

Statement pursuant to SEBI (Share Based Employee Benefits), Regulations, 2014 for the financial year ended March 31, 2019

Sl. No.	Particulars	Employee Stock Option Plan, 2006
1	Date of shareholders' approval	5th July 2006
2	Total number of options approved under Employee Stock Option Plan, 2006	Total number of options shall not exceed 5% of the total paid up equity shares of the Company from time to time. Paid up equity shares of the Company as at March 31, 2019 are 2,72,82,570. Accordingly, the maximum no. of options that can be granted by the Company is 13,64,128 (5% of 2,72,82,570) as on March 31, 2019.
3	Vesting Requirements	<p>Vesting of the options shall take place in the manner determined by the Nomination and Remuneration Committee at the time of grant provided the vesting period shall not be less than 1 (one) year from the date of grant.</p> <p>Vesting of options shall be subject to the condition that the Grantee shall be in continuous employment with the Company and such other conditions as provided under Company's Employee Stock Option Plan, 2006.</p>
4	Exercise price or pricing formula	The Exercise Price of each grant is determined by the Nomination and Remuneration Committee at the time of grant, provided that the Exercise Price shall not be less than the closing market price of the shares of the Company on NSE/BSE on the day preceding the date of grant of Options.
5	Maximum term of options granted	The maximum term of options granted within which they shall be exercised is decided by the Nomination and Remuneration Committee which is generally ten years from the date of grant of the options.
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	During the year, no amendment/ modification/ variation has been made in terms of options granted by the Company.
8	Method used to account for ESOS - Intrinsic or fair value	Equity-settled share-based payments to employees are measured at the fair value of the equity instruments at the grant date. The fair value determined at the grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period. The cost of share-based payments to employee for the year ended March 31, 2019 is Rs. 16.40 crores.

9	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.	Not Applicable									
10	Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	<p>Details of weighted average exercise prices and weighted average fair values of the options exercised during the financial year ended March 31, 2019, whose exercise price equals to the market price of the stock on the date of grant :</p> <p>Weighted average exercise price - Rs. 13,371</p> <p>Weighted average fair value - Rs. 6,897</p>									
11	<p>Details of Options granted during the financial year ended March 31, 2019</p> <p>i) Key Managerial Personnel</p> <p>ii) Any other employee who received a grant in any one year of Options amounting to 5% or more of the Options granted during that year.</p> <p>iii) Identified employees who were granted Options during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant.</p>	<p>None</p> <p>7 employees of the Company were granted 12,200 options in the aggregate during the year. The individual grant was more than 5% of the total options granted during the year.</p> <p>None</p>									
12	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	<p>The fair value of each Option granted on April 2, 2018, May 9, 2018, August 9, 2018, November 12, 2018 and February 11, 2019 is estimated using the Black-Scholes Option Pricing Model after applying the following key assumptions:</p> <table border="1" data-bbox="703 1816 1435 1883"> <tr> <td data-bbox="703 1816 865 1883">April 2, 2018</td> <td data-bbox="865 1816 1019 1883">May 9, 2018</td> <td data-bbox="1019 1816 1159 1883">August 9, 2018</td> <td data-bbox="1159 1816 1313 1883">November 12, 2018</td> <td data-bbox="1313 1816 1435 1883">February 11, 2019</td> </tr> </table>					April 2, 2018	May 9, 2018	August 9, 2018	November 12, 2018	February 11, 2019
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(a)	(i) the weighted-average values of share price	28,372.65	30,427.05	27,594	22,496	20,848
	(ii) exercise price	28,372.65	30,427.05	27,594	22,496	20,848
	(iii) expected volatility	30.06%- 30.45%	30.10%- 30.24%	30.01%- 29.70%	30.68%- 30.04%	31.16%- 30.56%
	(iv) expected option life	10 Years	10 Years	10 Years	10 Years	10 Years
	(v) expected dividends	0.83%	0.83%	0.78%	0.78%	0.78%
	(vi) the risk-free interest rate	7.69%- 7.75%	8.01%- 8.11%	8.12%- 8.19%	7.93%- 7.98%	7.58%- 7.70%
(b)	the method used and the assumptions made to incorporate the effects of expected early exercise	Not Applicable				
(c)	how expected Volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	Expected Volatility was determined by taking the daily volatility of the share price on NSE, over a period prior to the date of grant, corresponding to the expected life of the options for each vesting.				
(d)	whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	Not Applicable				
13	Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Indian Accounting Standard 33 - Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time	Rs. 752.54				
14	Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time	All relevant disclosures have been made in the financial statements.				

Details of Option Movement during the Financial Year 2018-19

S. No.	Particulars	Employee Stock Option Plan, 2006
1.	Number of options outstanding at the beginning of the year	1,14,224
2.	Number of options granted during the year	12,200
3.	Number of options forfeited / lapsed during the year	4,500
4.	Number of options vested during the year	36,436
5.	Number of options exercised during the year	27,021
6.	Number of shares arising as a result of exercise of options	27,021
7.	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Rs. 36.13 Crore
8.	Loan repaid by the Trust during the year from exercise price received	Not Applicable
9.	Number of options outstanding at the end of the year	94,903
10.	Number of options exercisable at the end of the year	12,471