

## Notes to consolidated financial statements for the year ended March 31, 2018

### 35. Net employee defined benefit liabilities (Contd.)

c) Changes in the present value of the defined benefit obligation representing reconciliation of opening and closing balance thereof are as follows:

INR Crores

	Gratuity	
	March 31, 2018	March 31, 2017
Opening defined benefit obligation	63	56
Interest cost	5	3
Current service cost	9	11
Benefits paid	(4)	(5)
Actuarial changes arising from changes in financial assumption	(3)	(2)
Past service cost	0	-
Exchange difference	3	(0)
Closing defined benefit obligation	73	63

d) Changes in the fair value of plan assets are as follows:

INR Crores

	Gratuity	
	March 31, 2018	March 31, 2017
Opening fair value of plan assets	28	25
Return on plan assets	2	2
Actuarial changes arising from changes in financial assumption	(1)	1
Closing fair value of plan assets	29	28

INR Crores

	Gratuity	
	March 31, 2018	March 31, 2017
e) Expected contribution to defined benefit plan for the year 2018-19	23	17
	23	17

INR Crores

f) The major categories of plan assets as a percentage of the fair value of total plan assets are as follows:

	Gratuity	
	March 31, 2018	March 31, 2017
	%	%
Investments with insurer under:		
Funds managed by insurer	100	100

INR Crores

g) The principal actuarial assumptions at the Balance Sheet date.

	March 31, 2018	March 31, 2017
Discount rate	2.80%-7.70%	2.75 - 7.29%
Return on plan assets	2.80%-7.70%	6.85 - 7.29%
Mortality Rate	Indian Assured Lives Mortality (2006-08) Ult. and Indonesia - III (2011)	Indian Assured Lives Mortality (2006-08) Ult. and Indonesia - III (2011)
Annual increase in salary costs	7%	8%
Attrition rate	8%	8%