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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 2022-23.

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, 2023 is INR 61.95 and for Standalone Financial Statements for the Financial Year ended March 31, 2023 is INR 62.56.

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 21, 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 six years.	Vesting takes place on staggered basis over a maximum period of four years.
Exercise Price or pricing formula	Exercise price of each ESOP will be the Fair Market Value of each share on the date of the ESOP grant as approved by the Nomination and Remuneration Committee which shall be the closing price of share of the Company on the stock exchange where there is highest trading volume, on the day immediately prior to the date of grant.	Exercise price of each ESOP will be the Fair Market Value of each share on the date of the ESOP grant as approved by the Nomination and Remuneration Committee which shall be the closing price of share of the Company on the stock exchange where there is highest trading volume, on the day immediately prior to the date of grant.	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	5,02,872	6,74,509	1,42,367
Number of options granted during the year	575,000	9,03,559	25,000
Number of options forfeited / lapsed during the year	495,245	4,93,859	39,477
Number of options vested during the year	1,17,872	2,05,194	23,194
Number of options exercised during the year	2,44,572	-	12,691
Number of shares arising as a result of exercise of options	2,44,572	-	12,691
Money realized by exercise of options (INR), if scheme is implemented directly by the company	6,99,85,086	-	1,26,910
Loan repaid by the Trust during the year from exercise price received	-	-	-
Number of options outstanding at the end of the year	575,000	11,15,790	1,06,209
Number of options exercisable at the end of the year	81,064	4,33,375	23,194

- 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
Grant Date	October 21, 2022	June 09, 2022	August 08, 2022	October 27, 2022	April 26, 2022
No of options granted	575,000	25,000	678,559	2,00,000	25,000
Weighted average exercise price per option (In INR)	444.05	345.20	345.30	431.20	10.00

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:		
	Name & Designation	Options/RSUs Granted	Exercise Price
	Mr. Girish Kousgi, Managing Director & CEO	5,75,000	444.05
	Mr. Vinay Gupta, Chief Financial Officer	2,00,000	431.20
	Mr. Sanjay Jain, Company Secretary	5,000	345.30
	Mr. Anubhav Rajput, Chief Information Officer	25,000 (RSUs)	10/-
	Mr. Jatul Anand, Chief Credit & Collections Officer	60,000	345.30
	Mr. Anshul Dalela, Head Operations & Customers Service	28,000	345.30
	Ms. Valli Sekar, Chief Sales & Collections Officer - Affordable	25,000	345.20
	Mr. Anujai Saxena, chief Business Transformation Officer	60,000	345.30
	Mr. Ajay Mohanty, Head Internal Audit	12,215	345.30
	Mr. Rajesh Kumar Banerjee, Chief Sales Officer – Retail Liabilities	30,000	345.30
	Mr. Neeraj Manchanda, Chief Risk Officer	25,000	345.30
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		

vi. 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, 2023.

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