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**Disclosure pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021**

**A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time.**

Refer Note No. 2.12(c) and 24.8 of Standalone and Consolidated Financial Statements of the Company for the Financial Year 2021-22.

**B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.**

Diluted EPS for the Consolidated Financial Statements for the Financial Year ended March 31, 2022 is INR 49.53 and for Standalone Financial Statements for the Financial Year ended March 31, 2022 is INR 48.67

**C. Details related to ESOP Schemes of the Company**

i. Description of ESOP Scheme that existed any time during the year:

Particulars	ESOP 2016	ESOP 2018	RSU 2020
Date of approval of shareholders	April 22, 2016	July 27, 2018	January 22, 2021
Total number of options/Units approved by the shareholders	41,88,459	24,13,000	5,00,000
Vesting requirements	Vesting takes place on staggered basis over a maximum period of five years.	Vesting takes place on staggered basis over a maximum period of five years.	Vesting takes place on staggered basis over a maximum period of five years.
Exercise Price or pricing formula	Fair Market Value	Fair Market Value	INR 10 per equity share
Maximum term of options granted	Three years from the date of the vesting of respective options	Three years from the date of the vesting of respective options	One year from the date of the vesting of respective units
Sources of shares (primary, secondary or combination)	Primary	Primary	Primary
Variation in terms of options	Nil	Nil	Nil

ii. **Method used to account for ESOS - Intrinsic or fair value:** Fair Value Method

iii. **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

iv. Option movement during the year (For each ESOS):

Particulars	Details		
	ESOP 2016	ESOP 2018	RSU 2020
Number of options outstanding at the beginning of the period	14,27,013	13,48,325	2,63,586
Number of options granted during the year		2,72,000	
Number of options forfeited / lapsed during the year	2,78,199	4,78,360	1,07,015
Number of options vested during the year	1,21,871	3,66,740	14,419
Number of options exercised during the year	3,27,932	2,500	-
Number of shares arising as a result of exercise of options	3,27,932	2,500	
Money realized by exercise of options (INR), if scheme is implemented directly by the company	11,08,41,016	6,52,875	-
Loan repaid by the Trust during the year from exercise price received	-	-	-
Number of options outstanding at the end of the year	5,02,873	674,509	1,42,367
Number of options exercisable at the end of the year	3,18,009	464,956	14,204

v. Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock

	ESOP 2016	ESOP 2018				RSU 2020
		July 26, 2021	October 08, 2021	October 28, 2021	December 10, 2021	
Grant Date	-	July 26, 2021	October 08, 2021	October 28, 2021	December 10, 2021	-
No of options granted		1,00,000	22,000	75,000	75,000	
Weighted average exercise price per option (In INR)		690.35	644.70	507.20	588.10	

vi. **Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to:**

Senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015	No options have been granted to any senior Managerial personnel during the year
Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year;	None
Identified employees who were granted option, 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

vii. **A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:**

Details are given in Note 24.8 of Standalone and Consolidated Financial Statements for the Financial Year ended March 31, 2022.

**Disclosures in respect of grants made in three years prior to IPO under each ESOS**

Until all options granted in the three years prior to the IPO have been exercised or have lapsed, disclosures of the information specified above in respect of such options shall also be made.

Disclosed Above.

- D. **Details related to ESPS:** Not Applicable
- E. **Details related to SAR:** Not Applicable
- F. **Details related to GEBS/RBS:** Not Applicable
- G. **Details related to Trust:** Not Applicable