

Employee Stock Option Plans (ESOPs)/ Mindtree Employee Restricted Stock Purchase Plan 2012 (ESPS or ERSP 2012)

The Company has instituted the Employee Stock Option Plans ('ESOP') in fiscal 2000, which was approved by the Board of Directors ('Board'). Your Company had issued stock options under various stock option programs, viz., ESOP 1999, ESOP 2001, ESOP 2006 (a), ESOP 2006 (b) (approved by Shareholders on July 25, 2007) , ESOP 2008 A (approved by Shareholders on Dec 22, 2008) , DSOP 2006 (approved by Shareholders on July 25, 2007), ESOP 2010 A (approved by Shareholders on July 20, 2010) and Employee Stock Purchase Scheme namely, Mindtree Employee Restricted Stock Purchase Plan 2012 (ESPS or ERSP 2012) (approved by Shareholders on July 16, 2012 and amended and approved by the Shareholders on June 22, 2015), which are in compliance to SEBI (Share Based Employee Benefits) Regulations, 2014 and SEBI (ESOP & ESPS) Guidelines, 1999, as the case may be. There were no material changes in the above schemes. No employee was granted options/shares (under ESOPs or ESPS/ERSP 2012), during the year, equal to or exceeding 1% of the issued capital

The summary information of various Employee Stock Option Plans (ESOPs) and ESPS/ERSP 2012 of the Company is provided under Notes to Accounts under Standalone Financial Statements of Annual Report 2018-19. The Company has recorded compensation cost for all grants using the fair value- based method of accounting, in line with prescribed SEBI guidelines. Refer to Notes to accounts under Standalone Financial Statements of Annual Report 2018-19 for details on accounting policy.

Details of Movements during the FY 2018-19

Particulars	ESOP 1999 (Program-I)	ESOP 2001 (Program-II)	ESOP 2006(a) (Program-III)	ESOP 2006(b) (Program-IV)	DSOP 2006 (Program-VI)	ESOP 2008 A (Program-V)	ESOP 2010 A (Program-VII)	Mindtree Employee Restricted Stock Purchase Plan 2012 (ESPS/ERSP 2012) (Program 8)*
Outstanding Options at the beginning of the year	-	-	-	-	-	-	-	-
Options Granted	-	-	-	-	-	-	-	287,730
Options Vested	-	-	-	-	-	-	-	287,730
Options Exercised	-	-	-	-	-	-	-	287,730
Total No. of Shares arising as a result of exercise of option.	-	-	-	-	-	-	-	287,730
Options Lapsed	-	-	-	-	-	-	-	-
Options Lapsed - Forfeited	-	-	-	-	-	-	-	-
Exercise Price	-	-	-	-	-	-	-	10
Variation of terms of Options	No	No	-	No	No	No	-	No
Money realized by exercise of Options	-	-	-	-	-	-	-	2,877,300
Total No. of Options in force	-	-	-	-	-	-	-	-

* RSUs granted under Program 8.

Reconciliation Statement of the Equity Shares approved in-principle by Stock exchanges, allotted and listed till March 31, 2019 is given below:

Particulars	ESOP 1999 (Program-1)	ESOP 2001 (Program-2)	ESOP 2006(a) (Program-3)	ESOP 2006(b) (Program-4)	DSOP 2006 (Program-6)	ESOP 2008 A (Program-5)	ESOP 2010 A (Program-7)	Mindtree Employee Restricted Stock Purchase Plan 2012 (ESPS or ERSP 2012) (Program-8)
In-principle approvals received from BSE and NSE (Pre and Post Bonus)	196,381	894,808	366,500	7,497,150	575,000	461,192	1,135,000	1,639,403
Less: No. of equity shares allotted & listed	188,004	793,232	239,557	1,988,076	260,000	176,219	-	287,730
Less: No. of options lapsed and not intending to be issued	8,377	101,576	126,943	5,509,074	315,000	284,973	1,135,000	-
Balance number of equity shares	-	-	-	-	-	-	-	1,351,673

Details of Restricted Stock Units (RSUs) granted to Senior Managerial Personnel during the financial year 2018-19 (including persons who have received grants amounting to 5% or more of the RSU's granted, if any, during the year) are as under:

Sl. No.	Name of Senior Managerial Personnel	Designation	No. of Grants	Original Grant Price
1	Erwan Carpentier	Senior Vice President	4,255	10.00
2	Jagannathan Narasimhan Chakravarthi*	Vice President	4,255	10.00
3	Anish Philip	Associate Vice President- People Function	4,255	10.00
4	Rosalee M Kombial	Associate Vice President- People Function	4,255	10.00
5	Krishnakumar Ayyamani	Vice President	3,405	10.00
6	Prashant Mehra	Vice President	4,255	10.00
7	Manas Chakraborty	Senior Vice President	18,430	10.00
8	Suresh Gurusurthy	Associate Vice President- IT Services	4,255	10.00
9	Srinivas Bhagavatula	Associate Vice President	4,255	10.00
10	Meenakshi Krishnamoorthy	General Manager	3,405	10.00
11	Venkatraman G S**	Associate Vice President & Finance Controller	4,255	10.00
12	Anand Sampath	Associate Vice President	4,255	10.00
13	Anoop George	Associate Vice President	4,255	10.00
14	Erik Henry Mann	Vice President	4,255	10.00

15	Paul Norman Gottsegen	Executive Vice President	10,635	10.00
16	Guita Yazdi	Senior Vice President	10,635	10.00
17	Vaidyanathan Bhaskar	Associate Vice President	4,255	10.00
18	Anil M Rao	Senior Vice President	10,635	10.00
19	Mohanakrishnan Unnikrishnan	Associate Vice President	4,255	10.00
20	Jinto Varghese	Chief Architect	4,255	10.00
21	Anindya Maitra	Associate Vice President	10,635	10.00
22	Anil Kumar Gandharve	Senior Vice President	12,760	10.00
23	Madhusudhan K M	Chief Technology Officer	10,635	10.00
24	Ramesh Gopalakrishnan	Executive Vice President	17,010	10.00
25	T K Balaji	Senior Vice President	10,635	10.00
26	Koushik Ramani	Associate Vice President	4,255	10.00
27	Krishna Kishore Suriseti	Vice President	4,255	10.00
28	Sudarshan Byataraya	Vice President	4,255	10.00
29	Rajesh Kumar R	Vice President	4,255	10.00
30	Neelakanta Vinod Sarma	Associate Vice President	4,255	10.00
31	Manoj N Karanth	Associate Vice President	4,255	10.00
32	Padmanabhan Loganathan Kannan	General Manager	3,405	10.00
33	Panduranga Pai	General Manager	3,405	10.00

34	Rohit srinivasan	Associate Vice President	4,255	10.00
35	Nidhi Alexander	Associate Vice President	4,255	10.00
36	Nalin Vij	Senior Vice President	12,760	10.00
37	Srinivasa Rao Kottamasu	Senior Vice President	4,255	10.00
38	Suresh H P	Senior Vice President	10,635	10.00
39	Balaji Krishnan	Senior Vice President	4,255	10.00
40	Sudhir Sawant	Associate Vice President	4,255	10.00
41	Rajamani Saravanan	Associate Vice President	3,405	10.00
42	Chris Manuel	Associate Vice President	4,255	10.00
43	Pramod Prakash Panda	Senior Vice President	4,255	10.00
44	Sreedhar Bhagavatheeswaran	Senior Vice President	17,010	10.00
45	Olivier Poulard	Senior Vice President	3,405	10.00
	Total		287,730	

* Part of the year till July 20, 2018.

** Part of the year till October 26, 2018.

Information of these ESOP/ESPS/ERSP 2012 as required under the SEBI (Share Based Employee Benefits) Regulations, 2014 is provided in detail under Notes to Accounts under Standalone Financial Statements of the Annual Report 2018-19.