

**HDFC Life Insurance Company Limited**  
**(formerly known as HDFC Standard Life Insurance Company Limited)**

**Employee Stock Option Schemes (ESOSs)**

**Disclosure pursuant to Regulation 14 of SEBI (Share Based Employee Benefits) Regulation, 2014**

**A) Disclosure under Guidance Note on Accounting for Employee Share Based Payments**

Employee Stock Option Scheme (ESOS)

- i) HDFC Life Insurance Company Limited (the “Company”) has implemented various employee stock option schemes from time to time with a view to reward and motivate employees and to attract and retain the best talent by providing them with an additional incentive in the form of Stock Options to enable them to acquire a certain number of equity shares of HDFC Life Insurance Company Limited at a future date. In accordance with all the schemes, each option on exercise would be eligible for one Equity Share on payment of exercise price.
- ii) The Company, pursuant to resolutions passed by the Nomination & Remuneration Committee of Directors on August 10, 2005, June 23, 2010, October 24, 2011 and August 14, 2012 adopted ESOS 2005, ESOS 2010, ESOS 2010-II, ESOS 2011 and ESOS 2012 respectively (out of which ESOS 2005 has been exhausted as all options granted there-under had already been exercised in due course). These ESOS Schemes were for a total of 34,150,960 Equity Shares for the eligible employees of the Company.
- iii) The Company, pursuant to the resolution passed by the Shareholders on June 24, 2014 and resolution passed by the Nomination & Remuneration Committee of Directors on September 19, 2014 adopted ESOS 2014. The ESOS 2014 was for a total of 15,034,250 Equity Shares for all the eligible employees of the Company.
- iv) Thereafter, the Company, pursuant to the resolution passed by the Shareholders on July 21, 2015 and resolution passed by the Nomination & Remuneration Committee of Directors on September 22, 2015, adopted ESOS 2015. The ESOS 2015 was for a total of 9,733,300 Equity Shares for all the eligible employees of the Company.
- v) Thereafter, the Company pursuant to the resolution passed by the Shareholders on July 14, 2016 and resolution passed by the Nomination & Remuneration Committee of Directors on September 30, 2016, adopted ESOS 2016. The ESOS 2016 was for a total of 3,836,850 Equity Shares for all the eligible employees of the Company.
- vi) Thereafter, the Company pursuant to the resolution passed by the Shareholders on July 17, 2017 and resolution passed by the Nomination & Remuneration Committee of Directors on March 14, 2018 adopted the ESOS 2017 and ESOS (Trust) 2017 schemes. The ESOS 2017 and ESOS (Trust) 2017 schemes were for a total of 3,605,600 Equity Shares for all the eligible employees of the Company.
- vii) Thereafter, the Company pursuant to the resolution passed by the Shareholders on July 20, 2018 and resolution passed by the Nomination & Remuneration Committee of Directors on

October 1, 2018 adopted the ESOS 2018 scheme. The ESOS 2018 scheme was for a total of 1,873,353 Equity Shares for all the eligible employees of the Company.

- viii) Thereafter, the Company pursuant to the resolution passed by the Shareholders on July 23, 2019 and resolution passed by the Nomination & Remuneration Committee of Directors on September 19, 2019 adopted the ESOS 2019 scheme. The ESOS 2019 scheme was for a total of 7,888,366 Equity Shares for all the eligible employees of the Company.
- ix) All the ESOS Schemes (other than ESOS 2005, under which all options granted have expired and no new options will be granted) have been aligned with SEBI SBEB ESOP Regulations, 2014 to the extent applicable and relevant. All the ESOS Schemes have been framed and implemented in accordance with the guidance notes issued by ICAI and the relevant accounting standards.
- x) The total number of options granted as at March 31, 2020 under all ESOP schemes by the Company are 76,122,679.
- xi) The Company has listed its equity shares on National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) on November 17, 2017. Till November 17, 2017, for all grants issued under the ESOS 2010, ESOS 2010-II, ESOS 2011, ESOS 2012, ESOS 2014, ESOS 2015 and ESOS 2016 schemes, the vested options were required to be exercised by the employees within five years from the date of vesting or the date of an Initial Public Offering (IPO) whichever is later subject to the norms prescribed by the Nomination & Remuneration Committee. After the listing of the Company's shares, vested options under all ESOS schemes are required to be exercised by the employees within five years from the date of vesting subject to the norms prescribed by the Nomination & Remuneration Committee. Due to the exercise period of the options being variable prior to listing, it is not possible to provide the weighted average remaining contractual life of options outstanding at the beginning of the current year as well as at the beginning and end of the previous year.

The details of options, granted, exercised and lapsed for the year ended March 31, 2020 and for the year ended March 31, 2019 scheme-wise is set out below:

## **1) ESOS 2010-II**

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	-	-	-	Refer Note (ix) above	65.00	8,000	Refer Note (ix) above
Add: Granted during the year	-	-	-	-	-	-	-
Less: Lapsed during the year	-	-	-	-	-	-	-
Less: Exercised during the year	-	-	-	Refer Note (ix) above	65.00	8,000	Refer Note (ix) above
Outstanding at the end of the year	-	-	-	-	-	-	-
Exercisable at the end of the year	-	-	-	-	-	-	-

2) ESOS 2011

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	60.00	-	-	-	17,500	60.00	1.08
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	-	-	-	-	-	-	-
Exercised during the year	60.00	-	-	-	17,500	60.00	-
Outstanding at the end of the year	60.00	-	-	-	-	-	-
Exercisable at the end of the year	60.00	-	-	-	-	-	-

### 3) ESOS 2012

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	60.00 & 64.00	16,100	64.00	2.51	86,680	62.34	2.89
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	60.00 & 64.00	-	-	-	12,680	64.00	-
Exercised during the year	60.00 & 64.00	-	-	-	57,900	61.42	-
Outstanding at the end of the year	60.00 & 64.00	16,100	64.00	1.50	16,100	64.00	2.51
Exercisable at the end of the year	60.00 & 64.00	16,100	64.00	1.50	16,100	64.00	2.51

#### 4) ESOS 2014

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	90.00	464,428	90.00	3.25	2,912,842	90.00	4.68
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	90.00	9,000	90.00	-	800	90.00	-
Exercised during the year	90.00	150,282	90.00	-	2,447,614	90.00	
Outstanding at the end of the year	90.00	305,146	90.00	2.06	464,428	90.00	3.25
Exercisable at the end of the year	90.00	305,146	90.00	2.06	464,428	90.00	3.25

5) ESOS 2015

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	95.00	848,320	95.00	4.32	3,810,110	95.00	4.38
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	95.00	-	-	-	618,400	95.00	-
Exercised during the year	95.00	315,649	95.00	-	2,343,390	95.00	-
Outstanding at the end of the year	95.00	532,671	95.00	3.27	848,320	95.00	4.32
Exercisable at the end of the year	95.00	532,671	95.00	3.27	848,320	95.00	4.32

6) ESOS 2016

Particulars	As of March 31, 2020				As of March 31, 2019		
	Exercise Price per Option	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	190.00	1,366,935	190.00	5.30	2,675,125	190.00	4.53
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	190.00	63,200	190.00	-	521,720	190.00	
Exercised during the year	190.00	688,300	190.00	-	786,470	190.00	
Outstanding at the end of the year	190.00	615,435	190.00	4.13	1,366,935	190.00	5.30
Exercisable at the end of the year	190.00	615,435	190.00	4.13	267,595	190.00	5.30



7) ESOS 2017

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	441.95	2,633,906	441.95	6.06	3,069,206	441.95	7.06
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	441.95	319,330	441.95	-	435,300	441.95	
Exercised during the year	-	257,920	441.95	-	-	-	
Outstanding at the end of the year	441.95	2,056,656	441.95	5.10	2,633,906	441.95	6.06
Exercisable at the end of the year	441.95	1,155,054	441.95	5.10	862,022	441.95	6.06

8) ESOS (Trust) 2017

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	441.95	242,794	441.95	6.06	536,394	441.95	7.06
Granted during the year	-	-	-	-	-	-	-
Lapsed during the year	-	-	-	-	293,600	441.95	-
Exercised during the year	-	35,160	-	-	-	-	-
Outstanding at the end of the year	441.95	207,634	441.95	5.10	242,794	441.95	6.06
Exercisable at the end of the year	441.95	110,516	441.95	5.10	72,838	441.95	6.06

9) ESOS 2018

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	-	1,671,946	391.60	6.61	-	-	-
Granted during the year	-	-	-	-	1,873,353	391.60	-
Lapsed during the year	391.60	151,640	391.60	-	201,407	391.60	-
Exercised during the year	-	232,964	391.60	-	-	-	-
Outstanding at the end of the year	391.60	1,287,342	391.60	5.78	1,671,946	391.60	6.61
Exercisable at the end of the year	-	237,578	391.60	5.78	-	-	-

**10) ESOS 2019**

(For employees being on the payroll of the Company for more than 12 months on date of grant)

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	-	-	-	-	-	-	-
Granted during the year	539.10	7,306,554	539.10	-	-	-	-
Lapsed during the year	539.10	116,391	539.10	-	-	-	-
Exercised during the year	-	-	-	-	-	-	-
Outstanding at the end of the year	539.10	7,190,163	539.10	7.98	-	-	-
Exercisable at the end of the year	-	-	-	-	-	-	-

**11) ESOS 2019**

(For employees being on the payroll of the Company for less than 12 months on date of grant)

Particulars	Exercise Price per Option	As of March 31, 2020			As of March 31, 2019		
		Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)	Number of options	Weighted Average Exercise Price Per Option	Weighted Average Remaining Contractual Life (Years)
Outstanding at the beginning of the year	-	-	-	-	-	-	-
Granted during the year	539.10	581,812	539.10	-	-	-	-
Lapsed during the year	-	-	-	-	-	-	-
Exercised during the year	-	-	-	-	-	-	-
Outstanding at the end of the year	539.10	581,812	539.10	7.98	-	-	-
Exercisable at the end of the year	-	-	-	-	-	-	-

xii) The Company follows the intrinsic value method of accounting for stock options granted to employees. The intrinsic value of the options issued under the above referred schemes is 'Nil' as the exercise price of the option was the same as fair value of the underlying share on the grant date and accordingly, no expenses are recognised in the books.

xiii) Had the Company followed the fair value method for valuing its options, the charge to the Revenue Account/Profit & Loss Account for the year would have been aggregated to Rs. 483,919 thousands (Previous year ended March 31, 2019 Rs. 279,466 thousands) and the profit after tax would have been lower by Rs. 313,174 thousands (Previous year ended March 31, 2019 Rs. 174,116 thousands). Consequently, the Company's basic and diluted earnings per share would have been Rs. 6.26 and Rs. 6.26 respectively (Previous year: Rs. 6.25 and Rs. 6.24 respectively).

**Method of computation of fair value of options:**

The fair value of options has been calculated using the Black-Scholes model. The key assumptions used in Black-Scholes model for calculating fair value of options as on the date of grant are as follows:

**As at March 31, 2020**

ESOS Scheme	Risk Free Interest Rate Range	Expected Life Range	Expected Volatility Range	Expected Dividend Yield
ESOS 2010	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2010-II	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2011	8.28% - 8.30%	3.50 - 5.50 years	46.75% - 48.12%	0.00%
ESOS 2012	8.19% - 8.74%	1.37 - 3.45 years	30.44% - 36.53%	0.00%
ESOS 2014	7.73% - 8.28%	1.75 - 3.75 years	33.23% - 37.15%	1.06%
ESOS 2015	7.41% - 7.58%	1.75 - 3.75 years	34.21% - 38.38%	1.04%
ESOS 2016	6.57% - 6.80%	1.75 - 3.75 years	10.00%	0.88%
ESOS 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS (Trust) 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS 2018	8.02% - 8.15%	1.74 - 3.74 years	29.09%	0.40%
ESOS 2019	6.03% - 6.34%	1.68 - 4.68 years	29.12% - 29.86%	0.65%

**As at March 31, 2019**

ESOS Scheme	Risk Free Interest Rate Range	Expected Life Range	Expected Volatility Range	Expected Dividend Yield
ESOS 2010	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2010-II	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2011	8.28% - 8.30%	3.50 - 5.50 years	46.75% - 48.12%	0.00%
ESOS 2012	8.19% - 8.74%	1.37 - 3.45 years	30.44% - 36.53%	0.00%
ESOS 2014	7.73% - 8.28%	1.75 - 3.75 years	33.23% - 37.15%	1.06%
ESOS 2015	7.41% - 7.58%	1.75 - 3.75 years	34.21% - 38.38%	1.04%
ESOS 2016	6.57% - 6.80%	1.75 - 3.75 years	10.00%	0.88%
ESOS 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS (Trust) 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS 2018	8.02% - 8.15%	1.74 - 3.74 years	29.09%	0.40%

In the case of ESOS 2010, ESOS 2010-II, ESOS 2011, ESOS 2012, ESOS 2014 and ESOS 2015, volatility of a matured enterprise in the industry which is listed on BSE has been used as a basis for estimation of expected volatility of options.

In the case of ESOS 2016, the expected volatility has been assumed at the rate of 10% since the company was unlisted as on the date of the grant.

In the case of ESOS 2017, ESOS (Trust) 2017, ESOS 2018 and ESOS 2019, the average of the volatility calculated on the available historical share prices of the company and its two peers, namely SBI Life Insurance Company Limited and ICICI Prudential Life Insurance Company Limited has been considered.

The weighted average fair value of options granted during the year ended March 31, 2020 is Rs. 127.18 per option (Previous Year Rs. 113.24 per option)

## **B) Diluted EPS**

Diluted Earnings Per Share pursuant to issue of shares on exercise of options calculated in accordance with Accounting Standard (AS) 20 "Earnings Per Share" for year ended March 31, 2019 is Rs. 6.26 per equity share (Previous Year Rs. 6.25 per equity share).

## **C) Scheme Specific Disclosures**

A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS is as set out below:

**ESOS 2010:**

Sr. No.	Particulars	Disclosure
a)	Date of shareholders' approval	September 22, 2017*
b)	Total number of options approved under ESOS	1,570,000
c)	Vesting requirements	The options have a graded vesting schedule over a period of 4 years from the date of grant. The vesting schedule is 33%-33%-34% subject to vesting conditions.
d)	Exercise price or pricing formula	Rs. 26.50 per option
e)	Maximum term of options granted	9 years from the date of grant
f)	Source of shares (primary, secondary or combination)	Primary
g)	Variation in terms of options	None
h)	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
i)	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

**Option movement during the year:**

Particulars	Details
Number of options outstanding at the beginning of the year	Nil
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Nil
Number of options outstanding at the end of the year	Nil
Number of options exercisable at the end of the year	Nil
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Nil
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Nil



Employee wise details of options granted during the year to:

Sr. No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
a)	Grants to senior managerial personnel	Nil			
b)	Any other employee who receives a grant in any one year of options amounting to 5% or more of options granted during that year,	Nil			
c)	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			

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2010-II**

Sr. No.	Particulars	Disclosure
a)	Date of shareholders' approval	September 22, 2017*
b)	Total number of options approved under ESOS	3,588,000
c)	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
d)	Exercise price or pricing formula	Rs. 65.00 per option
e)	Maximum term of options granted	8 years from the date of grant
f)	Source of shares (primary, secondary or combination)	Primary
g)	Variation in terms of options	None
h)	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
i)	Fair Value Related Disclosure	Refer Page No.40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	Nil
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Nil
Number of options outstanding at the end of the year	Nil
Number of options exercisable at the end of the year	Nil
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Not Applicable
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Nil

Employee wise details of options granted during the year to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option
1	Grants to senior managerial personnel			Nil	
2	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	
3	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			Nil	

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2011:**

Sr.No.	Particulars	Disclosure
1	Date of shareholders' approval	September 22, 2017*
2	Total number of options approved under ESOS	4,753,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 60.00 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

**Option movement during the year:**

Particulars	Details
Number of options outstanding at the beginning of the period	Nil
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	Nil
Number of options exercisable at the end of the year	Nil
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Not Applicable
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Nil

Employee wise details of options granted during the year to:

Sr. No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option
1	Grants to senior managerial personnel	Nil			
2	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			
3	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	Nil			

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2012:**

Sr. No.	Particulars	Disclosure
1	Date of shareholders' approval	September 22, 2017*
2	Total number of options approved under ESOS	14,275,310
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 60 & Rs. 64 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

**Option movement during the year:**

Particulars	Details
Number of options outstanding at the beginning of the period	16,100
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	16,100
Number of options exercisable at the end of the year	16,100
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 64.00
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	

Employee wise details of options granted during the year to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option (Rs.)
1	Grants to senior managerial personnel			Nil	
2	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	
3	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			Nil	

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2014:**

Sr.No.	Particulars	Disclosure
1	Date of shareholders' approval	September 22, 2017*
2	Total number of options approved under ESOS	15,210,043
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 90.00 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	464,428
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	9,000
Number of options vested during the year	Nil
Number of options exercised during the year	150,282
Number of shares arising as a result of exercise of options	150,282
Money realized by exercise of options, if scheme is implemented directly by the company	Rs. 13,525,380
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	305,146
Number of options exercisable at the end of the year	305,146
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 90.00
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	



Employee wise details of options granted during the year to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option (Rs.)
1	Grants to senior managerial personnel	Nil			
2	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			
3	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	Nil			

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2015:**

Sr. No.	Particulars	Disclosure
1	Date of shareholders' approval	September 22, 2017*
2	Total number of options approved under ESOS	10,000,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 95.00
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

## Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	848,320
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	315,649
Number of shares arising as a result of exercise of options	315,649
Money realized by exercise of options, if scheme is implemented directly by the company	Rs. 299,86,655
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	532,671
Number of options exercisable at the end of the year	532,671
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 95.00
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 24.56 & 24.58

Employee wise details of options granted during the year to:

Sr. No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option (Rs.)
1	Grants to senior managerial personnel			Nil	
2	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	
3	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			Nil	

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2016:**

Sr. No.	Particulars	Disclosure
1	Date of shareholders' approval	September 22, 2017*
2	Total number of options approved under ESOS	3,900,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 190.00 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	1,366,935
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	63,200
Number of options vested during the year	
Number of options exercised during the year	688,300
Number of shares arising as a result of exercise of options	688,300
Money realized by exercise of options, if scheme is implemented directly by the company	Rs. 130,777,000
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	615,435
Number of options exercisable at the end of the year	615,435
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 190.00 per option
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 30.82 & 30.29

Employee wise details of options granted during the year to:

Sr. No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per Option (Rs.)
1	Grants to senior managerial personnel			Nil	
2	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	
3	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			Nil	

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS 2017:**

Sr.No.	Particulars	Disclosure
1	Date of shareholders' approval	February 27, 2018
2	Total number of options approved under ESOS	45,00,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 441.95 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

## Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	2,633,906
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	319,330
Number of options vested during the year	
Number of options exercised during the year	257,920
Number of shares arising as a result of exercise of options	257,920
Money realized by exercise of options, if scheme is implemented directly by the company	Rs. 113,987,744
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	2,056,656
Number of options exercisable at the end of the year	1,155,054
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 441.95
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 116.38

Employee wise details of options granted to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
1	Grants to senior managerial personnel	Nil			
2	Any other employee who receives a grant in any one year of options amounting to 5% or more of option granted during that year,	Nil			
3	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	Nil			

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

**ESOS (Trust) 2017:**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Disclosure</b>
1	Date of shareholders' approval	February 27, 2018
2	Total number of options approved under ESOS	536,394
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 441.95 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

Option movement during the year:

<b>Particulars</b>	<b>Details</b>
Number of options outstanding at the beginning of the period	242,794
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	
Number of options exercised during the year	35,160
Number of shares arising as a result of exercise of options	35,160
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	207,634
Number of options exercisable at the end of the year	110,516
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 441.95
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 116.38



Employee wise details of options granted to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
1	Grants to senior managerial personnel	Nil			
2	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			
3	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	Nil			

**ESOS 2018:**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Disclosure</b>
1	Date of shareholders' approval	July 20, 2018
2	Total number of options approved under ESOS	1,889,126
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 391.60 per option
5	Maximum term of options granted	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

**Option movement during the year:**

<b>Particulars</b>	<b>Details</b>
Number of options outstanding at the beginning of the period	1,671,946
Number of options granted during the year	-
Number of options forfeited / lapsed during the year	151,640
Number of options vested during the year	
Number of options exercised during the year	232,964
Number of shares arising as a result of exercise of options	232,964
Money realized by exercise of options, if scheme is implemented directly by the company	Rs. 91,228,702
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	1,287,342
Number of options exercisable at the end of the year	237,578
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 391.60
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	

Employee wise details of options granted to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
1	Grants to senior managerial personnel	Nil			
2	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			
3	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	Nil			

**ESOS 2019:****(For employees being on the payroll of the Company for more than 12 months on date of grant)**

Sr. No.	Particulars	Disclosure
1	Date of shareholders' approval	July 23, 2019
2	Total number of options approved under ESOS	82,20,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 2 years from the date of grant. The vesting schedule is 50%-50% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 539.10 per option
5	Maximum term of options granted	7 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	Nil
Number of options granted during the year	7,306,554
Number of options forfeited / lapsed during the year	116,391
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	7,190,163
Number of options exercisable at the end of the year	7,190,163
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	539.10
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	127.18

Employee wise details of options granted to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
1	Grants to senior managerial personnel	Ms. Vibha Padalkar	Managing Director & Chief Executive Officer	330,000	539.10
		Mr. Suresh Badami	Executive Director & Chief Distribution Officer	300,000	539.10
		Mr. Parvez Mulla	Chief Operating Officer	250,000	539.10
		Mr. Srinivasan Parthasarathy	Sr. EVP, Chief & Appointed Actuary	250,000	539.10
		Mr. Vibhash Naik	EVP & Head – Human Resources, L&D & Administration	126,884	539.10
		Mr. Prasun Gajri	Sr. EVP & Chief Investment Officer	175,000	539.10
		Mr. Pankaj Gupta	Sr. EVP-Banca, Strategic Alliances, Marketing	203,797	539.10
		Mr. Sanjay Vi	Sr. EVP - Bancassurance and CVO	206,426	539.10
		2	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	
3	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	Nil			

**ESOS 2019:****(For employees being on the payroll of the Company for less than 12 months on date of grant)**

Sr. No.	Particulars	Disclosure
1	Date of shareholders' approval	July 23, 2019
2	Total number of options approved under ESOS	581,812 (* Forms part of total approved option under ESOS 2019 i.e 82,20,000)
3	Vesting requirements	The options have a graded vesting schedule over a period of 4 years from the date of grant. The vesting schedule is 50%-50% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 539.10 per option
5	Maximum term of options granted	10 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of options	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40

Option movement during the year:

Particulars	Details
Number of options outstanding at the beginning of the period	-
Number of options granted during the year	581,812
Number of options forfeited / lapsed during the year	Nil
Number of options vested during the year	Nil
Number of options exercised during the year	Nil
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options, if scheme is implemented directly by the company	Nil
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	581,812
Number of options exercisable at the end of the year	Nil
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 539.10
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	Rs. 127.18

Employee wise details of options granted to:

Sr.No.	Particulars	Name of employee	Designation of employee	No. of options granted during the year	Exercise Price per option
1	Grants to senior managerial personnel	Mr. Niraj Shah	Chief Financial Officer	287,455	539.10
2	Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year,	Mr. Niraj Shah	Chief Financial Officer	287,455	539.10
		Mr. Lavneesh Gupta	EVP - Bancassurance	106,222	539.10
		Mr. Sunil Jain	SVP – Business Systems & Technology	50,000	539.10
3	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	Nil			

## Fair Value Related Disclosure

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

The Company follows the intrinsic value method of accounting for stock options granted to employees. The intrinsic value of the options issued under the above referred schemes is 'Nil' as the exercise price of the option was the same as fair value of the underlying share on the grant date and accordingly, no expenses are recognised in the books.

Had the Company followed the fair value method for valuing its options, the charge to the Revenue Account/Profit & Loss Account for the year would have been aggregated to Rs. 483,919 thousands (Previous year ended March 31, 2019 Rs. 279,466 thousands) and the profit after tax would have been lower by Rs. 313,174 thousands (Previous year ended March 31, 2019 Rs. 174,116 thousands). Consequently, the Company's basic and diluted earnings per share would have been Rs. 6.26 and Rs. 6.26 respectively (Previous year: Rs. 6.25 and Rs. 6.24 respectively)

### Method of computation of fair value of options:

The fair value of options has been calculated using the Black-Scholes model. The key assumptions used in Black-Scholes model for calculating fair value of options as on the date of grant across the various schemes are as follows:

ESOS Scheme	Risk Free Interest Rate Range	Expected Life Range	Expected Volatility Range	Expected Dividend Yield
ESOS 2010	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2010-II	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2011	8.28% - 8.30%	3.50 - 5.50 years	46.75% - 48.12%	0.00%
ESOS 2012	8.19% - 8.74%	1.37 - 3.45 years	30.44% - 36.53%	0.00%
ESOS 2014	7.73% - 8.28%	1.75 - 3.75 years	33.23% - 37.15%	1.06%
ESOS 2015	7.41% - 7.58%	1.75 - 3.75 years	34.21% - 38.38%	1.04%
ESOS 2016	6.57% - 6.80%	1.75 - 3.75 years	10.00%	0.88%
ESOS 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS (Trust) 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS 2018	8.02% - 8.15%	1.74 - 3.74 years	29.09%	0.40%
ESOS 2019	6.03% - 6.34%	1.68 - 4.68 years	29.12% - 29.86%	0.65%

In the case of ESOS 2010, ESOS 2010-II, ESOS 2011, ESOS 2012, ESOS 2014 and ESOS 2015, volatility of a matured enterprise in the industry which is listed on BSE has been used as a basis for estimation of expected volatility of options.

In the case of ESOS 2016, the expected volatility has been assumed at the rate of 10% since the company was unlisted as on the date of the grant.

In the case of ESOS 2017, ESOS (Trust) 2017, ESOS 2018 and ESOS 2019, the average of the volatility calculated on the available historical share prices of the company and its two peers, namely SBI Life Insurance Company Limited and ICICI Prudential Life Insurance Company Limited has been considered.



**Method used and the assumptions made to incorporate the effects of expected early exercise:**

Not Applicable

**Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition:**

Not Applicable

**D) Disclosures in respect of grants made in three years prior to Initial Public Offering (IPO) under each ESOS:**

A description of each ESOS scheme in respect of grants made in three years prior to IPO, including the general terms and conditions of each ESOS is as set out below:

Sr. No.	Particulars	ESOS 2014	ESOS 2015	ESOS 2016
1	Date of shareholders' approval	September 22, 2017*		
2	Total number of options approved under ESOS	15,210,043	10,000,000	39,00,000
3	Vesting requirements	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.	The options have a graded vesting schedule over a period of 3 years from the date of grant. The vesting schedule is 30%-30%-40% subject to vesting conditions.
4	Exercise price or pricing formula	Rs. 90.00 per option	Rs. 95.00 per option	Rs. 190.00 per option
5	Maximum term of options granted	8 years from the date of grant	8 years from the date of grant	8 years from the date of grant
6	Source of shares (primary, secondary or combination)	Primary	Primary	Primary
7	Variation in terms of options	None	None	None
8	Method used for accounting for ESOS – Intrinsic or Fair Value	Intrinsic Value Method	Intrinsic Value Method	Intrinsic Value Method
9	Fair Value Related Disclosure	Refer Page No. 40		

\* Approval of Members sought for alignment of Scheme with SEBI (Share Based Employee Benefits) Regulations, 2014

Option movement during the year:

<b>Particulars</b>	<b>ESOS 2014</b>	<b>ESOS 2015</b>	<b>ESOS 2016</b>
Number of options outstanding at the beginning of the year	11,005,981	9,005,950	3,832,850
Number of options granted during the year	-	-	-
Number of options forfeited / lapsed during the year	468,064	440,380	169,000
Number of options vested during the year	3,818,220	2,679,720	1,115,955
Number of options exercised during the year	7,625,075	4,755,460	988,725
Number of shares arising as a result of exercise of options	7,625,075	4,755,460	988,725
Money realized by exercise of options, if scheme is implemented directly by the company	686,256,750	451,768,700	187,857,750
Loan repaid by the Trust during the year from exercise price received	Not Applicable	Not Applicable	Not Applicable
Number of options outstanding at the end of the year	2,912,842	3,810,110	2,675,125
Number of options exercisable at the end of the year	2,912,842	305,150	110,430
Weighted-average exercise price for options whose exercise price either equals or exceeds or is less than the market price of the company's shares	90.00	95.00	190.00
Weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the company's shares	26.70 & 26.55	24.56 & 24.58	30.82 & 30.29

Employee wise details of options granted during the year to:

Scheme Name			ESOS 2014		ESOS 2015		ESOS 2016	
Particulars	Name of employee	Designation of employee	No. of options granted	Exercise Price per option	No. of options granted	Exercise Price per option	No. of options granted	Exercise Price per option
Grants to 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 conversions) of the company at the time of grant	Nil							

A description of the method and significant assumptions to estimate the fair value of options is disclosed at a Company level below.

The Company follows the intrinsic value method of accounting for stock options granted to employees. The intrinsic value of the options issued under the above referred schemes is 'Nil' as the exercise price of the option was the same as fair value of the underlying share on the grant date and accordingly, no expenses are recognised in the books.

Had the Company followed the fair value method for valuing its options, the charge to the Revenue Account/Profit & Loss Account for the year would have been aggregated to Rs. 483,919 thousands (Previous year ended March 31, 2019 Rs. 279,466 thousands) and the profit after tax would have been lower by Rs. 313,174 thousands (Previous year ended March 31, 2019 Rs. 174,116 thousands). Consequently, the Company's basic and diluted earnings per share would have been Rs. 6.26 and Rs. 6.26 respectively (Previous year: Rs. 6.25 and Rs. 6.25 respectively)

**Method of computation of fair value of options:**

The fair value of options has been calculated using the Black-Scholes model. The key assumptions used in Black-Scholes model for calculating fair value of options as on the date of grant across the various schemes are as follows:

<b>ESOS Scheme</b>	<b>Risk Free Interest Rate Range</b>	<b>Expected Life Range</b>	<b>Expected Volatility Range</b>	<b>Expected Dividend Yield</b>
ESOS 2010	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2010-II	7.19% - 7.72%	3.50 - 6.50 years	48.80% - 51.88%	0.00%
ESOS 2011	8.28% - 8.30%	3.50 - 5.50 years	46.75% - 48.12%	0.00%
ESOS 2012	8.19% - 8.74%	1.37 - 3.45 years	30.44% - 36.53%	0.00%
ESOS 2014	7.73% - 8.28%	1.75 - 3.75 years	33.23% - 37.15%	1.06%
ESOS 2015	7.41% - 7.58%	1.75 - 3.75 years	34.21% - 38.38%	1.04%
ESOS 2016	6.57% - 6.80%	1.75 - 3.75 years	10.00%	0.88%
ESOS 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS (Trust) 2017	6.79% - 7.30%	1.75 - 3.75 years	28.96%	0.74%
ESOS 2018	8.02% - 8.15%	1.74 - 3.74 years	29.09%	0.40%
ESOS 2019	6.03% - 6.34%	1.68 - 4.68 years	29.12% - 29.86%	0.65%

In the case of ESOS 2010, ESOS 2010-II, ESOS 2011, ESOS 2012, ESOS 2014 and ESOS 2015, volatility of a matured enterprise in the industry which is listed on BSE has been used as a basis for estimation of expected volatility of options.

In the case of ESOS 2016, the expected volatility has been assumed at the rate of 10% since the company was unlisted as on the date of the grant.

In the case of ESOS 2017, ESOS (Trust) 2017, ESOS 2018 and ESOS 2019, the average of the volatility calculated on the available historical share prices of the company and its two peers, namely SBI Life Insurance Company Limited and ICICI Prudential Life Insurance Company Limited has been considered.

## E) Details related to Trust

### i) General information on all schemes

Sl. No.	Particulars	Details
1	Name of the Trust	HDFC Life Employees Stock Option Trust (formerly known as HDFC Standard Life Employees Stock Option Trust)
2	Details of the Trustee(s)	Mr. Srinivasan Parthasarthy Mr. Prosenjit Gupta Mr. Praveen Kumar Bhalla
3	Amount of loan disbursed by company / any company in the group, during the year	Nil
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Nil
5	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	Nil
6	Any other contribution made to the Trust during the year	Nil

### ii) Brief details of transactions in shares by the Trust

Sr. No.	Particulars	Number of shares
1	Number of shares held at the beginning of the year	574,994 shares
2	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	Nil
3	Number of shares transferred to the employees / sold along with the purpose thereof;	35,160 shares transferred to eligible employees pursuant to exercise of vested options under the relevant ESOS schemes
4	Number of shares held at the end of the year.	539,834 shares

iii) In case of secondary acquisition of shares by the Trust

Sr. No.	Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
1	Held at the beginning of the year: 574,994 shares	0.03%
2	Acquired during the year: Nil	-
3	Sold during the year: Nil	-
4	Transferred to the employees during the year : 35,160 shares transferred to eligible employees pursuant to exercise of vested options under the relevant ESOS schemes	-
5	Held at the end of the year: 539,834 shares	0.03%