**Disclosures pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 for the financial year ended March 31, 2026**

**As on March 31, 2026, the Company has "Nava – Restricted Stock Unit Plan 2023 [NAVA – RSUs 2023/ RSUs 2023]" in effect.**

Accordingly, the disclosures pertaining to Restricted Stock Units (hereinafter referred to as "RSUs") granted by the Company under the aforesaid Scheme, as required under the applicable provisions of the Companies Act, 2013 and the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 [SEBI SBEB Regulations], are provided herein below.

| Sr. No. | Particulars | Details |
|---|---|---|
| 1. | 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 | Disclosed in Notes to Accounts – Note 42 to Standalone financial statements for the year ended March 31, 2026, (Disclosures are provided in accordance with Ind AS 102, Share-based payment). |
| 2 | Diluted EPS on issue of shares pursuant to the Schemes disclosed in accordance with 'Accounting Standard 20 - Earning Per Share' issued by Central Government or any other relevant accounting standards as prescribed from time to time. | Diluted EPS for the year ended March 31, 2026 is disclosed in Statement of Profit and Loss of the Standalone financial statements for the year ended March 31, 2026. |
| 3. | Details related to NAVA – RSUs 2023 | |
| i. | A description of each scheme that existed at any time during the year, including the general terms and conditions of each scheme, including | NAVA – RSUs 2023 |
| | a) Date of shareholders' approval | August 04, 2023 |
| | b) Total number of RSUs approved under the Scheme | 58,00,000 (Fifty-Eight Lakhs) RSUs |

| | | |
|---|---|---|
| | c) Vesting requirements | There shall be a minimum period of one year from the date of grant. All the RSUs granted on any date shall vest not later than a maximum period of 4 years from the date of grant of RSUs or such other period as decided in the sole discretion of the Nomination and Remuneration Committee (NRC) from time to time. The Committee will in its discretion, set the vesting criteria which may be based on the Participant's period of service and/or the attainment of specified performance objectives.<br><br>The Committee may extend, shorten or otherwise vary the vesting period from time to time, in accordance with the applicable law. The vesting dates in respect of the RSUs granted under the Plan shall be determined by the Committee and may vary from employee to employee or any class thereof and/ or in respect of the number or percentage of RSUs granted to an employee. RSUs shall vest essentially based on continuation of employment. Apart from that the Committee may prescribe achievement of any performance conditions for vesting. |
| | d) Exercise price or pricing Formula | i) The Exercise price per RSU shall not be less than the par value of equity shares of the Company or such other price as may be decided by the NRC at the time of grant in accordance with the SEBI SBEB Regulations. The mode of payment can be by way of (i) cheque (ii) demand draft (iii) electronic transfer of funds (iv) consideration received by the Company under a cashless exercise program, if any or (v) any combination of them.<br><br>ii) The exercise price shall be subject to fair and reasonable adjustment in case of rights issues, bonus issues, merger, demerger and other corporate actions. The NRC shall be the authority to decide upon such matters conforming to the relevant provision(s) in the SEBI SBEB Regulations. |
| | e) Maximum term of RSUs granted | The Exercise Period would commence from the date of vesting of RSUs and will expire at the end of 90 days from the date of vesting of RSUs.<br><br>The Nomination and Remuneration Committee may at its discretion, but subject to applicable laws, change the exercise period provided that such change is not detrimental to the interest of the employees.<br><br>The RSUs will lapse if not exercised within the specific Exercise Period. The NRC is authorized to re-grant such lapsed RSUs as per the provisions of NAVA RSUs 2023, within overall ceiling. |

<table>
<tr><td></td><td></td><td>RSUs granted would vest within a maximum period of 4 (four) years but after minimum 1 (one) year from the date of grant of such RSUs.</td></tr>
<tr><td></td><td>f) Source of shares (primary, secondary or combination)</td><td>Primary</td></tr>
<tr><td></td><td>g) Variation in terms of RSUs</td><td>The NRC reserves the right to amend, alter, suspend or terminate the Plan provided the variation is not prejudicial to the interests of the RSU holder(s). In this connection, the Board of directors of the Company shall obtain the approval of shareholders for any amendment to the Plan, if required.<br><br>During FY 2025-26, there was no amendment/ modification/ variation in the NAVA RSUs 2023.</td></tr>
<tr><td>ii.</td><td>Method used to account for the Schemes (Intrinsic or fair value):</td><td>The Company recognizes compensation expense relating to share-based payments in accordance with Ind AS 102 (Share-based Payment). RSUs granted by the Company to its employees are accounted for as equity-settled instruments.<br>Where the RSUs have a graded/staggered vesting schedule, each vesting tranche is treated as a separate grant with its own distinct vesting period. Accordingly, the estimated fair value determined on the grant date is recognized as an employee compensation expense on a straight-line basis over the respective vesting/service period of each individual tranche, with a corresponding cumulative increase in equity.</td></tr>
<tr><td>iii.</td><td>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 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 EPS of the Company shall also be disclosed.</td><td>Not Applicable</td></tr>
<tr><td>iv.</td><td>RSUs movement during the year</td><td>Refer Annexure 1 below</td></tr>
<tr><td>v.</td><td>Weighted-average exercise prices and weighted-average fair values of options for options whose exercise price either equals or exceeds or is</td><td><table><tr><th>Category</th><th>Weighted-Average Exercise Price (INR)</th><th>Weighted-Average Fair Value (INR)</th></tr><tr><td>i. Exercise price is less than market price</td><td>₹406.37</td><td>₹219.72</td></tr></table></td></tr>
</table>

| | | | | |
|---|---|---|---|---|
| | less than the market price of the stock | ii. Exercise price equals market price | Not Applicable | Not Applicable |
| | | iii. Exercise price exceeds market price | Not Applicable | Not Applicable |
| vi. | Employee wise details of RSUs granted | Refer Annexure 2 below | | |
| vii. | A description of the method and significant assumptions used during the year to estimate the fair value of RSUs | Refer Annexure 1 below | | |

Annexure - 1

**Disclosure related to RSU movement during the year**

| Particulars | NAVA RSUs 2023 |
|---|---|
| Number of RSUs outstanding at the beginning of the period | 58,00,000 |
| Number of RSUs granted during the year | 27,40,000 |
| Number of RSUs forfeited/ lapsed during the year | 0 |
| Number of RSUs vested during the year | 0 |
| Number of RSUs exercised during the year | 0 |
| Number of Shares arising as a result of exercise of RSUs | 0 |
| Money realized by exercise of RSUs, if the scheme is implemented directly by the Company | 0 |
| Loan repaid by the trust during the year from exercise price received | Not Applicable |
| Number of RSUs outstanding at the end of the year | 30,60,000 |
| Number of RSUs exercisable at the end of the year | 0 |

**A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:**

**Method of Valuation:** Black-Scholes Option Pricing Model

Following are the significant assumptions used for valuation:

- **Stock Price Range on Grant Dates:** ₹474.05 to ₹615.35
- **Exercise/Strike Price Range:** ₹378.00 to ₹498.00
- **Expected Term to Maturity:** 1.121 years to 4.126 years
- **Risk-Free Interest Rate Range:** 5.64% to 6.41%
- **Expected Volatility Range:** 44.17% to 52.21%
- **Expected Dividend Yield:** 0.84%

**Annexure – 2**

**Details of grant made during the financial year 2025-26 to Senior Managerial Personnel (including Key Managerial Personnel):**

| Sl. No. | Name | Designation | No. of RSUs granted during the year | Exercise price (in Rs.) |
|---|---|---|---:|---:|
| 1 | GRK Prasad | Executive Director | 70,000 | 378 |
| 2 | Satyanarayana Raju Vegesina | VP & Company Secretary | 70,000 | 378 |
| 3 | Kalyani Prabhala | Vice President (Human Resources) | 70,000 | 498 |

*Note: No other employee was granted shares in the year amounting to 5% or more of the total options granted during the year. Similarly, there was no grant in the year that was equal to or exceeding 1% of the issued capital of the Company.*