

ESOP Annexure FY 2023-24

Disclosure pursuant to SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

Sl. No. Particulars	2023-24	
	ESOP Scheme 2001	ESOP Scheme 2005
A. Relevant disclosures in terms of the 'Guidance note on accounting for employee share-based payments' issued by ICAI or any other relevant accounting standards as prescribed from time to time.	Please refer note no. 26 of notes to the accounts forming part of standalone financial statement for the FY 2023-24.	
B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Indian Accounting Standard 102 - Earnings Per Share' issued by ICAI or any other relevant accounting standards as prescribed from time to time	N.A.	N.A.
C. Details related to ESOS		
(i) A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including :		
(a) Date of shareholders' approval	February 27, 2001	September 6, 2005
(b) Total number of options approved under the scheme	3,16,80,000	4,61,94,688
(c) Vesting requirements	upto 4 years	upto 4 years
(d) Exercise price / Pricing formula	29,015,686@11.25 1,760,000@0.45 4,380,000@35.00 142,530@0.00 5,665,216 @5.00 40,000@60.00 25,000@110.50	Exercise Price not less than the par value of the Equity Share and not more than the price prescribed under Chapter VII of SEBI (Issue of Capital and Disclosure Requirements) Regulation, 2009 on Grant Date
(e) Maximum term of options granted	7 years from the grant date	7 years from the grant date
(f) Source of shares	Primary	Secondary
(g) Variation in terms of ESOPs	NIL	Please refer notes below
(ii) Method used to account for ESOS - Intrinsic or fair value	The Company uses the fair value based method of accounting for stock options which is in accordance with IND AS 102	
(iii) 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 disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.	N.A.	N.A.
(iv) Options Movement during the year		
Number of options outstanding at the beginning of the period	Nil	55,10,953.00
Number of options granted during the year	Nil	8,88,882.00
Number of options forfeited / lapsed	Nil	6,91,758.50
Number of options vested during the year	Nil	10,01,768.00
Number of options exercised during the year	Nil	11,62,869.00
Number of shares arising as a result of exercise of options	Nil	11,62,869.00
Money realized by exercise of options (INR), if scheme is implemented directly by the company	Since ESOP Schemes are implemented through trust, same is not applicable.	
Loan repaid by the Trust during the year from exercise price received	₹ 596,198,822	
Number of options outstanding at the end of the year	Nil	45,45,208
Number of options exercisable at the end of the year	0	13,00,382
(v) 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.		

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a) Weighted average exercise price	a) ₹ 11.25; ₹ 0.45; ₹ 35.00; ₹ 0.00; ₹ 5; ₹ 60.00; ₹ 110.50 respectively	₹ 138
b) Weighted average fair value	b) NA; NA; NA; NA; ₹ 273.26; ₹ 84.43; ₹ 357.63 respectively	₹ 291
(vi) Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to :		
a) Senior Managerial personnel:		
Amit Tripathi (Director - Marketing and Customer Experience)	-	15,172
Amrita Padda (Chief People Officer)	-	16,033
Anil Jeet Singh Riat (Head - Internal Assurance)	-	3,294
Ashish Sardana (Head - Treasury)	-	4,396
Deven Khanna (Group Director - Chairman's Office)	-	17,095
Gopal Vittal (Managing Director & CEO)	-	1,69,874
Harjeet Kohli (Group Director - Strategy & Business Development)	-	27,351
Pankaj Miglani (Director - Supply Chain)	-	9,723
Pankaj Tewari (Company Secretary)	-	5,699
Pradipt Kapoor (Chief Digital Officer)	-	19,337
Rahul Vatts (Chief Regulatory Officer)	-	9,832
Randeep Singh Sekhon (Director - Networks & CTO)	-	24,602
Shashwat Sharma (Chief Operating Officer)	-	13,301
Soumen Ray (CFO - India & South Asia)	-	20,149
Vidyut Gulati (General Counsel & Director - Legal)	-	17,436
b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year	N.A.	N.A.
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.	N.A.	N.A.
(vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:		Black Scholes
a. Weighted-average values of share price		₹ 870.45 per equity share
b. Weighted-average exercise price		₹ 5
c. Expected volatility		31.80%
d. Expected option life		48 to 60 months
e. Expected dividends		0.46%
f. Risk-free interest rate and any other inputs to the model		7.05% to 7.06% (The Government Securities curve yields are considered as on valuation date)
Method used and the assumptions made to incorporate the effects of expected early exercise;		Not applicable
How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and		The expected volatility reflects the assumption that the historical volatility over a period similar to the expected life of the options is indicative of future trends, which may not necessarily be the actual outcome. Further, the expected volatility is based on the weighted average volatility of the comparable benchmark companies.
Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.		The expected life of the share option is based on historical data and current expectation and not necessarily indicative of exercise pattern that may occur.
D. Details related to ESPS		N.A.
E. Details related to SAR		N.A.
F. Details related to GEBS / RBS		N.A.
G. Details related to Trust		

Sl. No. Particulars	2023-24	
	ESOP Scheme 2001	ESOP Scheme 2005
The following details, inter alia, in connection with transactions made by the Trust meant for the purpose of administering the schemes under the regulations are to be disclosed:		
(i) General information on all schemes		
S.N Particulars		
1 Name of the Trust	Bharti Airtel Employees Welfare Trust	
2 Details of the Trustee(s)	Manish Agarwal & Pankaj Miglani	
3 Amount of loan disbursed by company / any company in the group, during the year	₹ 1,367,897,780	
4 Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	₹ 2,776,265,102	
5 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	
6 Any other contribution made to the Trust during the year	Nil	
(ii) Brief details of transactions in shares by the Trust		
(a) Number of shares held at the beginning of the year.	57,651	2,863,091
(b) Number of shares acquired during the year through:		
(i) primary issuance; and	Nil	Nil
(ii) secondary acquisition	Nil	1,360,163
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.	Nil	1,006
(c) Number of shares transferred to the employees / sold along with the purpose thereof.	Nil	1,162,869
(d) Number of shares held at the end of the year.	57,651	3,060,385
(iii) In case of secondary acquisition of shares by the Trust		
Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained	
Held at the beginning of the year	0.00%	0.06%
Acquired during the year	NIL	0.01%
Sold during the year	NIL	NIL
Transferred to the employees during the year	0.00%	0.02%
Held at the end of the year	0.00%	0.05%

Notes:

- Both the ESOPs schemes of the Company viz. ESOP Scheme 2001 and ESOP Scheme 2005 are in compliance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021
- Disclosure in notes to accounts is as per Ind AS 102 - Share Based payment.
- The options granted to the Senior Managerial Personnel under both the schemes are subject to the adjustments as per the terms of respective ESOPs Scheme / Plan.