



LLOYDS METALS AND ENERGY LIMITED

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DETAILS OF STOCK OPTIONS AS ON 31ST MARCH, 2026

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

DETAILS OF STOCK OPTIONS AS ON 31ST MARCH, 2025

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- A. Relevant disclosures in terms of the Indian Accounting Standards (Ind AS) notified under Section 133 of the Companies Act, 2013 as prescribed from time to time, Members may please refer to the audited financial statement for the Financial Year 2025-26.
- B. Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of options: Diluted EPS for the Financial Year ended 31st March, 2026 is Rs. 58.03 per share.
- C. Details related to Employees' Stock Option Scheme:

Sr. No.	Particulars	Details	
		Lloyds Metals and Energy Limited Employee Stock Option Plan - 2017 ("ESOP-2017")	Lloyds Metals & Energy Employee Stock Option Scheme - 2024 ("ESOP-2024")
1.	The description including terms and conditions of ESOS is summarized as under:		
	(a) Date of shareholders' approval	Approved by the Members at the 40 th Annual General Meeting ("AGM") of the Company on 19 th September, 2017 and amended on 8 th August, 2018	Approved by the Members at the Extraordinary General Meeting ("EGM") held on 17 th January, 2025
	(b) Total Number of options approved under ESOS	1,11,29,129 Options	2,00,00,000 Options
	(c) Vesting Requirements	The options granted shall vest: (i) If the grantee is in continued employment (ii) Fulfils the performance targets. (iii) The options would vest not earlier than 1 year and up to 5 years from the date of grant of options as may be decided by the Nomination and Remuneration Committee (" Compensation Committee/Committee "), at the time of each grant.	
	(d) Exercise Price or Pricing Formula	The Exercise Price shall be based on the Market Price of the Company which shall mean the latest closing price on a recognized stock exchange (i.e. exchange having higher trading volume) on which the shares of the company are listed one day before the date of the meeting of the Committee wherein the grants of options will be approved. The Committee has a power to provide suitable discount or charge premium on such price as arrived above. However, in any case the Exercise Price shall not go below the par value of Equity Share of the Company.	
	(e) Maximum term of options granted	The options would vest not earlier than 1 year and up to 5 years from the date of grant of options as may be decided by the Board at the time of each grant.	
	(f) Source of shares (primary, secondary or combination)	Primary	
	(g) Variation in terms of Options	The Company amended the Plan on 08 th August, 2018 and changed the maximum Vesting Period from 3 years to 5 years. The amended change shall be applicable on all employees covered under the Plan. The Company has not granted any options till date hence the amendment is not detrimental to the interests of the employees.	There has been no variation in the terms of Options as on 31 st March, 2026.

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		Lloyds Metals and Energy Limited Employee Stock Option Plan - 2017 (“ESOP-2017”)	Lloyds Metals & Energy Employee Stock Option Scheme - 2024 (“ESOP-2024”)
2.	Method used to account for ESOS	The fair value of the employee stock options has been measured using the Black-Scholes Option Pricing Model. Service and non-market performance conditions attached to the arrangements were not taken into account in measuring fair value.	
3.	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the Company shall be disclosed.	The Company is listed and has to comply with Indian Accounting Standards (Ind AS) notified under section 133 of the Companies Act, 2013, read together with the Companies (Indian Accounting Standards) Rules, 2015 (as amended), hence, the intrinsic value method is not applicable to the Company.	
4.	Option movement during the Financial Year:		
	(a) Number of options outstanding at the beginning of the Financial Year	43,06,575	-
	(b) Number of options granted during the Financial Year	5,27,412	21,51,345
	(c) Number of options forfeited/ lapsed/ expired during the Financial Year	2,84,943	1,58,153
	(d) Number of options vested during the Financial Year	12,09,140	9541
	(e) Number of options exercised during the Financial Year	6,90,206	9541
	(f) Number of shares arising as a result of exercise of options	6,90,206	9541
	(g) Money realized by exercise of options (INR), if scheme is implemented directly by the Company	Not Applicable	Not Applicable
	(h) Loan repaid by the trust during the year from exercise price received	Rs.18,00,000 (This includes for both the ESOP Schemes)	
	(i) Number of options outstanding at the end of the Financial Year	37,68,740	19,83,651
	(j) Number of options exercisable at the end of the Financial Year	1,84,264	-
5.	Weighted average exercise prices and weighted average fair values of options disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock	Weighted average exercise price per option (Rs.)	Weighted average fair value per option (Rs.)
		Please refer Note 41 “Share Based Payments Plan” to the Audited Standalone Financial Statements of the Company for the Financial Year ended 31 st March, 2026 which forms a part of the Annual Report of the Company for the Financial Year 2025-26	
6.	Employee-wise details of options granted during the Financial Year		
	(a) Senior Managerial Personnel / Key Managerial Personnel		

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		Lloyds Metals and Energy Limited Employee Stock Option Plan - 2017 (“ESOP-2017”)			Lloyds Metals & Energy Employee Stock Option Scheme - 2024 (“ESOP-2024”)				
		Category	Designation	Name	LESOP2017	LESOP2024	Total Granted in FY 2025-26	Exercise price	
		KMP	Chief Financial Officer	Refer Note below	2002	8488	10490	Rs.4/-	
		KMP	Company Secretary		-	2601	2601	Rs.4/-	
		SMP	Director – Integrated Steel Plant		-	23333	23333	Rs.4/-	
		SMP	CEO – Pellet Division		4076	7796	11872	Rs.4/-	
		SMP	Senior Vice President – Slurry Pipeline		1904	3548	5452	Rs.4/-	
		SMP	Deputy Chief Financial Officer		800	240	1040	Rs.4/-	
		SMP	Director - Projects		3766	-	3766	Rs.4/-	
		SMP	Senior Vice President - Operations		2070	13108	15178	Rs.4/-	
		SMP	Senior General Manager - Commercial		880	4950	5830	Rs.4/-	
		SMP	Executive Director - Operations		2372	16118	18490	Rs.4/-	
		SMP	Chief Human Resource Officer		-	60464	60464	Rs.4/-	
		SMP	Chief Operating Officer		3182	-	3182	Rs.4/-	
		Total			21052	140646	161698		
		<i>Note: Name of the Employee has not been disclosed considering confidentiality reasons</i>							
	(b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	Nil			Nil				
	(c) Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant	Nil			Nil				
7.	Description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:								
	(a) the weighted-average values of								
	(i) share price (Rs.)	Please refer Note 41 “Share Based Payments Plan” to the Audited Standalone Financial Statements of the Company for the Financial Year							
	(ii) exercise price (Rs.)								
	(iii) expected volatility (%)								

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	(iv) expected option life (in months)	ended 31 st March, 2026 which forms a part of the Annual Report of the Company for the Financial Year 2025-26	
	(v) expected dividends (in yields %)		
	(vi) risk-free interest rate (on the basis of tenure) (% pa)		
	(vii) Price of the underlying share in the market at the time of option granted (Rs.)		
	(b) the method used and the assumptions made to incorporate the effects of expected early exercise	Not Applicable	
	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	The volatility input, measured in percent per year, is how much you generally expect the underlying security to move during the life of the option. The measure of volatility used in Black-Scholes option pricing model is the annualized standard deviation of the continuously compounded rate of return on the stock over a period of time.	
	(d) whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition	Not Applicable	
8.	Disclosures in respect of grants made in three years prior to IPO under each ESOP	Not Applicable	

D. Details related to ESPS

The Company has not adopted any Employee Share Purchase Scheme (ESPS) as on 31st March, 2026. Accordingly, details related to ESPS is not applicable to the Company for the Financial Year 2025-26.

E. Details related to SAR

Disclosures in respect SAR are not applicable to the Company during the FY 2025-26.
