

S. No.	Particulars	ESOS 2009	ESOS 2012	ESOS 2013	ESOS 2016	ESOS 2020	ESOS 2021	ESOS 2024
(g)	Variation in terms of options	None	None	None	None	None	None	None
(ii).	Method used to account for ESOS - Intrinsic or fair value	Fair Value	Fair Value	Fair Value	Fair Value	Fair Value	Fair Value	Fair Value
(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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
(iv)	Option movement during the year							
(a)	Number of options outstanding at the beginning of the period	-	5,05,400	20,50,522	13,22,636	4,34,902	61,90,486	-
(b)	Number of options granted during the year		3,51,264	5,57,276	1,96,560	11,396	-	17,57,156
(c)	Number of options forfeited / lapsed during the year	-	5,464	1,18,344	43,097	-	1,77,223	72,244
(d)	Number of options vested during the year		1,21,700	5,40,658	3,57,418	-	14,08,892	-
(e)	Number of options exercised during the year	-	1,40,000	10,21,905	5,70,306	1,69,805	23,39,792	-
(f)	Number of shares arising as a result of exercise of options	-	1,40,000	10,21,905	5,70,306	1,69,805	23,39,792	-
(g)	Money realized by exercise of options (INR), if scheme is implemented directly by the company	-	1,75,000	11,42,053.8	4,75,218.75	1,61,512.5	20,25,796.3	-
(h)	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
(i)	Number of options outstanding at the end of the year	-	7,11,200	14,67,549	9,05,793	2,76,493	36,73,471	16,84,912
(j)	Number of options exercisable at the end of the year	-	3,33,500	4,27,802	3,56,355	2,65,097	16,49,207	-

S. No.	Particulars	ESOS 2009	ESOS 2012	ESOS 2013	ESOS 2016	ESOS 2020	ESOS 2021	ESOS 2024
(v).	Weighted-average exercise prices and weighted-average fair values of options whose exercise price either equals or exceeds or is less than the market price of the stock							
	Weighted-average exercise prices for options granted during the year	-	22.62	93.00	93.00	93.00	-	93.00
	Weighted-average fair values for options granted during the year	-	85.97	98.27	76.03	66.95	-	78.51
(vi).	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted							
(a)	senior managerial personnel as defined under Regulation 16(d) of the SEBI (Listing Obligations and Disclosure Requirements), 2015	S. No	Name of Employee	Designation	ESOS Scheme	Number of options granted during the year	Exercise price	
		1.	Saurabh Devendra Singh	Group Chief Financial Officer		NIL		
		2.	Lenin Koduru	CEO-Bus Division	2012	74736	1.25	
		3.	Suresh Kumar Bhutani	Group General Counsel, Company Secretary and Compliance Officer	2024	16968	93	
(b)	Employees who were granted, during the year, options amounting to 5% or more of the options granted during the year	S. No	Name of Employee	Designation	ESOS Scheme	Number of options granted during the year	Exercise price	
		1	Bardabad Shravya	Head - Human Resources	2012	21,052	1.25	
		2	Murali Rama Krishna Reddy N	Vince President	2012	21,052	1.25	
		3	Rajasekhar C	Senior Vice President - Engineering	2012	26,316	1.25	
		4	Rohit Sharma	Chief Operating Officer	2012	53,156	1.25	
		5	Prasanth Reddy Burramukku	Vice President - Growth	2012	42,856	93	
		6	Sumit Kumar Vijay	VP - Product	2012	19,392	93	
		7	Nasr Ullah Khan	Sr. Vice President (Hotels)	2013	85,868	93	
		8	Sumit Kumar Vijay	VP - Product	2013	471,408	93	
		9	Nasr Ullah Khan	Sr. Vice President (Hotels)	2016	56,988	93	
		10	Harsh Ranjan	Software Engineer - I	2016	10,936	93	
		11	Nipun Pruthi	Senior Software Engineer I	2016	15,624	93	
		12	Piyush Rawat	Senior Software Engineer - I	2016	15,624	93	
		13	Rishab Aggarwal	Software Engineer - II	2016	15,624	93	
		14	Ritesh Singh	Software Engineer - II	2016	9,900	93	
		15	Sumit Kumar	VP - Product	2016	60,928	93	
		16	Swayam Gupta	Software Engineer I	2016	10,936	93	

S. No.	Particulars	ESOS 2009	ESOS 2012	ESOS 2013	ESOS 2016	ESOS 2020	ESOS 2021	ESOS 2024												
		17	Aditya Sharma	Senior Manager - Performance Marketing	2020	10,360	93													
		18	Ritesh Singh	Software Engineer - II	2020	1,036	93													
		19	Amardeep Singh Basoor	Technical Architect	2024	128,572	93													
(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	<table><tr><th>S. No</th><th>Name of Employee</th><th>Designation</th><th>ESOS</th><th>Number of options granted during the year</th><th>Exercise price</th></tr><tr><td></td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td><td>Nil</td></tr></table>							S. No	Name of Employee	Designation	ESOS	Number of options granted during the year	Exercise price		Nil	Nil	Nil	Nil	Nil
S. No	Name of Employee	Designation	ESOS	Number of options granted during the year	Exercise price															
	Nil	Nil	Nil	Nil	Nil															
(vii).	A description of the method and significant assumptions used during the year to estimate the fair value of options	Annexure A																		
(viii)	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.	Annexure B																		

Note: All values in the above table have been adjusted for reflecting the impact of the revision due to Bonus issue.

The options granted under the prevailing ESOS vest over a period of four years in equal annual installments of 25% each as per the terms of the respective grants under each of the prevailing ESOS. The exercise period is five years from the date of respective vesting of each Option. The source of shares is primary allotment upon exercise of options by an employee.

Annexure A

Description of the method and significant assumptions used during the year to estimate the fair value of options

Scheme	Share price	Exercise price	Expected volatility	Risk free rate	Expected life (in years)	Weighted average fair value on grant date	Dividend yield	Method of valuation	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility
2009	4.11-14.06	1.25	47.86% - 60.87%	7.38% - 8.43%	3 - 6 years	2.08-10.89	-	Black-Scholes Option Pricing Model	Expected volatility calculation is based on historical daily closing stock prices of competitors / Company using standard deviation of daily change in stock price
2012	4.11-168.85	1.25-93	47.23% to 42.88%	6.89% to 6.85%	1.50 to 4.50 years	2.08-85.97	-		
2013	4.11-168.85	1.25-93	47.23% to 42.88%	6.89% to 6.85%	1.50 to 4.50 years	2.11-98.26	-		
2016 (A)	5.7-168.85	1.25-93	43.53% to 44.75%	6.61% to 6.73%	1.50 to 4.50 years	2.12-76.02	-		
2020	14.06-134.00	0.5 - 93	43.53% to 44.75%	6.61% to 6.73%	1.50 to 4.50 years	13.62 - 66.94	-		
2021 (A)	48.65-77.54	1.25-93	14.62% - 18.70%	7.46% - 7.52%	4 - 7 years	47.65-76.68	-		
2024	146.85-146.85	93	42.26% to 44.83%	6.82% to 6.87%	1.50 to 4.50 years	78.5			

Annexure B**Disclosures in respect of grants made in three years prior to IPO under each ESOS****ESOS 2009**

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	40,000	30,000	10,000
Total options granted	60,000	-	-
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	60,000	20,000	10,000
Variation of terms of options	Revision in exercise price and vesting period	Not Applicable	Not Applicable
Money realized by exercise of options in ₹	12,500	-	-
Total number of options outstanding in force	30,000	10,000	-
Total options vested (excluding the options that have been exercised)	-	10,000	-
Options exercised	10,000	-	-
The total number of Equity Shares that would arise as a result of full exercise of granted options	30,000	10,000	-
Employee wise details of options granted to			
(i) Key managerial personnel	Not Applicable		
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year			
Rachit Khattar	60,000	-	-
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per Share'	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	NA		

ESOS 2012

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	11,64,000	9,40,000	6,96,700
Total options granted	4,80,800	-	-
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	2,22,800	1,55,300	63,700
Variation of terms of options	Revision in exercise price and vesting period	Not Applicable	Not Applicable
Money realized by exercise of options in ₹	6,02,500	1,10,000	1,59,500
Total number of options outstanding in force	9,40,000	6,96,700	5,05,400
Total options vested (excluding the options that have been exercised)	98,000	3,26,500	3,52,000
Options exercised	4,82,000	88,000	1,27,600
The total number of Equity Shares that would arise as a result of full exercise of granted options	9,40,000	6,96,700	5,05,400
Employee wise details of options granted to:			
(i) Key managerial personnel	-	-	-
Ravi Shanker Gupta (Chief Financial Officer)	1,00,400		
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year	Refer Annexure I	-	-
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	NA		

Annexure I

Details of any other employee other than a Key Managerial Personnel who receives a grant in any one year of options amounting to 5% or more of the options granted during the year

Name of Employees	FY 2022	FY 2023	FY 2024
Abhishek Kumar Sharma	1,26,800	-	-
Amandeep	1,26,800	-	-
Anshul Choudhary	1,26,800	-	-

ESOS 2013

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	48,89,600	31,40,800	19,56,837
Total options granted	5,16,400	1,24,737	7,14,016
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	4,32,400	8,40,500	20,800
Variation of terms of options	Revision in exercise price and vesting period	N/A	N/A
Money realized by exercise of options in ₹	22,91,000	5,85,250	7,49,414
Total number of options outstanding in force	31,40,800	19,56,837	20,50,522
Total options vested (excluding the options that have been exercised)	5,63,400	9,38,300	9,09,049
Options exercised	18,32,800	4,68,200	5,99,531
The total number of Equity Shares that would arise as a result of full exercise of granted options	31,40,800	19,56,837	20,50,522
Employee wise details of options granted to			
(i) Key managerial personnel		-	
Ravi Shanker Gupta (Chief Financial Officer)	3,05,200	-	-
Suresh Kumar Bhutani (Group General Counsel, Company Secretary and Chief Compliance Officer)	-	-	21,260
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year	Refer Annexure II		
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	Not Applicable		

Annexure II

Details of any other employee other than a Key Managerial Personnel who receives a grant in any one year of options amounting to 5% or more of the options granted during the year

Name of Employees	FY 2022	FY 2023	FY 2024
Sunil Sharma	-	-	43,372
Arohan Kumar	-	-	49,032
Nipun Bansal	1,26,800	-	-
Udit Jain	-	-	43,396
Sourabh Rastogi	84,400	-	-
Rohit Sharma	-	30,000	-
Rahul Sharma	-	21,053	-
Banavathu Avinash	-	15,789	-
Shashikumar R	-	10,526	-
Vishwanath Punna	-	10,526	-
Kishore Kumar Reddy Y	-	8,421	-
Satish Milkuri	-	8,421	-
Venkata Subbaiah Peravali	-	6,316	-

ESOS 2016

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	24,43,200	13,53,200	10,83,000
Total options granted	2,41,200	-	5,60,316
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	4,90,800	1,19,800	75,180
Variation of terms of options	Revision in exercise price and vesting period	N/A	N/A
Money realized by exercise of options in ₹	10,50,500	1,88,000	3,06,875
Total number of options outstanding in force	13,53,200	10,83,000	13,22,636
Total options vested (excluding the options that have been exercised)	1,33,400	4,87,400	5,19,500
Options exercised	8,40,400	1,50,400	2,45,500
The total number of Equity Shares that would arise as a result of full exercise of granted options	13,53,200	10,83,000	13,22,636
Employee wise details of options granted to			
(i) Key managerial personnel			
Ravi Shanker Gupta (Chief Financial Officer)	1,14,400	-	-
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year	Refer Annexure III	-	Refer Annexure III
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per Share'	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	Not Applicable		

Annexure III

Details of any other employee other than a Key Managerial Personnel who receives a grant in any one year of options amounting to 5% or more of the options granted during the year

Name of Employees	FY 2022	FY 2023	FY 2024
Saurav Gupta	1,26,800	-	-
Lenin Koduru	-	-	68,420
Ashutosh Parihar	-	-	52,632
Chirag Bansal	-	-	47,904
Rohit Sharma	-	-	42,104
Bhupesh Pruthi	-	-	33,928

ESOS 2020

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	29,02,800	7,87,200	4,80,052
Total options granted	7,44,000	-	-
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	46,800	24,962	-
Variation of terms of options	Revision in exercise price and vesting period	N/A	N/A
Money realized by exercise of options in ₹	14,06,400	3,41,333	55,538
Total number of options outstanding in force	7,87,200	4,80,052	4,34,902
Total options vested (excluding the options that have been exercised)	43,200	4,80,052	4,34,902
Options exercised	28,12,800	2,82,186	45,150
The total number of Equity Shares that would arise as a result of full exercise of granted options	7,87,200	4,80,052	4,34,902
Employee wise details of options granted to			
(i) Key managerial personnel			
Ravi Shanker Gupta (Chief Financial Officer)	1,20,000	-	-
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year	Refer Annexure V	-	-
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per Share'	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	Not Applicable		

Annexure IV

Details of any other employee other than a Key Managerial Personnel who receives a grant in any one year of options amounting to 5% or more of the options granted during the year

Name of Employees	FY 2022	FY 2023	FY 2024
Divyanshu Singh	3,36,000	-	-
Vilkinson Derick Menezes	64,000	-	-
O Hari Kumar	59,600	-	-

ESOS 2021

Particulars	FY 2022	FY 2023	FY 2024
Total options outstanding as at the beginning of the period	-	71,01,760	74,89,093
Total options granted	73,07,060	22,04,028	8,87,896
Exercise price of options in ₹ (as on the date of grant options)	1.25	1.25	1.25
Options forfeited/lapsed/cancelled	2,05,300	13,49,513	14,41,856
Variation of terms of options	NA	NA	NA
Money realized by exercise of options in ₹	-	5,83,978	9,30,809
Total number of options outstanding in force	71,01,760	74,89,093	61,90,486
Total options vested (excluding the options that have been exercised)	-	17,91,259	25,95,305
Options exercised	-	4,67,182	7,44,647
The total number of Equity Shares that would arise as a result of full exercise of granted options	71,01,760	74,89,093	61,90,486
Employee wise details of options granted to			
(i) Key managerial personnel			
Rahul Gautam (Chief Financial Officer)	-	6,84,208	-
Saurabh Devendra Singh (Group Chief Financial Officer)	-	-	5,05,264
Suresh Kumar Bhutani (Group General Counsel, Company Secretary and Chief Compliance Officer)	80,000	-	-
(ii) Any other employee who receives a grant in any one year of options amounting to 5% or more of the options granted during the year	Refer Annexure V		
(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	Not Applicable		
Diluted earnings per share pursuant to the issue of Equity Shares on exercise of options in accordance with the applicable accounting standard on 'Earnings Per	-0.66	0.57	1.98
Where the Company has calculated the employee compensation cost using the intrinsic value of the stock options, the difference, if any, between employee compensation cost so computed and the employee compensation calculated on the basis of fair value of the stock options and the impact of this difference, on the profits of the Company and on the earnings per share of the Company	Fair valuation done as per Black Scholes - hence not applicable		
Description of the pricing formula and the method and significant assumptions used to estimate the fair value of options granted during the year, including weighted average information, namely, risk-free interest rate, expected life, expected volatility, expected dividends, and the price of the underlying share in the market at the time of grant of option	Black Scholes Valuation Model		
Impact on the profits and on the earnings per share of the last three years if the accounting policies specified in the SEBI SBEB Regulations had been followed, in respect of options granted in the last three years	Not Applicable		

Annexure V

Details of any other employee other than a Key Managerial Personnel who receives a grant in any one year of options amounting to 5% or more of the options granted during the year

Name of Employees	FY 2022	FY 2023	FY 2024
Bharat Bhushan	4,40,000	-	-
Partik Madan	4,40,000	-	-
Suraj Dubey	-	1,26,316	-
Upendra Dev Singh	-	3,15,788	-
Amrish Kumar	4,00,000	-	-
Ernesto Cohnen de la Cámara	6,40,000	-	-
Miguel Cohnen	-	-	-
Luv Chaudhary	-	2,89,472	-
Shashanka Koona	-	-	50,000