**AAVAS FINANCIERS LIMITED**
CIN: L65922RJ2011PLC034297
Registered & Corporate Office: 201-202, 2nd Floor, Southend Square,
Mansarovar Industrial Area, Jaipur 302020, Rajasthan, India
Tel: +91 141-4659221
E-mail: investorrelations@aavas.in | Website: www.aavas.in

## DISCLOSURE PURSUANT TO REGULATION 14 OF SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 AS ON MARCH 31, 2026:

**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:**

The disclosure is provided in Notes 33 to the Standalone Financial Statements of the Company for the financial year ended March 31, 2026.

**B. Diluted EPS on issue of shares:** Rs. 82.14

**C. (i)Details related to Employee Stock Option Schemes (ESOS)/Performance Stock Option Plan (PSOP) of the Company:**

| Sr. No. | Particulars | ESOP 2016 I (a) | ESOP 2016 I (b) | ESOP 2016 I (c) | ESOP 2016 I (d) | ESOP 2016 I (e) | ESOP 2019 | ESOP 2020 | ESOP 2021 | ESOP 2022 (a) | ESOP 2022 (b) | ESOP 2025 | PSOP 2023 (a) | PSOP 2023 (b) | PSOP 2023 (c) | PSOP 2023 (d) | PSOP 2023 (e) | PSOP 2024 (a) | PSOP 2024 (b) | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| a. | **Date of shareholders' approval** | ESOP 2016 was approved by the Shareholders of the Company by a Special Resolution passed on February 23, 2017. | | | | | ESOP 2019 was approved by the Shareholders of the Company by a Special Resolution passed on August 01, 2019. | ESOP 2020 was approved by the Shareholders of the Company by a Special Resolution passed on July 22, 2020. | ESOP 2021 was approved by the Shareholders of the Company by a Special Resolution passed on August 10, 2021. | ESOP 2022 was approved by the Shareholders of the Company by a Special Resolution passed on July 21, 2022 | | ESOP 2025 was approved by the Shareholders of the Company by a Special Resolution passed on September 16,2025 | PSOP 2023 was approved by the Shareholders of the Company by a Special Resolution passed on November 06, 2023 | | | | | PSOP 2024 was approved by the Shareholders of the Company by a Special Resolution passed on August 07, 2024. | | |
| b. | **Date of Grant** | February 23, 2017 | January 24, 2018 | March 30,2023 | February 01, 2024 | October 15, 2024 | October 03, 2019 | July 13, 2021 | August 18, 2021 | August 22, 2022 | November 11, 2025 | November 11, 2025 | December 12, 2023 | October 15, 2024 | October 18, 2024 | December 12, 2024 | August 12, 2025 | January 30, 2025 | November 11, 2025 | |
| C(i) | **Options granted** | 9,80,118 | 4,24,687 | 1,25,000 | 4,500 | 89,500 | 3,00,000 | 3,00,000 | 3,00,000 | 8,50,000 | 301230 | 14,22,470 | 71,044 | 1,22,139 | 5,256 | 23,904 | 23,637 | 4,00,000 | 10,000 | |
| C(ii) | **Options Approved** | 12,87,901 | | | | | 3,00,000 | 3,00,000 | 3,00,000 | 850000 | | 14,22,470 | 3,50,000 | | | | | 4,00,000 | | |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **d.** | **Vesting Requirement** | ESOPs/PSOPs will vest not earlier that One (1) year and not more than Five (5) years from the date of Grant of option. | | | | | | | | | | | | | | | | | |
| **e.** | **Exercise Price or Pricing Formula** | 215.25 | 328 | 1606.40 | 1476.55 | 1776.35 | 1580.20 | 2887.05 | 2477.15 | 2241.25 | 1654.00 | 1700.00 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | |
| **f.** | **Maximum term of Options granted** | Four (4) years from the date of each vesting. | | | | | | | | | | Five (5) years from the date of each vesting. | Four (4) years from the date of each vesting. | | | | | | | |
| **g.** | **Source of shares** | Primary | | | | | | | | | | | | | | | | | |
| **h.** | **Variations in terms of ESOP** | No variation | | | | | | | | | | | | | | | | | |
| **ii) Method used to account for ESOS-Intrinsic or fair value** | | | | | | | | | | | | | | | | | | | |
| Calculation is based on Fair Value Method. | | | | | | | | | | | | | | | | | | | |
| **iii) Where the Company opts for expensing the options using the intrinsic value of the Options** | | | | | | | | | | | | | | | | | | | |
| **a.** | **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** | N.A. | | | | | | | | | | | | | | | | | |
| **b** | **The impact of this difference on profits and on EPS of the Company** | N.A. | | | | | | | | | | | | | | | | | |
| **iv) Option movement during the year (For each ESOS/PSOP)** | | | | | | | | | | | | | | | | | | | |
| | **Particulars** | **ESOP 2016 I (a)** | **ESOP 2016 I (b)** | **ESOP 2016 I (c)** | **ESOP 2016 I (d)** | **ESOP 2016 I (e)** | **ESOP 2019** | **ESOP 2020** | **ESOP 2021** | **ESOP 2022 (a)** | **ESOP 2022 (b)** | **ESOP 2025** | **PSOP 2023 (a)** | **PSOP 2023 (b)** | **PSOP 2023 (c)** | **PSOP 2023 (d)** | **PSOP 2023 (e)** | **PSOP 2024 (a)** | **PSOP 2024 (b)** | **Remarks** |
| | **Number of options Outstanding at the beginning of the Period** | 3,793 | 15,555 | 1,25,000 | 4,500 | 89,500 | 92,360 | 1,28,557 | 1,60,444 | 4,53,776 | - | - | 44,098 | 1,17,795 | 5,256 | 23,904 | - | 4,00,000 | - | - |
| | **Number of options granted during the year** | - | - | - | - | - | - | - | - | - | 3,01,230 | 14,22,470 | - | - | - | - | 23,637 | - | 10,000 | - |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Number of options forfeited/lapsed during the year** | 2,332 | - | - | - | 1,400 | 21,114 | 17,227 | 30,925 | 70,082 | 14,260 | 29,740 | 7,053 | 22,059 | 62 | 9,140 | - | 24,470 | - | - |
| | **Number of options vested during the Year** | - | - | 25,000 | 900 | 16,500 | - | 22,515 | 25,340 | 76,707 | - | - | 11,026 | 23,894 | 1,252 | 3,559 | - | 90,530 | - | - |
| | **Number of options exercised during the year** | 1,461 | 5,330 | - | - | - | 5,879 | - | - | - | - | - | 1,0946 | 20,083 | 1,252 | 3,559 | - | 80,568 | - | - |
| | **Number of shares arising as a result of exercise of options** | 1461 | 5,330 | - | - | - | 5,879 | - | - | - | | - | 1,0946 | 20,083 | 1,252 | 3,559 | - | 80,568 | - | - |
| | **Money realizes by exercise of options, if scheme is implemented directly by the Company (In Rs.)** | 3,14,480.25 | 17,48,240 | - | - | - | 92,89,995.8 | - | - | - | | - | 1,09,460 | 2,00,830 | 12,520 | 35,590 | - | 8,05,680 | - | - |
| | **Loan repaid by the Trust during the year from exercise price received** | - | - | - | - | - | - | - | - | - | | - | - | - | | - | - | - | - | - |
| | **Number of options outstanding at the end of the year** | - | 10,225 | 1,25,000 | 4,500 | 88,100 | 65,367 | 1,11,330 | 1,29,519 | 3,83,694 | 2,86,970 | 13,92,730 | 26,099 | 75,653 | 3,942 | 11,205 | 23,637 | 2,94,962 | 10,000 | |
| | **Number of Options exercisable at the end of the year** | - | 10,225 | 75,000 | 1,800 | 16,500 | 65,367 | 88,690 | 1,03,069 | 2,28,734 | - | - | 3,469 | 3,689 | - | - | - | 9962 | - | - |
| **v) Weighted-average exercise prices and weighted-average fair values of option** | | | | | | | | | | | | | | | | | | | | |
| | | **ESOP 2016 I (a)** | **ESOP 2016 I (b)** | **ESOP 2016 I (c)** | **ESOP 2016 I (d)** | **ESOP 2016 I (e)** | **ESOP 2019** | **ESOP 2020** | **ESOP 2021** | **ESOP 2022 (a)** | **ESOP 2022 (b)** | **ESOP 2025** | **PSOP 2023 (a)** | **PSOP 2023 (b)** | **PSOP 2023 (c)** | **PSOP 2023 (d)** | **PSOP 2023 (e)** | **PSOP 2024 (a)** | **PSOP 2024 (b)** | **Remarks** |
| **a.** | **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** | All the options were granted at an exercise price of Rs. 215.25 per option and hence | All the options were granted at an exercise price of Rs. 328 | All the options were granted at an exercise price of Rs. 1606.40 per option and hence | All the options were granted at an exercise price of Rs. 1476. | All the options were granted at an exercise price of Rs. 1776.35 per option and hence | All the options were granted at an exercise price of Rs. 1580.20 per option and hence | All the options were granted at an exercise price of Rs. 2887. | All the options were granted at an exercise price of Rs. 2477.15 per option and hence the Weighted average price is Rs. 2477.15 per option and | All the options were granted at an exercise price of Rs. 2241.25 per option and hence the Weighted average | All the options were granted at an exercise price of Rs. 1654.00 per option and hence | All the options were granted at an exercise price of Rs. 1700.00 per option and hence the Weighted average price is Rs. 1700.00 per option and the weighted average fair | All the options were granted at an exercise price of Rs. 10.00 | All the options were granted at an exercise price of Rs. 10.00 | All the options were granted at an exercise price of Rs. 10.00 | All the options were granted at an exercise price of Rs. 10.00 per | All the options were granted at an exercise price of Rs. 10.00 | All the options were granted at an exercise price of Rs. 10.00 | All the options were granted at an exercise price of Rs. 10.00 per | - |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **stock** | the Weighted average price is Rs.215.25 per option and the weighted average fair value of options is Rs. 94.27 | per option and hence the Weighted average price is Rs. 328.00 per option and the weighted average fair value of options is Rs. 150.22 | the Weighted average price is Rs. 1606.40 per option and the weighted average fair value of options is Rs. 451.65 | 55 per option and hence the Weighted average price is Rs. 1476.55 per option and the weighted average fair value of options is Rs. 629.58 | the Weighted average price is Rs. 1776.35 per option and the weighted average fair value of options is Rs. 642.81 | the Weighted average price is Rs. 1580.20 per option and the weighted average fair value of options is Rs. 650.41 | 05 per option and hence the Weighted average price is Rs. 2887.05 per option and the weighted average fair value of options is Rs 1093.45 | the weighted average fair value of options is Rs 662.66 | price is Rs. 2241.25 per option and the weighted average fair value of options is Rs.632.51 | the Weighted average price is Rs. 1654.00 per option and the weighted average fair value of options is Rs. 543.98 | value of options is Rs. 502.66 | per option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs. 1538.80 | per option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs. 1767.81 | per option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs. 1722.72 | option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs. 1669.51 | per option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs.1704.57 | per option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs.1681.08 | option and hence the Weighted average price is Rs. 10.00 per option and the weighted average fair value of options is Rs. 1645.37 | |

# ANNEXURE 1

**vi) Employee wise details of options granted during the year to:**

**a) Senior Managerial Personnel (including Key Managerial Personnel):**

**i. Aavas Financiers Limited- Equity Stock Option Plan for Employees 2022 (b)**

| Sr. No. | Name | Category | Designation | No. of Option Granted in FY 26 | Exercise Price per Option (in Rs.) |
|---|---|---|---|---|---|
| 1. | Mr. Saurabh Sharma | ESOP 2022 (b) | Company Secretary & Compliance Officer | 1950 | 1654.00 |

**ii. Aavas Financiers Limited- Performance Stock Option Plan 2023 (e)**

| Sr. No. | Name | Category | Designation | No. of Option Granted in FY 26 | Exercise Price per Option (in Rs.) |
|---|---|---|---|---|---|
| 1. | Mr. Sachinder Bhinder | PSOP 2023 | Managing Director and CEO | 7328 | 10.00 |
| 2. | Mr. Ghanshyam Rawat | PSOP 2023 | Chief Financial Officer | 2627 | 10.00 |
| 3. | Mr. Ashutosh Atre | PSOP 2023 | Chief Risk Officer | 2065 | 10.00 |
| 4. | Mr. Sharad Pathak | PSOP 2023 | Chief Compliance Officer | 582 | 10.00 |
| 5. | Mr. Selvin Uthaman | PSOP 2023 | Chief Business Officer | 2837 | 10.00 |
| 6. | Mr. Anshul Bhargava | PSOP 2023 | Chief People Officer | 1924 | 10.00 |
| 7. | Mr. Rajaram Balasubramaniam | PSOP 2023 | Chief Strategy Officer | 1997 | 10.00 |
| 8. | Mr. Ramachandran Venkatesh | PSOP 2023 | Head of Internal Audit | 760 | 10.00 |
| 9. | Mr. Ripudaman Bandral | PSOP 2023 | Chief Credit Officer | 1924 | 10.00 |
| 10. | Mrs. Jijy Oommen | PSOP 2023 | Chief Technology Officer | 1342 | 10.00 |
| 11. | Mr. Saurabh Sharma | PSOP 2023 | Company Secretary & Compliance Officer | 251 | 10.00 |

**iii. Aavas Financiers Limited- Performance Stock Option Plan 2024 (b)**

| Sr. No. | Name | Category | Designation | No. of Option Granted in FY 26 | Exercise Price per Option (in Rs.) |
|---|---|---|---|---|---|
| 1. | Mr. Ashish Gautam | PSOP 2024 | Head of Operations | 10000 | 10.00 |

**iv. Aavas Financiers Limited- Equity Stock Option Plan 2025**

| Sr. No. | Name | Category | Designation | No. of Option Granted in FY 26 | Exercise Price per Option (in Rs.) |
|---|---|---|---|---|---|
| 1. | Mr. Sachinder Bhinder | ESOP 2025 | Managing Director and CEO | 365000 | 1700.00 |
| 2. | Mr. Ghanshyam Rawat | ESOP 2025 | Chief Financial Officer | 40000 | 1700.00 |
| 3. | Mr. Ashutosh Atre | ESOP 2025 | Chief Risk Officer | 60000 | 1700.00 |
| 4. | Mr. Sharad Pathak | ESOP 2025 | Chief Compliance Officer | 30000 | 1700.00 |
| 5. | Mr. Selvin Uthaman | ESOP 2025 | Chief Business Officer | 95000 | 1700.00 |
| 6. | Mr. Anshul Bhargava | ESOP 2025 | Chief People Officer | 8000 | 1700.00 |
| 7. | Mr. Rajaram Balasubramaniam | ESOP 2025 | Chief Strategy Officer | 40000 | 1700.00 |
| 8. | Mr. Ramachandran Venkatesh | ESOP 2025 | Head of Internal Audit | 21000 | 1700.00 |
| 9. | Mr. Ripudaman Bandral | ESOP 2025 | Chief Credit Officer | 95000 | 1700.00 |
| 10. | Mrs. Jijy Oommen | ESOP 2025 | Chief Technology Officer | 40000 | 1700.00 |
| 11. | Mr. Ashish Gautam | ESOP 2025 | Chief Customer Experience Officer | 25000 | 1700.00 |
| 12. | Mr. Saurabh Sharma | ESOP 2025 | Company Secretary & Compliance Officer | 1950 | 1700.00 |

**b) <u>Any other employee who has received a grant in the year amounting to 5% or more of the total options granted during the year:</u> None**

**c) <u>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 –</u> None.**

## ANNEXURE 2

**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. The weighted-average values of share price (in Rs), exercise price (in Rs), expected volatility, expected option life, expected dividend, the risk-free interest rate**

| Particulars | ESOP 2022 (b) | PSOP 2023 (e) | PSOP 2024 (b) | ESOP 2025 |
|---|---|---|---|---|
| Exercise Price (in Rs) | 1654.00 | 10.00 | 10.00 | 1700.00 |
| Expected Volatility | 29.55%-34.39% | 28.76%-31.89% | 29.11%-31.61% | 29.55%-34.39% |
| Expected Option Life | 1st vesting – 1st year<br>2nd vesting – 2nd year<br>3rd vesting – 3rd year<br>4th vesting – 4th year<br>5th vesting – 5th year | 1st vesting – 1st year<br>2nd vesting – 2nd year<br>3rd vesting – 3rd year<br>4th vesting – 4th year | 1st vesting – 1st year<br>2nd vesting – 2nd year<br>3rd vesting – 3rd year<br>4th vesting – 4th year | 1st vesting – 1st year<br>2nd vesting – 2nd year<br>3rd vesting – 3rd year<br>4th vesting – 4th year<br>5th vesting – 5th year |
| Expected Dividend: | 0% | 0% | 0% | 0% |
| The Risk-Free Interest Rate | Vesting 1 – 5.79%<br>Vesting 2 – 5.97%<br>Vesting 3 – 6.20%<br>Vesting 4 – 6.37%<br>Vesting 5 – 6.53% | Vesting 1 – 5.59%<br>Vesting 2 – 5.82%<br>Vesting 3 – 5.98%<br>Vesting 4 – 6.24% | Vesting 1 – 5.61%<br>Vesting 2 – 5.79%<br>Vesting 3 – 5.97%<br>Vesting 4 – 6.20% | Vesting 1 – 5.79%<br>Vesting 2 – 5.97%<br>Vesting 3 – 6.20%<br>Vesting 4 – 6.37%<br>Vesting 5 – 6.53% |

**B. The method used and the assumptions made to incorporate the effects of expected early exercise.**

The fair value has been measured using black scholes formula which presumes the option will be exercised at the end of the term.

**C. How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility.**

Expected volatility was determined based on the historical price data on the stock exchange of similar enterprises.

**D. Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.**

The fair value is calculated using Black Scholes (Option pricing) Model.