

Disclosure pursuant to the provisions of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

Statement as on 31st March, 2025, pursuant to clause 14 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

METRO STOCK OPTION PLAN, 2008 (ESOP 2008)

A. Summary of Status of ESOPs Granted

| Sr. No. | Particulars | Details |
|----------------|--|---|
| (i) | Date of shareholders' approval | 11 th April, 2022 via Postal Ballot |
| (ii) | Total number of options approved under ESOP 2008 | 53,00,000 options |
| (iii) | Vesting requirements | Minimum Vesting period of 1 year from the Grant Date of each Option and maximum 5 years from the Grant Date, as determined by the Board / NRC from time to time. |
| (iv) | Exercise price or pricing formula | The options will be granted at a price as may be determined by the Board/NRC from time to time. |
| (v) | Maximum term of options granted | <p>The Exercise Period shall expire after 5 years from the respective date(s) of Vesting of Options or after 2 years from the date of listing of the Company's Shares in any Recognized Stock Exchange whichever is later.</p> <p>The Company got listed on 22nd December, 2021. The Exercise Period shall expire after 5 years from the respective date(s) of Vesting of Options.</p> |
| (vi) | Source of shares (primary, secondary or combination) | Primary |
| (vii) | Variation in terms of options | Not Applicable |
| (viii) | Method used to account for ESOS - Intrinsic or fair value. | Fair Value Method |
| (ix) | 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 | Not Applicable |

| | | |
|-----|---|-----------|
| | disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed. | |
| (x) | Diluted Earnings Per Share (EPS) pursuant to issue of shares on exercise of option calculated in accordance with Accounting Standard (AS) 20 'Earnings Per Share' | Rs. 12.81 |

B. The movement of options during the Financial Year 2024-25 are as follows:

| Particulars | Details |
|---|-----------|
| Number of options outstanding at the beginning of the period | 15,04,532 |
| Number of options granted during the year | 1,62,817* |
| Number of options forfeited / lapsed during the year | 83,053 |
| Number of options vested during the year | 3,34,833 |
| Number of options exercised during the year | 3,35,217 |
| Number of shares arising as a result of exercise of options | 3,35,217 |
| Money realized by exercise of options (INR), if scheme is implemented directly by the company | |
| Loan repaid by the Trust during the year from exercise price received | NA |
| Number of options outstanding at the end of the year | 12,49,079 |
| Number of options exercisable at the end of the year (vested but pending to exercise) | 2,45,762 |

**Does not include the following grants:*

- (i) Grant of additional 4,499 options to COO ratified by NRC Committee on May 22, 2025 & added to the original grant from October 01, 2024.
- (ii) Grant of 14,511 options to an employee effective July 01, 2024 for which grant letters are communicated in June 2025.

C. Weighted-average exercise price and weighted-average fair value of options

- (i) Weighted-average exercise price of options granted during the Financial Year 2024-25

| Particulars | Rs. |
|---|---|
| (a) Exercise price equals market price | NIL |
| (b) Exercise price is greater than market price | NIL |
| (c) Exercise price is less than market price | Rs.588.25- for April 24 Grant Rs.563.36- for July 24 Grant |

| | |
|--|--|
| | Rs.649.95 - for Oct 24 Grant Rs.228.00- for Oct 24 Grant Rs.608.55- for Jan 25 Grant |
|--|--|

(ii) Weighted-average fair value of options granted during the Financial Year 2024-25 whose

| Particulars | Rs. |
|---|-----------|
| (a) Exercise price equals market price | NIL |
| (b) Exercise price is greater than market price | NIL |
| (c) Exercise price is less than market price | Rs.763.07 |

D. Employee wise details of options granted during the Financial Year 2024-25 to:

(i) Senior Managerial Personnel

| Sr. No. | Name Of Employee | Designation | Number Of Options Granted During the Year | Exercise Price (Rs) |
|---------|------------------|-------------------------|---|---------------------|
| 1. | Mohit Dhanjal | Chief Operating Officer | 56,683 | 649.95 |

(ii) any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during the Financial Year 2024-25 (apart from mentioned above)

| Sr. No. | Name Of Employee | Designation | Number Of Options Granted During the Year | Exercise Price (Rs) |
|---------|-----------------------|--------------------------|---|---------------------|
| 1 | Sagnik Sinha | Deputy General Manager | 8,372 | 588.25 |
| 2 | Sachin Kishore Sharma | Assistant Vice President | 21,301 | 563.36 |
| 3 | AMIT KUMAR | Senior Vice President | 39,808 | 608.55 |
| 4 | AMRITA GUJRAL | Deputy General Manager | 8,627 | 608.55 |

- (iii) 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

| Sr. No. | Name Of Employee | Designation | Number Of Options Granted During the Year | Exercise Price |
|---------|------------------|-------------|---|----------------|
| | | | | |

E. A description of the method and significant assumptions used during the Financial Year 2024-25 to estimate the fair value of options including the following information:

- (a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model -**Refer Annexure 1**
- (b) the method used and the assumptions made to incorporate the effects of expected early exercise - **Refer Annexure 1**
- (c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility - **Refer Annexure 1**
- (d) whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition - **Not Applicable**

F. Details of grants made in three years prior to IPO: Same as above. Out of the three Financial Years 2018-19, 2019-20, 2021-22 prior to the IPO, the Company has granted options only in the Financial Year 2021-22 for which details are captured above.

G. Details related to Trust: Not Applicable

Annexure 1

The fair value has been calculated using the Black Scholes Options Pricing Model and the significant assumptions made in this regard are as follows:

| | |
|---|-----------------|
| Grant dated : April 01 2024 (5 years vesting) | |
| Risk free interest rate (%) | 6.70% - 6.74% |
| Expected life / Time to Maturity (years) | 2.00 - 6.00 |
| Expected Volatility | 20.71% - 27.70% |
| Expected dividend yield (%) | 0.43% |
| Exercise price (₹) | 588.25 |
| Stock price (₹) | 1,153.95 |

| | |
|--|-----------------|
| Grant dated : July 01 2024 (5 years vesting) | |
| Risk free interest rate (%) | 6.62% - 6.69% |
| Expected life / Time to Maturity (years) | 2.00 - 6.00 |
| Expected Volatility | 19.78% - 27.46% |
| Expected dividend yield (%) | 0.41% |
| Exercise price (₹) | 563.36 |
| Stock price (₹) | 1,228.50 |

| | |
|---|-----------------|
| Grant dated : October 01 2024 (5 years vesting) | |
| Risk free interest rate (%) | 6.33% - 6.40% |
| Expected life / Time to Maturity (years) | 2.00 - 6.00 |
| Expected Volatility | 19.01% - 27.03% |
| Expected dividend yield (%) | 0.39% |
| Exercise price (₹) | 649.95 |
| Stock price (₹) | 1,275.65 |

| | |
|---|-----------------|
| Grant dated : October 01 2024 (3 years vesting) | |
| Risk free interest rate (%) | 6.33% - 6.36% |
| Expected life / Time to Maturity (years) | 2.00 - 4.00 |
| Expected Volatility | 19.01% - 23.85% |
| Expected dividend yield (%) | 0.39% |
| Exercise price (₹) | 228 |
| Stock price (₹) | 1,275.65 |

| | |
|---|-----------------|
| Grant dated : January 01 2025 (5 years vesting) | |
| Risk free interest rate (%) | 6.34% - 6.47% |
| Expected life / Time to Maturity (years) | 2.00 - 6.00 |
| Expected Volatility | 21.75% - 28.16% |
| Expected dividend yield (%) | 0.41% |
| Exercise price (₹) | 608.55 |
| Stock price (₹) | 1,216.85 |