

Disclosure with respect to Employees' Stock Option Scheme, 2016 of the Company pursuant to regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 as on March 31, 2020:

- (A) Relevant disclosure in terms of the 'Guidance note on accounting for employee share-based payments' issued by Institute of Chartered Accountants of India (ICAI) or any other relevant accounting standards as prescribed from time to time.**

Members may refer to the audited financial statements prepared as per Indian Accounting Standard (Ind-AS) for the year 2019-20. (Refer note 45 of Notes to Standalone Financial Statements)

- (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.**

Diluted EPS for the year ended March 31, 2020 is Rs. 94.16 calculated in accordance with IND – AS 33 (Earning Per Share). (Refer note 42 of Notes to Standalone Financial Statements)

- (C) Details related to Employee Stock Option Scheme 2016**

The description including terms and conditions of ESOS-2016 is summarized as under:

(a)	Details of shareholder's approval	05 th September, 2016	
(b)	Total number of options approved under ESOS	6,36,518	
(c)	Vesting requirements	The options will vest as per the following schedule:	
		Vesting period from grant date	Vesting Schedule
		On completion of 12 months	10%
		On completion of 24 months	20%
		On completion of 36 months	20%
		On completion of 48 months	20%
		On completion of 60 months	30%
		The first grant vested with eligible employees on 15 th November, 2017.	
(d)	Exercise price or pricing formula	Rs. 815	
(e)	Maximum term of options granted	2 years	
(f)	Scheme of Shares (primary, secondary or combination)	Primary	
(g)	Variation in terms of option	None	

- (ii) Method used to account for ESOS - Intrinsic or fair value:**

The Fair value method is used to account for ESOS.

(iii) 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 shall also be disclosed. - Not Applicable

(iv) Option movement during the year (For each ESOS):

Particulars	Details
Number of options outstanding at the beginning of the period	5,12,950
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	83,850
Number of options vested during the year	1,06,200
Number of options exercised during the year	40,600
Number of shares arising as a result of exercise of options	40,600
Money realized by exercise of options (INR), if scheme is implemented directly by the company	3,30,89,000
Loan repaid by the Trust during the year from exercise price received	N.A
Number of options outstanding at the end of the year	3,88,500
Number of options exercisable at the end of the year	1,43,000

(v) Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.

Refer note 45 of Notes to Standalone Financial Statements.

(vi) Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to:

Options granted to	Name and Designation	Options granted and exercise price
Senior Managerial Personnel;	Nil	-
Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year;	Nil	-
Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and	Nil	-

conversions) of the company at the time of grant.		
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(vii) **A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:**

- (a) Exercise price - 815
Expected volatility - 33.78%
Expected option life - 2 years
Expected dividends - 1.92%
Risk-free interest rate - 6.31%

(b) **the method used and the assumptions made to incorporate the effects of expected early exercise;**

Black Scholes option pricing model was considered to estimate value of ESOPs granted.

(c) **how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and**

Vardhman Textiles' historical stock volatility as of the Valuation Data is tabulated below:

Expected term (in years)	2.00	3.00	4.00	5.00	6.00
Vardhman Textiles Limited	33.80%	33.50%	32.20%	32.7%	32.6%

Sources: Capital IQ

(d) **Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition** – As given above.