



Regd. Office: 9<sup>th</sup> Floor Antriksh Bhawan, 22 K G Marg, New Delhi-110001  
CSO-Annex, RMZ Infinity Park, 6th Floor, Plot No.15, Udyog Vihar, Gurugram, Haryana – 122008  
Phone: 011-23736857, e-mail: [investor.services@pnbhousing.com](mailto:investor.services@pnbhousing.com)  
Website: [www.pnbhousing.com](http://www.pnbhousing.com), CIN: L65922DL1988PLC033856

**DISCLOSURE PURSUANT TO REGULATION 14 OF THE SECURITIES AND EXCHANGE BOARD OF INDIA  
(SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 – FY 2024-25**

**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.**

Refer Note No.24.8 of Standalone and Consolidated Financial Statements of the Company for the Financial Year 2024-25.

**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 Consolidated Financial Statements for the Financial Year ended March 31, 2025, is INR 74.25 and for Standalone Financial Statements for the Financial Year ended March 31, 2025, is INR 74.74.

**C. Details related to ESOP Schemes of the Company**

**i. Description of ESOP Scheme that existed any time during the year:**

| Particulars                                                | ESOP 2016                                                                                                                                                                                                                                                                                                                               | ESOP 2018                                                                                                                                                                                                                                                                                                                               | RSU 2020                                                                    | ESOP 2022                                                                                                                                                                                                                                                                                                            | RSU 2022                                                                    |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Date of approval of Shareholders                           | April 22, 2016                                                                                                                                                                                                                                                                                                                          | July 27, 2018                                                                                                                                                                                                                                                                                                                           | January 21, 2021                                                            | July 26, 2022                                                                                                                                                                                                                                                                                                        | July 26, 2022                                                               |
| Total number of options/Units approved by the shareholders | 41,88,459                                                                                                                                                                                                                                                                                                                               | 24,13,000                                                                                                                                                                                                                                                                                                                               | 5,00,000                                                                    | 20,00,000                                                                                                                                                                                                                                                                                                            | 8,50,000                                                                    |
| Additional Grants in number pursuant to Rights Issue       | -                                                                                                                                                                                                                                                                                                                                       | -                                                                                                                                                                                                                                                                                                                                       | -                                                                           | -                                                                                                                                                                                                                                                                                                                    | -                                                                           |
| Vesting requirements                                       | Vesting takes place on staggered basis over a maximum period of five years.                                                                                                                                                                                                                                                             | Vesting takes place on staggered basis over a maximum period of six years.                                                                                                                                                                                                                                                              | Vesting takes place on staggered basis over a maximum period of four years. | Vesting takes place on staggered basis over a maximum period of four years.                                                                                                                                                                                                                                          | Vesting takes place on staggered basis over a maximum period of four years. |
| Exercise Price or pricing formula                          | Exercise price of each ESOP will be the Fair Market Value of each share on the date of the ESOP grant as approved by the Nomination and Remuneration Committee which shall be the closing price of share of the Company on the stock exchange where there is highest trading volume, on the day immediately prior to the date of grant. | Exercise price of each ESOP will be the Fair Market Value of each share on the date of the ESOP grant as approved by the Nomination and Remuneration Committee which shall be the closing price of share of the Company on the stock exchange where there is highest trading volume, on the day immediately prior to the date of grant. | INR 10 per equity share                                                     | Exercise price of each ESOP will be the Fair Market Value of each share on the date of the ESOP grant as approved by the Nomination and Remuneration Committee which shall be the closing price of share of the Company on the stock exchange where there is highest trading immediately prior to the date of grant. | INR 10 per equity share                                                     |
| Maximum term of options granted                            | Three years from the date of the vesting of respective options                                                                                                                                                                                                                                                                          | Three years from the date of the vesting of respective options                                                                                                                                                                                                                                                                          | One year from the date of the vesting of respective units                   | Three years from the date of the vesting of respective units                                                                                                                                                                                                                                                         | One year from the date of the vesting of respective units                   |
| Sources of shares (primary, secondary or combination)      | Primary                                                                                                                                                                                                                                                                                                                                 | Primary                                                                                                                                                                                                                                                                                                                                 | Primary                                                                     | Primary                                                                                                                                                                                                                                                                                                              | Primary                                                                     |
| Variation in terms of options                              | Nil                                                                                                                                                                                                                                                                                                                                     | Nil                                                                                                                                                                                                                                                                                                                                     | Nil                                                                         | Nil                                                                                                                                                                                                                                                                                                                  | Nil                                                                         |

ii. Method used to account for ESOS - Intrinsic or fair value: Fair Value Method

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

iv. Option movement during the year pursuant to Original grant (For each ESOS):

| Particulars                                                                                   | Details   |               |          |             |          |
|-----------------------------------------------------------------------------------------------|-----------|---------------|----------|-------------|----------|
|                                                                                               | ESOP 2016 | ESOP 2018     | RSU 2020 | ESOP 2022   | RSU 2022 |
| Number of options outstanding at the beginning of the period                                  | 4,60,000  | 7,64,575      | 1,22,490 | 3,23,000    | -        |
| Number of options granted during the year                                                     | -         | 5,34,500      | 72,500   | -           | -        |
| Number of options forfeited/ lapsed during the year                                           | 29,696    | 1,84,441      | 19,026   | 37,953      | -        |
| Number of options vested during the year                                                      | 1,15,000  | 1,93,772      | 49,698   | 58,697      | -        |
| Number of options exercised during the year                                                   | -         | 95,297        | 30,134   | 34,487      | -        |
| Number of shares arising as a result of exercise of options                                   | -         | 95,297        | 30,134   | 34,487      | -        |
| Money realized by exercise of options (INR), if scheme is implemented directly by the company | -         | 3,44,75,552.1 | 3,01,340 | 1,71,29,794 | -        |
| Loan repaid by the Trust during the year from exercise price received                         | -         | -             | -        | -           | -        |
| Number of options outstanding at the end of the year                                          | 3,45,000  | 10,60,042     | 1,26,700 | 226,400     | -        |
| Number of options exercisable at the end of the year                                          | 2,35,122  | 3,84,293      | 31,428   | 24,160      | -        |

Option movement during the year pursuant to Rights Issue grant (For each ESOS):

| Particulars                                                                                   | Details   |                |          |           |          |
|-----------------------------------------------------------------------------------------------|-----------|----------------|----------|-----------|----------|
|                                                                                               | ESOP 2016 | ESOP 2018      | RSU 2020 | ESOP 2022 | RSU 2022 |
| Number of options outstanding at the beginning of the period                                  | 1,33,907  | 2,07,986       | 10,976   | -         | -        |
| Number of options granted during the year                                                     | -         | -              | -        | -         | -        |
| Number of options forfeited/ lapsed during the year                                           | 68,580    | 1,61,693       | 1,154    | -         | -        |
| Number of options vested during the year                                                      | 33,477    | 55,547         | 6,843    | -         | -        |
| Number of options exercised during the year                                                   | -         | 37,256         | 3,983    | -         | -        |
| Number of shares arising because of exercise of options                                       | -         | 37,256         | 3,983    | -         | -        |
| Money realized by exercise of options (INR), if scheme is implemented directly by the company | -         | 1,76,60,042.40 | 39,830   | -         | -        |
| Loan repaid by the Trust during the year from exercise price received                         | -         | -              | -        | -         | -        |
| Number of options outstanding at the end of the year                                          | 1,00,430  | 1,42,724       | 2,992    | -         | -        |
| Number of options exercisable at the end of the year                                          | 72,135    | 2,91,030       | 4,736    | -         | -        |

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

|                                                     | ESOP 2018    |               |               | RSU 2020     |
|-----------------------------------------------------|--------------|---------------|---------------|--------------|
| Grant Date                                          | June 5, 2024 | June 12, 2024 | June 20, 2024 | June 5, 2024 |
| No of options granted                               | 4,34,500     | 50,000        | 50,000        | 72,500       |
| Weighted average exercise price per option (In INR) | 671.95       | 808.15        | 864.8         | 10           |

vi. Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to:

| Senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015                         | <table><tr><th>Name and designation of Senior managerial personnel</th><th>Options/RSUs granted</th><th>Exercise Price INR</th></tr><tr><td>Mr. Girish Kousgi, Managing Director &amp; CEO</td><td>50,000</td><td>808.15</td></tr><tr><td>Mr. Vikas Rana, Head - Construction Finance</td><td>50,000</td><td>840</td></tr><tr><td>Mr. Jatul Anand, Chief Credit &amp; Collections Officer</td><td>25,000</td><td>671.95</td></tr><tr><td>Mr. Ajay Mohanty, Head Internal-Audit</td><td>20,000</td><td>671.95</td></tr><tr><td>Mr Dilip Vaitheeswaran, Chief Sales Officer</td><td>20,000</td><td>671.95</td></tr><tr><td>Mr. Vinay Gupta, Chief Financial Officer</td><td>20,000</td><td>671.95</td></tr><tr><td>Mr. Anujai Saxena, Chief- Business Transformation Officer</td><td>20,000</td><td>671.95</td></tr><tr><td>Mr. Anshul Dalela, Head Operations &amp; Customers Service</td><td>15,000</td><td>671.95</td></tr><tr><td>Ms Veena G Kamath, Company Secretary (From 01/02/2024)</td><td>10,000</td><td>671.95</td></tr><tr><td>Mr Krishna Kant, Chief Compliance Officer</td><td>10,000</td><td>671.95</td></tr></table> | Name and designation of Senior managerial personnel | Options/RSUs granted | Exercise Price INR | Mr. Girish Kousgi, Managing Director & CEO | 50,000 | 808.15 | Mr. Vikas Rana, Head - Construction Finance | 50,000 | 840 | Mr. Jatul Anand, Chief Credit & Collections Officer | 25,000 | 671.95 | Mr. Ajay Mohanty, Head Internal-Audit | 20,000 | 671.95 | Mr Dilip Vaitheeswaran, Chief Sales Officer | 20,000 | 671.95 | Mr. Vinay Gupta, Chief Financial Officer | 20,000 | 671.95 | Mr. Anujai Saxena, Chief- Business Transformation Officer | 20,000 | 671.95 | Mr. Anshul Dalela, Head Operations & Customers Service | 15,000 | 671.95 | Ms Veena G Kamath, Company Secretary (From 01/02/2024) | 10,000 | 671.95 | Mr Krishna Kant, Chief Compliance Officer | 10,000 | 671.95 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------|--------------------|--------------------------------------------|--------|--------|---------------------------------------------|--------|-----|-----------------------------------------------------|--------|--------|---------------------------------------|--------|--------|---------------------------------------------|--------|--------|------------------------------------------|--------|--------|-----------------------------------------------------------|--------|--------|--------------------------------------------------------|--------|--------|--------------------------------------------------------|--------|--------|-------------------------------------------|--------|--------|
|                                                                                                                                                                                                         | Name and designation of Senior managerial personnel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Options/RSUs granted                                | Exercise Price INR   |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Girish Kousgi, Managing Director & CEO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 50,000                                              | 808.15               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Vikas Rana, Head - Construction Finance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 50,000                                              | 840                  |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Jatul Anand, Chief Credit & Collections Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 25,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Ajay Mohanty, Head Internal-Audit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 20,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr Dilip Vaitheeswaran, Chief Sales Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 20,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Vinay Gupta, Chief Financial Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 20,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Anujai Saxena, Chief- Business Transformation Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 20,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Mr. Anshul Dalela, Head Operations & Customers Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 15,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
|                                                                                                                                                                                                         | Ms Veena G Kamath, Company Secretary (From 01/02/2024)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 10,000                                              | 671.95               |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
| Mr Krishna Kant, Chief Compliance Officer                                                                                                                                                               | 10,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 671.95                                              |                      |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
| Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year;                                                                           | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                     |                      |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |
| 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. | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                     |                      |                    |                                            |        |        |                                             |        |     |                                                     |        |        |                                       |        |        |                                             |        |        |                                          |        |        |                                                           |        |        |                                                        |        |        |                                                        |        |        |                                           |        |        |

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

Details are given in Note 24.8 of Standalone and Consolidated Financial Statements for the Financial Year ended March 31, 2025.

viii. 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 - Disclosed Above.

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: Not Applicable

-----