

**DISCLOSURE PURSUANT TO REGULATION 14 OF SEBI
(SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2021 AS ON MARCH 31, 2024**

(All the transfers/allotments were made in the year 2021-22. No transfers/allotments were made in the year 2023-24)

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.

There is no disclosure with regards to share based payment in the financials for the year 2023-24 since there was no active scheme.

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.

Not applicable.

3. The following details on each ESPS under which allotments were made during the year*:-

- (a) Date of shareholders' approval – September 28, 2020
 (b) Number of shares transferred to employees during the year – 3,65,42,077 (allotment made in FY 2021-22)
 (c) The price at which such shares are issued – ₹ 126.54 and ₹ 253.08 per share (as applicable)
 (d) Lock-in period – 1 year from the date of allotment (allotment made in FY 2021-22)

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

- a) The details of the number of shares transferred to employees under ESPS - 3,65,42,077
 b) The price at which such shares are transferred 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	G Krishnakumar	Chairman & Managing Director	7,525
2	Gupta Rama Krishna Vetsa	Director (Finance) and Chief Financial Officer	7,525
3	Sanjay Khanna	Director (Refineries)	7,525
4	Sukhmal Kumar Jain	Director (Marketing)	7,525
5	Agrawal Sanjeev	Executive Director (Corporate Marketing)	7,525
6	Ravi P S	Executive Director (Corporate Entities)	7,525
7	Sudhahar P	Executive Director (Lubes)	7,525
8	Srinivasan S	Executive Director Sales (I&C) (up to May 31, 2023)	7,525
9	Paul Sanjeeb Kumar	Executive Director (Engg. & Projects)	7,525
10	Sharma Priyotosh	Chief Procurement Officer (CPO-Mktg.)	7,525
11	Ramanathan Krishnan Perinkulam	Executive Director Logistics & Ops (LPG) (up to March 31, 2023)	7,525
12	Subikash Jena	Executive Director I/C (I&C)	7,525
13	Kumar Santosh	Executive Director I/C (Retail)	7,525
14	Anilkumar P	Executive Director I/C (Gas)	7,525
15	Mamadapur D V	Executive Director (LPG)	7,525
16	Teresa Naidu	Executive Director (Internal Audit)	7,525
17	Heda Manoj	Executive Director (ITRM)	7,525
18	Ravitej P V	Executive Director In-Charge (Refineries Projects)	7,525
19	Ghalsasi R R	Executive Director (Refineries Projects Org.)	3,525
20	Shukla N	Executive Director (Corporate Planning)	7,525
21	Ajith Kumar K	Executive Director (Kochi Refinery) (up to May 31, 2023)	7,525
22	Subramoni Iyer M R	Executive Director I/C (Mumbai Refinery)	7,525
23	Kani Amudhan N	Executive Director (Aviation)	7,525
24	Mandal Dinabandhu	Executive Director Ops. & Logistics (Retail)	7,525

Sr. No.	Name	Designation	No. of shares allotted
25	Nayar Pushp Kumar	Executive Director (HRD)	7,525
26	Ramakrishnan Narayanswamy	Executive Director (IIS)	7,525
27	Kumar Pankaj	Executive Director (Corp. Finance) With Addl. Chg. of Corp. Affairs	7,525
28	Bhowmick P K	Executive Director (E&AS, Projects & Proj. Procurement) MR	7,525
29	Goyal Pardeep	Executive Director (Pipelines)	7,525
30	Chacko M Jose	Executive Director (Bina 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 Crores

e) Loan repaid by the Trust during the year from exercise price received - ₹ 462.48 Crores

**all the transfers/allotments were made in the year 2021-22. No transfer/allotment was made in the year 2023-24.*

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. D. Parthasarthy Mr. R. Sundharavadhanan
3	Amount of loan disbursed by company/any company in the group, during the year	₹ 1,515.65 Crores (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	₹ 549.38 Crores
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	68,36,948
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	0.32%
Weighted average cost of acquisition per share	NA
Number of shares sold along with the purpose thereof	68,36,948
Number of shares held at the end of the year.	Nil

(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