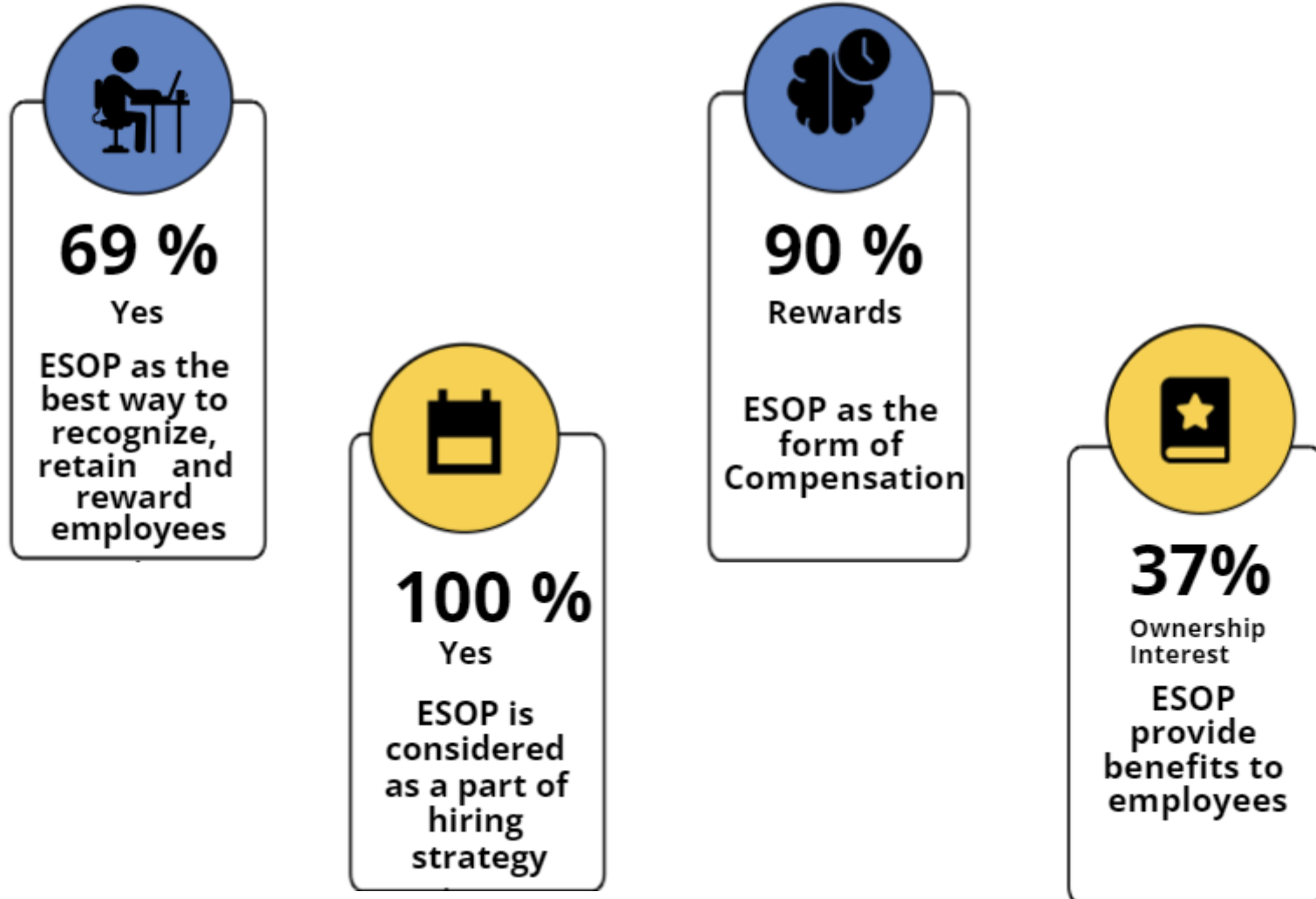




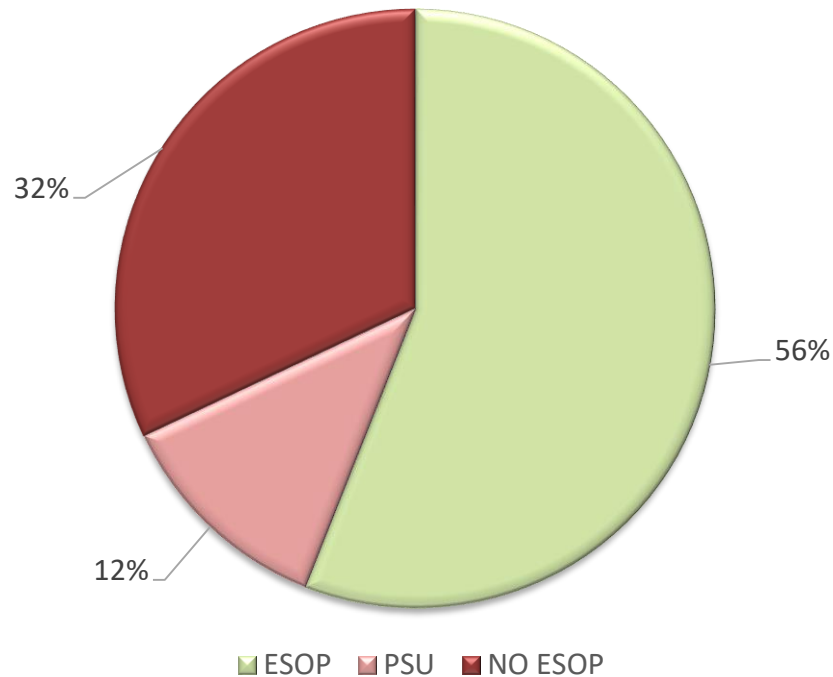
ANALYSIS OF ESOPS IN LISTED COMPANY

● ESOP Polling results for F.Y.2022-23



● Top Nifty 50 Listed Companies having ESOPs

ESOP Status in Nifty 50

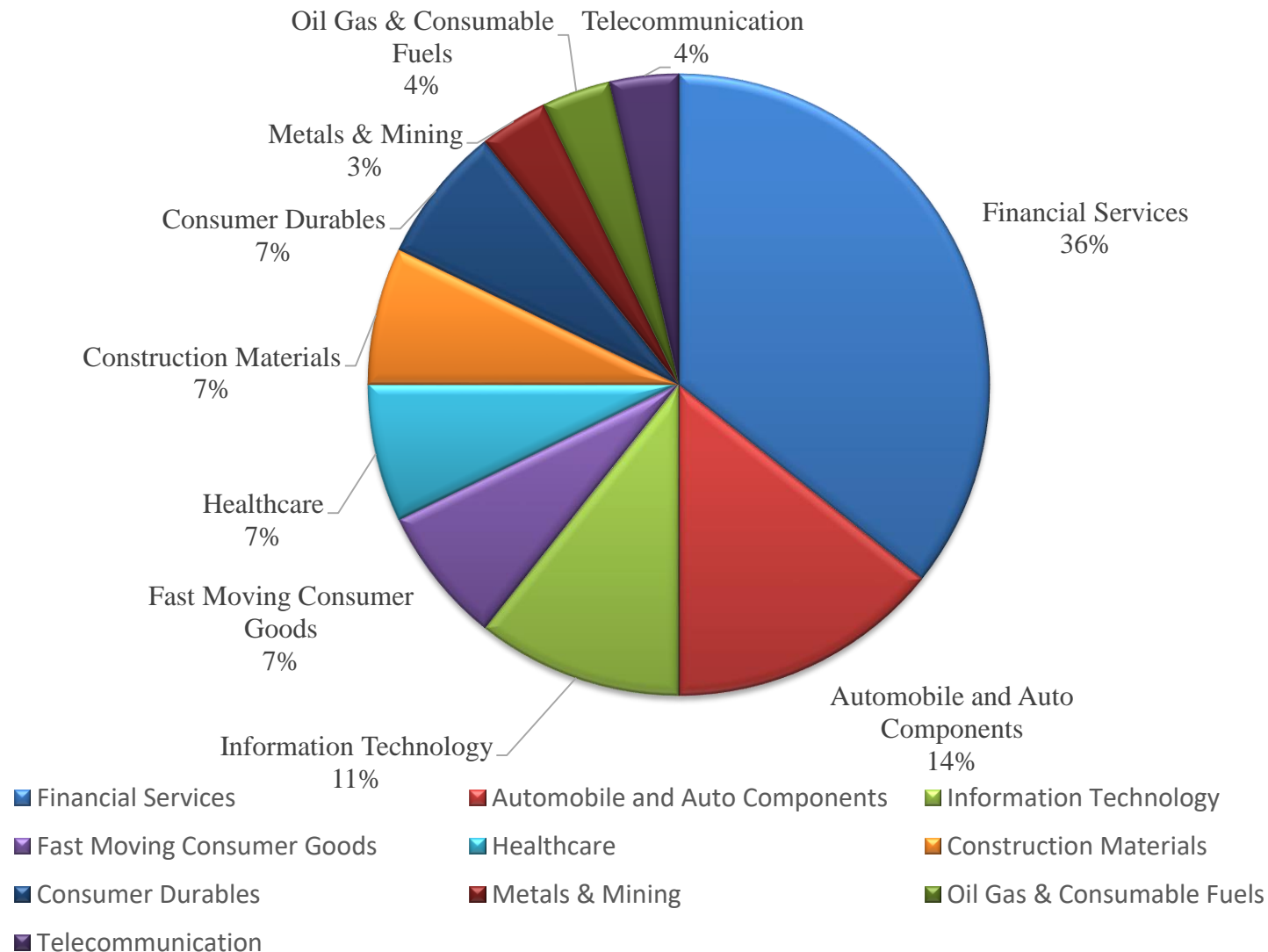


ESOP:28
NO ESOP :16
No ESOP in PSU:6

Asian Paints Ltd.	Cipla Ltd.	Hero MotoCorp Ltd.	Kotak Mahindra Bank Ltd.
Axis Bank Ltd.	Dr. Reddy's Laboratories Ltd.	Hindalco Industries Ltd.	Reliance Industries Ltd.
Bajaj Auto Ltd.	Eicher Motors Ltd.	HDFC Ltd.	SBI Life Insurance Company Ltd.
Bajaj Finance Ltd.	Grasim Industries Ltd.	ICICI Bank Ltd.	Tata Motors Ltd.
Bajaj Finserv Ltd.	HCL Technologies Ltd.	ITC Ltd.	Tech Mahindra Ltd.
Bharti Airtel Ltd.	HDFC Bank Ltd.	IndusInd Bank Ltd.	Titan Company Ltd.
Britannia Industries Ltd.	HDFC Life Insurance Company Ltd.	Infosys Ltd.	UltraTech Cement Ltd.



● Top Nifty 50 Listed Company having ESOP- Industry Analysis



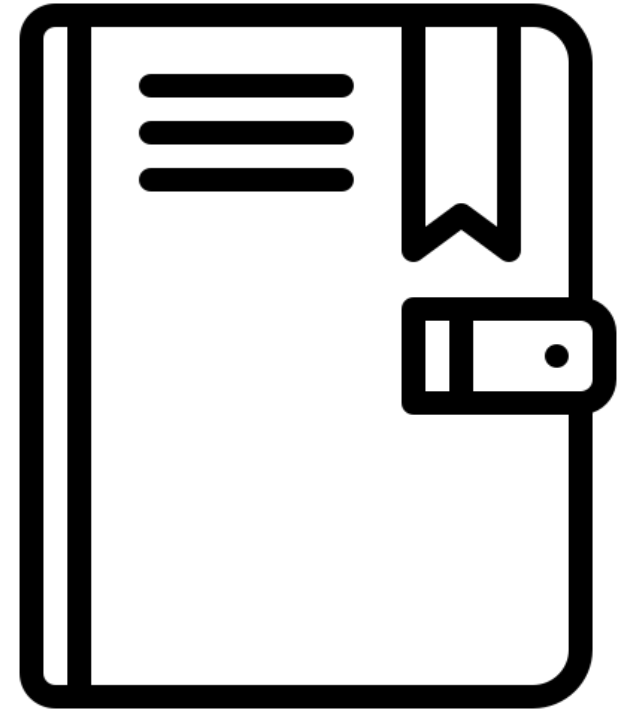
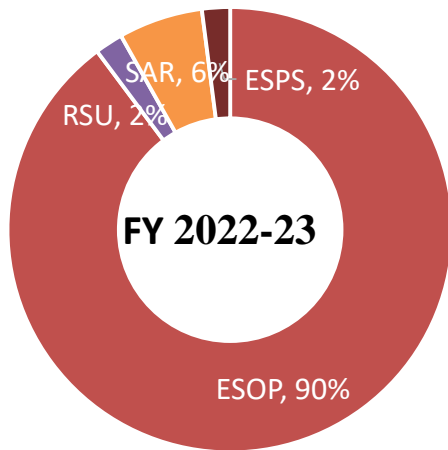
Source: Data collected from <https://www.nseindia.com/> | NSE Index list dated 21st June, 2023



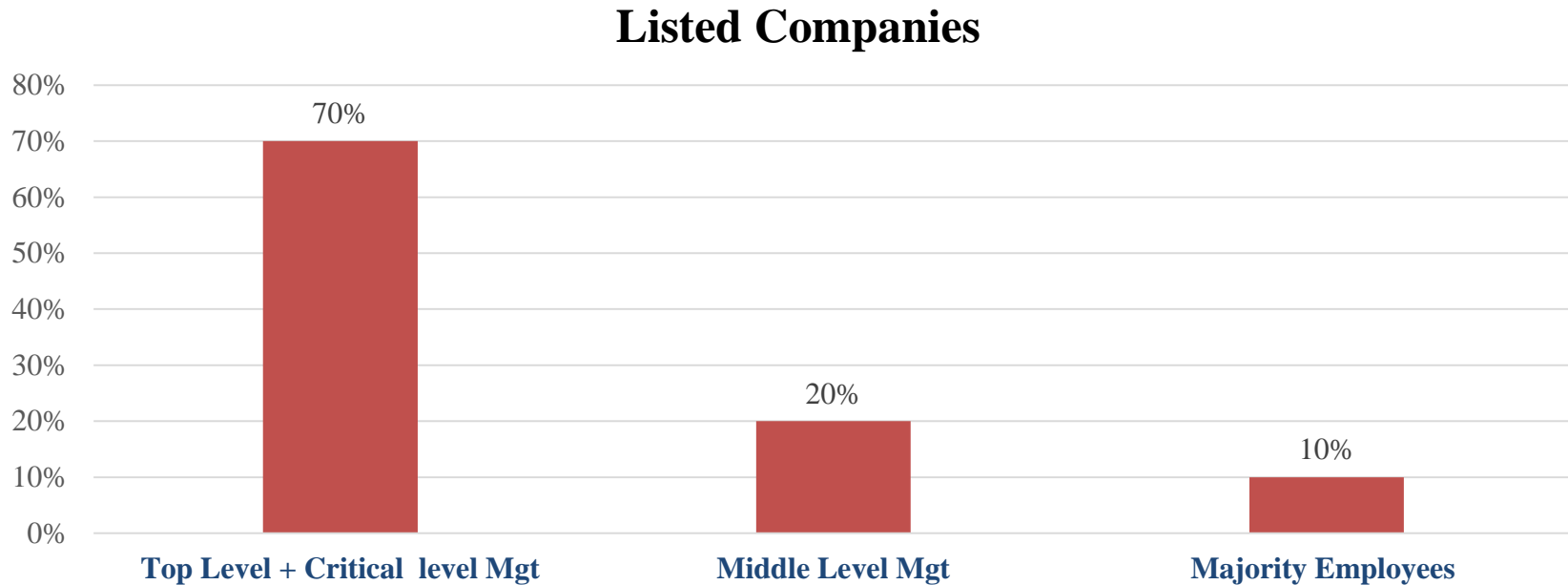
● Types of Employee Stock Benefit Schemes

During FY 2022-23

- **90%** Opted for ESOP(Majority Listed)
- **2%** - RSU
- **6%** - SAR
- **2%** - ESPS



● Coverage of Employees- Whom to cover?



- ❖ Majority of the Listed Companies offer ESOPs to their **Top management and one level below them on the basis of criticality.**
- ❖ Almost 20% other Listed companies extend their ESOP coverage also to Middle management employees and rest 10% cover all majority of their employees.



● Pool of the Scheme

- In the recent trend, majority of the listed companies set aside 1% to 5% of pool to be offered under ESOP schemes.



● Listed entities having Trust Route

- ❖ In the recent trends , **an increase has been seen** in the listed companies who are opting for Trust Routes to offers ESOPs.
- ❖ Opting for Trust Routes, **has also increased the probability** of purchasing the Shares from secondary market.



● Few Listed entities having Trust Route



PG ELECTROPLAST LIMITED



Analysis of ESOP Trend

Upon analysis of these trends, it has been seen:

1. The PSU sector is still left untouched.
2. Majority, ESOP are being implemented in IT Sector (*Prevalent in Unlisted Companies*) and but in Listed Companies we are seeing the BFSI sector majority are the Banks who have implemented ESOP (*as per the RBI circular which says that the Banks can issue ESOP to WTD/MD/CEO,)* from which it can be seen that the ESOP trend in listed Companies is increasing.
3. ESOP 's in the Listed Companies can be seen to increase considering various factors such as:
 - *Increase in price in Market;*
 - *Considering economy growth factors,*
 - *Liquidity is available in the market,*
 - *Peer groups are offering ESOP which creates industry pressure to offer ESOP,*
 - *Good Mode of providing Rewards, Loyalty Performance to employees.*
4. Other sectors are also moving towards implementation of ESOP's.





ESOP Advisory and Management

Our Key Offerings:

- **Strategic Planning and Modelling Services**
- **E- Management of ESOP Plans**
- **ESOP's Implementation**
- **Valuations and Accounting**
- **Regulatory Compliance Support**
- **Merchant Banker Services & Certification**
- **Legal Advisory and Assistance**
- **ESOP Trust Services**



THANK YOU

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