

Particulars	From January 1, 2024 to date of filing of this Red Herring Prospectus	From April 1, 2023 to December 31, 2023	Financial Year 2023	Financial Year 2022	Financial Year 2021
-Volatility (% p.a)	0.0%	0.0%	0.0%	0.0%	0.0%
-Risk free rate of returns (%)	7.5%	7.5%	7.5%	7.5%	7.5%
Dividend yield (%)	2.4%	2.4%	2.4%	2.4%	2.4%
Impact on profit and earnings per Equity Share (face value of ₹10 Equity Share, as applicable) of the last three years if the accounting policies prescribed in the SEBI SBEB Regulations had been followed in respect of options granted in the last three years	Nil	Nil	Nil	Nil	Nil
Intention of the Key Managerial Personnel, Senior Management and whole time directors who are holders of Equity Shares allotted on exercise of options granted to sell their equity shares within three months after the date of listing of Equity Shares pursuant to the Offer			Key Managerial Personnel and Senior Management Personnel may, subject to market conditions, sell Equity Shares allotted on the exercise of their options, in full or in part, post-listing of the Equity Shares of the Company and the quantum of sale of such Equity Shares is undecided		
Intention to sell Equity Shares arising out of an employee stock option scheme within three months after the listing of Equity Shares, by Directors, senior management personnel and employees having Equity Shares arising out of an employee stock option scheme, amounting to more than 1% of the issued capital (excluding outstanding warrants and conversions)			Nil		

Notes:

The shareholders vide a special resolution have approved bonus issue of equity shares of the Company in the ratio of nine shares of face value of ₹10 each for each existing equity share of the face value of ₹10 each on January 16, 2021 in extraordinary general meeting (EGM). Above information has been prepared after giving effect of Bonus Shares in all periods.

2. For the purpose of exercise of ESOPs the calculated grants shall be adjusted to the nearest integer.

Employee Stock Option Plan 2020 (“ESOP 2020”)

Our Company, pursuant to the resolutions passed by our Board on March 5, 2020 and our Shareholders on April 27, 2020, adopted the ESOP 2020. Pursuant to resolutions of our Shareholders dated March 13, 2021, and resolutions of our Board of Directors and our Nomination and Remuneration Committee, each dated February 18, 2021, ESOP 2020 was amended to, inter alia, increase the maximum number of options which can be granted. Further, pursuant to resolutions of our Board of Directors and our Nomination and Remuneration Committee, each dated February 28, 2022 and May 2, 2022 and special resolutions passed by our Shareholders on March 23, 2022 and May 26, 2022, ESOP 2020 of the Company has been amended for certain changes in the vesting schedules of the options granted under ESOP 2020 and to align ESOP 2020 with the SEBI SBEB Regulations.

The objective of ESOP 2020 is to incentivise, induce, reward and motivate the employees of our Company to contribute effectively towards the future growth and profitability of our Company, align the employees towards a common objective of creating value for our Company as well as to induce the employees to remain in the service of our Company. Further, ESOP 2020 provides that the maximum number of options that can be granted under it shall not, at any time, upon exercise, exceed 24,000,000 Equity Shares (or such other adjusted figure for any re-organisation of the capital structure undertaken in accordance with the ESOP 2020).

The Nomination and Remuneration Committee of our Company is entitled to identify the employees for granting of options in accordance with the ESOP 2020. Under the ESOP 2020, certain options granted to employees will qualify for vesting based on the time based and performance based eligibility in accordance with the terms of the ESOP 2020 from the date our Promoter receives a net sale consideration of USD 500,000,000 cumulatively from the sale of the Equity Shares held by it.

The details of the ESOP 2020, as certified by S K Patodia & Associates LLP, through a certificate dated April 30, 2024 are as follows: