

## Annexure- 8

### Details of the options granted under various employee stock option schemes as on 31st March, 2024:

- A. Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments issued by ICAI form part of the notes to the financial statements provided in this Annual Report.
- B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'IND AS 33 - Earnings per Share form part of the notes to the financial statements provided in this Annual Report.

#### C. i. Grandeur Employee Stock Option Scheme II, 2016(GPLESOS II, 2016) - Details of the Scheme:

| S.No | Description  | Grandeur Employee Stock Option Scheme II, 2016(GPLESOS II, 2016)  |
|------|--|---|
| 1.   | Date of shareholders' approval                       | 8th November, 2016  |
| 2.   | Total number of options approved under ESOS.         | 7,50,000 options  |
| 3.   | Vesting requirements                                 | After One year but not later than Two years from the date of grant of such Options.   |
| 4.   | Exercise price or pricing formula                    | The Exercise Price shall be equal to face value of shares i.e. `Rs.10 per Option (or) shall not be less than seventy five percent (75%) of the "Market Price" as per the ESOP Regulations (or) any other price as decided by the Nomination and Remuneration Committee. |
| 5.   | Maximum term of options/shares granted.              | Options granted under this GPLESOS II 2016 would Vest after One year but not later than Two years from the date of grant of such Options.   |
| 6.   | Source of shares (primary, secondary or combination) | Primary   |
| 7.   | Variation of terms of options/shares                 | Nil   |
| 8.   | Method used to account for ESOS/ESPS                 | Intrinsic   |

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. - Not Applicable as on the date.

### Option movement during the year

| S. No. | Particulars  | Details  |
|--------|--|----------|
| 1.     | Number of options/shares outstanding at the beginning of the year  | 7,50,000 |
| 2.     | Number of options/shares granted during the year   | Nil      |
| 3.     | Number of options forfeited/lapsed during the year   | Nil      |
| 4.     | Number of options vested during the year   | Nil      |
| 5.     | Number of options exercised during the year  | Nil      |
| 6.     | Number of shares arising as a result of exercise of options  | Nil      |
| 7.     | Money realized by exercise of options (INR), if scheme is implemented directly by the company  | Nil      |
| 8.     | Loan repaid by the Trust during the year from exercise price received  | NA       |
| 9.     | Number of options outstanding at the end of the year   | 7,50,000 |
| 10.    | Number of options/Shares exercisable at the end of the year  | 7,50,000 |
| 11.    | Weighted-average exercise  | NA       |
| 12.    | Weighted-average fair values   | NA       |
| 13.    | Employee wise details of options granted to  | NA       |
|        | 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                          | -        |
|        | b. Any other employee who receive a grant of options in any one year of option amounting to 5% or more of option granted during the year   | -        |
|        | 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. |          |

A description of the method and significant assumptions used during the year to estimate the fair value of options- Not Applicable as on the date.

### ii. Grandeur Employees Stock Purchase Scheme 2017” (“GPL-ESPS 2017”)-

In terms of the scheme company has provided loan of ₹61,19,600 to Grandeur Products Limited Employees Welfare Trust (GPL Trust) for acquiring the shares of the Company.

And subsequently the Company has issued and allotted 6,11,960 Equity Shares of ₹10 each to Grandeur Products Limited Employees Welfare Trust (GPL Trust).

The GPL-ESPS 2017 shall be administered by Grandeur Products Limited Employees Welfare Trust (GPL Trust) under the supervision of the Nomination and Remuneration Committee.

**i. Details of the Scheme**

| <b>S.No.</b> | <b>Description</b>                        | <b>Grandeur Employees Stock Purchase Scheme 2017" ("GPL-ESPS 2017")</b>  |
|--------------|---|--|
| 1.           | Date of shareholders' approval            | 25th March, 2017   |
| 2.           | Number of shares issued                   | 7,50,000 ( Out of 7,50,000, 6,11,960 Equity Shares has been allotted to Grandeur Products Limited Employees Welfare Trust on 16th July, 2016)  |
| 3.           | The price at which such shares are issued | The Purchase Price of the shares shall not be less than the face value of the shares and which may such amount as may be determined by the Board of Trustees of the Trust in consultation with the Board of Directors of the Company and the Nomination and Remuneration Committee of the Company. |
| 4.           | Lock-in period                            | The equity shares issued under GPL-ESPS 2017 shall be locked in for a minimum period of one year from the date of allotment as per SEBI Regulations and also as per the provisions of this Scheme.   |

**ii. The following details regarding allotment made under each ESPS, as at the end of the year:**

| <b>S. No.</b> | <b>Particulars</b>   | <b>Details</b> |
|---------------|--|----------------|
| 1.            | The details of the number of shares issued under ESPS  | 7,50,000       |
| 2.            | The price at which such shares are issued  | NA             |
| 3.            | Employee wise details of options granted to  | NA             |
|               | a. "senior management" as defined under regulation 16(1)(d) of the Securities and Exchange Board of India(Listing Obligations and Disclosure Requirements) Regulations, 2015 | -              |
|               | b. Any other employee who receive a grant of options in any one year of option amounting to 5% or more of option granted during the year                                     | -              |

|   |   |  |
|---|---|--|
|   | c. Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants & conversions) of the Company at the time of grant | -  |
| 4 | Consideration received against the issuance of shares, if scheme is implemented directly by the company   | Not Applicable                           |
| 5 | Loan repaid by the Trust during the year from exercise price received   | No Loan repayment has been received yet. |

\* During the year under review, The Nomination and remuneration Committee has approved to grant of 2,00,000 equity shares pursuant to Grandeur Employee Stock Purchase Scheme at a face value of Rs.10/- per share. The shares will be transferred from the Grandeur Employees welfare trust to Mr. Hari Singh Chauhan, Chief Executive officer of the Company periodically based on the performance of the Company commencing from the FY 2024-25 as may be approved by the Nomination and Remuneration Committee from time to time.

For and on behalf of Board of Directors of  
**Tierra Agrotech Limited**

Sd/-  
Vijay Kumar  
Deekonda  
Wholetime Director  
DIN :06991267

Sd/-  
Suryanarayana Simhadri  
Director  
DIN 01951750

Place: Hyderabad  
Date: 15.07.2024