

DETAILS OF THE EMPLOYEES' STOCK OPTION SCHEME AS REQUIRED UNDER THE APPLICABLE SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021

1.	Any material changes in the scheme	:	None
2.	Whether the scheme is in compliance with the regulations.	:	Yes
3.	Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time.	:	The relevant disclosures in terms of the Ind AS 102 relating to share based payment, forms part of note 31 of the notes to the standalone financial statements and note 45 of the notes to the consolidated financial statements of the Company.
4.	Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of options calculated in accordance with Indian Accounting Standard (Ind AS) - 33 'Earnings Per Share' issued by the Institute of Chartered Accountants of India or any other relevant accounting standards as prescribed from time to time.	:	Standalone – ₹ 5.63 Consolidated – ₹ 8.58
5.	Date of Shareholders' approval	:	September 6, 2007 and July 25, 2008
6.	Total number of options approved under the scheme	:	3,75,00,000 Equity Shares (post sub-division and issue of bonus shares)
7.	Vesting requirements	:	Vesting Period shall not be less than one year from the date of grant and shall not exceed 6 years from the date of grant. Subject to the above, the Nomination and Remuneration Committee (the "Committee") shall have the right to determine the Vesting Period from time to time.
8.	Exercise price or Pricing formula	:	As determined by the Committee of the Board.
9.	Maximum term of options granted	:	The Options vested in the Employees can be exercised by them within 7 years from the date(s) of Grant or within such time as may be prescribed by the Committee after the necessary approval of Members of the Company, if any required.
10.	Source of shares (primary, secondary or combination)	:	Primary/ fresh issue
11.	Variation of terms of options	:	None
12.	Method used to account for stock options	:	Fair Value Method
13.	Options granted during the financial year 2024-25	:	12,90,000
14.	Where the Company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the Company shall also be disclosed.	:	Not Applicable as the Company has opted the Fair Value Method

15.	Option movement during financial year 2024-25																																									
	a) Number of options outstanding at the beginning of the year	15,80,027																																								
	b) Number of options granted during the year	12,90,000																																								
	c) Options lapsed during the year	82,500																																								
	d) Options vested during the year	2,32,023																																								
	e) Options exercised during the year	2,50,359																																								
	f) Number of shares arising as a result of exercise of options during the year	2,50,359																																								
	g) Money realised from the employees by exercise of options during the year	₹ 14,95,886*																																								
	h) Loan repaid by the Trust during the year from exercise price received	Not Applicable																																								
	i) Number of options outstanding at the end of the year	25,37,168																																								
	j) Number of options exercisable at the end of the year	4,90,008																																								
16.	Weighted-average exercise prices and weighted average fair values of options for options whose exercise price is either equals to or exceeds or is less than the market price of the stock options.	: Weighted-average exercise price: ₹ 1 Weighted average value of options granted during the year: Tranche 1 (Vesting schedule Stage 1): ₹ 74.01 Tranche 2 (Vesting schedule Stage 2): ₹ 72.23 Tranche 3 (Vesting schedule Stage 3): ₹ 70.48 Tranche 4 (Vesting schedule Stage 4): ₹ 69.20																																								
17.	Employee wise details of options granted to:																																									
	(i) senior managerial personnel;	10,30,000																																								
	(ii) any other employee who received a grant in any one year of option amounting to 5% or more options granted during that year;	2 Employees received a grant in one year amounting to 5% or more of total options granted i.e. 12,90,000																																								
	(iii) identified employees who were granted options, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant.	None																																								
18.	A description of the method and significant assumptions used during the year to estimate the fair values of options, including the following information:																																									
		<table><tr><th colspan="5">Black and Scholes Model</th></tr><tr><th colspan="5">Series 19</th></tr><tr><th></th><th>T^1</th><th>T^2</th><th>T^3</th><th>T^4</th></tr><tr><td>i. Risk-free interest rate (in %)</td><td>7.23</td><td>7.25</td><td>7.25</td><td>7.27</td></tr><tr><td>ii. Life of options (in years)</td><td>2.75</td><td>3.75</td><td>4.75</td><td>5.50</td></tr><tr><td>iii. Expected volatility</td><td>0.3812</td><td>0.3806</td><td>0.4311</td><td>0.4208</td></tr><tr><td>iv. Expected dividend yield (in %)</td><td>2.50</td><td>2.50</td><td>2.50</td><td>2.50</td></tr><tr><td>v. The price of the underlying share in market at the time of Option grant (in ₹)</td><td colspan="4">80.15</td></tr></table>	Black and Scholes Model					Series 19						T^1	T^2	T^3	T^4	i. Risk-free interest rate (in %)	7.23	7.25	7.25	7.27	ii. Life of options (in years)	2.75	3.75	4.75	5.50	iii. Expected volatility	0.3812	0.3806	0.4311	0.4208	iv. Expected dividend yield (in %)	2.50	2.50	2.50	2.50	v. The price of the underlying share in market at the time of Option grant (in ₹)	80.15			
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	^Symbol T denotes the word Tranche																																									

* In addition to ₹ 14,95,886 received from Eligible Employees, an aggregate amount of ₹ 76,77,998 being the fair value of options has been reimbursed by such subsidiary company(ies) with which the Eligible Employees are/were employed/associated. As regards, to the exercise of options by the Eligible Employees (whether existing or former) of the Company, an aggregate amount of ₹ 4,28,11,196 being the fair value of options, has been charged to the statement of profit and loss of the Company.