

Disclosure pursuant to Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014

The disclosures in pursuance of the SBEB Regulations and the SEBI circular dated June 16, 2015 are as under:

- A. 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 : **Not Applicable**
- B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations in accordance with 'Accounting Standard 20 - Earnings per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time : **Not Applicable**

C. Details related to Employees Stock Option Scheme (ESOS):

NA

D. Details related to Employees Stock Purchase Scheme (ESPS):

NA

E. Details related to the SAR Scheme 2018:

- (i) General terms and conditions of the SAR Scheme 2018:

S.no.	Particulars	Details
1	Date of shareholders' approval	September 27, 2018
2	Total number of shares approved under the SAR scheme	Not exceeding limit set forth with in the SEBI (Share Based Employee Benefits) Regulations, 2014.
3	Vesting requirements	The SARs shall be vest after the expiry of 1 (one) year from the date of the grant, the vesting of SARs shall take place over a term of 4 (four) years.
4	SAR price or pricing formula	The higher closing of share price of the Company as on 25 th March, 2021, i.e., Rs. 71.40/- on National Stock Exchange of India Ltd. and BSE India Limited would be the floor / base price for above SAR.
5	Maximum term of SAR granted	NA
6	Method of settlement (whether in cash or equity)	Cash
7	Choice of settlement (with the company or the employee or combination)	NA
8	Source of shares (primary, secondary or combination)	Secondary
9	Variation in terms of scheme	Variation in terms of scheme may be made by the Nomination & Remuneration Committee constituted by the Board of the Company, provided it is not prejudicial to the interest of the eligible employees/ grantees.



10	Method used to account for SAR - Intrinsic or fair value	Fair Value
11	Where the Company opts for expensing of SAR using the intrinsic value of SAR, the difference between employee compensation cost so computed and the employee compensation cost that shall have been recognised if it had used the fair value of SAR, impact of the difference at a. above on the EPS of the Company.	NA

(ii) SAR movement during the year

S.no.	Particulars	Details
1	Number of SARs outstanding at the beginning of the year	NIL
2	Number of SARs granted during the year	18,06,328
3	Number of SARs forfeited / lapsed during the year	NIL
4	Number of SARs vested during the year	NIL
5	Number of SARs exercised / settled during the year	NIL
6	Number of SARs outstanding at the end of the year	18,06,328
7	Number of SARs exercisable at the end of the year	NIL

(iii) Employee-wise details (name of employee, designation, number of SAR granted during the year, exercise price) of SAR granted to —

a. Senior managerial personnel:

b. Any other employee who receives a grant in any one year of amounting to 5% or more of SAR granted during that year; and

c. Identified employees who were granted SAR, during any one year, equal to or exceeding 1% of the issues capital (excluding outstanding warrants and conversions) of the company at the time of grant.

The Detail of employees to whom the SAR is granted are attached as Annexure 1. However, no employee was granted SAR equal to or exceeding 1% of total issued Capital.



F. Details related to the GEB Scheme 2018

S. no	Particulars	Details
1	Date of shareholders' approval	September 27, 2018
2	Kind of benefits to be granted under the scheme	<ul style="list-style-type: none"> • loan for personal expenses; • marriages; • education; • children's marriage; • children's education; • self/ family's medical expenses; • healthcare benefits; • hospital care or benefits; • benefits in the event of sickness, accident, disability, death; • scholarship funds; or such other general employee benefit as may be prescribed by the Nomination & Remuneration Committee
3	Beneficiaries of the scheme	Eligible employees of the company and its subsidiaries
4	Total assets of the scheme	NIL
5	Quantum of holding in own shares (both absolute and in percentage)	NIL
6	Whether scheme is in compliance of regulation 26(2) / 27(3) of the regulations, as applicable	NA
7	Variation in terms of scheme	May be made by the Nomination & Remuneration Committee, provided it is not prejudicial to the interest of the eligible employees/ grantees.

G. Details related to the RB Scheme 2018:

S. no	Particulars	Details
1	Date of shareholders' approval	September 27, 2018
2	Kind of benefits to be granted under the scheme	<ul style="list-style-type: none"> • loan for personal expenses; • marriages; • education; • children's marriage; • children's education; • self/ family's medical expenses; • healthcare benefits; • hospital care or benefits; • benefits in the event of sickness, accident, disability, death; • scholarship funds; or such other general employee benefit as may be prescribed by the Nomination and Remuneration Committee



3	Beneficiaries of the scheme	Eligible employees of the company and its subsidiaries
4	Total assets of the scheme	NIL
5	Quantum of holding in own shares / listed holding company shares (both absolute and in percentage)	NIL
6	Whether scheme is in compliance of regulation 26(2) / 27(3) of the regulations, as applicable	NA
7	Variation in terms of scheme	May be made by the Nomination & Remuneration Committee, provided it is not prejudicial to the interest of the eligible employees/ grantees.

H. Details related to Trust:
(i) General information on all schemes

S. no	Particulars	Details
1	Name of the Trust	The Jindal Saw Employee Welfare Trust
2	Details of the Trustee(s)	AXIS Trustee Services Ltd.
3	Amount of loan disbursed by company	Rs. 15,00,00,000/-
4	Amount of loan outstanding repayable to company as at the end of the year	Rs. 4,69,95,630.75
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

1	Number of shares held at the beginning of the year;	13,08,928
2	Number of shares acquired during the year through secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	No. of Shares: 4,97,400 Percentage of the shareholding: 0.15% Weighted average cost of acquisition per share: Rs. 60.62 per share
3	Number of shares transferred to the employees / sold along with the purpose thereof;	Nil
4	Number of shares held at the end of the year;	18,06,328

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

S. no	Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
1	Held at the beginning of the year	13,08,928
2	Acquired during the year	No. of Shares: 4,97,400 Percentage of the shareholding: 0.15%
3	Sold during the year	NIL
4	Transferred to the employees during the year	NIL
5	Held at the end of the year	No. of Shares: 18,06,328 Percentage of the shareholding: 0.56%

For Jindal Saw Limited


Sunil K. Jain
 Company Secretary
 FCS-3056



Annexure 1

Allocation of SAR			
S. No.	Name of the Employee	Designation	No. of SARs
1	Mr. Neeraj Kumar	Group CEO & Whole Time Director	2,68,502
2	Mr. Om Prakash Sharma	Coo - Large Dia Pipe Business	91,685
3	Mr. Dharmendra Gupta	President & Unit Head - Bhilwara	98,638
4	Mr. Vinay Kumar Gupta	President & Head - Treasury	73,435
5	Mr. Narendra Mantri	President & Head - Commercial	69,524
6	Mr. Maneesh Kumar	President & Global Marketing Head - Di	68,655
7	Mr. Dinesh Chandra Sinha	President & SBU Head - Nashik	66,917
8	Mr. Jai Prakash Gupta	President & Head - Nrm Procurement	48,232
9	Mr. Balwant Rai Sachdeva	President & Head - RM Proc, Logistics & Pellet Marketing	48,232
10	Mr. Hawa Singh Chaudhary	Whole Time Director (Unit Head - Kosi)	35,197
11	Mr. Sanjiv Dheer	Global Head Marketing - Seamless Business	64,744
12	Mr. V. Rajasekaran	Senior Vice President - Operations	37,369
13	Dr. Jai Dev Singh Chandel	Senior Vice President - Operations	36,500
14	Mr. Chandan Sinha	Chief Information Officer	46,060
15	Mr. Sunil Kumar Jain	Company Secretary	40,846
16	Mr. Rajesh Taneja	Corporate Head - Human Resources	35,197
17	Mr. Vikas Jhunthra	Head - Export (Seamless & Stainless Business)	34,762
18	Mr. Karunanidhi Murari Agarwal	Associate Vice President - Projects	29,982
19	Mr. Dharmendra Prasad	Associate Vice President - Audit	25,637
20	Mr. S Karthikeyan	Senior General Manager - Operations	20,000
21	Mr. Vijesh Chawla	Senior Vice President - Marketing	58,227
22	Mr. Rahul Dev Sharma	Vice President - Marketing	53,447
23	Mr. Anil Hassija	Vice President - Marketing	45,625
24	Mr. Alok Jain	Vice President - Marketing	43,887
25	Mr. C.P Goel	Vice President - Marketing	42,584
26	Mr. Rama Ranjan Mohanty	Vice President - Accounts	40,411
27	Mr. Bipin Dharwarkar	Head - Di Operations	34,762
28	Mr. Kailash Chand Gupta	Head - Indirect Taxation	33,893
29	Mr. Gagan Mehta	Vice President- Contracts & Marketing	30,851
30	Mr. Anil Kumar Arya	Vice President - P&M	33,893
31	Mr. Chaitanya Prakash	Head - Ppc & Dispatch	23,464
32	Mr. Rajeev Goyal	AVP Finance	20,000
33	Mr. Pankaj Arora	G.M. - Operations	20,423
34	Mr. Tapasvi Bhargava	President	23,030
35	Mr. Christian Prakash Sahayam	Associate Vice President - Operations	20,000
36	Mr. Neeraj Kanagat	Vice President - Finance & Accounts	41,715
Grand Total			18,06,328