ESOP DISCLOSURE

For Aadhar Housing Finance Limited - Employee Stock Option Plan 2018 (ESOP 2018)

Disclosures by the Board of Directors pursuant to Part F of Schedule I of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

Sr No	Particulars	ESOP 2018
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	Members may refer to note no. 43 the audited financial statement prepared as per Indian Accounting Standard (Ind AS) for the financial year 25-26.
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 year ended 2025-26 is Rs. 24.76 calculated in accordance with Ind AS 33 (Earnings Per Share)
C.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	March 26, 2018; Amended by shareholders on January 24, 2024
	(b) Total number of options approved under ESOS	18,65,545
	(c) Vesting requirements	Not earlier than one year from the date of Grant after which the options shall be eligible for vesting in accordance with the vesting schedule and terms provided in the scheme.
	(d) Exercise price or pricing formula	**Exercise Price** is INR 39.17 (Indian Rupees Thirty-Nine Point One Seven only) and any taxes as may be applicable.
	(e) Maximum term of options granted	3 years from date of Listing of equity shares (Initial Public Offer) of the Company
	(f) Source of shares (primary, secondary or combination)	Primary
	(g) Variation in terms of options during the year	Nil

ii	Method used to account for ESOS - Intrinsic or fair value	Fair value method has been used as per Ind AS 102- Share Based Payment
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
v	Option movement during the year (For each ESOS):	**FY 2025-26**
	Number of options outstanding at the beginning of the period	73,578
	Number of options granted during the year	-
	Number of options forfeited / lapsed during the year	-
	Number of options vested during the year	-
	Number of options exercised during the year	73,578
	Number of shares arising as a result of exercise of options	73,578
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	28,82,053
	Loan repaid by the Trust during the year from exercise price received	NA
	Number of options outstanding at the end of the year	-
	Number of options exercisable at the end of the year	-
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 prices- 39.17 weighted-average fair values of options- 39.17 (post adjustment of bonus issue)
vi	Employee wise details (name of employee, designation, number of options granted during the year, 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	Nil
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
vii	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:	
	Fair value of options	39.17 (post adjustment of bonus issue)
	Weighted - average exercise prices	39.17 (post adjustment of bonus issue)
	weighted-average values of share price	39.17 (post adjustment of bonus issue)
	exercise price	39.17 (post adjustment of bonus issue)
	expected volatility	0.01%
	expected option life	3 years
	expected dividend yield	2.40%
	risk-free interest rate	7.45%
	the method used and the assumptions made to incorporate the effects of expected early exercise	Black – Scholes Method
	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility;	The volatility is based on annualised standard deviation of the continuously compounded rates of return based on the peer companies and competitive stocks over a period of time.
	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition	The following factors have been considered: a) Share price b) Exercise prices c) Historical volatility d) Expected option life e) Dividend Yield
	Disclosures in respect of grants made in three years prior to IPO under each ESOS	The equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited w.e.f. 15th May 2024. The Company has not made grants under ESOP Plan 2018 in the three years preceding to the IPO. Hence, not applicable.