

## 4. Disclosures under SEBI (Share Based Employee Benefits) Regulations, 2014 as on March 31, 2018

A.	Particulars	EIDP 2007	EIDP 2016
1	Date of Shareholders Approval	JULY 26, 2007	January 23, 2017
2	Total number of options approved under the scheme	89,24,850	35,17,000
3	Vesting Schedule	The vesting of Options granted, is based on the annual performance rating for each financial year and as per the following schedule : <b>a)</b> In respect of 39,77,600 Options, 20% each on expiry of 1 and 2 year from the date of grant and 30% each on expiry of 3 and 4 years from the date of grant. <b>b)</b> In respect of 13,200 Options, 100% on expiry of 1 year from the date of grant. <b>c)</b> In respect of 13,800 Options, 50% each on expiry of 1 and 2 years from the date of grant. <b>d)</b> In respect of 29,400 Options, 40% each on expiry of 1 year from the date of grant and 30% each on expiry of 2 and 3 years from the date of grant.	The vesting of options granted, is based on annual performance rating for each financial year and as per following schedule:- <b>a)</b> in respect of 8,43,220 Options, 20% each on expiry of 1 and 2 years from the date of grant and 30% each on expiry of 3 and 4 years from the date of grant. <b>b)</b> in respect of 1,36,600 Options, 25% expiry of 1 year from the date of grant, 37.50% each on expiry of 2 and 3 years from the date of grant. <b>c)</b> in respect of 75,420 Options, 20% each on expiry of 1 and 2 years from the date of grant and 30% each on expiry of 3 and 4 years from the date of grant.
4	Exercise Price or Pricing Formula	The Options carry a right to subscribe to equity shares at the closing price on the Stock Exchange in which there was highest trading volume, prior to the date of grant of the Options.	
5	Maximum Term of Options Granted	6 years from the date of grant	5 years from the date of grant
6	Source of Shares	Primary	Primary
7	Variation in terms of Options	The exercise period of the options vesting in the Second, Third and Fourth Vesting as per the vesting schedule under the ESOP Scheme-2007 has been increased from three years to six years from the date of Second, Third and Fourth Vesting, respectively.	Nil  The Board / Nomination & Remuneration Committee may, if it deems necessary, vary the terms of ESOP 2016, subject to compliance with the Applicable Laws and Regulations
8	Method used for Accounting of ESOP	Fair Value	Fair Value
9	Whether the Company opts for expensing of the options using the intrinsic value of the options	No	No
10	Weighted average exercise prices and weighted average fair value of the options shall be disclosed seperately for options whose exercise price either equals or is less than the market price of the stock		
<b>A.</b>	<b>Weighted average exercise price of Options whose</b>	Rs.	
1	Exercise price equals market price	319.45	319.45
2	Exercise price is greater than market price	NIL	NIL
3	Exercise price is less than market price	NIL	NIL
<b>A.</b>	<b>Weighted average fair value of options whose</b>		
1	Exercise price equals market price	125.20	119.15
2	Exercise price is greater than market price	NIL	NIL
3	Exercise price is less than market price	NIL	NIL

<b>B. Option Movement During the year</b>					
1	Number of options outstanding at the beginning of the year	107368		843220	
2	Number of options granted during the year	NIL		212020	
3	Number of options vested during the year	NIL		112804	
4	Number of options exercised during the year	49222		NIL	
5	Total number of shares arising during the year as a result of exercise of options	49222		NIL	
6	Number of options lapsed during the year	NIL		NIL	
7	Number of options cancelled during the year	NIL		279200	
8	Number of options exercisable at the end of the year	58146		112804	
9	Number of options outstanding at the end of the year	58146		776040	
10	Money realised by exercise of options during the year	65.63 lakhs		NIL	
11	Loan repaid by the trust during the year from the exercise price received	N.A		N.A	
<b>C. Employee-wise details of options granted to:</b>					
		<b>Name</b>	<b>No. of options granted</b>	<b>Name</b>	<b>No. of options granted</b>
(i)	Senior managerial personnel	Ms.G. Jalaja,	68,200	Mr.S. Suresh	87,580
		Mr. S K Sathyavaradhan	77,200	Mr. V. Suri	59,300
		Mr. Kannan T	19,600	Ms.G. Jalaja	59,300
		Mr. S K Sathyavaradhan	18,000	Mr. S K Sathyavaradhan	59,300
				Mr. Kannan T	37,710
				Mr.Rajasekar T	59,300
				Mr. Shankar T M	59,300
				Mr.S. Suresh	1,17,696
				Mr. Balaji Prakash	37,710
				Mr.V. Suri	18,904
				Mr. Madhusudhan Sharma	37,710
			<b>1,83,000</b>		<b>6,33,810</b>
(ii)	Employees who were granted, during any one year, options amounting to 5% or more of the options granted during the year	Mr. Manoj K Jaiswal	1,13,600	Mr. Manoj Kumar Jaiswal	82,930
		Mr. N. Ramakrishnan	20,700	Mr. Suresh Kannan,	59,300
		Mr. Ramasubramanian.V.	20,700	Mr. V Ramesh	2,79,200
		Dr.S.Balaji	23,000		
		Mr. M. Balaji	24,200		
		Mr. K Raghunandan K	1,83,200		
		Mr. C R Rajan	2,93,200		
		Mr. R Raghuram	19,600		
		Mr. A. Sridhar	29,400		
		Mr. N. Senthilkumar	20,700		
		Mr. Rajiv Yajnik	23,000		
		Mr. G. Karunakar	23,000		
		Mr. Tyron Doll	23,000		
		Mr. S. Radhakrishnan	23,000		
		Mr. M. Ramamoorthy	19,300		
		Mr. A V Ramaraju	19,300		
		Mr. S Rangaprasad	19,300		
		Mr. Suresh Kannan	59,300		
		Mr. Manoj K Jaiswal	82,930		
			<b>10,40,430</b>		<b>4,21,430</b>

(iii)	Identified employees who were granted option, during any one year, equal or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant	<b>None</b>	<b>None</b>
<b>D.</b>	Method and Assumptions used to estimate the fair value of options granted during the year		
a)	The fair value has been calculated using the Black Scholes Option Pricing model. The assumptions used in the model are as follows		
		<b>Weighted Average Assumptions</b>	
	Stock Price (Rs.)	<b>No Options were granted during the year</b>	319.45
	Volatility		34%
	Riskfree Rate		7.43%
	Exercise Price (Rs.)		319.45
	Time To Maturity (In Years)		4.84
	Dividend yield		1.21%