

**Information to be disclosed under the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 ("the Regulations") for Employee Stock Option Scheme (ESOS) / Employee Stock Appreciation Rights (ESAR's) as on 31<sup>st</sup> March, 2023:**

#### **DELTACORP ESOS 2009 (ESOS)**

There is no change in the scheme as approved by the Shareholders. The Scheme is in Compliant with the Regulations as amended from time to time.

#### **Delta Employees Stock Appreciation Rights Plan 2019 ("ESARP 2019"/ "Plan")**

There is no change in the scheme as approved by the Shareholders. The Scheme is in Compliant with the Regulations as amended from time to time.

#### **During the year 2022-23, the following Schemes were in operation**

i. DELTACORP ESOS 2009.

ii. Delta Employees Stock Appreciation Rights Plan 2019.

#### **A. Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time:-**

### **SHARE-BASED PAYMENTS**

#### **a) Details of the Employee Share Option Plan of the Company**

The options are granted at the price determined by the Nomination Remuneration Compensation Committee. Each option entitles the holder to exercise the right to apply for and seek allotment of one equity share of ₹ 1/- each. The Option granted in Financial Year 2017-18 and 2018-19 shall vest in three installments. On 23<sup>rd</sup> September, 2019, terms of option granted in FY 2018-19 have been modified, repriced and vesting period reduced to three years from four years. Accordingly fair value recalculated with modified terms. Details of options granted during the financial year 2017-18 & 2018-19 duly approved by the Nomination Remuneration Compensation Committee under the said scheme are given below.

Each employee share option converts into one equity share of the Company on exercise. No amounts are paid or payable by the recipient on receipt of the option. The options carry neither rights to dividends nor voting rights. Options may be exercised at any time from the date of vesting to the date of their expiry.

The following share-based payment arrangements were in existence during the current and prior years:

| <b>Options Series</b>                           | <b>Number of Options Granted</b> | <b>Grant date</b> | <b>Vesting date</b> | <b>Exercise price (₹)</b> | <b>Fair value at grant date (₹)</b> |
|---|----------------------------------|-------------------|---------------------|---------------------------|-------------------------------------|
| Granted on 28 <sup>th</sup> August, 2017        | 567,000                          | 28/08/2017        | 28/08/2018          | 155                       | 88.65                               |
|   | 567,000                          | 28/08/2017        | 28/08/2019          | 155                       | 101.84                              |
|   | 567,000                          | 28/08/2017        | 28/08/2020          | 155                       | 108.12                              |
| Granted on 23 <sup>rd</sup> September, 2019 (*) | 319,900                          | 23/09/2019        | 23/09/2020          | 180                       | 150.24                              |
|   | 319,900                          | 23/09/2019        | 23/09/2021          | 180                       | 165.71                              |
|   | 274,200                          | 23/09/2019        | 23/09/2022          | 180                       | 176.56                              |

(\*) Originally options were granted in FY 2018-19 and terms were modified on 23<sup>rd</sup> September, 2019. The incremental fair value, as a result of modification stated above is ₹ 27.14 per option.

Exercise period will expire after five years from the date of vesting of options or such other period as may be decided by the Compensation Committee.

#### **Fair value of share options granted**

Options were priced using a Black Scholes Option Pricing Model. Where relevant, the expected life used in the model has

been adjusted based on management's best estimate for the effects of non-transferability, exercise restrictions and behavioral considerations. Expected volatility is based on the historical share price volatility over the past 3 years.

| Particulars                | Option Series                    |           |           |                               |           |           |
|----------------------------|----------------------------------|-----------|-----------|-------------------------------|-----------|-----------|
|                            | 23 <sup>rd</sup> September, 2019 |           |           | 28 <sup>th</sup> August, 2017 |           |           |
|                            | Vest 1                           | Vest 2    | Vest 3    | Vest 1                        | Vest 2    | Vest 3    |
| Inputs to the Model:       |                                  |           |           |                               |           |           |
| Grant date share price (₹) | 187.90                           | 187.90    | 187.90    | 182.15                        | 182.15    | 182.15    |
| Exercise price (₹)         | 180.00                           | 180.00    | 180.00    | 155.00                        | 155.00    | 155.00    |
| Expected volatility        | 52.48%                           | 51.22%    | 50.65%    | 51.36%                        | 54.96%    | 52.89%    |
| Option life                | 3.01 Year                        | 4.01 Year | 5.01 Year | 3.5 Year                      | 4.51 Year | 5.51 Year |
| Dividend yield             | 0.35%                            | 0.35%     | 0.35%     | 0.19%                         | 0.19%     | 0.19%     |
| Risk-free interest rate    | 5.96%                            | 6.16%     | 6.34%     | 6.37%                         | 6.50%     | 6.61%     |

#### Movements in share options during the year

The following table reconcile the share option outstanding at the beginning and end of the year.

| Particulars                           | 2022-23           |  | 2021-22           |  |
|---------------------------------------|-------------------|--|-------------------|--|
|                                       | Number of options | Weighted average of exercise price (₹) | Number of options | Weighted average of exercise price (₹) |
| Balance at the beginning of the year  | 2,364,400         | 162.54                                 | 2,615,000         | 163.74                                 |
| Issued during the year                | —                 | —                                      | —                 | —                                      |
| Forfeited during the year             | —                 | —                                      | —                 | —                                      |
| Exercised during the year             | (85,000)          | 180.00                                 | (250,600)         | 175.01                                 |
| <b>Balance at the end of the year</b> | <b>2,279,400</b>  | <b>161.89</b>                          | <b>2,364,400</b>  | <b>162.54</b>                          |

#### b) Details of the Employee Share Appreciation Rights of the Company

The Nomination Remuneration Compensation Committee has granted Employee Stock Appreciation Rights ("ESAR") on 17<sup>th</sup> March, 2020 and 10<sup>th</sup> November, 2020 to certain eligible employees pursuant to the Company's Employee Stock Appreciation Rights plan, ("Plan"). The grant price is determined based on a formulas as defined in the Plan. There are scheme under each plan with different vesting periods. The Plans is a administered by the Nomination Remuneration Compensation Committee.

An Employee Stock Appreciation Right (ESAR) is an award which provides the holder with the ability to profit from the appreciation in value of a set number of shares of company stock over a set period of time. The valuation of a stock appreciation right operates exactly like a stock option in that the employee benefits from any increases in stock price above the price set in the award. However, unlike an option, the employee is not required to pay an exercise price to exercise them, but simply receives the net amount of the increase in the stock price in either shares of company stock or Cash, as decided by The Nomination Remuneration Compensation Committee.

The following share-based payment arrangements were in existence during the current years:

| Options Series                             | Number of Options Granted | Grant date | Vesting date | Exercise price (₹) | Fair value at grant date (₹) |
|--|---------------------------|------------|--------------|--------------------|------------------------------|
| Granted on 17 <sup>th</sup> March, 2020    | 800,000                   | 17/03/2020 | 17/03/2021   | 90                 | 27.94                        |
|  | 800,000                   | 17/03/2020 | 17/03/2022   | 90                 | 31.10                        |
|  | 800,000                   | 17/03/2020 | 17/03/2023   | 90                 | 34.03                        |
| Granted on 10 <sup>th</sup> November, 2020 | 25,000                    | 10/11/2020 | 10/11/2021   | 105                | 49.95                        |
|  | 25,000                    | 10/11/2020 | 10/11/2022   | 105                | 57.40                        |
|  | 25,000                    | 10/11/2020 | 10/11/2023   | 105                | 62.18                        |
|  | 25,000                    | 10/11/2020 | 10/11/2024   | 105                | 66.36                        |

### Fair value of Employee Share Appreciation Rights (ESAR)

ESAR were priced using a Black Scholes Option Pricing Model. Where relevant, the expected life used in the model has been adjusted based on management's best estimate for the effects of non-transferability, exercise restrictions and behavioral considerations. Expected volatility is based on the historical share price volatility over the past 3 years.

| Particulars                | Option Series                   |          |           |           |                              |          |           |
|----------------------------|---------------------------------|----------|-----------|-----------|------------------------------|----------|-----------|
|                            | 10 <sup>th</sup> November, 2020 |          |           |           | 17 <sup>th</sup> March, 2020 |          |           |
|                            | Vest 1                          | Vest 2   | Vest 3    | Vest 4    | Vest 1                       | Vest 2   | Vest 3    |
| Inputs to the Model:       |                                 |          |           |           |                              |          |           |
| Grant date share price (₹) | 115.70                          | 115.70   | 115.70    | 115.70    | 77.95                        | 77.95    | 77.95     |
| Exercise price (₹)         | 105.00                          | 105.00   | 105.00    | 105.00    | 90.00                        | 90.00    | 90.00     |
| Expected volatility        | 50.31%                          | 52.56%   | 51.97%    | 51.62%    | 53.17%                       | 51.84%   | 51.45%    |
| Option life                | 3.5 Year                        | 4.5 Year | 5.51 Year | 6.51 Year | 3.5 Year                     | 4.5 Year | 5.51 Year |
| Dividend yield             | 0.62%                           | 0.62%    | 0.62%     | 0.62%     | 1.80%                        | 1.80%    | 1.80%     |
| Risk-free interest rate    | 4.83%                           | 5.19%    | 5.49%     | 5.74%     | 5.97%                        | 6.14%    | 6.27%     |

### Movements in ESARs during the year

The following table reconcile the ESARs outstanding at the beginning and end of the year.

| Particulars                              | 2022-23           |  | 2021-22           |  |
|--|-------------------|--|-------------------|--|
|  | Number of options | Weighted average of exercise price (₹) | Number of options | Weighted average of exercise price (₹) |
| Balance at the beginning of the year     | 1,175,000         | 90.96                                  | 2,500,000         | 90.60                                  |
| Issued during the year                   | —                 | —                                      | —                 | —                                      |
| Forfeited during the year                | —                 | —                                      | —                 | —                                      |
| Exercised / Cash settled during the year | (825,000)         | 90.45                                  | (1,325,000)       | 90.28                                  |
| <b>Balance at the end of the year</b>    | <b>350,000</b>    | <b>92.14</b>                           | <b>1,175,000</b>  | <b>90.96</b>                           |

The effect of share based payment transactions on the company's profit or loss for the year is presented below:

(₹ in Crores)

| Particulars                 | 31 <sup>st</sup> March, 2023 | 31 <sup>st</sup> March, 2022 |
|-----------------------------|------------------------------|------------------------------|
| Share based payment expense | 5.50                         | 12.19                        |

### Note:

- Volatility:** Volatility is a measure of the amount by which a price has fluctuated or is expected to fluctuate during the year. The measure of volatility is used in Black Scholes annualized standard deviation of the continuously compounded rate of return on the stock over a period of time. The Company considered the daily historical volatility of the Company's expected life of each vest.
- Risk Free Rate:** The risk free rate being considered for the calculation is the interest rate applicable for a maturity equal to the expected life of the options based on the zero - coupon securities.
- Expected Life of the Options / ESARs:** Expected life of the options / ESARs is the period for which the Company expects the options / ESARs to be live. The minimum life of a stock option / ESARs is the minimum period before which the options/ ESARs cannot be exercised and the maximum life is the period after which the options / ESARs cannot be exercised. The Company has calculated expected life as the average of life of the options / ESARs.

### B. Diluted EPS on issue of shares in accordance with 'IND AS 33 - Earnings Per Share' issued by ICAI or any other relevant accounting standard as prescribed from time to time:-

₹ 8.07

**C. Details related to Employee Stock Option Scheme (ESOS)**

|   |   |
|---|---|
| <b>(i) A description of ESOS that existed at any time during the year:</b>  |   |
| (a) Date of shareholders' approval  | 7 <sup>th</sup> December 2009   |
| (b) Total number of options approved under ESOS   | 1,00,00,000   |
| (c) Vesting requirements  | ESOS granted under ESOS 2009 would Vest after a minimum period of One (1) year but not later than a maximum period of Five (5) years from the Grant Date of such ESOS and on such other criteria as specified in detail in the ESOS of the Company.   |
| (d) Exercise price or pricing formula   | a) 31,00,000 options were granted at ₹ 30/- per option on 8 <sup>th</sup> July, 2010.<br>b) 27,14,335 options were granted at ₹ 52/- per option on 9 <sup>th</sup> May, 2013.<br>c) 15,00,000 options were granted at ₹ 95/- per option on 12 <sup>th</sup> November, 2014.<br>d) 17,01,000 options were granted at ₹ 155/- per option on 28 <sup>th</sup> August, 2017.<br>e) *9,44,000 options were granted at ₹ 245/- per option on 3 <sup>rd</sup> April, 2018. |
| (e) Maximum term of options granted   | Options granted under ESOS 2009, would vest not less than one year and not more than five years from the date of grant of such options.   |
| (f) Source of shares (primary, secondary or combination)  | Primary or as per the ESOS  |
| (g) Variation in terms of options   | NIL   |
| (ii) Method used to account for ESOS - Intrinsic or 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. | Not Applicable  |
| The impact of this difference on profits and on EPS of the company shall also be disclosed.   | Not Applicable  |
| (iv) Option movement during the year:   |   |
| Number of options outstanding at the beginning of the year  | 23,64,400   |
| Number of options granted during the year   | —   |
| Number of options forfeited / lapsed during the year *  | —   |
| Number of options vested during the year  | 2,74,200  |
| Number of options exercised during the year   | 85,000  |
| Number of shares arising as a result of exercise of options   | 85,000  |
| Money realized by exercise of options (INR), if scheme is implemented directly by the company   | 1,53,00,000   |
| Loan repaid by the Trust during the year from exercise price received   | Not Applicable  |

| Number of options outstanding at the end of the year  | 22,79,400  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
|---|--|------------|----------------|--|--|------------|------------|----------------------------------|--------|--------|--------------------|--------|--------|---------------------|--------|--------|---|------|------|---------------------|-------|-------|-------------------------|-------|-------|
| Number of options exercisable at the end of the year  | 22,79,400  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (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. | As per Annexure - A  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (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;  |  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (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   | As per Annexure - B<br>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:   |  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (a)   | <table><tr><th></th><th colspan="2">Dates of Grant</th></tr><tr><th></th><th>28.08.2017</th><th>23.09.2019</th></tr><tr><td>weighted-average share price (₹)</td><td>182.15</td><td>187.90</td></tr><tr><td>exercise price (₹)</td><td>155.00</td><td>180.00</td></tr><tr><td>expected volatility</td><td>53.07%</td><td>51.45%</td></tr><tr><td>expected Option life (Comprising vesting period + exercise period) (In Years)</td><td>5.51</td><td>5.01</td></tr><tr><td>expected dividends,</td><td>0.19%</td><td>0.35%</td></tr><tr><td>risk-free interest rate</td><td>6.49%</td><td>6.15%</td></tr></table> |            | Dates of Grant |  |  | 28.08.2017 | 23.09.2019 | weighted-average share price (₹) | 182.15 | 187.90 | exercise price (₹) | 155.00 | 180.00 | expected volatility | 53.07% | 51.45% | expected Option life (Comprising vesting period + exercise period) (In Years) | 5.51 | 5.01 | expected dividends, | 0.19% | 0.35% | risk-free interest rate | 6.49% | 6.15% |
|   | Dates of Grant   |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
|   | 28.08.2017   | 23.09.2019 |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| weighted-average share price (₹)  | 182.15   | 187.90     |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| exercise price (₹)  | 155.00   | 180.00     |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| expected volatility   | 53.07%   | 51.45%     |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| expected Option life (Comprising vesting period + exercise period) (In Years)   | 5.51   | 5.01       |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| expected dividends,   | 0.19%  | 0.35%      |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| risk-free interest rate   | 6.49%  | 6.15%      |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (b) the method used and the assumptions made to incorporate the effects of expected early exercise;   | Company has estimated the expected life of the options on the basis of average of minimum and maximum life of the Options. Historical data for early exercise of Options is not available, hence not considered in expected life calculations.   |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and   | Volatility is a measure of the amount by which a price has fluctuated or is expected to fluctuate during the year. The measure of volatility is used in Black Scholes annualized standard deviation of the continuously compounded rate of return on the stock over a period of time. The Company considered the daily historical volatility of the Company's expected life of each vest.  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |
| (d) Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.  | No other feature has been considered for fair valuation of options except as mentioned in the points above.  |            |                |  |  |            |            |                                  |        |        |                    |        |        |                     |        |        |   |      |      |                     |       |       |                         |       |       |

\*Out of 9,44,000 options granted in FY 2018-19, 30,000 options have been cancelled and 9,14,000 options have been modified, repriced (₹ 180 per option) and the vesting period reduced to three years from four years.

## Annexure – A

Weighted Average exercise price of option granted/reprice whose exercise price either equals or exceeds or is less than the market price of the stock: (Amount in ₹)

| Sr. | Particulars                                     | 28 <sup>th</sup> August, 2017 | 23 <sup>rd</sup> September, 2019 |
|-----|---|-------------------------------|----------------------------------|
| A   | Exercise Price equals the Market Price          | NA                            | NA                               |
| B   | Exercise Price is greater than the Market Price | NA                            | NA                               |
| C   | Exercise Price is less than the Market Price    | 155                           | 180                              |

Weighted Average fair value of option granted/reprice whose exercise price either equals or exceeds or is less than the market price of the stock: (Amount in ₹)

| Sr. | Particulars                                   | 28 <sup>th</sup> August, 2017 | 23 <sup>rd</sup> September, 2019 |
|-----|---|-------------------------------|----------------------------------|
| A   | Exercise Price equals the Fair Value          | NA                            | NA                               |
| B   | Exercise Price is greater than the Fair Value | 99.54                         | 164.17                           |
| C   | Exercise Price is less than the Fair Value    | NA                            | NA                               |

## Annexure – B

| Name of Senior Managerial Persons to whom Stock Options have been granted/reprice | Options granted/reprice in 2023 |
|---|---------------------------------|
| Nil   | NA                              |

**D. Details of SARs granted under Delta Employees Stock Appreciation Rights Plan 2019 (“ESARP 2019”/ “Plan”) are as follows:**

| Particulars   | Delta Employees Stock Appreciation Rights Plan 2019 (“ESARP 2019”/ “Plan”)   |
|---|--|
| <b>i) Description of Stock Appreciation Rights Scheme (“SAR Scheme”) that existed at any time during the year</b> |  |
| Date of shareholders’ approval  | 24 <sup>th</sup> July, 2019  |
| Total number of shares approved under the SAR scheme  | The aggregate number of Shares upon Exercise of Employee Stock Appreciation Rights (“ESARs”) under the Plan shall not exceed 50,00,000 (Fifty Lakhs) Shares of face value of ₹ 1/- (Rupee One), each fully paid up, of the Company.  |
| Vesting requirements  | ESARs granted under ESARP 2019 would Vest after a minimum period of One (1) year but not later than a maximum period of Five (5) years from the Grant Date of such ESARs. The Nomination, Remuneration and Compensation Committee (“NRC Committee”) shall determine the specific Vesting percentage and schedule which may be different for different Employees or class thereof at the time of Grant. |

| Particulars  | Delta Employees Stock Appreciation Rights Plan 2019 ("ESARP 2019"/"Plan")   |
|--|---|
| SAR price or pricing formula   | The ESAR Price per ESAR shall not be less than the Market Price. Provided that the Board or NRC Committee may at its sole discretion can provide a discount on ESAR Price of not more than 10% (Ten percent) to the Market Price. |
| Maximum term of SAR granted  | Maximum period of Five (5) years from the Grant Date of such ESARs.   |
| Method of settlement (whether in cash or equity)   | Any or all Vested ESARs upon Exercise shall be settled by way of allotment of Shares unless otherwise intended to be settled by way of Cash at the sole discretion of the NRC Committee.  |
| Choice of settlement (with the company or the employee or combination)   | At the discretion of NRC Committee  |
| Source of shares (primary, secondary or combination)   | At the discretion of NRC Committee  |
| Variation in terms of scheme   | —   |
| <b>ii) Method used to account for SAR – Intrinsic or fair value</b>  |   |
| Method used to account for SAR   | Fair Value  |
| <b>iii) Where the company opts for expensing of SAR using the intrinsic value of SAR</b>   |   |
| Where the company opts for expensing of SAR using the intrinsic value of SAR, 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 SAR, shall be disclosed. | Not Applicable  |
| The impact of this difference on profits and on EPS of the company shall also be disclosed.  |   |
| <b>iv) SAR movement during the year</b>  |   |
| Number of SARs outstanding at the beginning of the year  | 11,75,000   |
| Number of SARs granted during the year   | Nil   |
| Number of SARs forfeited/lapsed during the year  | Nil   |
| Number of SARs vested during the year  | 8,25,000  |
| Number of SARs exercised/settled during the year   | 8,25,000  |
| Number of SARs outstanding at the end of the year  | 3,50,000  |
| Number of SARs exercisable at the end of the year  | 3,50,000  |
| <b>v) Employee wise details of SARs granted during the year to</b>   |   |
| (i) Senior management personnel  | Nil   |
| (ii) Any other employee who receives a grant in any one year of amounting to 5% or more of SAR granted during that year  | Nil   |
| (iii) Identified employees who were granted SAR, 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   |