

Disclosure pursuant to Regulation 14 of SEBI (Share Based Employee Benefits Regulations), 2014, as amended for the financial year ended on March 31, 2021.

A. General Disclosures

Disclosures in terms of Guidance Notes on accounting for employee share based payments or any other relevant accounting standards:

For details please refer Notes to Financial Statements for the financial year 2020-21.

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.

PARTICULARS	Year ended 31 March 2021
Number of equity shares at the beginning of the year	1,74,26,012
Number of equity shares at the end of the year	1,74,28,012
Weighted average number of equity shares outstanding during the year (A)	1,74,27,130
Weighted average number of equity shares held in controlled trust (B)	2,73,799
Weighted average number of equity shares for computing basic earnings per share [C= (A-B)]	1,71,53,331
Weighted average number of potential equity shares on account of employee stock options (D)	1,69,071
Weighted average number of equity shares for computing diluted earnings per share [E= (C+D)]	1,73,22,402
Nominal value of each equity share (Rs.)	10
Profit after tax available for equity shareholders (Rs.in Lakhs) [F]	10,701.79
Basic earnings per share (Rs.) [F/C]	62.39
Diluted earnings per share (Rs.) [F/E]	61.78

C. The following table sets forth the particulars of stock options granted under ESOP 2013:

Sr. No.	Description of scheme	The establishment of the Employee Stock Option Scheme 2013 (Scheme) was approved by the shareholders at the 2013 Annual General Meeting. The Scheme is designed to provide incentives to eligible employees to deliver long term returns.
1.	Date Of Shareholders Approval	July 26, 2013

2.	Total number of options approved under the scheme	8,70,146
3.	Vesting requirements	The Options shall vest as per the following schedule: After 1 year from the date of grant 20% of Options granted After 2 years from the date of grant 20% of Options granted After 3 years from the date of grant 20% of Options granted After 4 years from the date of grant 20% of Options granted After 5 years from the date of grant 20% of Options granted
4.	Maximum term of options granted	10 years from the date of vesting.
5.	Source of shares	Primary
6.	Variation in terms of options	At the Annual General Meeting held on July 19, 2019, the ESOS 2013 scheme was amended for implementation through the Trust which will be administered under the guidance, advice and direction of the Nomination & Remuneration Committee in accordance with the provisions of the Companies Act, 2013 and SEBI (SBEB) Regulations. The Board of Directors has facilitated setting up of Saregama Welfare Trust to implement the ESOS 2013 scheme which has been formed by the Company. The Company shall provide financial assistance to the Trust for the secondary acquisition of equity shares of the Company for the purpose of implementation of ESOS 2013 scheme.
7.	Method used to account for ESOS	The employee compensation cost has been calculated using the fair value method of accounting for Options issued under the Company's Employee Stock Option Scheme 2013. The employee compensation cost as per fair value method for the financial year 2020-21 is Rs.137.71 Lakhs (2019-20 Rs. 21.78 Lakhs).
8.	Exercise price or pricing formula	Exercise price shall be the price determined by the Nomination and Remuneration Committee from time to time at which the eligible Employees shall be authorized to exercise their Options provided that such price is not detrimental to such eligible Employees' interest.

D. Option movement during the year:

Particulars	31 March 2021
Number of Options Outstanding at the beginning of the year	2,04,000
Number of Options granted during the year	1,00,000
Number of Options forfeited/lapsed during the year	-

Number of Options Vested during the Year	2,02,000
Number of Options Exercised during the year	2,02,000
Number of Shares Arising as a result of exercise of Options	2,000
Number of Options Outstanding at the end of the year	1,02,000
Number of Options Exercisable at the end of the year	-

E. 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.

Weighted average exercise price per Option: Rs.252.44

Weighted average fair value per Option: Rs.283.41

The fair value of the options and the inputs used in the measurement of fair value as on the grant date are as follows:

	Vikram Mehra		Rashna Pochkhanawala	Kumar Ajit
Grant Date	17-Jan-20	30-Jun-20	30-Jun-20	09-Sep-16
Fair value at grant date (Rs.)	304.40	244.26	244.26	141.90
Share price at grant date (Rs.)	435.00	426.80	426.80	243.70
Exercise price (Rs.)	170.65	416.20	416.20	243.70

F. Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -

- Senior managerial personnel; - Ms. Rashna Pochkhanawala , Senior Vice-President-Music Licencing, was granted 10,000 options at an exercise price of Rs. 416.20.
- 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. Vikram Mehra, Managing Director, was granted 90,000 options at an exercise price of Rs. 416.20 and Ms. Rashna Pochkhanawala, Senior Vice-President-Music Licencing, was granted 10,000 options at an exercise price of Rs. 416.20.
- 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

G. A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

- 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;

Measurement of fair value

The fair value of Employee Stock Options as on the date of grant was determined using the Black Scholes Model which takes into account the share price at the measurement date, expected price volatility of the underlying share, the expected dividend yield and risk free interest rate and carrying amount of liability included in employee benefit obligations.

The fair value of the options and the inputs used in the measurement of fair value as on the grant date are as follows:

	Vikram Mehra		Rashna	Kumar
	17-Jan-20	30-Jun-20	Pochkhanawala 17-Jan-20	Ajit 09-Sep-16
Grant Date				
Fair value at grant date (Rs.)	304.40	244.26	244.26	141.90
Share price at grant date (Rs.)	435.00	426.80	426.80	243.70
Exercise price (Rs.)	170.65	416.20	416.20	243.70
Expected volatility	48.50%	55.80%	55.80%	55.96%
Expected Life (expected weighted average life)	3.9 Years	6.24 Years	6.24 Years	8 Years
Expected dividend	0.54%	0.58%	0.58%	1.34%
Risk free interest rate (based on Government bonds)	6.40%	5.56%	5.56%	7%

Expected volatility has been based on the evaluation of the historical volatility of the Company's share price, particularly over the historical period commensurate with the expected term. The Expected term of the instruments has been based on the historical experience and general option holder behaviour.

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

The Company has incorporated the early exercise of Options by calculating expected life on past exercise behaviour. There are no market conditions attached to the grant and vest.

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

Expected volatility has been based on the evaluation of the historical volatility of the Company's share price, particularly over the historical period commensurate with the expected term. The Expected term of the instruments has been based on the historical experience and general option holder behaviour.

Details related to Saregama Stock Appreciation Rights Scheme(“SAR) 2018

The following table sets forth the particulars of Stock Appreciation Rights granted under SAR 2018:

Sr. No.	Particulars	SAR 2018
a)	Description of scheme	‘Saregama Stock Appreciation Rights Scheme - 2018’
b)	Date Of Shareholders Approval	July 27, 2018
c)	Total number of shares approved under the SAR scheme	1,00,000
d)	Vesting requirements	40% after 1 year from grant date 20% after 2 years from grant date 20% after 3 years from grant date 20% after 4 years from grant date
e)	SAR price or pricing formula	416.20 (grant price)
f)	Maximum term of SAR granted	10 years
g)	Method of settlement (whether in cash or equity)	Cash
h)	Choice of settlement (with the company or the employee or combination)	Employee
i)	Source of shares (primary, secondary or combination)	N.A.
j)	Variation in terms of scheme	Nil

- i. Method used to account for SAR - Intrinsic or fair value. - Fair value
- ii. Where the company opts for expensing of SAR using the intrinsic value of SAR, 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 SAR, shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed. - N.A.

iii. SAR movement during the year:

Details of SAR Schemes	SAR Scheme 2018	
Grant Date	31 July 2018	
Grant Price (Rs.)	416.20	
Vesting Schedule	40% after 1 year from grant date 20% after 2 years from grant date 20% after 3 years from grant date 20% after 4 years from grant date	
	As at 31 March	
	2021*	2020
Number of SAR outstanding at the beginning of the year	1,00,000	1,00,000
Add : Granted during the year	-	-
Less : Forfeited / lapsed / cancelled during the year*	1,00,000	-
Less : Exercised during the year	-	-
Number of SAR outstanding at the end of the year	-	1,00,000
Fair value of SAR at the end of the year (Rs.)	-	66.78
Carrying amount of liability - included in employee benefits payable (Rs.in Lakhs) (Refer Note 16.3)	-	48.07

*The Nomination and Remuneration Committee in its meeting held on 30 June 2020 cancelled 1,00,000 Stock Appreciation rights issued to eligible employees on 31 July 2018 under the Saregama Stock Appreciation Rights Scheme 2018 ("SAR 2018").

In accordance with the aforesaid shareholders approval w.r.t. modification of employee share benefit schemes, the Nomination and Remuneration Committee has granted 1,00,000 Options to the eligible employees under the Saregama Employee Stock Option Scheme 2013 in lieu of SAR 2018 keeping all other terms and conditions of the replaced awards remain the same as the original award, being in line with the requirements of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014.

The aforesaid Options would vest as per the vesting schedule approved by the Nomination and Remuneration Committee and the exercise period is 10 years from the date of vesting.

iv. Employee-wise details (name of employee, designation, number of SAR granted during the year, exercise price) of SAR granted to -

a) senior managerial personnel: N.A.

b) any other employee who receives a grant in any one year of amounting to 5% or more of SAR granted during that year: N.A.

- c) identified employees who were granted SAR, 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: N.A.

Details related Trust

(i) General information on all schemes

Sl. No.	Particulars	Details
1	Name of the Trust	Saregama Welfare Trust
2	Details of the Trustee(s)	Mr. Subhasis Mitra Mrs. Sonalika Johri Gupta
3	Amount of loan disbursed by company / any company in the group, during the year	Rs.520.00 Lakhs
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Rs.425.60 Lakhs
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

- (a) Number of shares held at the beginning of the year: 1,81,359 equity shares
- (b) 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: 1,18,641 shares were acquired by Saregama Welfare Trust through secondary acquisition. The weighted average cost of acquisition per share was Rs.431.96

(c) Number of shares transferred to the employees / sold along with the purpose thereof: 2,00,000 equity shares were transferred by Saregama Welfare Trust to Mr. Vikram Mehra upon exercise of options vested on him under the Saregama Employee Stock Option Scheme 2013.

(d) Number of shares held at the end of the year: 1,00,000 equity shares

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

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
Held at the beginning of the year	1.04
Acquired during the year	0.68
Sold during the year	-
Transferred to the employees during the year	1.15
Held at the end of the year	0.57