

Disclosure pursuant to Regulation 14 of SEBI (Share Based Employee Benefits) Regulations, 2014 as on 31st March 2022

1. Relevant disclosures in terms of the 'Guidance note on accounting for employee share- based payments' issued by Institute of Chartered Accountants of India ('ICAI') or any other relevant accounting standards as prescribed from time to time.

The Details are disclosed in Note No.55 of Standalone Financial Statement.

2. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations in accordance with 'Indian Accounting Standard 33 - Earnings per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time.

The Calculation of Diluted EPS is disclosed in Note No. 54 of Standalone Financial Statement.

3. Following are the details of ESPS under which shares were credited to the employees during the year 2021-22:

- (a) Date of shareholders' approval – September 28, 2020
- (b) Number of shares credited to employees during the year –36,542,077
- (c) The price at which such shares were credited – ₹ 126.54 and ₹ 253.08 per share (as applicable)
- (d) Lock-in period – 1 year from the date of allotment

4. The following details regarding credit made under each ESPS, as at the end of the year:

- a) The details of the number of shares credited to employees under ESPS - 36,542,077
- b) The price at which such shares are credited to employees - ₹126.54 and ₹ 253.08 per share (as applicable)
- c) Employee-wise details of the shares issued to:
 - (i) Senior Managerial Personnel including Whole Time Director and Chief Financial Officer

Sr. No	Name	Designation	No. of shares allotted
1	Arun Kumar Singh	C&MD w.e.f 07.09.2021	9,000
2	K Padmakar	Director (Human Resources) & C&MD up to 06.09.2021	9,000
3	N Vijayagopal	Director (Finance) & Chief Financial Officer up to 31.07.202	9,000
4	Gupta Rama Krishna Vetsa	Chief Financial Officer w.e.f 01.08.2021 and Director (Finance) w.e.f 07.09.2021	7,525
5	Sanjay Khanna	Director (Refineries) w.e.f 22.02.2022	7,525
6	Vergheese Jacob	Executive Director (Quality Control Cell)	7,525
7	Narayanan Ramakrishnan	Executive Director Information Systems)	7,525
8	Agrawal S K	Executive Director (Internal Audit)	7,525
9	Chogle Sujata N	Executive Director (Legal)	7,525
10	Patke M S	Executive Director (Biofuels)	7,525



11	Ranjan V	Executive Director (Aviation)	7,525
12	Khan M A	Executive Director (Co-Ordination & Development)	7,525
13	Jayesh Kumar Shah	Executive Director (HRS)	7,525
14	Natekar R P	Executive Director (Planning & Corp. Affairs) I/C	7,525
15	Singh Ravi Pratap	Executive Director (HSSE), Sewree	7,525
16	Jain L R	Executive Director I/C (E&P)	7,525
17	Agrawal Sanjeev	Executive Director (Engg & Automation Retail)	7,525
18	Patra D C	Executive Director (Planning)	7,525
19	Ravi P S	Executive Director I/C (Retail)	7,525
20	Sudhahar P	Executive Director (Marketing Corporate)	7,525
21	Srinivasan S	Executive Director Sales (I&C)	7,525
22	Paul Sanjeeb Kumar	Executive Director Biofuels & Major Projects (E&P)	7,525
23	Sharma Priyotosh	Chief Procurement Officer (CPO-Mktg.)	7,525
24	Jain Sukhmal K	Executive Director I/C (Marketing Corporate)	7,525
25	Ramanathan Krishnan Perinkulam	Executive Director Logistics & Ops (LPG)	7,525
26	Mahalik Surjeet	Head (Retail) North	7,525
27	Subikash Jena	Executive Director I/C (I&C)	7,525
28	Kumar Santosh	Executive Director I/C (LPG)	7,525
29	G Krishnakumar	Executive Director (Lubes)	7,525
30	Garg Amit	Executive Director (Aviation)	7,525
31	Kurian Parambi	Executive Director (HR)	7,525
32	Anilkumar P	Executive Director (Gas)	7,525
33	Mamadapur D V	Executive Director (International Trade)	7,525
34	Naidu Teresa	Executive Director (Internal Audit)	7,525
35	Heda Manoj	Executive Director (Corporate Finance)	7,525
36	Apte Y V	Executive Director (Engg. & Projects)	7,525
37	Peethambaran T	Executive Director (Is & Digital Business)	7,525
38	Pimpale M B	MD (BORL)	7,525
39	Ravitej P V	Executive Director In-Charge (Refineries Projects)	7,525
40	Bhargava S	Executive Director (Research & Development)	7,525
41	Ghalsasi R R	Executive Director (Refineries Projects Org.)	7,525
42	Shukla N	Executive Director (Planning)	7,525
43	Murali Madhavan P	Executive Director (Kochi Refinery)	7,525
44	Ajith Kumar K	Executive Director (Kochi Refinery)	7,525
45	Subramoni Iyer M R	Executive Director (Mumbai Refinery)	7,525

- (ii) any other employee who is issued shares in any one year amounting to 5% or more shares issued during that year - NIL
- (iii) identified employees who were issued shares during any one year equal to or exceeding 1% of the issued capital of the company at the time of issuance - NIL
- d) Consideration received against the issuance of shares, if scheme is implemented directly by the company - ₹ 462.48 crore
- e) Loan repaid by the Trust during the year from exercise price received - ₹ 462.48 crore

5. Details related to Trust

- (i) General information on all schemes

Sr. No	Particulars	Details
1	Name of the Trust	BPCL ESPS Trust
2	Details of the Trustee(s)	Mr. Neeraj Shukla Mr. Kurian Parambi Ms. Terasa Naidu
3	Amount of loan disbursed by company / any company in the group, during the year	₹ 1,515.65 crore (Disbursed in FY 2020-21)
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	₹ 946.29 crore
5	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	NIL
6	Any other contribution made to the Trust during the year	NIL

- (ii) Brief details of transactions in shares by the Trust

Particulars	Details
Held at the beginning of the year	4,33,79,025
Acquired during the year	
i) Primary acquisition	NIL
ii) Secondary acquisition	NIL
Percentage of paid up equity capital as at the end of the previous financial year	2%
Weighted average cost of acquisition per share	₹ 343.76
Number of shares transferred to the employees / sold along with the purpose thereof	36,542,077
Number of shares held at the end of the year.	68,36,948

(iii) In case of secondary acquisition of shares by the Trust

Particulars	Details
Held at the beginning of the year	NIL
Acquired during the year	NIL
Sold during the year	NIL
Transferred to the employees during the year	NIL
Held at the end of the year	NIL