| **DISCLOSUREUNDER SEBI(SHAREBASED EMPLOYEEBENEFITS)REGULATIONS,2014.FOR THE FINANCIAL YEAR ENDED MARCH 31,2020.** |  |  |
| --- | --- | --- |
| **SrNo** | **Description** | ASOP 2003 | ASOP 2004 | ASOP 2011 | ISOP 2015 | ISOP 2016 | Intellect Incentive Plan Scheme 2018 |
| ISOP 2018 | RSU 2018 |
| 1 | Date of Shareholder's Approval | October 09, 2014 | October 09, 2014 | October 09, 2014 | January 29, 2015 and November 20, 2015 | July 21, 2016 | August 23, 2018 |
| 2 | Total Number of Options Approved Under the plan | 26,03,850 | 8,24,645 | 48,88,450 | 60,00,000 | 40,00,000 | 32,50,000 | 30,00,000 |
| 3 | Vesting Requirements | As mentioned in the scheme | As mentioned in the scheme | As mentioned in the scheme | As mentioned in the scheme | As mentioned in the scheme | As mentioned in the scheme |
| 4 | Maximum Term of Options Granted | 5 Years | 5 Years | 5 Years | 5 Years | 5 Years | 5 Years |
| 5 | Source of Shares (Primary , Secondary or Combination) | Primary | Secondary | Primary | Primary | Primary | Primary |
| 6 | Number of Options outstanding at the beginning of the period (2019-20) | 15,800 | 5,000 | 613,362 | 50,28,770 | 31,25,900 | - | - |
| 7 | Number of Options granted during the year | - | - | - | 7,10,000 | 12,67,000 | 5,95,000 | 2,42,688 |
| 8 | Exercise Price or Pricing formula | Market Price | Market Price | Market Price and Discount on Market Price | Market Price and Discount on Market Price | Market Price and Discount on Market Price | Market Price and Discount on Market Price | Face Value  |
| 9 | Number of Options Vested during the year | - | - | 90,720 | 12,11,650 | 4,44,650 | - | - |
| 10 | Number of Options exercised during the year | 9000 | - | 1,95,090 | 3,13,575 | 47,000 | - | - |
| 11 | Number of shares arising as a result of exercise of options (as of March 31,2020) | 9000 | - | 1,95,090 | 3,13,575 | 47,000 |  |  |
| 13 | Variation in terms of options upto March 31,2020 | - | - | - | - | - | - | - |
| 15 | Number of Options outstanding at the end of the year (2019-20) | - | - | 338,022 | 48,55,045 | 36,63,950 | 5,95,000 | 2,35,638 |
| 17 | Loan Repaid by the Trust during the year from exercise price received | NA |  | NA | NA | NA | NA | NA |
| 20 | Method used to account for ESOP-Intrinsic or fair value. | Fair Value | Fair Value | Fair Value | Fair Value | Fair Value | Fair Value |
| 21 | 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. | NA | NA | NA | NA | NA | NA | NA |
| 22 | Weighted average exercise prices and weighted average fair values of options separately for options whose exercise price either equals or exceeds or is less than the market prices of the stock. | Weighted average exercise price- Rs. 48.60Weighted average fair values of options- Nil | Weighted average exercise price- Rs. 42.79Weighted average fair values of options- Nil | Weighted average exercise price- Rs. 35.76Weighted average fair values of options- Nil | Weighted average exercise price- Rs. 116.04Weighted average fair values of options- 69.78 | Weighted average exercise price- Rs. 84.48Weighted average fair values of options- 44.52 |  |  |
| 23 | A description of method and significant assumptions used during the year to estimate the fair values of options, including the following information: |  |  |  |  |  |  |  |
| (a) theweighted-average valuesofshare price,exerciseprice,expected volatility, expected option life,expected dividends,the risk-free interestrate and any other inputstothe model. | Not Applicable as there were no grants during the year under this plan |  |  |  |  |
| (b) the method used, and the assumptions made to incorporate the effects of expected early exercise. | AS per ESOP Scheme | As per ESOP Scheme | AS per ESOP Scheme | AS per ESOP Scheme |
| (c) how expected volatility was determined ,including an explanation of the extent to which expected volatility was based on historical volatility. | Expected volatility is based on the historical volatility of the Company shares price applicable to the expected life of each option. | Expected volatility is based on the historical volatility of the Company shares price applicable to the expected life of each option. | Expected volatility is based on the historical volatility of the Company shares price applicable to the expected life of each option. | Expected volatility is based on the historical volatility of the Company shares price applicable to the expected life of each option. |
| (d) whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition. | The price of underlying shares in market at the time of option grant – closing market price, on previous trading day on which the options are granted, on the Stock Exchange where the volume of shares traded is more. | The price of underlying shares in market at the time of option grant – closing market price, on previous trading day on which the options are granted, on the Stock Exchange where the volume of shares traded is more. | The price of underlying shares in market at the time of option grant – closing market price, on previous trading day on which the options are granted, on the Stock Exchange where the volume of shares traded is more. | The price of underlying shares in market at the time of option grant – closing market price, on previous trading day on which the options are granted, on the Stock Exchange where the volume of shares traded is more. |