

EMPLOYEES STOCK OPTION PLAN

The disclosure as mandated under Rule 12(9) of the Companies (Share Capital and Debentures) Rules, 2014 and under SEBI (Share based Employee benefits and sweat equity) Regulations, 2021 for the ESOP Schemes namely ESOP Scheme 2008 and Management ESOP scheme 2018 are as follows. The number of options and exercise price per option has been adjusted proportionately to reflect the sub-division:

ESOP Scheme 2008

Sr. No.	Particulars	Details
1	Options granted	33,35,000
2	Options vested (including options that have been exercised)	68,79,180
3	Options exercised	66,38,673
4	The total number of equity shares of face value of Rs.1 each arising as a result of exercise	66,38,673
5	Options forfeited/lapsed/canceled	18,37,500
6	The exercise price per equity share of face value of Rs.1 each	8.30/10.40/11.60/12.00/28.40/188.90
7	Variation of terms of options	Yes
8	Money realized by exercise of options	5,19,95,028
9	total number of options in force;	11,43,010
10	No. of options outstanding at the beginning of the year	15,44,500
11	No. of options granted during the year	NA
12	No. of options vested during the year	2,81,500
13	No. of options exercised during the year	2,96,490
14	No. of shares arising as a result of exercise of options	2,96,490
15	No. of options outstanding at the end of the year	11,43,010
16	No. of options exercisable at the end of the year	2,40,510
17	Vesting requirements	Time and performance
18	Maximum term of options granted	5
19	Source of Shares	issue of fresh shares
20	Method of accounting	-
21	Diluted EPS on issue of shares pursuant to all the schemes	-
22	Date of shareholders approval	11 September 2008
23	Weighted average exercise price and weighted average fair value of options	-
24	The method and significant assumptions used during the year to estimate the fair value of options:	-
25	Disclosures in respect of grants made in three years prior to IPO under each ESOS	-

ESOP Scheme 2018

Sr. No.	Particulars	Details
1	Options granted	1,23,05,000
2	Options vested (including options that have been exercised)	60,61,420
3	Options exercised	45,59,272
4	The total number of equity shares of face value of Rs.1 each arising as a result of exercise	45,59,272
5	Options forfeited/lapsed/canceled	55,56,080
6	The exercise price per equity share of face value of Rs.1 each	23.30/127.30
7	Variation of terms of options	Yes
8	Money realized by exercise of options	19,99,29,898
9	total number of options in force;	21,89,650



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10	No. of options outstanding at the beginning of the year	60,83,000
11	No. of options granted during the year	2,05,000
12	No. of options vested during the year	33,52,520
13	No. of options exercised during the year	30,68,350
14	No. of shares arising as a result of exercise of options	30,68,350
15	No. of options outstanding at the end of the year	21,89,650
16	No. of options exercisable at the end of the year	14,22,170
17	Vesting requirements	Time and performance
18	Maximum term of options granted	5
19	Source of Shares	issue of fresh shares
20	Method of accounting	-
21	Diluted EPS on issue of shares pursuant to all the schemes	-
22	Date of shareholders approval	25 July 2018
23	Weighted average exercise price and weighted average fair value of options	-
24	The method and significant assumptions used during the year to estimate the fair value of options:	-
25	Disclosures in respect of grants made in three years prior to IPO under each ESOS	-

Employee-wise details of options granted during FY 2025-26 - NIL

	Name	Designation	No. of Options Granted	Exercise Price
i. Key Managerial Personnel	NIL			
ii. Any other employee who receives a grant of options in any one year of option amounting to five percent or more of options granted during that year	NIL			
iii. Identified employees who were granted option, during any one year, equal to or exceeding one percent of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant	NIL			