



Disclosure pursuant to Regulation 14 of SEBI (Share Based Employee Benefits Regulations), 2014, as amended for the financial year ended on March 31, 2020.

A. Relevant disclosures in terms of the ‘Guidance note on accounting for employee share-based payments’:

Disclosures in terms of Guidance Notes on accounting for employee share based payments or any other relevant accounting standards: For details please refer Notes to Financial Statements mentioned in Annual Report for the financial year 2019-20.

B. Diluted EPS on issue of shares: 1.24

C. Details related to Employee Stock Option Schemes (ESOS) of the Company:

(i) Description of ESOS

Sr. No.	Description	ESOP 2017	ESOP 2019
a.	Date of Shareholders Approval	March 21, 2017	September 18, 2019
b.	Total number of options approved under the scheme	2,23,244	3,80,744
c.	Date of Grant	August 23, 2017	September 24, 2019
d.	Options granted	1,74,302	3,80,744
e.	Vesting Schedule	Options granted under AOSL ESOP 2017 would vest after two years but not later than four years from the date of grant of such options	Options granted under AOSL ESOP 2019 would vest after one year but not later than two years from the date of grant of such options
f.	Pricing Formula	Rs. 165/- per option	Rs. 80/- per option
g.	Maximum term of options granted	2 years from the date of grant	2 years from the date of grant
h.	Source of shares	Primary	Secondary
i.	Variation in terms of options	There has not been any variation in the terms of options.	There has not been any variation in the terms of options.

(ii) Method used for accounting of ESOP: Fair Value Method

(iii) Where the Company has calculated the intrinsic value of the stock option the difference between the employee compensation cost so calculated and the employee

compensation that would have been recognized if it had used the Fair Value of the option, shall be disclosed. The impact of this difference on the profits and EPS of the company shall also be disclosed: **Not Applicable**

(iv) Options movement during the year

Sr. No.	Description	ESOP 2017	ESOP 2019
1.	Options outstanding at the beginning of the year	63,680	Nil
2.	Options granted during the year	Nil	3,80,744
3.	Options forfeited/ lapsed during the year*	4,990	Nil
4.	Options vested during the year	Nil	Nil
5.	Options exercised during the year	Nil	Nil
6.	No. of shares arising as a result of exercise of options during the year	Nil	Nil
7.	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Nil	Nil
8.	Loan repaid by the Trust during the year from exercise price	Nil	Nil
9.	Options outstanding at the end of the year	59,643	3,80,744
10.	Options exercisable at the end of the year	Nil	Nil
* Options of employees who have resigned during the financial year 2019-20			

(v) Options granted to Senior Managerial Personnel:

Sr. No.	Name	Designation	No. of options	
			ESOP 2017	ESOP 2019
1.	Dr. Rabi Bastia	Non-Executive Director	--	78,508
2.	Mr. Ashutosh Kumar	WTD & CEO	25,454	76,607
3.	Mr. Sumit Maheshwari	CFO	10,909	52,098
4.	Mr. Anjani Kumar Singh	VP Technical	6,363	38,302

Options granted to any other employee during the year amounting to 5% or more of options granted during the year:

Sr. No.	Name	Designation	No. of options
			ESOP 2019
1.	Mr. Rajesh Poojary	DGM Projects	20,044
2.	Mr. Gyanendra Singh	AGM Planning & Control	19,366

Options granted to any identified employee equal to or exceeding 1% of the issued capital of the company at the time of grant: **NIL**

(vi) A description of the method and significant assumptions used during the year to estimate fair value of options including the following information:

Sr. No.	Particulars	ESOP 2017	ESOP 2019
a)	the weighted-average values of share price,	Rs.181.80/-	Rs.71.30/-
	exercise price,	Rs.165/-	Rs.80/-
	expected volatility,	58.51%	53.83%
	expected option life,	2 years	3 years
	expected dividends,	-	-
	the risk-free interest rate and	6.35%	5.96%
	any other inputs to the model;	-	-
b)	the method used and the assumptions made to incorporate the effects of expected early exercise;	Black Scholes	Black Scholes
c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	Calculated using daily return of the stock price data of Asian Oilfield Services Limited. The deviation in these daily returns was averaged out and then annualized to arrive at annual volatility of the stock.	Calculated using closing price of the stock price data of Asian Oilfield Services Limited. The deviation in these daily returns was averaged out and then annualized to arrive at annual volatility of the stock.
d)	whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	Nil	Nil

Disclosures in respect of grants made in three years prior to IPO under each ESOS: Not Applicable

D. Details related to ESPS: Not Applicable

E. Details related to SAR: Not Applicable

F. Details related to GEBS / RBS: Not Applicable

G. Details related to Trust:

(i) General information on all schemes:

1. Name of the Trust: **Asian Oilfield Services Limited Employees Welfare Trust**
2. Details of the Trustee(s): **Vistra ITCL (India) Limited**
3. Amount of loan disbursed by company / any company in the group, during the year: **Rs.2,94,03,992/- (Rupees Two Crores Ninety Four Lakhs Three Thousand Nine Hundred and Ninety Two Only)**
4. Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year: **Rs.2,94,03,992/- (Rupees Two Crores Ninety Four Lakhs Three Thousand Nine Hundred and Ninety Two Only)**
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: **Rs.10,000/- towards Corpus of Trust**

(ii) Brief details of transactions in shares by the Trust:

Sr. No.	Description	Details
1.	Number of shares held at the beginning of the year	0
2.	Number of shares acquired during the year through the following mode (as a percentage of paid-up equity capital at the end of the previous financial year) and weighted average cost of acquisition	
	(i) primary issuance	Nil
	(ii) secondary acquisition	3,80,744 (1.00%) Weighted average cost of acquisition per share is Rs.77.23
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	3,80,744

(iii) Brief details in case of secondary acquisition of shares by the Trust:

Sr. 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
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		obtained
1.	Held at the beginning of the year	Nil
2.	Acquired during the year	3,80,744 (1.00%)
3.	Sold during the year	Nil
4.	Transferred to the employees during the year	Nil
5.	Held at the end of the year	3,80,744 (1.00%)