Disclosures pursuant to SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as at March 31, 2026 are given below:

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.
Yes - Disclosed in Note 33(7) of Notes to Standalone Financial Statements, page 298 of the Annual Report 2025-26

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.
Yes - Disclosed in Note 33(12) of Notes to Standalone Financial Statements, Page 307 of the Annual Report 2025-26

C. **Details related to ESOS**
Not Applicable

D. **Details related to ESPS**

As at March 31, 2026 the Company has in place 4 separate employees stock purchase plans/ schemes, namely:-

1. Havells Employees Stock Purchase Plan 2014 ('ESPP 2014')
2. Havells Employees Stock Purchase Scheme 2015 ('ESPS 2015')
3. Havells Employees Stock Purchase Scheme 2016 ('ESPS 2016')
4. Havells Employees Stock Purchase Scheme 2022 ('ESPS 2022')

Accordingly, prescribed details pursuant to the requirements of SEBI (Share Based Employee Benefits) Regulations, 2014 in so far as they are applicable to the ESPP 2014, ESPS 2015, ESPS 2016, ESPS 2022 for the financial year 2025-26 are given below:-

(i) The following details on each ESPS under which allotments were made during the year:

(a) Date of shareholders' approval –
- Havells Employees Stock Purchase Plan 2014: 9th June, 2014
- Havells Employees Stock Purchase Scheme 2015: 4th December, 2015
- Havells Employees Stock Purchase Scheme 2016: 13th July, 2016
- Havells Employees Stock Purchase Scheme 2022: 08th July, 2022

(b) Number of shares issued –
- Under Havells Employees Stock Purchase Plan 2014: 73,082 Equity Shares of Re. 1/- each
- Under Havells Employees Stock Purchase Scheme 2015: 150,000 Equity Shares of Re. 1/- each
- Under Havells Employees Stock Purchase Scheme 2016: 43,081 Equity Shares of Re. 1/- each
- Under Havells Employees Stock Purchase Scheme 2022: 48,947 Equity Shares of Re. 1/- each

(c) The price at which such shares are issued – @ Rs. 1638.50 for issuance under ESPP 2014 & ESPS 2015 & ESPS 2016 & ESPS 2022

(d) Lock-in period –
- For issuance under ESPP 2014:
  50% of the shares are under lock-in for a minimum period of 12 months from the date of credit into the Demat Account(s) of the employees and 50% of the shares under lock-in for 2 years from the date of allotment
- For issuance under ESPS 2015:
  78% of the shares under lock-in for a minimum period of 12 months from the date of credit into the Demat Account(s) of the employees and 22% of the shares under lock-in for 2 years from the date of allotment
- For issuance under ESPS 2016:
  100% of the shares under Lock in for a minimum period of 12 months from the date of credit into the Demat Account(s) of the employees.
- For issuance under ESPS 2022:
  100% of the shares under Lock in for a minimum period of 12 months from the date of credit into the Demat Account(s) of the employees.

(ii) The following details regarding allotment made under each ESPP/ESPS, as at the end of the year:

Particulars	ESPP 2014	ESPS 2015	ESPS 2016	ESPP 2022
The details of the number of shares issued under	73,082 Equity Shares were issued under ESPS 2014 for the benefit entitlement of 2024-25	150,000 Equity Shares were issued under ESPS 2015 for the benefit entitlement of 2024-25	43,081 Equity Shares were issued under ESPS 2016 for the benefit entitlement of 2024-25	48,947 Equity Shares were issued under ESPS 2022 for the benefit entitlement of 2024-25
The price at which such shares are issued.	Rs. 1638.50	Rs. 1638.50	Rs. 1638.50	Rs. 1638.50
Employee-wise details of the shares issued to;				
(i) senior managerial personnel;	Allotment made to 214 Employees.	Allotment made to 2 Employees.	Allotment made to 39 Employees.	Allotment made to 230 Employees.
(ii) any other employee who is issued shares in any one year amounting to 5% or more shares issued during that year*; (*As a % of respective ESPS for 1 respective FY)	None.	1. Shri Rajesh Kumar Gupta (Whole time Director (Finance) and Group CFO) – 100,000 2. Shri Rajiv Goel (Executive Director) – 50,000	1. Mukul Saxena (President & CTO) -5920 2. Shrikant Pandit (Executive Vice President)-2168 3. Ramesh Viswanathan (Executive Vice President)-2419 4.Vivek Yadav (Executive Vice President) -3097	1. Shrikant Pandit (Executive Vice President)-4575 2. Ramesh Viswanathan (Executive Vice President)-2526 3.Vivek Yadav (Executive Vice President) -4248
(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;	None.	None.	None.	None.
Consideration received against the issuance of shares, if scheme is implemented directly by the company	Rs. 11,97,44,857	Rs. 24,57,75,000	Rs. 7,05,88,219	Rs. 8,01,99,660
Loan repaid by the Trust during the year from exercise price received	Rs. 80,09,786.50	Rs. 24,57,75,000	Rs. 7,05,88,219	Rs. 8,01,99,660

E. Details related to SAR

Not Applicable

F. Details related to GEBS / RBS

Not Applicable

G. Details related to Trust

The following details, *inter alia*, in connection with transactions made by the Trust meant for the purpose of administering the schemes under the regulations are to be disclosed:

(i) General information on all schemes

Sl. No.	Particulars	Details
1	Name of the Trust	Havells Employees Welfare Trust
2	Details of the Trustee(s)	1. Ms. Preemita Singh 2. Mr. Manish Kaushik 3. Ms. Bhavna Banerjee
3	Amount of loan disbursed by company / any company in the group, during the year	Rs. 40,45,72,665.50/-
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Nil
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

(a) Number of shares held at the beginning of the year – Nil

(b) Number of shares acquired during the year through (i) primary issuance (ii) 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 –
3,15,110 Shares (0.05% of equity capital) were issued and allotted to the Trust under ESPP 2014, ESPS 2015, ESPS 2016 and ESPS 2022 during the year 2025-26 and then transferred to the employees (beneficiaries) under the plans. The weighted average cost of acquisition per share was Rs. 1638.50/-

(c) Number of shares transferred to the employees/ sold along with the purpose thereof:
The Shares issued to the Trust during the year 2025-26 were entirely for the purpose of transfer to beneficiary employees as their benefit entitlement of FY 2024-25 under ESPP 2014, ESPS 2015, ESPS 2016 they were so transferred on July 14, 2025 and for ESPP 2022 October 16, 2025 respectively.

(d) Number of shares held at the end of the year: Nil

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