



DISCLOSURE PURSUANT TO THE PROVISIONS OF SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021

Sr. No.	Particulars	Details																								
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.	Disclosed in Notes to Accounts – Note 37 [Employee Share Option Plan (ESOP)] to Standalone financial statements for the year ended March 31, 2025. (Disclosures are provided in accordance with Ind AS 102, Share based payment)																								
B.	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.	Diluted EPS for the year ended March 31, 2025, is disclosed in Note 32 (Earning per Share) of Standalone financial statements. Diluted earnings per share have been computed using weighted average number of shares and dilutive potential shares except where results would be antidilutive.																								
C.	Details related to ESOP																									
(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS	Honasa Consumer Limited Employee Stock Option Plan 2018 (" ESOP 2018 ") and Honasa Consumer Limited Employee Stock Option Plan 2021 (" ESOP 2021 ")																								
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(ii)	Method used to account for ESOP - Intrinsic or fair value.	The Stock option plans of the Company is classified as equity settled transaction based on the constructive obligation for settlement of option in equity. The cost of equity-settled transactions is determined by the fair value at the date when the grant is made using a black Scholes model in accordance with Ind AS 102. That cost is recognised, together with a corresponding increase in share based payment reserves in equity, over the period in which the performance and/or service conditions are fulfilled in employee benefits expense.																																	
(iii)	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																																	
(iv)	Option movement during the year (For each ESOP):	<table> <tr> <th></th><th>ESOP 2018</th><th>ESOP 2021</th></tr> <tr> <td>Number of options outstanding at the beginning of the period</td><td>21,67,209</td><td>52,282</td></tr> <tr> <td>Number of options granted during the year</td><td>4,42,832</td><td>-</td></tr> <tr> <td>Number of options forfeited / lapsed during the year</td><td>(2,50,494)</td><td>-</td></tr> <tr> <td>Number of options vested during the year</td><td>10,17,423</td><td>-</td></tr> <tr> <td>Number of options exercised during the year</td><td>(8,65,571)</td><td>(35,507)</td></tr> <tr> <td>Number of shares arising as a result of exercise of options</td><td>8,65,571</td><td>35,507</td></tr> <tr> <td>Money realized by exercise of options (INR), if scheme is implemented directly by the company</td><td>47,540,829</td><td>355,070</td></tr> <tr> <td>Loan repaid by the Trust during the year from exercise price received</td><td>NA</td><td>NA</td></tr> <tr> <td>Number of options outstanding at the end of the year</td><td>14,93,976</td><td>16,775</td></tr> <tr> <td>Number of options exercisable at the end of the year</td><td>4,63,431</td><td>16,775</td></tr> </table>		ESOP 2018	ESOP 2021	Number of options outstanding at the beginning of the period	21,67,209	52,282	Number of options granted during the year	4,42,832	-	Number of options forfeited / lapsed during the year	(2,50,494)	-	Number of options vested during the year	10,17,423	-	Number of options exercised during the year	(8,65,571)	(35,507)	Number of shares arising as a result of exercise of options	8,65,571	35,507	Money realized by exercise of options (INR), if scheme is implemented directly by the company	47,540,829	355,070	Loan repaid by the Trust during the year from exercise price received	NA	NA	Number of options outstanding at the end of the year	14,93,976	16,775	Number of options exercisable at the end of the year	4,63,431	16,775
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(v)	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.	NA																																	

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(vi)	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –				
	(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;	S. No.	Name	Designation	No of stock options granted Exercise price per option
		1	Ramanpreet Singh Sohi	CFO	1,18,481 10
	(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	S. No.	Name	Designation	No of stock options granted Exercise price per option
		1	Nilesh Kotalwar	Senior Vice President	47,393 10
		2	Ashutosh Mamgain	Vice President	35,545 10
		3	Pooja Agrawal	Vice President	35,545 10
		4	Mihir Choudhary	Associate Vice President – Alternate Channels	23,697 10
		5	Lokesh Chhapparwal	Senior Vice President	25,368 10
	(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.	NA			
(vii)	A 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 share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;	Weighted average values of:			
				ESOP 2018	ESOP 2021
			Share price	246.90-455.15	NA
			Exercise price	10	NA
			Expected volatility	45%	NA
			Expected option life	7	NA
			Expected dividends	0%	NA
			Risk free interest rate	6.80%-6.82%	NA
	(b) the method used and the assumptions made to incorporate the effects of expected early exercise;	The Company has estimated fair value of options using Black Scholes method.			
	(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	It has been determined based on the observed historical volatility of a few listed peers' companies in similar sector and the Company's actual share price movement. Hence, we have considered the volatility in share price of the Company itself over time as well as general market volatility as the Company is recently listed			



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	(d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	Not Applicable	
(vii)	Disclosures in respect of grants made in three years prior to IPO under each ESOP Until all options granted in the three years prior to the IPO have been exercised or have lapsed, disclosures of the information specified above in respect of such options shall also be made.	ESOP 2018 57,81,824	ESOP 2021 3,16,259