

E2E NETWORKS LIMITED
Employee Stock Option Schemes (ESOSs)
Disclosure Pursuant to Regulation 14 of SEBI (Share Based Employee Benefits) Regulations, 2014
(ESOP disclosure for the year 2017-18)

1) General Disclosures

- a. Disclosure under Guidance note on Accounting for employee share-based payments or any other applicable AS.

2) Scheme specific Disclosures

ESOS 2018

i) General Disclosures

S.No.	Particulars	Disclosures
1.	Date of Shareholder's Approval	March 01, 2018
2.	Total Number of options Approved under ESOS 2018	4,00,000
3.	Vesting requirements	-20% on expiry of 1 year from the date of grant -20% on expiry of 2 year from the date of grant. -20% on expiry of 3 year from the date of grant. -20% on expiry of 4 year from the date of grant. -20% on expiry of 5 year from the date of grant.
4.	Exercise Price or Pricing Formula	For K R Mohamed Imran (Chief Operating Officer): Rs. 12/- For other employees: 10% discount to the IPO price.
5.	Maximum term of Options Granted	Five years from the date of vesting.
6.	Sources of Share (Primary, Secondary or Combination)	Primary
7.	Variation in terms of option	N.A.
8.	Method used for Accounting of ESOS (Intrinsic Value or Fair Value)	Fair value estimated by Black Scholes Method.
9 (a)	Difference, if any, between employee compensation cost calculated using the intrinsic value of stock options and employee compensation cost calculated on the basis of fair value of stock options.	N.A.
9(b)	Impact on the profits of the Company and on the earnings per share ("EPS") arising due to difference in the accounting treatment and for calculation of the employee compensation cost (i.e. difference of the fair value of stock options over the intrinsic value of the stock options)	N.A.
10.	Weighted average exercise price and weighted average fair value of options whose exercise price either equals or exceeds or is less than market price of the stock	<u>Weighted Average Exercise Price:</u> For K R Mohamed Imran (Chief Operating Officer): Rs.12/- For other employees:10% discount to the IPO price.

		Weighted Average Exercise Price-Fair Value of options: For K R Mohamed Imran (Chief operating officer): Rs 37.44 For other employees: 13.3
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ii) Option Movement during the F.Y.2017-2018

S.No.	Particulars	Disclosures
1	Number of options outstanding at the beginning of the period	Nil
2	Number of options granted during the year	3,79,620
3	Number of options forfeited / lapsed during the year	1,600
4	Number of options vested during the year	Nil
5	Number of options exercised during the year	Nil
6	Number of shares arising as a result of exercise of options	Nil
7	Money realized by exercise of options (INR), if scheme is implemented directly by the company	Nil
8	Loan repaid by the Trust during the year from exercise price received	N.A.
9	Number of options outstanding at the end of the year	3,78,020
10	Number of options exercisable at the end of the year	Nil

iii) Employees Details who were granted options during the year

S.No.	Particulars	Name of Employee	Designation	Number of options granted during the year	Exercise Price
1	Senior Managerial Personnel	1. Gaurav Aggarwal	Chief Financial Officer	2,000	IPO Price less 10% discount.
2	Employee who received grant in any one year equal to or more than 5% of Options granted during the Year.	1.K R Mohamed Imran	Chief Operating Officer	2,30,020	12/-
		2. Ashijit Pranamik	Product Head	22,000	IPO Price less 10% discount
		3.Abhijet Singh	Executive Vice President-Sales	22,000	IPO Price less 10% discount
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	1.K R Mohamed Imran	Chief Operating Officer	2,30,020	12/-

iv) Accounting Method and Assumptions

Method used	"Black Scholes Option Pricing Method"
Risk free interest rate	7.76%
Expected Life	5 years
Expected Volatility (based on last year trend)	0%
Expected Dividends	0%
Price of underlying shares in market at the time of Option grant	N.A.