

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 39 of Notes to Standalone Financial Statements, page 145 of the Annual Report 2018-19

- 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 144 of the Annual Report 2018-19

- C) Details related to ESOS**

Details of ESOP	Crompton Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016 (PSP 1)	Crompton Performance Share Plan 2 2016 (PSP 2)
Description of each ESOP that existed at any time during the year :			
1. Date of shareholders' approval	22 nd October, 2016	22 nd October, 2016	22 nd October, 2016
2. Total number of options approved under ESOP	40,00,000	1,09,68,057	31,33,731
3. Vesting requirements	As specified by the Nomination and Remuneration Committee subject to 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.

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 grant.	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.	
6. Source of shares (Primary, Secondary or combination)	Primary		
7. Variation in terms of options	There have been no variations in the terms of the options		
Method used to account for ESOP:			
e Company has calculated the employee compensation cost using the Fair value method of accounting for the Options granted.			
Option Movement during the year:			
1. Number of options outstanding at the beginning of the year	31,56,404	1,09,68,057	31,33,731
2. Number of options granted during the year	5,20,000	0	0
3. Number of options forfeited/lapsed during the year	3,41,820	0	0
4. Number of options exercised during the year	10,06,269	39,48,500	11,28,142
5. Number of options expired during the year	2,00,815	0	0
6. Total number of shares arising as a result of exercise of options	2,00,815	0	0
7. Money realised by exercise of options (₹)	3,74,72,079	0	0
8. Number of options outstanding at the end of the year	31,33,769	1,09,68,057	31,33,731
9. Number of options exercisable at the end of the year	10,06,269	39,48,500	11,28,142

Details of ESOP	Crompton Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016 (PSP 1)	Crompton Performance Share Plan 2 2016 (PSP 2)
IV. Weighted average exercise price of options granted during the year whose:			
i. Exercise price equals market price	Rs. 235.20	Nil	Nil
ii. Exercise price is greater than market price	Nil	Nil	Nil
iii. Exercise price is less than market price	Nil	Nil	Nil

Details of ESOP	Crompton Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016 (PSP 1)	Crompton Performance Share Plan 2 2016 (PSP 2)
Weighted average fair value of options granted during the year whose:			
i. Exercise price equals market price	Rs.94.95	Nil	Nil
ii. Exercise price is greater than market price	Nil	Nil	Nil
iii. Exercise price is less than market price	Nil	Nil	Nil
V. Employee-wise details of options granted during the financial year 2018-19 to:			
i. Senior Managerial personnel	Mr. R. Malkani - 1,50,000 options Mr. S. Phartiyal - 1,50,000 options	Nil	Nil
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 5th Annual General Meeting.		
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 scheme in excess of 1% of the issued capital.	
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:			
Particulars	ESOP	PSP 1	PSP 2
1. Risk-Free Interest Rate	7.87%	No grants during the year	
2. Expected Life	5.01		
3. Expected Volatility	32.48%		
4. Dividend Yield	0.64%		
5. Price of the underlying share in market at the time of the option grant (Rs.)	235.20		

Details of ESOP	Crompton Stock Option Plan 2016 (ESOP 2016)	Crompton Performance Share Plan 1 2016 (PSP 1)	Crompton Performance Share Plan 2 2016 (PSP 2)
Weighted Average share price of options exercised during the year : Rs. 223.43			
Exercise price and weighted average remaining contractual life of outstanding options			
Scheme Name	Number of Options Outstanding	Weighted Average Remaining Contractual Life (in years)	Exercise Price (₹)
ESOP 2016	31,33,769	5.52	199.92
PSP 1	1,09,68,057	5.89	92.83
PSP 2	31,33,731	5.89	185.66
Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of option calculated in accordance with Indian Accounting Standard (Ind AS) 33; "Earning Per Share"	6.38		

D) **Details related to ESPS**
Not Applicable
