as the case may be, in Mumbai, India shall have jurisdiction in respect of any and all matters, disputes or differences arising in relation to or out of this ESOP - 2021.
- 20.2 Nothing in this Clause shall however limit the right of the Company to bring proceedings against any Employee in connection with this ESOP - 2021:
- (i) in any other court of competent jurisdiction; or
 - (ii) Concurrently in more than one jurisdiction.

21. Severability

- 21.1 In the event any one or more of the provisions contained in this Scheme shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect the other provisions of this Scheme in which case the Scheme shall be construed as if such invalid, illegal, or unenforceable provisions had never been set forth herein, and the Scheme shall be carried out as nearly as possible according to its original intent and terms.

22. Confidentiality

- 22.1 An Option Grantee must keep the details of the ESOP- 2021 and all other documents in connection thereto strictly confidential and must not disclose the details with any of his peer, colleagues, co-employees or with any employee and/ or associate of the Company or that of its affiliates. In case Option Grantee is found in breach of this Clause on confidentiality, all unexercised Options shall stand cancelled immediately. The decision and judgment of the Company regarding breach of this Clause on confidentiality shall be final, binding and cannot be questioned by Option Grantee. In case of non-adherence to the provisions of this Clause, the Board shall have the authority to deal with such cases as it may deem fit.
- 22.2 On acceptance of the grant of Option offered by the Company, it shall be deemed that as if the Option Grantee has authorized the Company to disclose information relating to the Option Grantee during the process of implementation of the Scheme or while availing any consulting or advisory services thereof or any other incidental services to its officers, professional advisors, agents and consultants on a need to know basis.

For Diamines and Chemicals Limited,
