# SIUT & Co LLP COMPANY SECRETARIES

LLPIN: ABA-6960

### COMPLIANCE CERTIFICATE

[Pursuant to Regulation 13 of the Securities Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021]

To
The Members,
Poonawalla Fincorp Limited
201 and 202, 2nd floor AP81, Koregaon Park Annex
Mundhwa, Pune - 411 036 Maharashtra

We, SIUT & Co LLP Company Secretaries in Practice, have been appointed as the Secretarial Auditor vide a resolution passed in the meeting held on April 29, 2024 by the Board of Directors of **Poonawalla Fincorp Limited** (hereinafter referred to as 'the Company'), having CIN: **L51504PN1978PLC209007** and having its registered office at 201 and 202, 2nd floor, AP81, Koregaon Park Annex, Mundhwa, Pune - 411 036, Maharashtra. This certificate is issued under Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (hereinafter referred to as "the Regulations'), for the year ended March 31, 2025.

# Management Responsibility:

It is the responsibility of the Management of the Company to implement the Scheme(s) including designing, maintaining records and devising proper systems to ensure compliance with the provisions of all applicable laws and regulations and to ensure that the systems are adequate and operate effectively.

# Verification:

The Company has implemented Employee Stock Option Plan 2021("ESOP 2021"), Employee Stock Option Plan 2024 ("ESOP 2024") through Trust Route and Employee Stock Option Plan- 2024- Scheme II ("ESOP 2024- Scheme II") in accordance with the Regulations and the Special Resolution(s) passed by the Members through postal ballot on July 24, 2021 for **ESOP 2021**, through postal ballot on February 19, 2024 for **ESOP 2024** and through postal ballot on May 13, 2024 for **ESOP-2024 Scheme II**.



WEBSITE: www.siut.in

ADDRESS: MSR CAPITAL, OFFICE NO. 15, 2<sup>nd</sup> FLOOR, MORWADI COURT ROAD, PIMPRI, PUNE – 411018

EMAIL ID: cs@siut.in

For the purpose of verifying the compliance of the Regulations, we have examined the following:

- Scheme(s) received from the Company: ESOP 2021, ESOP 2024 and ESOP-2024 (Scheme II);
- 2. Resolutions passed at the meeting of the Board of Directors- June 19, 2021 for ESOP 2021, January 18, 2024 for ESOP 2024 and April 08, 2024 for ESOP-2024 Scheme II;
- Shareholders resolutions passed through Postal Ballot on July 24, 2021 for approval
  of ESOP 2021 and Postal Ballot on February 19, 2024 for approval of ESOP 2024
  through an employee welfare trust, Postal Ballot on May 13, 2024 for approval of
  ESOP 2024 (Scheme II);
- 4. Extract of Minutes of the meetings of the Nomination and Remuneration Committee for the F.Y. 2024-25;
- 5. Detailed terms and conditions of the Scheme(s) as approved by the Nomination and Remuneration Committee:
- 6. Exercise Price / Pricing formula;
- 7. Statement filed with recognized Stock Exchange(s) in accordance with Regulation 10 of these Regulations;
- 8. Relevant provisions of the Regulations, Companies Act, 2013 and Rules made thereunder;
- 9. E Form PAS-3 and PCS Certificates relating to allotments furnished to us by the Company.

# Certification:

In our opinion and to the best of our knowledge and according to the verifications as considered necessary and explanations furnished to us by the Company and its Officers, we certify that the Company has implemented ESOP 2021 and ESOP 2024 in accordance with the applicable provisions of the Regulations and Resolution(s) of the Company in the General Meeting(s)/Postal Ballot (s).



# Assumption & Limitation of Scope and Review:

- 1. Ensuring the authenticity of documents and information furnished is the responsibility of the Board of Directors of the Company.
- 2. Our responsibility is to give certificate based upon our examination of relevant documents and information. It is neither an audit nor an investigation.
- This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.
- 4. This certificate is solely for your information, and it is not to be used, circulated, quoted, or otherwise referred to for any purpose other than for the Regulations.



Date: 25/04/2025

Place: Pune

For SIUT & Co LLP Company Secretaries

(Unique code: L2021MH011500)

Name: CS I U Thakur

Partner FCS: 2298 CP: 1402

UDIN: F002298G000197350

Peer Review Certificate No.: 5460/2024

		SEBI (Sh:	are Based Employee Benefits & Sweat Equity) Regulations, 2021, as at	31 March 2025	
Particulars	Employees Stock Option Plan 2007 (*ESOP 2007*)#	Restricted Stock Option Plan 2014 ("RSOP 2014") #	Employee Stock Option Plan 2021 ("ESOF 2021") S	Employee Stock Option Plan 2024 (*1250P 2024*) S	Employee Stock Option Plan 2024 - Scheme II **
Relevant disclosures in terms of the accounting standards proceded by the Central Government in terms of section 133 of the Compunies Act 2013 Including. Validance note on accounting for employee share-based payments' issued by RCM or any other relevant accounting standards as prescribed bors time to time.			Rater None 4	Basic EPS - (1.27) Distract EPS - (1.27) H assected to the standalone financial statements	
Diluted EPS on issue of shares pursuant to all the schemes covered under the regularious shall be disclosed in accordance with 'Accounting Standard' 30 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as according from time to thus.			Rater Note 4	Hasic EFS - (1.27) Dilund EFS - (1.27) 44 annoxed to the standalone financial statements	
Date of shareholders' approval	05 June 2007	25 Suprember 2014 and 25 July 2021	25-Jul-21	19-746-24	13-May-34
Total number of options approved under ESOS	1 million options which stands converted into 5 million options pursuant to subdivision of existing Equity Shares of face value of Rs. 10:- each into 5 Equity Shares of face value of Rs. 2:- each.	10 million only	15 million only	15 million only	20 million only
Vesting requirements			Given	s Separately in Associate A (Live Tranche)	
Exercise price or pricing formula			Given	n Separately in Associate A (Live Translat)	
Maximum term of options granted	The Employee Stock Option Plan 2007 has been terminated by the Bussel of Director based on the recommodation of the Nomination and Remmeration Committee. All the options granted under the plan have been cancelled or have lapsed or sugranted options have been cancelled.	Discoses based on the recommendation of the Nonization an Rummeration Committee. All the options granted under the plan have bee carried or have layed or ungranted options have been cancelled.	d available for issuance under the Plan have been issued and exercised or have lapsed .	No Options were graved under this plan. Further the Nomination and Remaneration Committee of the Geopasy at its meeting held on June 01, 2024 has recommended evaluation for casculation of Employee Sock Option Plan - 2024 through trust route as subsequent dissolution of the PPTL Employee Wolfare Trust subject to equipment approval	The sales are be assisted at the sales and the sales and the sales are sales are sales and the sales are
Source of shares incineery accomplant accomplications		Primary		Consider	Primary
Variation in terms of options	Not Applicable	Not Applicable	During the year under review the Nomenation and Renumeration Committee at its meeting held on July 20, 2004, pursuant to their powers under the ESOP -2021 Plan, amend the turne of the vorting of the contramiling grants to three years (with 37%, 37%, and 34%) under the ESOP 2021 Plan.	Nor Applicable	Nor Applicable
Mathed med to account for PSDS - Intrinsic or fair value			•	Fair Market Value	
Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost to compared and the employee compensation cost that shall have been receptived if it had used the fair value of the options shall be disclosed. The impact of this difference on excellent and on TSS of the commany shall also be disclosed.				Not applicable	
Oution measurement during the year (For each ESOS):				Given Separately in Assessans 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 stock.			Given	s Separately in Assessme A (Live Tranche)	
Employee vise details of options granted to : (a) serior manascrial personnel:			No Options were granted to Senior Management Employee	No Options granted under the Scheme	Given Separately in Annexuse III
<ul> <li>b) any other employee who receives a grant in any one year of option amounting to 5% or more of option granted derive that year; and</li> </ul>	Scheme closed no new grants during the year	Scheme closed no new grants during the year	No Options were granted to employees where grant in any one year of option amounting to Six or more of option	No Options granted under the Scheme	Given Separately in American C
(c) identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding contrasting warrants and convenience) of the comment at the time of grant.			No Options were granted to employee equal to or exceeding 1% of the issued capital	No Options granted under the Scheme	Given Separately in American D
A description of the method and significant assumptions used during the year to estimate the fair value of					
entions including the following information:  (a) the weighted-average values of share price, exercise price, expected volatility, espected option life, espected		Given Senarately in Assense A		Not applicable	Given Senamenty in Assessor A
dividends, the risk-free interest rate and any other inputs to the model;					1 1
(b) the method used and the assumptions made to incorporate the effects of expected early energie;		tod and the expected life of the options has been estimated on the basis of ave		Not applicable	I
<ul> <li>(c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on hierarcial volatility; and</li> </ul>	Volatility has been calculated on the basis of the daily volatility of the		date of grant, corresponding with the expected life of the options has been considered	Not applicable	Volatility has been calculated on the basis of the duly volatility of the closing stock prices on the National Stock Exchange, over a period prior to the date of grant, corresponding with the executed life of the outsine has been considered
(d) whether and how any other features of the option grant were incorporated into the measurement of thir value, such as a market condition.		No other feature has been considered for fair valuation of Option	14	Not applicable	No other feature has been considered for fair valuation of Options
Note: -  # The Employee Stack Chrisis Plan 2007 and Restricted Stock Ontion Plan 2014 have been serviced by the Board of	Phone bod - Accessoration of Accessoration and Business	C	to describe the second artists have been second		

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	4244	63.56	100	121.4	118.01	10.0	230.04	20.24	256.64		126.68	15.43	DANS	16834	2679	177.46	137.66	1325	16629	10.0	Diet	18.07	368.36																				
Esk locate	190	56%	10%	136	1.6%	66%	585	2389	1285 44	E 487		6795	6.86%	4.8%	1664	7,6%	7265	22%	1266	10%	7.0%	6.99%	6965		_	_			_		_	_	_			_			_	_			
Francisco Mile of continue	195	4.79	45	4.9	4.79	6.59	6.79	5.88	540	3.66	166	3.64	706	766	3.64	7.66	100	166	196	166	766	166	7.64		-	_					-	_			_								
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Annexure /																																	
	coment during the year 2874-25 (Separately for each tranche):																																
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St. No.	Description														ESOF - 202	4 Scheme I	)																
		Tranche 01	Tranche 02	2 Tranche 03	Tranche 04	Tranche 05	Tranche 06	Tranche 67	Tranche 08	Tranche 69	Tranche 10	Tranche 11	Tranche 12	Tranche 13				Tranche 17	Tranche 18	Tranche 19	Tranche 20	Tranche 21	Tranche 22	Tranche 2	Tranche 24	Tranche 25	Tranche 26	Tranche 27	Tranche 28	Tranche 29	Tranche 30	Tranche 31	Tranche 32
	Number of Options outstanding at the beginning of the period	-		-	-	-			-			-	-														-	-		-		- 1	-
2	Number of options: granted during the year	132990	50000	80000	200000	23000	150000	270000	300000	50000	100000	300000	500000	300000	600000	845000	200000	100000	60000	10000	300000	75000	60000	31000	14000	425000	185000	370000	176000	315000	75000	150000	50000
3	Number of Options forfeited lapsed during the year	8000		0	0	1	0		0			0	0	0	0	0	0	0	0	0	0	0					0	0	0		0	0	
4	Number of Options vested during the year <sup>2</sup>		•											Nil as th	e criteria for ve	sting has not y	et been met							•									
5	Number of Options exercised during the year	0.00		D	0		0		0	۰	6	0	0	0	0	0	0	0		0		0				0	0	0	0			0	0
6	Total number of equity shares of Rs. 2i- each arising as a needs of exercise of options	0.00	•	0	0		0		0	۰	•		0	0	0	0	0	0	۰	0	۰	0					0	0	0			0	0
7	Money realized by exercise of options (In Rs.)	0.00		o l	0		0		0	۰	6	0	0	0	0	0	0	0	۰	0		0					0	۰	0		0	0	
s	Loan repaid by the Trust during the year from exercise price received	NA	NA	NA	NA NA	NA	NA	NA	NA	NA	NA	NA	NA .	NA	NA	NA	NA .	NA	NA	NA	NA	NA	NA	NA	NA	NA .	NA	NA	NA	NA	NA	NA	NA
9	Total number of options outstanding at the end of the year	124000	50000	999000	200000	29000	150000	270000	300000	50000	100000	300000	500000	300000	600000	845000	200000	100000	60000	10000	300000	75000	60000	31000	14000	425000	185000	370000	176000	315000	75000	150000	50000
10	Number of Options exerciseable at the end of the year	NI	Nii	NI	NI	NI	NI	Nil	NE	NI	N2	NI	NI	NI	NI	Ni	NI	N2	NI	Nil	NI	Nil	NI	NI	NE	NII	N2	NI	NI	NI	Nil	NI	NII
	Vesting requirements																																
12	Exercise price or pricine formula Weightef-recept exercise prices (In Rs.)	448.55 448.55	358.54 158.84		8 471.5	438.5	3 471.5	409.55	471.55 471.55	405.18	349.93 349.93						361.1	327.88 327.88	368.28 368.28	358.9 158.90	360	363.83			120.43	320.3	321.98 171.98	310.85 310.85	321.68 321.68	8 312.18 312.18	287.15		285,93 285,93
		448.55 115.04							471.55 77.45						403.20 95.99	99.81		327.88 123.73				363.83 85.28					321.98 79.78				287.15		
	Weighted-sycnes fair values  Fair value of each ornious based on Black Schoks Methodology	115.04								101.54					95,99			123.73				85.28 85.28							89.16 89.16	72.63	76.69		71.67
- 15	Pair value of each ortions based on Black Scholes Methodology  Assumptions	115.04	161.18	97.5	98.51	111.42	88.35	112.51	77.48	101.54	100.68	100.49	96,16	191.83	95,99	90.8	69.28	123.73	94.66	96,84	99.49	85.28	98.83	1 89,14	84.49	82.42	79.78	77,09	89.16	72.63	76.69	69.95	71.67
	Risk free rate	6,91%	6,89%	6.88	6.855	6.820	6.845	6.84%	6.87%	6.81%	6,68%	6,64%	6.64%	6.63%	6.58%	6.55%	6,52%	6.53%	6,55%	6.52%	6,55%	6.49%	6.49%	6,505	6,50%	6,57%	6,54%	6,65%	6.57%	6.49%	6.51%	6.49%	6.46%
	Expected Me of options	2.10							2.10		2.10			2.10	2.10	2.10	2.10	2.10		2.10		2.10					2.10	2.30	2.10		2.10		
	Expected volatility	36,80%		6 37,735	5 37,165	37,165	36,885	36,88%					36,90%		36,34%		35,96%	40.10%	40,04%	49.22%	39,94%	40.13%	40.15%	39,895	39,79%	39,71%		39,36%	39,19%	38,26%		38.28%	38,18%
	Expected dividend	0.89%	0.895	0.02	6 0.915	0.915	0.955	0.95%	0.99%	0.99%	1.06%	1.00%	1.03%	1.02%	1.01%	0.53%	0.56%	0.53%	0.55%	0.56%	0.55%	0.58%	0.565	0.585	0.63%	0.63%	0.64%	0.66%	0.61%	0.67%	0.69%	0.72%	0.71%



### Classification | INTERNAL

Annexure B						
	List	of Senior Management Employees	to whom stock option	ons were granted (Live Tranche)		
Plan Name	Name of Employee	Date of Grant of Options	Tranche	Designation	Number of Options granted during the year	Exercise Price (in Rs.)
ESOP 2024-Scheme II	Mr. Shriram Vishwanathan Iyer	17.06.2024	4	Chief Credit and Analytics Officer	1000000	471.55
ESOP 2024-Scheme II	Mr.Veeraraghavan Narayanaswamy Iyer	17.06.2024	4	Chief Business Officer- Commercial Business	1000000	471.55
ESOP 2024-Scheme II	Mr. Vikas Pandey	01.07.2024	6	Chief Business Officer- Consumer Business	1000000	471.55
ESOP 2024-Scheme II	Mr. Harsh Kumar	01.07.2024	6	Chief Human Resource Officer	500,000	471.55
ESOP 2024-Scheme II	Mr. Bhaskar Pandey	02.09.2024	12	Chief Risk Officer	250,000	390.6
ESOP 2024-Scheme II	Mr. Bholananda Behera	11.09.2024	13	Chief Compliance Officer	250000	382.63
ESOP 2024-Scheme II	Mr. Nitin Sane	07.10.2024	15	Chief Internal Auditor	500000	393.48
ESOP 2024-Scheme II	Mr. Salil Hajarnis	16 12 2024	23	Chief Technology Officer	300000	353.95



### Classification | INTERNAL

### Annexure C

runexure C						
	Any other employee who receives a grant in a	ny one year of option an	nounting to 5% or m	ore of option granted during that year of grant (Live Tr:	anche)	
Plan Name	Name of Employee	Date of Grant of Options	Tranche	Designation	Number of Options granted during the year	Exercise Price (in Rs.)
ESOP 2024-Scheme II	Mr. Shriram Vishwanathan Iyer	17.06.2024	4	Chief Credit and Analytics Officer	1000000	471.55
ESOP 2024-Scheme II	Mr.Veeraraghavan Narayanaswamy Iyer	17.06.2024	4	Chief Business Officer- Commercial Business	1000000	471.55



### Annexure D

	List of Employees to whom stock options were granted more than 1% of Issued Capital													
Plan Name	Name of Employee	Date of Grant of Options	Tranche	Designation	Number of Options granted during the year	Exercise Price (in Rs.)								
ESOP 2024-Scheme II	Mr. Arvind Kapil	10.06.2024	3	Managing Director and CEO	8000000	459.58								

