

# DISCLOSURE PURSUANT TO REGULATION 14 OF SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014 AS ON MARCH 31, 2024

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.

The disclosure is provided in Note no. 18.16 to the Audited Financial Statements of Utkarsh Small Finance Bank Limited (Bank) for the year ended March 31, 2024.

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.

Rs. 4.75 per share

### C. Details related to Employee Stock Option Schemes (ESOS) of the Bank

USFBL Employee Stock Option Plan 2020 (Plan)

1.	Description of each ESOS	that existed at any time during the year, including the general
	terms and conditions of eac	ch ESOS, including: -
а.	Date of shareholders'	- December 28, 2020
	approval	- July 19, 2022
		<ul> <li>Date of ratification post IPO- December 09, 2023</li> </ul>
b.	Total number of options	6,07,41,778 (Six Crore Seven Lakh Forty-One Thousand Seven
	approved under ESOS	Hundred and Seventy-Eight only) options
с.	Vesting Requirement	Annual equated vesting as mentioned in ESOP grant letter
d.	Exercise Price or Pricing	The Exercise Price shall be as determined by the Board/NRC from
	Formula (Rs.)	time to time and subject to such regulations as may be applicable
		from time to time (subject to conforming to the accounting
		policies specified in Regulation 15 of the SEBI Regulations).
		However, such Exercise Price in any case shall not be less than
		face value of the equity shares of the Bank
e.	Maximum term of options	Covered in point c. above.
The	granted	
f.	Source of shares (primary,	Primary. The Plan involves new issue of equity shares.
	secondary or	
	combination)	
g.	Variation in terms of	Nil
	options	
2.	Method used to account	Fair Value Method determined based on Black - Scholes –
	for ESOS - Intrinsic or fair	Merton formula
	value.	
3.	Where the company opts	Not applicable
	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	

#### **Registered & Corporate Office**

Utkarsh Tower, NH-31 (Airport Road) Sehmalpur, Kazi Sarai, Harhua, Varanasi, Uttar Pradesh - 221005. CIN: L65992UP2016PLC082804 | 🛇 0542-6605555 | 🌐 www.utkarsh.bank



	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.				Utkar	rsh S	<del>Small Fin</del> a
	The impact of this difference on profits and on EPS of the						
4.	Option	movement during	the year (Fe	or each	ESOS)		
	Particulars			Details			
	Number of options	2,93,85,764					
	outstanding at the						
	beginning of the period	4 00 40 000					
	Number of options	1,63,42,396					
	granted during the year	NU			I I I I I I I		
	forfeited / lansed during	INI					
	the year						
	Number of options vested	76.36.899					
	during the year						
	Number of options	36,58,047 (exercis	ed till Marcl	h 31, 20	)24)		Util
TT	exercised during the year	5 Di					
	Number of shares arising as a result of exercise of	36,58,047 (exercis	ed till Marcl	h 31, 20	)24)		
	options	Subserintion and	wet /Do	01.07	040)   Ta		mount (D
1	avorsise of options (INR)		Juni (RS. 3	9,91,07,	,940) + Ta	ix ai	mount (n
	Number of options	3, 14, 44, 190)				_	
	outstanding at the end of the year	0,70,41,000			F		
	Number of options exercisable at the end of	59,16,227	-				
-	the year						
5	disclosed separately for opt the market price of the stor Exercise price(s) Fair Value of options granted (Rs.)	tions whose exercis ck Rs. 44.14 Market Value	se price eith	er equa	Is or exceed	is or	is less the
6.		Employee v	vise details				
	senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India	Name	Designatic	on	Number options granted during vear	of the	Exercise price
	(Listing Obligations and	Govind Sinah	MD & CEO	)	4,23,237		44.14
	Disclosure Requirements) Regulations, 2015	Trilok Nath Shukla	Head- MB		2,80,909		44.14
		Rahul Dey	Head-Inter Audit	nal	1,35,340		44.14
		Alok Pathak	Chief Officer	Risk	3,23,000		44.14
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			RCU and Data	o citor bi	
			Analytics	0.07.005	
		Hitain Sharma	Chief Human	2,87,005	44.14
			Resource		
			Officer	1 00 1 17	
		Wuthian	Company	1,60,147	44.14
		Ganapatny	Secretary	0 70 007	44.14
		Abnijeet		2,73,207	44.14
		Bhattacharjee	Officer		
		Caritulauraan		1 70 757	44.14
		Brovin Simorio	CFU	1,78,757	44.14
	any other employee whe				
ć	any other employee who	INII			
	eceives a grant in any one				
) +	to 5% or more of option				
	pranted during that year				
:	dentified employees who				
	were granted option				
0	during any one year. equal				
t	to or exceeding 1% of the				
i	ssued capital (excluding				
	outstanding warrants and				
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