

<b>Remeasurement (gains) / losses in other comprehensive income:</b>			
Return on plan assets (excluding amounts included in net interest expense)	-	2.76	(2.76)
Actuarial changes arising from changes in financial assumptions	5.29	-	5.29
Actuarial changes arising from changes in experience adjustments	5.54	-	5.54
<b>Total amount recognised in other comprehensive income</b>	<b>10.83</b>	<b>2.76</b>	<b>8.07</b>
Contributions by employer	-	-	-
Benefits paid	(5.46)	(1.56)	(3.90)
<b>As at December 31, 2020</b>	<b>84.42</b>	<b>71.26</b>	<b>13.16</b>

All amount in Indian Rupees in crores, except as stated otherwise

	December 31, 2020	December 31, 2019
<b>ii Amount recognized in balance sheet</b>		
Present value of funded obligations	84.42	69.35
Fair value of plan assets	71.26	65.59
<b>Net funded obligation</b>	<b>(13.16)</b>	<b>(3.76)</b>
<b>Net defined benefit liability recognised in balance sheet</b>	<b>(13.16)</b>	<b>(3.76)</b>
<b>iii Expense recognised in profit or loss (refer note 26)</b>	<b>5.12</b>	<b>3.54</b>
Current service cost	0.11	1.16
Interest cost	<b>5.23</b>	<b>4.70</b>
<b>iv Remeasurements recognised in other comprehensive income</b>		
Actuarial loss on defined benefit obligation	10.83	3.46
Return on plan assets excluding interest income	(2.76)	(4.13)
	<b>8.07</b>	<b>(0.67)</b>
<b>v The major categories of plan assets of the fair value of the total plan assets are as follows:</b>		
<b>Investments quoted in active markets</b>		
Government of India Securities (Central and State)	4.86%	8.28%
High quality corporate bonds (including public sector bonds)	3.85%	6.45%
Cash	5.97%	17.49%
Scheme of insurance - conventional products	85.32%	67.78%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>
<b>vi The principal assumptions used in determining gratuity obligations are shown below:</b>		
Discount rate	6.00%	6.90%
Future salary increases	7.75%	7.75%
Employee turnover	Age 20-24 - 12%	Age 20-24 - 12%
	Age 25-34 - 9%	Age 25-34 - 9%
	Age 35-44 - 7%	Age 35-44 - 7%
	Age 45-54 - 4%	Age 45-54 - 4%
	Thereafter 2%	Thereafter 2%
Mortality rate	Mortality (2006-08) Ult.	Mortality (2006-08) Ult.
<b>vii The following payments are expected contributions to the defined benefit plan in future years</b>		
Within the next 12 months (next annual reporting period)	13.16	3.76
Between 2 and 5 years	26.27	31.08
Beyond 5 years	65.75	45.07
<b>Total expected payments</b>	<b>105.18</b>	<b>79.91</b>
The average duration of the defined benefit plan obligation at the end of the reporting period is 8 years (December 31, 2019: 10 years)		

All amount in Indian Rupees in crores, except as stated otherwise

	As at December 31, 2020		As at December 31, 2019	
	Discount rate	Future salary increases	Discount rate	Future salary increases
<b>viii A quantitative sensitivity analysis for significant assumption is as hown below:</b>				
Assumptions				
Sensitivity analysis				
1 percent increase	(6.35)	7.13	(5.08)	5.73
1 percent decrease	7.33	(6.31)	5.83	(5.09)
<b>Impact on defined benefit obligation</b>				

The sensitivity analyses above have been determined based on a method that extrapolates the impact on defined benefit obligation as a result of reasonable changes in key assumptions occurring at the end of the reporting period. The sensitivity analyses are based on a change in a significant assumption, keeping all other assumptions constant. The sensitivity analyses may not be representative of an actual change in the defined benefit obligation as it is unlikely that changes in assumptions would occur in isolation from one another.