DISCLOSURES PURSUANT TO PART F OF SCHEDULE I, READ WITH REGULATION 14 OF SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 ON EMPLOYEE STOCK OPTION SCHEMES

Sl. No.	Particulars	ESOS 2008	ESOS 2009 - Plan A	ESOS 2009 - Plan B	ESOS 2013	ESOS 2014	ESOS 2022	Weighted Avg. Exercise prices (Rs.)
A	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 Annexure II of the Board's Report & Note No.15.5 of Standaone Finanancial Statement						
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 financial year 2025-2026 as per Ind AS 33 Rs.11.15/-						
C	Details related to ESOS							
(i)	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including -							
	(a) Date of shareholders' approval	September 18, 2008	August 5, 2009	August 5, 2009	July 29, 2013	September 12, 2014	August 10, 2022	
	(b) Total number of options approved under ESOS	12,00,000	5,00,000	7,50,000	10,00,000	10,00,000	15,00,000	
	(c) Vesting requirements	The options granted have a vesting period of 1-4 years.	The options granted have a vesting period of 1-3 years and an exercise period of 10 years from the date of vesting of the final lot. The options other than those vested in the first lot shall vest on a quarterly basis. The options under the first lot shall vest at the end of one year from the date of grant.					
	(d) Exercise price or pricing formula	Refer Note : 1						
	(e) Maximum term of options granted	The options can be exercised within a maximum period of 10 years from the date of the vesting of the final lot. The options other than those vested in the first lot(after one year) shall vest on a Quarterly basis.						
	(f) Source of shares (primary, secondary or combination)	Primary						
	(g) Variation in terms of options	Nil						
(ii)	Method used to account for ESOS - Intrinsic or fair value.	Fair Value, using Black Scholes Merton model						
(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						

Sl. No.	Particulars	ESOS 2008	ESOS 2009 - Plan A	ESOS 2009 - Plan B	ESOS 2013	ESOS 2014	ESOS 2022	Weighted Avg. Exercise prices (Rs.)
	Option movement during the year (For each ESOS Scheme):							
	Number of options outstanding at the beginning of the period	11,971	60,190	19,218	3,22,845	4,57,023	7,18,172	141.43
	Number of options granted during the year	-	-	-	-	-	45,000	85.00
	Number of options forfeited / lapsed during the year	-	9,440	-	14,125	28,975	3,150	177.37
	Number of Options vested during the year	-	-	-	10,754	35,400	1,82,932	N.A.
	Number of options exercised during the year	-	750	-	15,906	90,496	81,643	71.94
	Number of shares arising as a result of exercise of options	-	750	-	15,906	90,496	81,643	N.A.
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	-	2,67,000	-	6,30,020	78,98,710	47,86,030	N.A.
	Loan repaid by the Trust during the year from exercise price received	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Number of options outstanding at the end of the year	11,971	50,000	19,218	2,92,814	3,37,552	6,78,379	147.61
	No. of options exercisable at the end of the year	11,971	50,000	19,218	2,92,814	3,37,552	5,82,987	152.22
(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.	Weighted average exercise price per option is Rs.147.61 Weighted average fair value per option is Rs.273.14						
(vi)	Employee wise details (name of employee, designation, number of options granted during the year 2025-26, exercise price) of options granted to -:							
a.	senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;	Nil						
b.	any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year; and	Mr. Sriramkumar Nagarajan- Head of Engineering • TECH :20,000 options (10,000@ Rs.10 each and 10,000@ Rs.160 each) Mr. Chandramouleswaran Mahalingam - Vice President • IHCM: 15,000 options (7,500@ Rs.10 each and 7,500@ Rs.160 each) Mr. Bharathkumar VP – Chief Information Security Officer • CSM : 10,000 options (5,000@ Rs.10 each and 5,000@ Rs.160 each)						
c.	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.	Nil						

Sl. No.	Particulars	ESOS 2008	ESOS 2009 - Plan A	ESOS 2009 - Plan B	ESOS 2013	ESOS 2014	ESOS 2022	Weighted Avg. Exercise prices (Rs.)
(vii)	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:							
(a)	Weighted average share price at the date of exercise	The weighted average share price arising upon exercise of Options, based on the closing market price on National Stock Exchange of India Limited on the date of exercise of options (the date of allotment of shares by the Stakeholders Relationship Committee) for the year ended 31st March 2026 was Rs.469.13						
	Weighted Average Exercise Price	Rs.147.61						
	Weighted Average expected Volatility	41.00%						
	Weighted Average expected option life	10 years						
	Weighted Average expected dividends	Dividend yield not considered						
	Weighted Average Risk Free Interest Rate (%)	7.51%						
	Weighted Average Market price	Rs.329.78						
(b)	the method used and the assumptions made to incorporate the effects of expected early exercise;	Fair Value, using Black Scholes Merton model assigns value to an option by considering several other factors, including the volatility of the Company stock, the time left until the option expires, and interest rates.						
(c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	The volatility of the stock returns (closing price of the Company's stock on NSE) of the Company for the period of one year prior to the date of grant of options has been considered.						
(d)	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	The Company has not incorporated the early exercise of options. There are no market conditions attached to the grant and vest.						
	Disclosures in respect of grants made in three years prior to IPO under each ESOS	Not Applicable						
	The Company is not having any scheme under ESPS, SAR, GEBS/RBS and any scheme under Trust route. Hence, disclosures pertaining to these are not applicable.							

Note : 1

Range of Exercise Prices

Sl. No.	Particulars	As at 31st March 2026		
		No. of Options Outstanding	Range of Exercise Prices (Rs.)	Weighted Average remaining contractual life (years)
1	ESOS 2008	11,971	51 to 230	1.90
2	ESOS 2009 - Plan A	50,000	356	1.35
3	ESOS 2009 - Plan B	19,218	10 to 356	1.35
4	ESOS 2013	2,92,814	10 to 679	4.38
5	ESOS 2014	3,37,552	10 to 753	8.38
6	ESOS 2022	6,78,379	10 to 160	9.98