



QAPITA



## **JSW Steel's top priority was to establish comprehensive processes for exercising options.**

To achieve this goal, ESOP Direct's team provided guidance on setting up these processes from a compliance and regulatory standpoint. The team went above and beyond, handling the entire setup process for the steel department, which was then adopted by the energy department.

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## About JSW

JSW Steel is the flagship business of the diversified, US\$ 22 billion JSW Group. As one of India's leading business houses, JSW Group also has interests in energy, infrastructure, cement, paints, sports, and venture capital. JSW Steel, certified by Great Places To Work in 2021, has emerged as an organization with a strong cultural foundation. With a culturally diverse workforce spread across India, USA, Europe and Africa, JSW Group directly employs nearly 40,000 people.

### COMPANY SIZE

21,000+

### INDUSTRY

Steel

### KEY SOLUTIONS PROVIDED BY ESOP DIRECT

End-to-end Process set up

Digital ESOP administration & reporting

## Guidance & set up of end-to-end process of exercise & handling of all cashless processes online through Portal

JSW Steel recognized the importance of having streamlined processes in place for exercising employee stock options (ESOP). Their top priority was to establish a comprehensive end-to-end necessary processes and procedures required for exercising options that adhere to all compliance and regulatory requirements. ESOP Direct's team provided expert guidance and support throughout the process. This included identifying regulatory requirements, designing the necessary systems and workflows, and implementing them in a timely and efficient manner.

ESOP Direct's team was also responsible for enabling and managing all cashless processes through their online platform, providing timely reports and summaries to ensure smooth operation. This resulted in a streamlined and efficient system that allowed JSW Steel to focus on their core operations, while leaving the management of their options program to the experts.



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ESOP Direct's team's support throughout the entire ESOP setup process was nothing short of remarkable. They promptly resolved any issues employees faced, offering 1-1 calls for personalized support. Their attention to detail and willingness to help at every step of the way made the entire experience seamless. ESOP Direct's team was not just helpful and cooperative, but they also demonstrated a deep understanding of the complexities involved in ESOP management.

**Rupam Singh,**

VP & Group Head, Performance and Rewards, JSW Steel



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