

Annexure to the Board's Report

Disclosures under Regulation 14 of the SEBI (Share Based Employee Benefits & Sweat Equity) Regulations, 2021

A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time;

B. Information regarding Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.

A	Details related to ESOS	Focus Lighting And Fixtures Limited Employee Stock Option Plan 2019
1	Description of each Employee Stock Option Plan/Scheme that existed at any time during the year, including the general terms and conditions of each such Scheme/Plan:	
a	Date of shareholders' approval	28 th December, 2019
b	Total number of options approved under ESOS	5,00,000
c	Vesting requirements	Minimum period of one year between Grant and first Vesting and a maximum vesting period of 4 years, before the Options can be exercised.
d	Exercise price or pricing formula	Rupees 63/-
e	Maximum term of options granted	Options shall vest not earlier than 1 year and not later than 3 years from the grant date.
f	Source of shares (primary, secondary or combination)	The source of shares is Primary.
g	Variation in terms of options	There was no variation in terms of options.
2	Method used to account for ESOS – Intrinsic Value or Fair value	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 also be disclosed.	NA
4	Option movement during the year (For each ESOS):	Focus Lighting And Fixtures Limited Employee Stock Option Plan 2019
	Particulars	Details
	Number of options outstanding at the beginning of the period	-
	Number of options granted during the year	2,90,000
	Number of options forfeited / lapsed during the year	-

	Number of options vested during the year	
	Number of options exercised during the year	-
	Number of shares arising as a result of exercise of options	-
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	-
	Loan repaid by the Trust during the year from exercise price received	-
	Number of options outstanding at the end of the year	2,90,000
	Number of options exercisable at the end of the year	-
5	Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	-
6	<p>Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -</p> <p>(a) senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;</p> <p>(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; and</p>	<p>(a) Details with respect to the grants made to the Senior management personnel shall be made available to the Members based on a request received by the Company at cs@pluslighttech.com .</p> <p>(b) Details of all employees:</p> <p>Name of Employee: Mr Santosh Prasad. Designation: National Head Sales. Number of options granted during the year: 65,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr R Nagendra. Designation: Business Development Manager. Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr Jitesh Doshi. Designation: Sales Director. Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p>

		<p>Name of Employee: Mr Kishan Dave. Designation: Regional Head Mumbai. Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr Amit Raj. Designation: Country Manager. Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr Uttam Paliwal. Designation: Business Development Manager Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr Tarun Udeshi. Designation: CFO. Number of options granted during the year: 20,000 options Exercise Price: Rupees 63/- per option</p> <p>Name of Employee: Mr Shyam Menon. Designation: Country Head Sales. Number of options granted during the year: 35,000 options Exercise Price: Rupees 63/- per option</p>
	(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	(c) No employee of the Company received grant of 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.
7	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	
a	i) the weighted-average values of share price	NA
	ii) the weighted-average values of exercise price	NA
	iii) the weighted-average values of expected volatility	NA
	iv) the weighted-average values of expected option life	NA
	v) the weighted-average values of expected dividends	NA
	vi) the weighted-average values of the risk-free interest rate and any other inputs to the model	NA

b	the method used and the assumptions made to incorporate the effects of expected early exercise	Fair Value
c	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	NA
d	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition	NA
	Disclosures in respect of grants made in three years prior to IPO under each ESOS	NA

G	Details related to Trust	
Sr.no	Particulars	Details
(i) General Information on all schemes:		
1	Name of the Trust	Focus Lighting and Fixtures Limited Employee Welfare Trust
2	Details of the Trustee(s)	The Trustee of the Trust are Mr. Anil Patel, Mr. Santosh Prasad and Mr. Jitesh Doshi.
3	Amount of loan disbursed by company / any company in the group, during the year	-
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	-
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	-
6	Any other contribution made to the Trust during the year	-
(ii) Brief details of transactions in shares by the Trust:		
a	Number of shares held at the beginning of the year	-
b	Number of shares acquired during the year through:	-
	i) primary issuance	-
	ii) secondary acquisition	-
	iii) Number of shares acquired as a percentage of paid up equity capital as at the end of the previous financial year	-
	iv) Information on weighted average cost of acquisition per share	-
3	Number of shares transferred to the employees / sold along with the purpose thereof	-
4	Number of shares held at the end of the year	-
(iii)	In case of secondary acquisition of shares by the Trust:	NA