

Disclosure pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 read with SEBI Circular dated June 16, 2015 for the Financial Year 2024-25

Sl. No	Particulars	"CAGL Employees Stock Option Plan- 2011"
A.	Relevant disclosures in terms of the accounting standards prescribed by Central Govt. in terms of Section 133 of the Companies Act, 2013 including the 'Guidance note on accounting for employee share-based payments' issued from time to time.	Please refer to "Note 38 – Employee Stock Options" to standalone financial statements of the Company for the year ended 31 March 2025.
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.	₹33.24 per share (Standalone financials)
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 -	CAGL Employee Stock Option Plan-2011 (the "ESOP 2011") has been formulated by the Nomination and Remuneration Committee (Compensation Committee) of the Board with the object of granting Options convertible to Shares of CA Grameen, at the discretion of the Company, to such Eligible Employees, as per the terms of the Plan, and to be allotted Shares of CA Grameen on exercise of such Options.
	a. Date of shareholders' approval	August 11, 2020
	b. Total number of Options approved under ESOS	1,32,72,615 Options convertible into 1,32,72,615 equity shares of face value of Rs. 10 each
	c. Vesting requirements	Options granted would vest after 1 year but not later than 4 years from the date of grant of such Options
	d. Exercise price or pricing formula	The Nomination and Remuneration Committee shall determine the Exercise Price on basis of the daily average of the Market price during 3 months prior to the month in which Grant of Options is made. Since the Company's shares are listed on more than one stock exchange, the price on the stock exchange having higher trading volume shall be

			considered as the market price.
		e. Maximum term of options granted	The exercise period for Options granted before August 11, 2020 and after August 11, 2023 is 4 years and 3 years respectively from the date of vesting.
		f. Source of shares (primary, secondary or combination)	Primary allotment
		g. Variation in terms of Options	Nil during the year under review.
	ii.	Method used to account for ESOS – Intrinsic or fair value.	Fair Value as per Ind AS 102.
	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, as the Company has applied fair value method.
	iv.	Option movement during the year:	
		Particulars	Details
		Number of options outstanding at the beginning of the period	26,74,354
		Number of options granted during the year	15,57,900
		Number of options forfeited / lapsed during the year	104560
		Number of options vested during the year	6,63,475
		Number of Options exercised during the year	3,42,655
		Number of shares arising as a result of exercise of options	3,42,655 shares
		Money realized by exercise of options (INR), if scheme is implemented directly by the company	18,16,55,914.4
		Loan repaid by the Trust during the year from exercise price received	Not applicable
		Number of Options outstanding at the end of the year	88,55,495
		Number of Options exercisable at the end of the Year	37,88,395
	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.	Please refer "Note No. 38 - Employee Stock Options" to the standalone financial statements of the Company for the year ended 31 March 2025

	vi.	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to -	Grant of 15,57,900 Options to 121 employees of the Company.
		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	Refer Annexure – A
		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	Not Applicable
		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.	Not Applicable
	vii.	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	Not Applicable
		a. the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;	
		b. the method used and the assumptions made to incorporate the effects of expected early exercise;	
		c. how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	
		d. whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	Please refer "Note 38 – Employee Stock Options" to the standalone financial statements of the Company for the details pertaining to year ended 31 March 2018, 31 st March 2017 and 31 st March 2016.
		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	
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	
		The following details, inter alia, in connection with transactions made by the Trust meant for the purpose of administering the schemes under the regulations are to be disclosed:	
	i.	General information on all schemes	
	Sl. No.	Particulars	Details
	1.	Name of the Trust	"CAGL Employees Stock Option Plan- 2011"
	2.	Details of the Trustee(s)	Mr. Ganesh Narayanan Mr. Gururaj Rao
	3.	Amount of loan disbursed by company / any company in the group, during the year	Nil
	4.	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	Nil
	5.	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	Not Applicable
	6.	Any other contribution made to the Trust during the year	Nil
	ii.	Brief details of transactions in shares by the Trust	
	a.	Number of shares held at the beginning of the year	Nil
	b.	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	Nil
	c.	Number of shares transferred to the employees / sold along with the purpose thereof;	Not Applicable

		d. Number of shares held at the end of the year	Nil
	iii.	In case of secondary acquisition of shares by the Trust	Not Applicable
		<p>No. of shares held at the beginning of the year, acquired / sold / transferred to employees during the year & shares held at the end of the year</p> <p>(As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained)</p>	

Annexure- A

Sl.No	Name of the employee	Designation	No. of Options granted during FY25
1	Udaya Kumar Hebbar	Managing Director	1,81,400
2	Ganesh Narayanan	CEO	1,23,700
3	M J Mahadev Prakash	Company Secretary & Chief Compliance Officer	32,100
4	Nilesh Dalvi	Chief Financial Officer	40,100
5	Sudesh Dinesh Puthran	Chief Technology Officer	75,400
6	Nagananda Kumar K N	Head – Internal Audit	40,200
7	Gururaj Rao	Chief Operating Officer	75,200
8	Sundar Arumugam	Head - Strategy & Innovation, Digital Lending and Retail Finance Products	45,900
9	Firoz Anam	Chief Risk Officer	50,400
10	K Raghvendra Rao	Head – Administration	Nil