

**ANNEXURE-6****DISCLOSURE UNDER SEBI (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014 FOR THE FINANCIAL YEAR ENDED 31<sup>ST</sup> MARCH, 2019**

<b>Name of the Plan</b>	<b>ESOP 2006</b>	<b>ESOP 2009</b>
Date of Shareholders' approval	3 <sup>rd</sup> February 2006	7 <sup>th</sup> December 2009
Total number of options approved under the Plan	5,82,460	10,00,000 Equity Shares (Amended from 5 Lakh shares to 10 Lakh shares vide Resolution passed at the Annual General Meeting dated 05 <sup>th</sup> August, 2013)
Vesting requirements	25% of the Options granted will vest at the end of year 1, 2, 3, and 4 from the date of grant.	
Exercise Price or Price formula	The Stock options granted were priced at the Closing market price of the Company's equity shares quoted on the National Stock Exchange of India on the date prior to the date on which the Nomination and Remuneration committee decides to recommend to the grant of Options to eligible employees.	
Maximum term of Options granted	Options can be exercised within the exercise period of 5 years from the date of grant of options.	Options can be exercised within the exercise period of 10 years from the date of grant of options.
Source of Shares (Primary, secondary or combination)	Secondary, Primary	Primary
Variation in terms of options	Vide Special Resolutions passed through postal ballot on 08 <sup>th</sup> March, 2011, the exercise period of the scheme was amended from 12 months to 5 years from the date of grant of options.	1. Vide AGM resolution dated 05 <sup>th</sup> August, 2013, the number of options to be granted under the scheme was increased from 5 Lakh shares to 10 Lakh Shares. 2. Vide AGM resolution dated 26 <sup>th</sup> September 2014, exercise period of the Scheme was amended by extending the exercise period to 10 years from the date of granting of options. (Earlier it was 5 years).
Outstanding options at the beginning of the year	27,500	1,85,000
Options Granted during the year	NIL	4,60,000
Options forfeited/lapsed during the year	27,500	50,000
Options Vested during the year	NIL	50,000
Options Exercised during the year	NIL	NIL

Total numbers of shares arising as a result of exercise of option	NIL	Nil
The Exercise price	NA	NA
Money realized by exercise of options	NIL	NIL
Loan repaid by the Trust during the year from Exercise price received	NA	NA
Options outstanding at the end of the year	NIL	5,95,000
Options exercisable at the end of the year	NIL	1,60,000
Employee wise details of Options granted to		
(1) Key & Senior Management Personnel.	NIL	Refer to the table appearing at the end of this report.
(2) Any other employee who receives a grant in any year of option amounting to 5% or more of options granted during the year.	NIL	NIL
(3) Identified employees who were granted options during any one year, equal to or exceeding 1% of the issued capital of the Company at the time of grant.	NIL	NIL
Diluted Earnings per share pursuant to issue of shares on exercise of options calculated in accordance with Accounting Standard (Ind AS -23)	Diluted Earnings per share as reported Rs.15.51/- ( Previous year Rs. 8.63)	
Weighted-average exercise prices and weighted average fair values of options shall have been disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the Stock.	No options granted during the Year.	Options grant date 9 <sup>th</sup> May, 2018 Grant Price :Rs.248.95/- Fair Value : Rs. 119.24/- Options grant date 13 <sup>th</sup> Feb, 2019 Grant Price :Rs.250.55/- Fair Value : Rs.117.57/-

A description of the method and significant assumptions used during the year to estimate the fair value of options, including the following weighted average information	The Fair value of the stock options granted has been calculated using the Black-Scholes options pricing formula and the significant assumptions made in this regard are as follows:
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ESOP Plan Grant Date:	ESOP 2006	ESOP 2009							
	13-06-2012	03-12-2010	08-07-2014	26-09-2014	25-05-2015	27-05-2016	12-08-2016	9 <sup>th</sup> May, 2018	13 <sup>th</sup> February, 2019
(i) risk-free interest rate	6.96%	7.20%	7.44%	7.46%	7.55 %	7.34%	6.97%	7.69%	6.93%
(ii) expected life	1.25 years	4.75 years	8.25 years	8.50 years	9.83 years	4 years	4 years	4	4
(iii) expected volatility	67.73%	59.65%	62.03%	61.88%	62.10 %	61.19%	63.54%	58.98	53.68
(iv) expected dividend	3.00%	3.00%	3.00%	3.00%	3.00 %	1.29%	1.27%	1.42	1.72%
(v) the price of the underlying share in	Rs. 45.05/-	Rs 44.25/-	Rs. 93.00/-	Rs.138.70/-	Rs.151.70/-	Rs.211.15/-	Rs.231.65/-	Rs. 119.24/-	Rs.117.57/-

No grants made in three years prior to IPO.

Employee wise details of Senior Managerial Personnel with the options granted during the year under ESOP 2009 plan –

Eligible Employee	Number of Options granted during the year
Mr. Vivek Srivatsava	20,000
Mr. Sanchit Jain	20,000
Mr. Abhishek Porwal	20,000

Mr. T S Balaji	50,000
Mr. Gopakumar N Kavunkal	50,000
Mr.NirajKumar Ganeriwala	1,00,000
Mr.Dhiraj Kumar Mangla	1,00,000
Mr.Bhaskar Narayanan	50,000
Mr.Swaraj Kumar Dash	50,000
Total	4,60,000

Place: Chennai  
Date: 27<sup>th</sup> May, 2019

For and on behalf of the Board  
Aditya Krishna  
*Chairman & Managing Director*