



Regd. Office: 9th 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
 Website: 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 2023-24**

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 2023-24.

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, 2024, is INR 58.20 and for Standalone Financial Statements for the Financial Year ended March 31, 2024, is INR 59.12.

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	3,35,510	9,13,936	22,146	-	-
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	One year 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	5,75,000	11,15,790	1,06,209	-	-
Number of options granted during the year	-	60,000	67,500	3,75,500	-
Number of options forfeited/ lapsed during the year	40,196	3,09,754	33,272	52,500	-
Number of options vested during the year	1,15,000	2,81,811	26,070	-	-
Number of options exercised during the year	6,050	1,09,838	28,843	-	-
Number of shares arising as a result of exercise of options	6,050	1,09,838	28,843	-	-
Money realized by exercise of options (INR), if scheme is implemented directly by the company	20,44,900	4,00,38,948	2,88,430	-	-
Loan repaid by the Trust during the year from exercise price received	-	-	-	-	-
Number of options outstanding at the end of the year	4,60,000	7,64,575	1,22,490	3,75,500	-
Number of options exercisable at the end of the year	1,49,818	4,24,998	12,298	-	-

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	-	-	-	-	-
Number of options granted during the year	3,35,510	9,13,936	22,146	-	-
Number of options forfeited/ lapsed during the year	88,032	2,51,249	4,089	-	-
Number of options vested during the year	1,94,019	6,49,957	7,081	-	-
Number of options exercised during the year	6,333	29,984	5,192	-	-
Number of shares arising because of exercise of options	6,333	29,984	5,192	-	-
Money realized by exercise of options (INR), if scheme is implemented directly by the company	-	1,09,84,832.60	51,730	-	-
Loan repaid by the Trust during the year from exercise price received	-	-	-	-	-
Number of options outstanding at the end of the year	1,33,907	2,07,986	10,976	-	-
Number of options exercisable at the end of the year	1,07,238	4,24,717	1,889	-	-

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

Grant Date	ESOP 2018	RSU 2020	ESOP 2022			
	April 13, 2023	May 31, 2023	May 31, 2023	July 18, 2023	September 25, 2023	December 16, 2023
No of options granted	60,000	67,500	2,86,500	18,000	41,000	30,000
Weighted average exercise price per option (In INR)	438.85	10	483.15	643.40	688.15	803.40

• On June 08, 2023, granted additional Options/RSUs to existing Option/RSU holders as on April 05, 2023, at the price at which these were originally granted to Option/RSU holders. Under ESOP scheme 2016, 3,35,510; under ESOP Scheme 2018, 9,13,936 and under RSU Scheme 2020, 22, 146 were additionally granted.

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	Name and designation of Senior managerial personnel	Options/RSUs granted	Exercise Price INR
		Mr. Girish Kousgi, Managing Director & CEO	1,67,384 (Rights Issue)
Mr. Vinay Gupta, Chief Financial Officer		57,560 (Rights Issue)	431.20
Mr. Sanjay Jain, Company Secretary (till 31/01/2024)		25,289 (Rights Issue)	1,333.35
		1,376 (Rights Issue)	345.30
		2,103 (Rights Issue)	10
Mr. Anubhav Rajput, Chief Information Officer		4,274 (Rights Issue)	10
Mr. Jatul Anand, Chief Credit & Collections Officer		27,314 (Rights Issue)	1,333.35
		16,506 (Rights Issue)	345.30
		3,005 (Rights Issue)	10
Mr. Anshul Dalela, Head Operations & Customers Service		41,364 (Rights Issue)	1,600.60
		18,208 (Rights Issue)	1,333.35
		7,704 (Rights Issue)	345.30
		1,352 (Rights Issue)	10
Ms. Valli Sekar, Chief Sales & Collections Officer - Affordable		6,988 (Rights Issue)	345.20
		20,000	483.15
Mr. Anujai Saxena, Chief- Business Transformation Officer		39,288 (Rights Issue)	690.35
		16,506 (Rights Issue)	345.30
Mr. Ajay Mohanty, Head Internal-Audit		6,129 (Rights Issue)	261.15
		3,360 (Rights Issue)	345.30
Mr. Neeraj Manchanda, Chief Risk Officer		13,151 (Rights Issue)	1,333.35
	6,878 (Rights Issue)	345.30	
	1,503 (Rights Issue)	10	
Mr Amit Singh, Chief People Officer	25,683 (Rights Issue)	588.10	
Mr Dilip Vaitheeswaran, Chief Sales Officer	60,000	438.85	
	30,000	483.15	
Ms Veena G Kamath, Company Secretary (From 01/02/2024)	30,000	688.15	
Mr Krishna Kant, Chief Compliance Officer	30,000	803.40	
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, 2024.

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
