



DISCLOSURE PURSUANT TO THE PROVISIONS OF SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014

Sl. No.	Particulars	Skipper Employee Stock Option Plan
A	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.	Refer note no 43 of notes to the accounts
B	Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20- Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time.	Refer note no 43 of notes to the accounts
C (I)	Description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including	
a	Date of shareholders' approval	7th January, 2016
b	Total number of options approved under the plan	20,00,000
c	Vesting Requirements	Options granted under ESOP 2015 would vest not before one year and not later than six years from the date of grant of such Options.
d	Exercise Price or pricing formula	Exercise price shall be such price being not less than the face value of the equity shares of the Company as may be determined by the Committee.
e	Maximum Term of Option Granted	Six years
f	Source of Shares (primary, secondary or combination)	Primary
g	Variation in terms of option	Nil
C (II)	Method used to account for ESOS (intrinsic or fair value)	Fair value method

C (III)	Where the Company opts for expensing of the options using intrinsic value of the options, the difference between the employee compensation cost so computed and the employee contribution 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.
C (IV)	Options movement during the year	
	Number of options outstanding at the beginning of the period	11,45,000
	Number of options granted during the year	4,85,000
	Number of options forfeited/ lapsed during the year	30,000
	Number of options vested during the year	2,97,500
	Number of options exercised during the year	2,66,500
	Number of shares arising as a result of exercise of options	2,66,500
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	2,66,50,000
	Loan repaid by the Trust during the year from exercise price received	NA
	Number of options outstanding at the end of the year/ No. of options in force	13,33,500
	Number of options exercisable at the end of the year	31,000
C (V)	Weighted average exercise prices and weighted average fair values of options for options whose exercise price either equals or exceeds or is less than the market price of the stock.	Weighted average exercise price is Rs. 129.04 and weighted average fair value of option is Rs. 105.83. The exercise price is less than the market price of the stock.
C (VI)	Employee wise details of option granted during the year to:	
	i) Senior Managerial Person (including KMP)	i) Summary of options granted to senior managerial personnel are as under: No. of employees covered : 4 No. of options granted to such personnel: 1,60,000

	<p>ii) Any other employee who receives a grant in any 1 year of option amounting to 5% or more option granted during the year</p> <p>iii) Identified employee who were granted the options during any 1 year, equal to or exceeding 1% of the issued capital of the company at the time of grant</p>	<p>ii) Summary of employees who are granted options amounting to 5% or more option granted during the year:</p> <p>No. of employees covered : 9</p> <p>No. of options granted to such personnel: 3,10,000</p> <p>iii) Nil</p> <p>Only summary given because of sensitive nature of information</p>
C (VII)	Description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	
	<p>a) The weighted average values of share prices, exercise price, expected volatility, expected option life, expected dividends, the risk free interest rate and any other inputs to the model.</p>	<p>Share price-Rs. 266.15</p> <p>Exercise price-Rs. 200.00</p> <p>Expected volatility- 41.62%</p> <p>Expected option Life- 5.41</p> <p>Expected dividend yield- 0.58%</p> <p>Risk free interest rate- 7.23%</p>
	<p>b) The method used and the assumptions made to incorporate the effects of expected early exercise.</p>	<p>Expected Life of options is the period for which the Company expects the options to be live. The minimum life of a stock option is the minimum period before which the options cannot be exercised and the maximum life is the period after which the options cannot be exercised. Average of minimum and maximum life has been taken to arrive at Expected life.</p>
	<p>c) How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility.</p>	<p>Each vest has been considered as separate grant. Accordingly, the volatility for periods corresponding to the expected time of different vests prior to the grant date has been considered. Volatility has been</p>

		<p>calculated based on the daily closing market price, 247 days of the Company's stock price on NSE over these years.</p>
	<p>d) Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.</p>	<p>Expected dividend yield has been calculated based on the last declared dividend prior to the date of grant considering that the last paid dividend is the best estimate of dividend likely to be declared in the future years.</p> <p>Risk-free interest rate being considered for the calculation is the interest rate applicable for maturity equal to the expected life of the options based on the zero-yield curve for Government Securities.</p> <p>Stock price of the Company considered is the closing market price of the Company's equity share on the date of grant, on National Stock Exchange (NSE).</p>