Annexure 4

EMPLOYEE STOCK OPTION PLANS

Disclosure pursuant to Section 62 of the Companies Act, 2013, read with Rule 12 of the Companies (Share Capital and Debentures) Rules, 2014 and the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as on March 31, 2026

A. Summary of Employee Stock Option Plans ("ESOPs")/Performance Stock Units ("PSUs")/Restricted Stock Units ("RSUs")

The position of the existing schemes are summarised as under:

Sr. No.	Particulars	Employee Stock Option Plan 2015 ("ESOP 2015")	Birlasoft Share Incentive Plan-2019 ("SIP 2019")		Birlasoft Share Incentive Plan-2022 ("SIP 2022")	
			Options	RSUs	PSUs	RSUs
I.	**Details of the ESOPs/PSUs/RSUs:**					
1	Date of Shareholder's Approval	August 19, 2015	October 3, 2019		August 3, 2022	
2	Total Number of Options/PSUs/RSUs approved	2,500,000#	10,714,200	1,648,300	5,000,000	
3	Vesting Requirements	Time based	Time based	Time based	Time based and Performance	Time based
4	The Pricing Formula/ Exercise Price	Closing Market Price of the Company's equity share on the Stock Exchange which has highest trading volumes, on the day prior to the date of grant of Options.	Closing Market Price of the Company's equity share on the Stock Exchange which has highest trading volumes, on the day prior to the date of grant of Options.	The Exercise Price shall be equal to face value of shares i.e. ₹ 2/- per RSU.	The Exercise Price shall be equal to face value of shares i.e. ₹ 2/- per PSU.	The Exercise Price shall be equal to face value of shares i.e. ₹ 2/- per RSU.
5	Maximum term of Options/PSUs/RSUs granted (years)	Exercise period to commence from the Vesting Date and will expire on completion of such period not exceeding 5 years from the Vesting Date.	Exercise period to commence from the Vesting Date and will expire on completion of such period not exceeding 4 years from the Vesting Date or such other period as may be decided by the Nomination and Remuneration Committee.			
6	Source of shares	Combination of primary and secondary acquisition by the Trust	Primary			
7	Variation in terms of Options/PSUs/RSUs	Nil				

#The total number of Options approved under the Scheme has been adjusted for subsequent corporate action(s) for better understanding.

Sr. No.	Particulars	ESOP 2015		SIP 2019				SIP 2022			
		No. of Options	Weighted Average Exercise Price	No. of Options	Weighted Average Exercise Price	No. of RSUs	Weighted Average Exercise Price	No. of PSUs	Weighted Average Exercise Price	No. of RSUs	Weighted Average Exercise Price
II.	**Options/PSUs/RSUs movement during the year ended March 31, 2026:**										
1	Options/PSUs/RSUs outstanding at the beginning of the year	10,000	74.31	2,299,750	374.69	-	-	1,542,050	2.00	1,169,441	2.00
2	Options/PSUs/RSUs granted during the year	-	-	500,000	397.60	-	-	1,120,000	2.00	130,000	2.00
3	Options/PSUs/RSUs forfeited/ surrendered during the year	-	-	898,750	435.99	-	-	442,603	2.00	253,707	2.00
4	Options/PSUs/RSUs lapsed during the year	-	-	-	-	-	-	-	-	-	-
5	Options/PSUs/RSUs vested during the year	-	-	851,250	416.75	-	-	715,764	2.00	585,624	2.00
6	Options/PSUs/RSUs exercised during the year	10,000	74.31	224,500	248.61	-	-	785,927	2.00	618,668	2.00
7	Number of shares arising as a result of exercise of Options/ PSUs/RSUs	10,000	74.31	224,500	248.61	-	-	785,927	2.00	618,668	2.00
8	Money realised by exercise of Options/PSUs/RSUs (₹), if scheme is implemented directly by the Company	-	-	55,812,050	-	-	-	1,571,854	-	1,237,336	-
9	Loan Repaid by the Trust during the year from exercise price received	Not Applicable									
10	Options/PSUs/RSUs outstanding at the end of the year	-	-	1,676,500	365.55	-	-	1,433,520	2.00	427,066	2.00
11	Options/PSUs/RSUs exercisable at the end of the year	-	-	1,029,000	382.20	-	-	231,684	2.00	230,110	2.00

Sr. No.	Particulars	ESOP 2015	SIP 2019		SIP 2022	
			Options	RSUs	PSUs	RSUs
III.	Diluted Earnings Per Share pursuant to issue of shares on exercise of Options/PSUs/RSUs calculated in accordance with Ind-AS 33	18.50				
	Method of Accounting	Fair Value Method in accordance with Ind-AS 102: share based payment				

Sr. No.	Particulars	ESOP 2015	SIP 2019		SIP 2022	
			Options	RSUs	PSUs	RSUs
IV.	**Weighted Average Fair Value of Options/PSUs/RSUs granted during the year ended March 31, 2026 whose:**					
(a)	Exercise price equals market price	-	131.45	-	-	-
(b)	Exercise price is greater than market price	-	-	-	-	-
(c)	Exercise price is less than market price	-	-	-	408.08	373.73

Sr. No.	Particulars	ESOP 2015	SIP 2019		SIP 2022	
			Options	RSUs	PSUs	RSUs
V.	The weighted average market price of Options/PSUs/RSUs exercised during the year ended March 31, 2026	370.80	399.87	0.00	385.65	390.50

Sr. No.	Particulars	ESOP 2015		SIP 2019				SIP 2022			
				Options		RSUs		PSUs		RSUs	
VI.	**Employee-wise details of Options/PSUs/RSUs granted during the financial year 2025-26 to:**										
(i)	**Senior Managerial Personnel ("SMP"):**										
Sr. No.	**Name of the SMP**	**ESOP 2015**		**SIP 2019**				**SIP 2022**			
		No. of Options Granted	**Exercise Price (₹)**	**No. of Options Granted**	**Exercise Price (₹)**	**No. of RSUs Granted**	**Exercise Price (₹)**	**No. of PSUs Granted**	**Exercise Price (₹)**	**No. of RSUs Granted**	**Exercise Price (₹)**
1	Komal Jain - CEO-Americas (Appointed as a SMP w.e.f. October 2, 2025)	-	-	250,000	370.40	-	-	87,500	2.00	62,500	2.00
2	Priti Kataria - Chief Human Resources Officer ("CHRO") (Ceased to be the CHRO and a SMP w.e.f. end of business hours on March 31, 2026)	-	-	250,000	424.80	-	-	82,500	2.00	67,500	2.00
(ii)	**Employees who were granted, during any one year, Options/PSUs/RSUs amounting to 5% or more of the Options/PSUs/RSUs granted during the year:**										
Sr. No.	**Name of the Employee**	**ESOP 2015**		**SIP 2019**				**SIP 2022**			
		No. of Options Granted	**Exercise Price (₹)**	**No. of Options Granted**	**Exercise Price (₹)**	**No. of RSUs Granted**	**Exercise Price (₹)**	**No. of PSUs Granted**	**Exercise Price (₹)**	**No. of RSUs Granted**	**Exercise Price (₹)**
1	Angan Guha - CEO & Managing Director	-	-	-	-	-	-	950,000	2.00	-	-
2	Komal Jain - CEO-Americas	-	-	250,000	370.40	-	-	87,500	2.00	62,500	2.00
3	Priti Kataria - Chief Human Resources Officer ("CHRO") (Ceased to be the CHRO and a SMP w.e.f. end of business hours on March 31, 2026)	-	-	250,000	424.80	-	-	82,500	2.00	67,500	2.00
(iii)	**Identified employees who were granted Options/PSUs/RSUs, 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:** None										

Sr. No.	Particulars	ESOP 2015	SIP 2019		SIP 2022	
			Options	RSUs	PSUs	RSUs
VII.	**Method and assumptions used to estimate the fair value of Options/PSUs/RSUs granted during the year ended March 31, 2026:**					
	The fair value has been calculated using the Black Scholes Option Pricing Model					
Sr. No.	**Variables**	**Weighted Average**	**Weighted Average**	**Weighted Average**	**Weighted Average**	**Weighted Average**
1	Risk-Free Interest Rate (%)	-	5.94%	-	5.85%	5.90%
2	Expected Life (in years)	-	4.10	-	3.19	3.70
3	Expected Volatility (%)	-	36.62%	-	34.24%	35.85%
4	Dividend Yield (%)	-	1.64%	-	1.51%	1.64%
5	Exercise Price (₹)	-	397.60	-	2.00	2.00
6	Price of the underlying share in market at the time of the Option/ PSU/RSU grant (₹)	-	397.60	-	429.97	398.65

Assumptions:

The assumptions used in the model are as follows:

a) Stock Price: Closing price of the equity shares of the Company on the National Stock Exchange of India Limited on the trading day, prior to the date of grant has been considered.

b) Volatility: The expected price volatility is based on the historic volatility, adjusted for any expected changes to future volatility due to publicly available information.

c) Risk-free rate of return: The risk-free interest rate being considered for the calculation is the interest rate applicable for a maturity equal to the expected life of the Options/PSUs/RSUs based on the zero-coupon yield curve for Government Securities.

d) Exercise Price: Exercise Price of each specific grant has been considered.

e) Time to Maturity: Time to Maturity/Expected Life of Options/PSUs/RSUs is the period for which the Company expects the Options/PSUs/RSUs to be live.

f) Expected dividend yield: Expected dividend yield has been calculated as an average of dividend yields for five financial years preceding the date of the grant.

VIII. Effect of share-based payment transactions on the entity's Profit or Loss for the period:

(₹ in million)

Sr. No.	Particulars	March 31, 2026
1	Employee Option Plan Expense	163.21
2	Total Liability at the end of the period	658.42

IX. Details related to Trust:

Consequent upon the merger of Birlasoft (India) Limited with the Company, the KPIT Technologies Employees Welfare Trust has been transferred to KPIT Technologies Limited (erstwhile KPIT Engineering Limited). Hence, the details related to the Trust are not applicable to the Company.

For and on behalf of the Board of Directors

Amita Birla
Chairman
DIN: 00837718

London
May 6, 2026