

# Crompton

**Crompton Greaves Consumer Electricals Limited**  
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## **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 42 of Notes to Standalone Financial Statements, page 110 of the Annual Report 2016-17

- 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 40 of Notes to Standalone Financial Statements, page 109 of the Annual Report 2016-17

### **C) Details related to ESOS**

<b>Details of ESOP</b>	<b>Crompton Stock Option Plan 2016 (ESOP 2016)</b>	<b>Crompton Performance Share Plan 1 2016 (PSP 1)</b>	<b>Crompton Performance Share Plan 2 2016 (PSP 2)</b>
1. Description of each ESOP that existed at any time during the year, including the general terms and conditions of each ESOP, including:			
a. Date of shareholder's approval	22 <sup>nd</sup> October, 2016	22 <sup>nd</sup> October, 2016	22 <sup>nd</sup> October, 2016
b. Options granted during the year	30,00,000	1,09,68,057	31,33,731
c. Pricing formula	Exercise Price per option is Rs. 186.60 (Being the closing market price on the day prior to the date on which the Nomination and Remuneration Committee approved the grant).	Exercise Price per Option is Rs. 92.83.	Exercise Price per Option is Rs. 185.66.
d. Options vested as on 31.03.2017	Nil	Nil	Nil
e. Options exercised and allotted during the year	Nil	Nil	Nil

f. The total number of equity shares arising as a result of exercise of options	NA	NA	NA
g. Options lapsed/forfeited /expired during the year	NA	NA	NA
h. Variation of terms of options during the year	NA	NA	NA
i. Money realised during the financial year 2016-2017 by exercise of options (nominal value)	NA	NA	NA
j. Total number of options outstanding at the end of the year	30,00,000	1,09,68,057	31,33,731
2. Details of options granted to Employee:			
a. Senior Managerial Personnel			
3. Any other employee receiving a grant in any one year of option amounting to 5% or more of option granted during that year		Nil	Nil
4. Identified employees who were granted option, 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.		Shantanu Khosla has been granted options under PSP1 and PSP 2 scheme in excess of 1% of the issued capital.	
5. Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of option calculated in accordance with Accounting Standard (AS 20 'Earning Per Share')	VAJ	VAJ	VAJ
6. Method used to account ESOPs	Intrinsic value method		
7. Difference, if any, between the employees	Impact on Profit: Rs. 11,18,34, 672 Difference in EPS: Rs. 0.18		

compensation cost calculated using the intrinsic value of stock options and the employee compensation cost recognised if the fair value of the options had been used and the impact of this difference on profits and EPS of the Company.			
8. Vesting Schedule/ Requirements and maximum term of options granted	Options granted under ESOP 2016 would vest not earlier than 1 year and not later than 5 years from the date of grant of such options	Options granted under PSP 1 would vest not earlier than 1 year and not later than 5 years from the date of grant of such options	Options granted under PSP 2 would vest not earlier than 1 year and not later than 5 years from the date of grant of such options

D) **Details related to ESPS**

Not Applicable

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