Disclosure as per the SEBI Regulations

A SUMMARY OF STATUS OF EMPLOYEE STOCK OPTIONS GRANTED

The position of the existing schemes is summarised as under:

SN	Particulars	IDFC FIRST BANK ESOS 2015
1	Date of Shareholder's Approval	Date of EGM: December 09, 2014 Date of 1st AGM: September 29, 2015 Date of 2nd AGM: July 27, 2016 Date of 5th AGM: July 25, 2019
2	Total Number of Options approved under ESOS	As on March 31, 2026, the ESOS pool consisted of 68,81,35,939 Stock Options.
3	Vesting requirements	Options granted under IDFC FIRST Bank ESOS-2015 would vest not less than one year from the date of grant of such Options.
4	Exercise Price or Pricing Formula	Exercise Price shall be as decided by the Nomination and Remuneration Committee ('NRC'), subject to a minimum of the face value per share.
5	Maximum term of Options granted	Options granted under IDFC FIRST Bank ESOS–2015 would vest not less than one year from the date of grant of such Options. The Employee Stock Options granted shall be capable of being exercised within a maximum period of three (3) years from the date of vesting of the respective Employee Stock Options or such other period as may be decided by NRC.
6	Source of shares	The Scheme is implemented and administered directly by the Bank by way of issue of equivalent Primary shares against exercise of Options.
7	Variation in terms of ESOS	There is no variation in terms of ESOS during the financial year ended March 31, 2026.
8	Method used to account for ESOS	The Bank has used the intrinsic value method to account for the compensation cost of stock options to employees of the Bank (other than Whole Time Directors / Chief Executive Officers / Material Risk Takers and Control Function Staff). Further, the Bank recognises fair value of share-linked instruments on the date of grant as an expense for all instruments granted after the accounting period ended March 31, 2021 as per Reserve Bank of India (Commercial Banks - Governance) Directions, 2025 dated November 28, 2025 (as amended) for remuneration to Whole Time Directors / Chief Executive Officers / Material Risk Takers and Control Function Staff. In addition, the Bank recognises fair value of share-linked instruments on the date of grant as an expense for all instruments granted after the accounting period ended March 31, 2024 for all other category of employees apart from the Whole Time Directors / Chief Executive Officers / Material Risk Takers and Control Function Staff. The fair value of the stock-based compensation is estimated on the date of grant using Black-Scholes model and is recognised as compensation expense over the vesting period.

B OPTION MOVEMENT DURING THE FY 2025-26

SN	Particulars	Numbers
1	Number of Options outstanding at the beginning of the year	21,57,19,318
2	Number of Options granted during the year	5,11,62,010
3	Number of Options Forfeited / lapsed during the year	1,36,30,428
4	Number of Options Vested during the year	4,45,35,616
5	Number of Options Exercised during the year	2,97,11,876
6	Number of shares arising as a result of exercise of options	2,97,11,876
7	Money realized by exercise of options (₹)	1,24,65,37,005
8	Number of Options outstanding at the end of the year	22,35,39,024
9	Number of Options exercisable at the end of the year	7,33,60,710

C WEIGHTED AVERAGE EXERCISE PRICE AND WEIGHTED AVERAGE FAIR VALUE OF OPTIONS GRANTED DURING FY 2025-26 WHOSE:

SN	Particulars	Weighted Average Exercise Price	Weighted Average Fair Value
a.	Exercise price equals market price (₹)	68.42	23.41
b.	Exercise price is greater than market price (₹)	NA	NA
c.	Exercise price is less than market price (₹)	12.75	59.55

D EMPLOYEE-WISE DETAILS OF OPTIONS GRANTED DURING THE FY 2025-26 TO:

(i) Senior Managerial Personnel

Name	Designation	No. of Options Granted	Exercise Price (₹)
V. Vaidyanathan	Managing Director & CEO	20,23,375	68.45
Pradeep Natarajan	Wholetime Director	12,50,279	68.45
Paritosh Mathur	Wholesale Banking	12,16,641	68.45
Neerav Maniar	Chief Compliance Officer	2,51,504	68.45
Sudhanshu Jain	Chief Financial Officer & Head Corporate Centre	10,26,498	68.45
Adrian Andrade	Chief Human Resources Officer	6,27,152	68.45
Deep Chelawat	Chief Internal Auditor	2,88,258	68.45
Chetan Sanghvi	Chief Risk Officer	6,61,157	68.45
Tyagarajan V Iyer	Operations & Technology	11,97,195	68.45

Name	Designation	No. of Options Granted	Exercise Price (₹)
Avik Sarkar	Chief Data & Analytics Officer	9,11,157	68.45
		80,000	10
Ashish Anchaliya	Chief Product Officer	5,04,532	68.45
		60,034	10
Nilesh Doshi	Chief Vigilance Officer	1,14,311	68.45
Satish Gaikwad	General Counsel and Company Secretary	3,43,182	68.45
		41,006	10
Shirish Bhandari	Credit Cards	5,61,122	68.45
		70,811	10
Rajesh Krishnamoorthy	Retail Credit, Risk & Debt Management	8,74,422	68.45
		80,000	10
Ashish Pancholi	Customer Experience	4,74,854	68.45
		60,383	10
Chandra Shekhar Satpathy	Digital Solutions	5,03,023	68.45
		61,391	10
Anirban Dutta	Personalization & Digital Acquisitions	5,03,023	68.45
		60,000	10
Shikha Hora Kamdar	Retail Assets	9,91,736	68.45
		80,000	10
Ashish Singh	Retail Liabilities	6,17,469	68.45
		59,071	10
Vikas Nagendra Sharma	Wealth Management & Private Banking	4,42,652	68.45
		50,259	10

(ii) Employee(s) who were granted, during any one year, options amounting to 5% or more of the options granted during the year.

Name	Designation	No. of Options Granted	Exercise Price (₹)
NIL			

(iii) Identified employee(s) 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.

Name	Designation	No. of Options Granted	Exercise Price (₹)
NIL			

E METHOD AND ASSUMPTIONS USED TO ESTIMATE THE FAIR VALUE OF OPTIONS GRANTED DURING THE FY 2025-26

The fair value has been calculated using the **Black Scholes** Option Pricing model.

The Assumptions used in the model are as follows:

SN	Variables	Weighted Avg.
1	Risk Free Interest Rate	6.01%
2	Expected Life (in years)	4.00
3	Expected Volatility	32.93%
4	Expected Dividend	0.36%
5	Weighted Average Price of the underlying share in market at the time of the option grant (₹)	69.53

ASSUMPTIONS

Risk-free rate of return: The risk-free interest rate being considered for the calculation is the interest rate applicable for maturity equal to the expected life of the stock options based on the zero-yield curve for Government Securities.

Time to Maturity: Time to Maturity / Expected Life of stock options is the period for which the Bank expects the Options to be live.

Volatility: Volatility is the measure of the amount by which a price has fluctuated or is expected to fluctuate during a period. The measure of volatility used in the Black-Scholes Options pricing model is the annualized standard deviation of the continuously compounded rates of return on the stock over a period of time.

Expected divided yield: Expected dividend yield has been calculated based on the dividend declared for 1 financial year prior to the date of grant. The dividend yield has been derived by dividing the dividend per share by the market price per share on the date of grant.

Stock Price: The closing market price one day prior to the date of grant on Stock Exchange where the highest trading volume has happened, has been considered for the purpose of option valuation.