Annexure – 7

Details Of ESOP / Restricted Stock Unit Plan

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1. Tejas Networks Limited Employees Stock Option Plan – 2014 ("ESOP Plan 2014")

The Company pursuant to resolutions passed by the Board and the Shareholders, dated May 29, 2014 and September 24, 2014, respectively, has adopted ESOP Plan 2014. ESOP Plan 2014 was subsequently modified pursuant to the Shareholders' resolutions dated March 28, 2016 and November 19, 2016. Pursuant to ESOP Plan 2014, options to acquire Equity Shares may be granted to eligible employees (as defined in ESOP Plan 2014). The aggregate number of Equity Shares, which may be issued under ESOP Plan 2014, shall not exceed 71,01,767 Equity Shares. The ESOP Plan 2014 is compliant with the SEBI Regulations and the Act.

The details of the ESOP Plan 2014 as on March 31, 2020 are given below:

Options granted69,26,635Options vested68,78,205Options exercised47,05,196Total number of shares arising as a result of exercise of option97,003Exercise price97,003Exercise priceVursuant to a resolution of the Board of Directors dated March 2, 2016 and a resolution of the Shareholders dated March 28, 2016, the size of the ESOP pool was amended. Further, pursuant to a resolution of the Board of Directors dated September 23, 2016 and a resolution of the Shareholders dated November 19, 2016, the exercise period under ESOP 2014 was amended in order to ensure compliance with the SEBI Regulations. Further, amendments were made to the definitions of 'employee', 'promoter', 'promoter group' and 'independent director' to ensure compliance with the SEBI ESOP Regulations and the Act.Money realized by exercise of options total number of options in force Employee wise details of options granted to: (i) Key managerial personnel (ii) Any other employee who receives a grant of options granted during the year.₹ 30.58 crore 21,24,436No options were granted to the KMP's during the yearNil(ii) Identified employees who were granted option equal to or exceeding 1% of the issued capital of the comments were work who were granted option equal to or exceeding 1% of the issued capital of the comment were work who were granted option equal to or exceeding 1% of the issued capital of the comment were work who were granted option equal to or exceeding 1% of the issued capital of the comment were work who were granted option equal to or exceeding 1% of the issued capital of the comment were work who were granted option equal to or <b< th=""><th colspan="2">ESOP Plan 2014</th></b<>	ESOP Plan 2014	
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as a result of exercise of option97,003Options lapsed97,003Exercise price₹ 65.00Pursuant to a resolution of the Board of Directors dated March 2, 2016 and a resolution of the Shareholders dated March 	Total number of shares arising	47.05.106
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Employee wise details of options granted to:No options were granted to the KMP's during the year(i) Key managerial personnel (ii) Any other employee who receives a grant of options amounting to 5% or more of options granted during the year.No options were granted to the KMP's during the year(iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital ofNo options were granted to the KMP's during the year		₹ 30.58 crore
granted to: (i) Key managerial personnel (ii) Any other employee who receives a grant of options amounting to 5% or more of options granted during the year. (iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital of	Total number of options in force	21,24,436
granted to:KMP's during the year(i) Key managerial personnelKMP's during the year(ii) Any other employee who receives a grant of options amounting to 5% or more of options granted during the year.Nil(iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital ofNil	Employee wise details of options	No options were granted to the
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(iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital of Nil	or more of options granted during	INII
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exceeding 1% of the issued capital of	were granted option equal to or	NI;1
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the Company at the time of grant.	the Company at the time of grant.	

2. Tejas Networks Limited Employees Stock Option Plan – 2014-A ("ESOP Plan 2014 - A")

The Company pursuant to resolutions passed by the Board and the Shareholders, dated June 27, 2016 and July 25, 2016, respectively has adopted ESOP Plan 2014-A. ESOP Plan 2014-A was subsequently modified pursuant to the Shareholders resolution dated November 19, 2016. Pursuant to ESOP Plan 2014-A, options to acquire Equity Shares may be granted to eligible employees (as defined in ESOP Plan 2014-A). The aggregate number of Equity Shares, which may be issued under ESOP Plan 2014-A, shall not exceed 20,00,000 Equity Shares. ESOP Plan 2014-A is compliant with the SEBI Regulations and the Act.

The details of the ESOP Plan 2014-A as on March 31, 2020 are given below:

ESOP Pla	n 2014-A
Options granted Options vested	19,78,215 18,87,859
Options exercised Total number of shares arising	4,74,486
as a result of exercise of option	, ,
Options lapsed Exercise price	1,23,980 ₹85/-
Variation of terms of options	Pursuant a resolution of the Board of Directors dated September 23, 2016 and a resolution of the Shareholders dated November 19, 2016, the exercise period under ESOP 2014-A was amended in order to ensure compliance with the SEBI Regulations. Further, amendments were made to the definitions of 'employee', 'promoter', 'promoter group' and 'independent director' to ensure compliance with the SEBI ESOP Regulations and the Act.
Money realized by exercise of options	₹ 4.03 crore
Total number of options in force	13,79,749
Employee wise details of options- granted to: (i) Key managerial personnel	No options were granted to the KMP's during the year
 (ii) Any other employee who receives a grant of options amounting to 5% or more of options granted during the year. 	Nil
(iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital of the Com- pany at the time of grant.	Nil

3. Tejas Networks Limited Employees Stock Option Plan – 2016 ("ESOP Plan 2016")

The Company pursuant to resolutions passed by the Board and the Shareholders, dated August 02, 2016 and August 29, 2016, respectively has adopted ESOP 2016. ESOP 2016 was subsequently amended pursuant to the Shareholders resolution dated November 19, 2016. Pursuant to ESOP 2016, options to acquire Equity Shares may be granted to eligible employees (as defined in ESOP 2016). The aggregate number of Equity Shares, which may be issued under ESOP 2016, shall not exceed 50,00,000 Equity Shares. The ESOP plan 2016 is compliant with the SEBI Regulations and the Companies Act, 2013.

The details of the ESOP Plan 2016 as on March 31, 2020 are given below:

ESOP Plan	2016
Options granted Options vested Options exercised	26,26,415 21,44,343 5,45,345
Total number of shares arising as a result of exercise of option	5,45,345
Options lapsed Exercise price	2,07,387 Weighted average exercise price of options granted - ₹ 86.29/-
Variation of terms of options	Pursuant to a resolution of the Board of Directors dated September 23, 2016 and a resolution of the Shareholders dated November 19, 2016, the exercise period under ESOP 2016 was amended in order to ensure compliance with the SEBI Regulations. Further, amendments were made to the definitions of 'employee', 'promoter', 'promoter group' and 'independent director' to ensure compliance with the SEBI ESOP Regulations and the Act.
Money realized by exercise of options Total number of options in force Employee wise details of options granted to: (i) Key managerial personnel (ii) Any other employee who receives a grant of options amounting to 5% or more of options granted during the year.	₹ 4.70 crore
	18,73,683 No options were granted to the KMP's during the year
	Nil
(iii) Identified employees who were granted option equal to or exceeding 1% of the issued capital of the Company at the time of grant.	Nil

4. Tejas Restricted Stock Unit Plan – 2017 ("RSU 2017")

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The Company pursuant to resolutions passed by the Board and the Shareholders, dated August 02, 2017 and September 27, 2017, respectively has adopted RSU 2017. The Plan provides alternatives to grant stock units incentives such as RSU's and subject to applicable laws and conditions for exercise, the Eligible Employees shall be entitled to receive equity shares on exercise of such RSU's. The total number of RSU's to be granted to the Eligible Employees under RSU 2017 shall not exceed 30,00,000 (Thirty Lakhs). The RSU 2017 is compliant with the SEBI Regulations and the Act.

The details of the RSU 2017 as on March 31, 2020 are given below:

RSU 2017		
RSU granted	19,51,340	
RSU vested	3,13,700	
RSU exercised	1,10,792	
Total number of shares arising as a result of exercise of RSU	1,10,792	
RSU lapsed*	1,56,047	
Exercise price	10.00	
Variation of terms of RSU	Nil	
Money realized by exercise of RSU	₹ 0.11 crore	
Total number of units in force	16,84,501	
Employee-wise detail of RSU's granted to: (i) Key managerial personnel	Sanjay Nayak75,000Arnob Roy53,000Venkatesh Gadiyar32,000N R Ravikrishnan10,000	
 (ii) Any other employee who receives a grant of RSU amounting to 5% or more of RSU granted during the year. 	Sanjay Nayak 5.45%	
 (iii) Identified employees who were granted RSU equal to or exceeding 1% of the issued capital of the Company at the time of grant. 	Nil	

Note: The Company does not intend to grant further ESOPs to employees as it had formulated the Restricted Stock Unit Plan.

RSU vesting is based on company and individual performance.

*a. RSU's lapsed indicate units which did not vest due to individual/ Company performance.

b. RSU lapsed can be re-issued and will form part of RSU pool to be granted