

DISCLOSURE PURSUANT TO SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021

Disclosures with respect to Info Edge Employee Stock Option Scheme, 2015 ('ESOP Scheme 2015') of the Company pursuant to Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 as on March 31, 2026 are as follows:

A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of Section 133 of the Companies Act, 2013 including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time:

Shareholders may refer to the audited financial statements prepared as per Indian Accounting Standards (Ind-AS) for the FY26, forming part of the Annual Report of the Company.

B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Ind AS 33 - Earnings Per Share' issued by Institute of Chartered Accountants of India ('ICAI') or any other relevant accounting standards as prescribed from time to time:

Consolidated diluted EPS after exceptional item and before exceptional item (net of tax & Deferred tax) for the FY26 is ₹ 22.36/- and ₹ 21.63/- respectively calculated in accordance with Ind AS 33 - Earnings Per Share.

C. Details related to ESOP Scheme 2015:

S. No.	Particulars	Details of Scheme
1(a)	Date of shareholders' approval	April 16, 2016
(b)	Total number of options/ESOPs/SARs/RSUs/other Stock Based Instruments (hereinafter referred to as options) approved	40,00,000 (Forty Lac only) Options (Pre-Split basis)
(c)	Vesting requirements	The Options vest over a maximum period of 5 (Five) years or such other shorter period as may be decided by the Nomination and Remuneration Committee ('NRC'), subject to a minimum vesting period of 1 (One) year from the date of grant.
(d)	Exercise price/SAR price/RSU price or pricing formula	The exercise price shall not be less than the face value and shall not be more than fair market value (FMV) of an equity share of the company at the time of grant of option as determined by NRC from time to time and shall be in conformity with the applicable accounting policies, if any.
(e)	Maximum term of options/SARs/RSUs granted	The options granted by the Company so far has vesting period of up to 4 (four) years from the Grant date. The exercise period is up to 48 (forty eight) months from the Vesting date.
(f)	Source of shares (primary, secondary or combination)	Primary
(g)	Variation in terms of options	There has been no change in the terms as specified under the scheme. However, options are granted to employees with variation in vesting periods and performance parameters, as specified in the respective grant letters.
2	Method used to account for ESOP/SARs/RSUs - Intrinsic or Fair value	Fair Value
3	Where the company opts for	Not Applicable

	expensing of the options/SARs using the intrinsic value of the options/SARs, 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/SARs shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed	
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S. No.	Particulars	Aggregate Options	Detail of Options	
			SARs (Stock Appreciation Rights)	RSUs (Restricted Stock Units)
4	Option movement during the FY26			
(a)	Options outstanding at the beginning of the period	1,028,992	845,876	183,116
	(+) Adjustment for split options during the period*	4,079,820	3,350,556	729,264
(b)	Options granted during the year	563,320	550,420	12,900
(c)	Options forfeited / lapsed during the year	165,740	108,790	56,950
(d)	Options vested during the year	625,840	544,900	80,940
(e)	Options exercised during the year	1,120,440	964,291	156,149
(f)	Shares arising as a result of exercise of options	550,641	394,492	156,149
(g)	Money realized by exercise of options (INR), if scheme is implemented directly by the company	11,36,546	817,848	318,698
(i)	Loan repaid by the Trust during the FY25 from exercise price received	Not Applicable	-	-
(j)	Options outstanding as at the end of the year	4,385,952	3,673,771	7,12,181
(k)	Options exercisable at the end of the year	2,261,282	2,063,451	197,831
(l)	Method of settlement (whether in cash or equity)	Equity		
(m)	Choice of settlement (with the Company or the employee or a combination).	Choice of settlement is with the Company		
5	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	Weighted-average exercise price of options granted during the year whose: - Exercise price equals market price: ₹1,461.24/- - Exercise price is greater than market price: Nil - Exercise price is less than the market price: ₹1,001.13/-		

		Weighted-average fair value of options granted during the year whose: - Exercise price equals market price: ₹590.94/- - Exercise price is greater than market price: Nil - Exercise price is less than the market price: ₹838.08/-
6	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to	
(a)	Key Managerial Personnel	Please refer Annexure-A
(b)	Senior managerial personnel as defined under Regulation 16(1)(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015	Please refer Annexure-B
(c)	Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during the year	NIL
(d)	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
7	A description of the method and significant assumptions used during the year to estimate the fair value of options :	
(a)	Weighted-average values of share price	₹ 1,460.09/-
(b)	Exercise Price	₹ 1,427.75/-
(c)	Expected Dividend (%)	0.49%
(d)	Expected volatility (%)	36.33%
(e)	Risk-free interest rate (%)	6.10%
(f)	Expected life of options (Years)	5
(g)	Method used and assumptions made to incorporate the effects of expected early exercise	NA
(h)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	The measure of volatility used in the Black-Scholes Option pricing model is the annualized standard deviation of the continuously compounded rates of return on the stock over a period of time. Each vest has been considered as a separate grant and the volatility for periods, corresponding to the expected lives of different vests, prior to the grant date, was considered. Volatility has been calculated based on the daily

		closing market price of the Company's stock price on National Stock Exchange of India Limited over the years.
(i)	"Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	The following factors have been considered: a) Share price b) Exercise prices c) Expected volatility d) Expected option life e) Dividend Yield f) Risk free interest rate

** Pursuant to the sub-division (split) of the Company's equity shares in the ratio of 1:5, effective from the record date of May 7, 2025, all unexercised employee stock options outstanding as on May 7, 2025 were adjusted in the approved ratio. The adjustment shown represents the additional options issued due to the stock split. Therefore, Out of the 1,028,992 total options; 845,876 SAR and 183,116 RSU Outstanding as on April 1, 2025, 9,037 total options; 8,237 SAR and 800 RSU, respectively, were exercised between April 1, 2025 to May 6, 2025 and accordingly, 1,019,955 unexercised total options; 837,639 unexercised SAR and 182,316 unexercised RSU were multiplied into 4,079,820 total options, 3,350,556 SAR and 729,264 RSU pursuant to the sub-division.*

D. Details related to ESPS: Not Applicable

E. Details related to GEBS / RBS: Not Applicable

F. Details related to Trust (for administering ESOP Scheme 2015)

S. No.	Particulars	Details
1(a)	Name of the Trust	Info Edge Employees Stock Option Plan Trust
(b)	Details of the Trustee(s)	Mr. Amitendra Singh Antal, Mr. Anoop Singhal and Ms. Niharika Jain
(c)	Amount of loan disbursed by Company / any company in the group, during the Year	Nil
(d)	Amount of loan outstanding (repayable to company / any Company in the group) as at the end of the year	Nil
(e)	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	Nil
(f)	Any other contribution made to the Trust during the year	Nil
2	Brief details of transactions in shares by the Trust:	
2(a)	Number of shares held at the beginning of the year	150,287
(b)	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share	500,000 shares through primary issuance
(c)	Number of shares transferred to the employees/sold along with the purpose thereof	550,641 equity shares transferred pursuant to the exercise of ESOPs by the employees of the Company and its subsidiaries.
(d)	Number of shares held at the end of the year (a+b-c)	683,162

3. In case of secondary acquisition of shares by the Trust: Not Applicable

Annexure-A

Details of Options granted during the year to Key Managerial Personnel

Sr no	Employee Name	Designation	Type Of Grants	Options Granted	Exercise Price
1	Sanjeev Bikhchandani*	Founder & Executive Vice-Chairman	Not Applicable		
2	Hitesh Oberoi*	Managing Director & CEO	Not Applicable		
3	Pawan Goyal	Whole-time Director and Chief Business Officer-Naukri	-	-	-
4	Chintan Thakkar	Former Whole-time Director & CFO	-	-	-
5	Jaya Bhatia	Executive Vice President - Head Company Secretary and Compliance Officer	Performance based RSUs	2,750	2
6	Ambarish Raghuvanshi	Interim CFO	-	-	-
*Mr. Sanjeev Bikhchandani and Mr. Hitesh Oberoi, also being Founder/Promoters of the Company are not entitled to participate in the ESOP Scheme of the Company.					

Annexure-B

Details of Options granted during the year to Senior Managerial Personnel

Sr. No	Employee Name	Designation	Type Of Grant	Options Granted	Exercise Price (in ₹)
1	Jaya Bhatia*	Executive Vice President - Head Company Secretary and Compliance Officer	Performance based RSUs	2,750	2
2	Anand Prakash Bansal **	Executive Vice President Administration And Facilities	Performance based RSUs	10,150	2
3	Rohit Agrawal	Co-Founder - Doselect & Business Head - First Naukri & Zwayam	SARs	20,600	1,459.80
4	Vineet Ranjan	Executive Vice President – Investor Relations	SARs	7,500	1,459.80
* Reported under both Annexure-A and Annexure-B as covered in Key Managerial Personnel and Senior Managerial Personnel.					
** The grant of 9,750 stock options to Mr. Anand Prakash Bansal, issued in FY25 under the ESOP 2015 Scheme, were cancelled.					

Note- To be read with Annexures A & B above. All performance-based RSUs and SARs granted during FY 2026 represent the upper limit of the grant range. Actual vesting will be subject to achievement of the three-year performance targets of the respective Business Unit or of the company, as applicable.