



Annexure: Pursuant to the provisions of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014, for the year ended March, 31, 2023

Sl. No.	Description	ESOP PLAN 2013
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.	Shares are issued from the Sonata Software Limited Employees Welfare Trust
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.	Shares are issued from the Sonata Software Limited Employees Welfare Trust
C	Details related to ESOS	
i	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including -	
a	Date of shareholders' approval	11 th August, 2014
b	Total number of options approved under ESOS	17,84,875
c	Vesting requirements	The options shall vest over a period of 4 years in a phased manner
d	Exercise price or pricing formula	Fair market value i.e. the market prices defined by the Securities and Exchange Board of India
e	Maximum term of options granted	As per ESOP Plan 2013
f	Source of shares (primary, secondary or combination)	Primary
g	Variation in terms of options	Not Applicable
ii	Method used to account for ESOS - Intrinsic or fair value.	Not Applicable
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):	
a	Number of options outstanding at the beginning of the period	12,39,125
b	Number of options granted during the year	8,31,990 (including bonus)
c	Number of options forfeited / lapsed during the year	10,000
d	Number of options vested during the year	44,666
e	Number of options exercised during the year	1,44,664



f	Number of shares arising as a result of exercise of options	1,44,664
g	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Not Applicable
h	Loan repaid by the Trust during the year from exercise price received	Not Applicable
i	Number of options outstanding at the end of the year	1,507,502
j	Number of options exercisable at the end of the year (Based on vesting in the current year)	Nil
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.	Not Applicable
vi	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -	
a	Senior Management during the year	
	Name & Designation	No. of ESOPs & Price
	Mr. Samir Dhir – MD & CEO	5,33,332 shares at a price of Rs. 589.09
	Mr. Suryaprakash K V – Chief Capability Officer	53,332 shares at a price of Rs. 562.25
	Mr. Roshan Shetty – Chief Revenue Officer	106,664 shares at a price of Rs. 564.09
	Mr. Balaji Kumar – Chief Human Resources Officer	40,000 shares at a price of Rs. 494.14
	Mr. Hemant Kumar Bharadwaj – Chief Marketing Officer	53,332 shares at a price of Rs. 501.31
	Mr. Srikar Reddy – Executive Vice Chairman	ESOP 2017, 13,332 shares at a price of Rs. 112.24 ESOP 2020, 19,998 shares at a price of Rs. 154.54
	Mr. Gyana Bardhan Pattnaik – Senior VP	ESOP 2019, 10,000 shares at a price of Rs. 265.88
	Mr. Ashish Pant – Vice President (SMB)	ESOP 2019, 2,000 shares at a price of Rs. 265.88
b	Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year; and	Nil
c	Identified employees who were granted options, during any one year, equal to or exceeding 1% of the issued capital (exceeding outstanding warrants and conversion) of the company at the time of grant	Nil
d	Key Managerial Personnel	Nil
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	The weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;	Not Applicable



b	The method used and the assumptions made to incorporate the effects of expected early exercise;	Not Applicable
c	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	Not Applicable
d	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