

Salary Growth Rate and Discount Rate Assumption of NSE 50 Companies

The following table depicts the Salary Growth Rate and Discount Rate assumptions adopted by the companies in different sectors in the NSE50 Index over the past two years:

| S. No | Company Name | Industry | FY 2015-16 | | FY 2016-17 | |
|-------|--|--------------------------|---|-------|---|-------|
| | | | SGR | DR | SGR | DR |
| 1 | Adani Ports and Special Economic Zone Ltd. | SERVICES | 9.00% | 7.90% | 7.00% | 7.60% |
| 2 | Ambuja Cements Ltd. | CEMENT & CEMENT PRODUCTS | 7.00% | 7.05% | N/A | N/A |
| 3 | Asian Paints Ltd. | CONSUMER GOODS | All Grades For first 2 years:11% for the next 3 years:10% thereafter:8% | 7.87% | All Grades For first years:11% for the next 3 years:10% thereafter:8% | 7.31% |
| 4 | Aurobindo Pharma Ltd. | PHARMA | 10% for for 2 years and 7% thereafter | 7.95% | 10% for for 2 years and 7% thereafter | 7.40% |
| 5 | Axis Bank Ltd. | FINANCIAL SERVICES | 7.00% | 7.95% | 7.00% | 7.40% |
| 6 | Bajaj Auto Ltd. | AUTOMOBILE | 10.00% | 7.95% | 10.00% | 7.35% |
| 7 | Bajaj Finance Ltd. | FINANCIAL SERVICES | 10.00% | 7.95% | 10.00% | 7.35% |
| 8 | Bharat Petroleum Corporation Ltd. | ENERGY | 8.00% | 7.99% | 8.00% | 7.26% |
| 9 | Bharti Airtel Ltd. | TELECOM | 10.00% | 8.00% | 10.00% | 7.40% |
| 10 | Bharti Infratel Ltd. | TELECOM | 10.00% | 8.00% | 10.00% | 7.40% |
| 11 | Bosch Ltd. | AUTOMOBILE | 10.70% | 7.55% | 10.60% | 7.30% |
| 12 | Cipla Ltd. | PHARMA | 5.00% | 8.07% | 5.00% | 7.64% |
| 13 | Coal India Ltd. | METALS | 6.25% | 8.00% | 9.00% for Executives and 6.50% for Non-Executives | 7.25% |
| 14 | Dr. Reddy's Laboratories Ltd. | PHARMA | 10% for first two years and 9% thereafter | 7.80% | 7% for first years and 9% thereafter | 7.20% |
| 15 | Eicher Motors Ltd. | AUTOMOBILE | 7.00% | 7.50% | 7.00% | 7.50% |
| 16 | GAIL (India) Ltd. | ENERGY | 12.00% | 7.80% | 10.00% | 7.28% |
| 17 | HCL Technologies Ltd. | IT | 7.00% | 7.85% | 7.00% | 6.90% |
| 18 | HDFC Bank Ltd. | FINANCIAL SERVICES | 8.00% | 7.50% | 8.00% | 7.10% |
| 19 | Hero MotoCorp Ltd. | AUTOMOBILE | 6% for first four years and 5% thereafter | 7.90% | 6% for first two years and 5% thereafter | 7.20% |
| 20 | Hindalco Industries Ltd. | METALS | 8.00% | 7.50% | 7.00% | 7.00% |
| 21 | Hindustan Petroleum Corporation Ltd. | ENERGY | 7.00% | 7.99% | 7.00% | 7.26% |
| 22 | Hindustan Unilever Ltd. | CONSUMER GOODS | Management : 1st 5 Years : 7% After 5 years : 5% Non-Management : 8% | 7.80% | Management : 1st 5 Years : 7% After 5 years : 5% Non-Management : 8% | 7.00% |

| | | | | | | |
|----|--|-----------------------------|---------|-----------------|------------------------------|-----------------------|
| 23 | Housing Development Finance Corporation Ltd. | FINANCIAL SERVICES | 6.00% | 7.86% | 6.00% | 7.27% |
| 24 | I T C Ltd. | CONSUMER GOODS | N/A | 7.50% | N/A | 6.75% |
| 25 | ICICI Bank Ltd. | FINANCIAL SERVICES | 7.00% | 7.85% | 7.00% | 6.75% |
| 26 | Indiabulls Housing Finance Ltd. | FINANCIAL SERVICES | 6.00% | 8.00% | 6.00% | 7.35% |
| 27 | Indian Oil Corporation Ltd. | ENERGY | 8.00% | 7.96% | 8.00% | 7.29% |
| 28 | Indusind Bank Ltd. | FINANCIAL SERVICES | 5.00% | 7.50% | 5.00% | 7.00% |
| 29 | Infosys Ltd. | IT | 8.00% | 7.80% | 8.00% | 6.90% |
| 30 | Kotak Mahindra Bank Ltd. | FINANCIAL SERVICES | 8.50% | 7.85-7.95% | 7.00% | 7.18% - 7.22% p.a. |
| 31 | Larsen & Toubro Ltd. | CONSTRUCTION | 5.00% | 7.79% | 5.00% | 7.19% |
| 32 | Lupin Ltd. | PHARMA | 6.00% | 7.50% | 9% for first & 6% thereafter | 7.40% |
| 33 | Mahindra & Mahindra Ltd. | AUTOMOBILE | N/A | 7.85% | N/A | 7.60% |
| 34 | Maruti Suzuki India Ltd. | AUTOMOBILE | 7.00% | 8.00% | 7.00% | 7.60% |
| 35 | NTPC Ltd. | ENERGY | 6.00% | 8.00% | 6.00% | 7.50% |
| 36 | Oil & Natural Gas Corporation Ltd. | ENERGY | 5.50% | 8.00% | 6.50% | 7.31% |
| 37 | Power Grid Corporation of India Ltd. | ENERGY | 6.50% | 8.00% | 6.50% | 7.50% |
| 38 | Reliance Industries Ltd. | ENERGY | 6.00% | 8.00% | 6.00% | 8.00% |
| 39 | State Bank of India | FINANCIAL SERVICES | 5.00% | 7.86% | 5.00% | 7.27% |
| 40 | Sun Pharmaceutical Industries Ltd. | PHARMA | 10.00% | 7.54%- 7.56% | 14.50% | 6.81% |
| 41 | Tata Consultancy Services Ltd. | IT | 6.00% | 7.75% | 6.00% | 7.25% |
| 42 | Tata Motors Ltd. | AUTOMOBILE | N/A | 6.75-8% | N/A | 6.75%-7.50% |
| 43 | Tata Steel Ltd. | METALS | 7.5-10% | 7.75% | 7.5-10% | 7.00% |
| 44 | Tech Mahindra Ltd. | IT | 8.00% | 7.60% | 8.00% | 7.50% |
| 45 | UPL Ltd. | FERTILISERS & PESTICIDES | N/A | 7.90%- 8.06% | N/A | 6.85%-7.29% |
| 46 | UltraTech Cement Ltd. | CEMENT & CEMENT PRODUCTS | 8.00% | 8.15% | 8.00% | 7.50% |
| 47 | Vedanta Ltd. | METALS | 5.50-7% | 8.00% | 5.5%- 10% | 7.60% |
| 48 | Wipro Ltd. | IT | 8.00% | 7.75% | 8.00% | 6.90% |
| 49 | Yes Bank Ltd. | FINANCIAL SERVICES | 12.00% | 7.58% | 12.00% | 6.88% |
| 50 | Zee Entertainment Enterprises Ltd. | MEDIA & ENTERTAINMENT | 9.50% | 8.05% | 9.50% | 7.25% |

Source: We performed an intensive data collation activity by visiting official websites of various NSE 50 Companies and collected data out of their annual reports.