Thomas Cook (India) Ltd.
Thomas Cook Building, Dr. D. N. Road,
Fort, Mumbai - 400001
Board: +91-22-6160 3333
CIN: L63040MH1978PLC020717
A FAIRFAX Company

Thomas Cook Travel Smooth thomascook.in

21st May, 2019

The Manager,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Scrip Code: 500413

Fax No.: 2272 2037/39/41/61

The Manager,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1
G Block, Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip Code: THOMASCOOK

Fax No.: 2659 8237/38

Dear Sir,

Sub: Allotment of Equity Shares under Thomas Cook Employees Stock Option Plan 2007 and Sterling Holiday Resorts (India) Limited Employee Stock Option Scheme 2012

Ref: Submission of information pursuant to Regulation 30 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

With reference to the above subject, please note that the Nomination and Remuneration Committee of the Board of Directors, vide Resolution dated 20th May, 2019 allotted **2000** Equity Shares under the Thomas Cook Employees Stock Option Plan 2007 (ESOP 2007). We herein enclose the details as necessitated vide SEBI Circular CIR/CFD/CMD/4/2015 dated 9th September, 2015 as '**Annexure A**' and '**Annexure B**' for ESOP 2007.

This is for your information and record.

Thanking you,

Yours faithfully,
For **Thomas Cook (India) Limited**

AMIT JYOTINDRA PAREKH
Digitally signed by AMIT JYOTINDRA PAREKH
Date: 2019.05.21 13:16:33 +05'30'

Amit J. Parekh
Company Secretary & Compliance Officer
ACS: 13648
Marathon Future X, 11th Floor, N.M. Joshi Marg, Lower Parel, Mumbai 400 013

Encl.: a/a

Thomas Cook (India) Ltd.
Thomas Cook Building, Dr. D. N. Road,
Fort, Mumbai - 400001
Board: +91-22-6160 3333
CIN: L63040MH1978PLC020717
A FAIRFAX Company

Thomas Cook Travel Smooth thomascook.in

Annexure A

Disclosures about Options to purchase securities [including any Share Based Employee Benefit (SBEB) Scheme] at the time of instituting the scheme and vesting or exercise of options

Sr. No.	Disclosures	Particulars
a)	brief details of options granted	The present instance is an allotment of shares upon exercise of 2000 options. The brief terms of the scheme for which the present allotment is being made is attached herewith as **Annexure B**.
b)	whether the scheme is in terms of SEBI (SBEB) Regulations, 2014 (if applicable)	Yes
c)	total number of shares covered by these options	The total number of shares covered by these options in this instance is 2000
d)	pricing formula	Since one lot of the options were granted on 25th August, 2015, the closing prices of 24th August, 2015 on the BSE Limited (BSE) and the National Stock Exchange (NSE) were considered for calculating the exercise price. The closing market price of the Company (TCIL) on BSE on 24th August, 2015 was Rs. 185.25 with a turnover of 94848 shares, while The closing market price of TCIL on NSE on 24th August, 2015 was Rs. 184.35 with a turnover of 393300 shares. Since the trading volume on NSE was more on that day, closing price of NSE was considered. Further, 90% of the closing Market Price = [90% of (184.35)] = 165.92. Hence, the Exercise Price would be Rs. 165.92 per share of Re. 1/- each.
e)	options vested	In the case of mentioned grant, 407303 options have vested.
f)	time within which options may be exercised	10 years from the Grant Date within which the Vested options can be exercised
g)	options exercised	a) **2000** options at exercise price of Rs. 165.92 Total **2000** vested options Exercised, mentioned in Sr. No. (c)
h)	money realized by exercise of options	Total Amount of Rs.331840.00 realized by exercise of options mentioned in Sr. No. (c)
i)	the total number of shares arising as a result of exercise of option	Total 2000Equity Shares of Face Value Re. 1/- each
j)	options lapsed	N.A.
k)	variation of terms of options	N.A.
l)	brief details of significant terms	The brief terms of the scheme for which the present allotment is being made is attached herewith as **Annexure B.**
m)	subsequent changes or	N.A.

Thomas Cook (India) Ltd.
Thomas Cook Building, Dr. D. N. Road,
Fort, Mumbai - 400001
Board: +91-22-6160 3333
CIN: L63040MH1978PLC020717
A FAIRFAX Company

	cancellation or exercise of such options	
n)	diluted earnings per share pursuant to issue of equity shares on exercise of options	N.A.

Thomas Cook (India) Ltd.
Thomas Cook Building, Dr. D. N. Road,
Fort, Mumbai - 400001
Board: +91-22-6160 3333
CIN: L63040MH1978PLC020717
A FAIRFAX Company

Thomas Cook Travel Smooth thomascook.in

Annexure B
Brief terms of the Thomas Cook Employees Stock Option Plan 2007

Purpose of the Plan:
The purpose of the ESOP 2007 is to motivate talent in the organisation with the view to achieve long term business goals, to retain key talent in the organisation, to foster ownership and financial motivation.

Vesting of Options: Subject to the provisions of the Plan and the SEBI ESOP Guidelines, the options granted under the Plan shall vest in accordance with the following schedule:

i) 1/3rd of the total options granted shall vest on the first anniversary of the grant date;
ii) further 1/3rd of the total options granted shall vest on the second anniversary of the grant date;
iii) balance 1/3rd of the total options granted shall vest on the third anniversary of the grant date;

Grant date means the date on which the Options are granted to an employee by the Company/ Committee under the Plan.

Exercise Price: Pursuant to the approval of the shareholders of the variation in the ESOP 2007 Scheme, the exercise price of the vested option shall be higher of 90% of the Market price as defined under the SEBI Guidelines (i.e. the latest available closing price, prior to the date when the Options are granted on that Stock Exchange where there is highest trading volume on the said date) or the face value of the Share. The Exercise price shall be paid to the Company in cash upon exercise of the vested options.

Exercise Period and process of Exercise: Subject to the terms of the Plan and the SEBI ESOP Guidelines, the option holder will have a period of 10 years from the date on which the Options are granted, within which the vested options can be exercised.

Maximum number of Options in aggregate and per employee: Subject to making adjustments for any bonus issue, rights issue, consolidation, subdivision or reduction of the share capital of the Company, the maximum number of shares that may be issued pursuant to exercise of Options granted to all employees under this Plan shall not exceed 10,800,000 (One Crore Eight Lakh) Shares of Re. 1/- each of the Company. The Company reserves the right to increase or reduce such number of Shares as it deems fit. The maximum number of shares that may be issued pursuant to exercise of Options to each employee shall not exceed 2,000,000 (Twenty Lakh) Shares of Re. 1/- each.