

Go Digit General Insurance Limited

CIN: L66010PN2016PLC167410

Registered Office Address - 1 to 6 floors, Ananta One (AR One), Pride Hotel Lane, Narveer Tanaji Wadi, City Survey No.1579, Shivaji Nagar, Pune-411005

IRDAI Registration No. 158

Date of Registration with IRDAI - September 20, 2017

Disclosure pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

Employee Stock Option Plan, 2018 ("ESOP 2018")

S NO.	Particulars	Details (For the financial year ended March 31, 2025)
A	Relevant disclosures in terms of 'guidance note for employee share based payment issued by ICAI or any other relevant accounting standard from time to time.	Relevant disclosures in this regard (i.e. salient features of the scheme, valuation methodology, the number and weighted average exercise prices of stock options) are provided in the audited Financial Statements of the Company. (Refer Note 2 (O) & Note 18 of schedule 16 of Financial statements for FY 2025).
B	Diluted EPS on issue of shares pursuant to the scheme 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 financial year ended March 31, 2025 is ₹ 4.62 per share. (Refer Note 25 of schedule 16 of Financial statements for FY 2025).
C	Details related to ESOP- 2018	
(i)	A description of the Scheme that existed at any time during the year, including the general terms and conditions of the Scheme, including:	
1	Date of Shareholders approval	Refer Annexure I
2	Total number of options approved under ESOS	
3	Vesting requirements	
4	Exercise price/pricing formula	
5	Maximum term of options granted	
6	Source of shares (primary/ secondary or combination)	
7	Variation in terms of options	
(ii)	Method of accounting used to account for the Scheme (intrinsic or fair value)	Fair Value Method

(iii) Where the Company opts for expensing the options using the intrinsic value of the options the difference between the employee compensation so computed and the employee compensation cost that would have been recognized had the Company used the fair value method for accounting. The impact of this difference on profit and EPS shall be disclosed.

(iv) Option movement during the year

Weighted average exercise price and weighted average of fair values of options shall be disclosed for options whose exercise price is less/equals /exceeds the market price of stock

(v)

(vi) **Employee wise details (name of the employee, designation, number of options granted during the year, exercise price) of options granted to:**

A. Directors and Senior Managerial Personnel;

Name of Employee	Designation	No. of options granted	Exercise Price (Amount in ₹)
Ravi Prakash Khetan	Chief Financial Officer	20162	386
Tejas Saraf	Company Secretary	5818	386
Vivek Chaturvedi	Chief Marketing Officer and Head of Direct Sales, Health, & Travel business	17649	386
Adarsh Kishor Agarwal	Chief Distribution Officer Corporate Business	29903	386
Rajeev Kumar Singh	Chief Technical and Risk Officer	21602	386
Parimal Ramesh Heda	Chief Investment Officer	11350	386
Nikhil Kamdar	Appointed Actuary	11050	386
Rasika Vivek Kuber	Head Legal and Compliance	9208	386
Amrit Jaidka Arora	Chief Human Resource Officer	16591	386
Gangadharayya Sangay	Head Technology	16951	386

The Company follows Fair value method for valuing its options. Hence, Impact on Profit & Loss account is already accounted.

Refer Annexure 2

*The weighted average exercise price of options granted during the year ended March 31, 2025 is ₹ 284.60 & weighted average fair value of option during the year ended March 31, 2025 is ₹ 99.21. Further (Refer Note 18 of schedule 16 of Financial statements for FY 2025) for more details.

Ramesh G	Vice President Internal Audit	5968	386
Easwara Narayanan Mu	Chief Operating Officer	19627	386
Jasleen Kohli	Managing Director and Chief Executive Officer	21852	387

B. Any other employee who receives a grant in any year of option amounting to 5% or more of options granted during the year

Name of Employee	Designation	No. of options granted	Exercise Price
Philip Varghese	Executive Director	389663	283

C. 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.	Nil
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(vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

	Particulars	Details
(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 Note 18 of schedule 16 of Financial statements for FY 2025)
(b)	The method used and the assumptions made to incorporate the effects of expected early exercise	Black Scholes model
(c)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility.	The volatility is based on the NSE historical Index data of Last 5 years.

(d)

Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.

(Refer Note 18 of schedule 16 of Financial statements for FY 2025)

Note:

* This information is considered after the listing date of May 23, 2024

Employee Stock Option Plan, 2018 ("ESOP 2018")

Particulars	Details
Date of shareholders' Approval	14th August 2024
Total number of options approved under ESOS - 2018	34,884,881
Vesting requirements	Vesting of ESOPs would be subject to continued employment with the Company, its Holding Company, as the case may be and thus the ESOPs would vest essentially on passage of time. In addition to this, the Nomination and Remuneration Committee/ Compensation Committee may also specify certain performance parameters subject to which the ESOPs would vest. The Nomination and Remuneration Committee/ Compensation Committee shall have the full discretion in prescribing the vesting schedule / conditions thereof. "Options granted under ESOP 2018 would Vest after One (1) year but not later than Six (6) years from the Grant date of such Options, as may be decided by the Compensation Committee or Nomination and Remuneration Committee."
Exercise price or pricing formula	The Exercise Price per Option shall be the face value of the Share of the Company or any other price which shall not be lesser than the face value of the Share of the Company as on Grant Date of such Options
Maximum term of options granted	Options granted under ESOP 2018 would Vest after One (1) year but not later than Six (6) years from the Grant date of such Options, as may be decided by the Compensation Committee or Nomination and Remuneration Committee
Source of shares (primary, secondary or combination)	Primary
Variation in terms of options	Not Applicable

Particulars	Details
Number of options outstanding at the beginning of the period	14,774,369
Number of options granted during the year	3,548,060
Number of options forfeited / lapsed during the year	254,885
Number of options vested during the year	766,289
Number of options exercised during the year	6,501,236
Number of shares arising as a result of exercise of options	Nil
Money realized by exercise of options (INR), if scheme is implemented directly by the Company during the year	212,278,662
Loan repaid by the Trust during the year from exercise price received	Nil
Outstanding at the end of the year	11,566,308
Exercisable at the end of the year	6,238,465