

Regulation 14 of SEBI (Share Based Employee Benefits) Regulations, 2014

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.

Yes - Disclosed in Note 39 of Notes to Standalone Financial Statements, page 185 of the Annual Report 2019-20

B) Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with IND AS-33-Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time.

Yes - Disclosed in Note 37 of Notes to Standalone Financial Statements, page 183 of the Annual Report 2019-20

C) Details related to ESOS

Details of ESOP	Crompton Employee Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1	Crompton Performance Share Plan 2 2016 (PSP 2)	Crompton Employee Stock Option Plan 2019 (ESOP 2019)
I. Description of each ESOP that existed at any time during the year:				
1. Date of shareholders' approval	22nd October, 2016	22nd October, 2016	22nd October, 2016	19 th January, 2020

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2. Total number of options approved under ESOP	40,00,000	1,09,68,057	31,33,731	48,00,000
3. Vesting requirements	As specified by the Nomination and Remuneration Committee subject to a minimum one year from the date of grant.			
4. Exercise price or pricing formula	Exercise Price is the closing market price on the Stock Exchange which has higher trading volume, as on the day prior to the date on which the Nomination and Remuneration Committee (NRC) approves the grant.	Exercise price per Option is 92.83	Exercise price per Option is 185.66	Exercise Price is the closing market price on the Stock Exchange which has higher trading volume, as on the day prior to the date on which the Nomination and Remuneration Committee (NRC) approves the grant.

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5. Maximum term of options granted (years)	Options granted under ESOP 2016 would vest not earlier than one year and not later than 5 years from the date of	Options granted under PSP 1 and PSP 2 would vest not earlier than one year and not later than 10 years from the date of grant.	Options granted under ESOP 2019 would vest not earlier than one year and not later than 5 years from the date of grant.
6. Source of shares (Primary, Secondary or combination)	Primary		
7. Variation in terms of options	There have been no variations in terms of the options.		

Details of ESOP	Crompton Employee Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016	Crompton Performance Share Plan 2 2016 (PSP 2)	Crompton Employee Stock Option Plan 2019 (ESOP 2019)
II. Method used to account for ESOP:				
The Company has calculated the employee compensation cost using the Fair value method of accounting for the Options granted				
III. Option Movement during the year:				

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1. Number of options outstanding at the beginning of the year	31,33,769	1,09,68,057	31,33,731	0
2. Number of options granted during the year	10,10,000	0	0	3,70,000
3. Number of options forfeited/lapsed during the year	4,79,834	1,64,521	47,006	0
4. No. of options vested during the year*	6,23,941	11,51,647	3,29,042	0
5. Number of options exercised during the year	2,48,052	50,000	0	0



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6. Total number of shares arising as a result of exercise of options	2,48,052	50,000	0	0
7. Money realised by exercise of options	4,68,48,804	46,41,500	0	0
8. Number of options outstanding at the end of the year	34,15,883	1,07,53,536	30,86,725	3,70,000
9. Number of options exercisable at the end of the year	13,65,883	50,50,147	14,57,184	0

***Note:** Vested during the year includes Vested Exercised and Vested Unexercised during the year.

Details of ESOP	Crompton Employee Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016	Crompton Performance Share Plan 2 2016 (PSP 2)	Crompton Employee Stock Option Plan 2019 (ESOP 2019)
IV. Weighted-average exercise price of options granted during the year whose:				

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i. Weighted average price equals market price	264.73	NA	NA	258.65
ii. Exercise price is greater than market price	NA	NA	NA	NA
iii. Exercise price is less than market price	NA	NA	NA	NA
Weighted average fair value of options granted during the year whose:				
i. Exercise price equals market price	95.76	NA	NA	100.56
ii. Exercise price is greater than market price	NA	NA	NA	NA
iii. Exercise price is less than market price	NA	NA	NA	NA
v. Employee-wise details of options granted during the financial year 2019-20 to:				



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i. Senior Managerial personnel	Mr. S. Agarwal- 1,50,000 options Ms. P. Kaul- 70,000 options Mr. R Sriram-	Nil	Nil	Mr. V. Kaul- 1,50,000 options Mr. S. Tolani- 2,20,000 options
ii. Employees who were granted, during any one year, options amounting to 5% or more of the options granted during the year	Employee-wise details are available for inspection by the Members at the Registered Office of your Company during business hours on all working days except Saturdays and Sundays up to the date of the 61 Annual General Meeting. The Member may also write to the Company Secretary for details.			
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	Nil	Mr. S. Khosla has been granted options under PSP 1 and PSP 2 schemes in excess of 1% of the issued capital.	Nil	

Method and Assumptions used to estimate the fair value of options granted during the year: The fair value has been calculated using the Black Scholes Option Pricing Model.

The Assumptions used in the model are as follows:



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Particulars	ESOP 2016	PSP 1	PSP 2	ESOP 2019
1. Risk-Free Interest Rate	6.20%	No grants during the year		6.49%
2. Expected Life (in years)	5.00			5.76
3. Expected Volatility	31.39%			30.63%
4. Dividend Yield	0.75%			0.77%
5. Price of the underlying share in market at the time of the option grant(264.73			258.65

Details of ESOP	Crompton Employee Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016 (PSP 1)	Crompton Performance Share Plan 2 2016 (PSP 2)	Crompton Employee Stock Option Plan 2019 (ESOP 2019)
Weighted Average share price of options exercised during the year: 244.21				
Exercise price and weighted average remaining contractual life of outstanding options				

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Scheme Name	Number of Options Outstanding	Weighted Average Remaining Contractual life (in years)	Exercise Price
ESOP 2016	34,15,883	5.31	220.15
PSP 1	1,07,53,536	4.91	92.83
PSP 2	30,86,725	4.90	185.66
ESOP 2019	3,70,000	8.09	258.65
Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of option calculated in accordance with Indian Accounting Standard (Ind AS) 33; "Earnings Per Share"	7.83		

D. Details related to ESPS Not Applicable

Not Applicable