Institute of Actuaries of India

Statutory body established under an Act of Parliament

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13th TechTalk on Employee Benefits

The IAI is pleased to announce a webinar hosted by the Advisory Group on Pensions, Employee Benefits, and Social Security via web conference on **19th June, 2025.**

Advisory Group – **Advisory Group on Pension and Employee benefits and Social Security (PEBSS)** Date – **19th June, 2025 (Thursday)** Time – **3.00 pm to 5.00 pm, India time** Topic – **Performance Matters: Valuing ESOPs with market-linked vesting conditions**

Abstract: Employee Stock Ownership Plans (ESOPs) with market-linked vesting conditions—such as performance thresholds tied to stock price appreciation, relative total shareholder return (TSR), or index outperformance—have become increasingly popular tools for aligning executive incentives with long-term shareholder value. However, valuing these instruments poses significant technical and regulatory challenges. This in-depth TechTalk will equip participants with a comprehensive understanding of how to value ESOPs that contain such market-based conditions. The session will begin with a conceptual overview of ESOP structures and vesting mechanisms, and then delve into the mathematical theory underpinning valuation techniques for market-linked awards. It will also discuss an alternative, first principles-based approach to valuing the market-linked conditions.

Learning Outcomes:

(1) Understanding the various types of vesting conditions that may be applied to ESOPs;
(2) Understanding how market-linked vesting conditions are treated as per Ind AS 102;
(3) Understanding the various approaches to valuing ESOPs with market-linked vesting conditions;
(4) Deriving fair value of ESOPs using a first principles approach.

Speaker:

Mr. Kathan Jain - Kathan is a partner at Ankolekar & Co. He has 7 years of experience in employee benefits valuation and consulting. He is also a member of the AGPEBSS and a part of the editorial team of The Actuary India, the magazine of Institute of Actuaries of India. Kathan is a Fellow member of the IAI and the IFoA as well as a Chartered Enterprise Risk Actuary.

Target Audience - Students, Associates, Fellows & Non-members working in Employee Benefits or Insurance space for India & abroad.

Registration fees (excluding GST)

IAI Students & Associates	IAI Affiliates & Fellows	Non-Members
Rs. 750	Rs. 1000	Rs. 1000

Registration link - https://bit.ly/3R84faU
CPD Credit as per APS9 (Version 4): 2 hours of Technical CPD (Pension, Other Employee Benefits and Social Security)
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