



# ESOP Schemes

## The disclosures in compliance with Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014:

(In ₹ million unless stated otherwise)

### A. Details of the options granted under various employee stock option schemes as on March 31, 2024:

Note: All the number of options in the following table are post Sub-Division of the Equity Shares of the Company.

Particulars	ESOP I	ESOA II	ESOP III	ESOA IV	ESOA V	ESOA VI	ESOA VII	ESOA VIII	ESOA IX	ESOA X	ESOA XI RSU — PESOS 2014	ESOA XII Silver Jubilee Scheme	ESOA XIII ESOP 2017	ESOA XIV	Total	
Date of Shareholders' approval	December 11, 1999	April 23, 2004	April 23, 2004	April 23, 2006	April 23, 2006	October 31, 2006	April 30, 2007	July 24, 2007	June 29, 2009	July 20, 2010	July 26, 2014	March 21, 2016	July 20, 2017	July 20, 2017	-	
Total number of options approved	9,121,000	1,506,400	5,066,600	13,916,500	3,781,050	2,432,500	3,569,950	84,000	2,748,924	6,124,544	4,491,000	134,600	16,666,188	160,000	69,803,256	
Vesting requirements	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based and Performance Based	Time Based	Time Based and Performance Based	Time Based and Performance Based		
Pricing formula	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is Book Value of the Equity	Grant price of Options is ₹ 10	Grant price of Options is ₹ 10	Grant price of Options is Market Price, or such price including discount not exceeding 15% on the Market Price, as the Board/ Committee may determine in accordance with the regulations and guidelines prescribed by the Securities and Exchange Board of India or other appropriate authority, from time to time	Grant price of Options is Market Price, or such price including discount not exceeding 15% on the Market Price, as the Board/ Committee may determine in accordance with the regulations and guidelines prescribed by the Securities and Exchange Board of India or other appropriate authority, from time to time	Grant price of Options is Market Price, or such price including discount not exceeding 15% on the Market Price, as the Board/ Committee may determine in accordance with the regulations and guidelines prescribed by the Securities and Exchange Board of India or other appropriate authority, from time to time	
Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	Share as per the latest quarterly audited Balance Sheet at the time of grant	
Maximum term of options granted	*	10 years	*	10 years	*	10 years	10 years	3 years	10 years	2-3 years	4 - 5 years	2.5 Months	4 - 5 years	3 years	-	
Source of shares (primary, secondary or combination)	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Combination	Secondary	Combination	Secondary	-	
Options movement during the year:																
Number of options outstanding at the beginning of the period	NIL	NIL	124,002	211,200	96,554	-	-	-	103,032	-	1,009,914	-	6,760,330	-	8,305,032	
Number of options granted during the year	NIL	NIL	-	-	-	-	-	-	-	-	443,400	-	3,764,950	-	4,208,350	
Number of options forfeited / lapsed during the year	NIL	NIL	51,532	16,600	-	-	-	-	90,232	-14,000	82,510	-	894,394	-	1,121,268	

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Number of options vested during the year	NIL	NIL	-	-	-	-	-	-	-	-	556,164	-	2,978,480		3,534,644	
Number of options exercised during the year	NIL	NIL	2,000	160,400	26,486	-	-	-	12,800	14,000	482,034	-	1,940,838		2,638,558	
Number of shares arising as a result of exercise of options	NIL	NIL	2,000	160,400	26,486	-	-	-	12,800	14,000	482,034	-	1,940,838		2,638,558	
Money realized by exercise of options (INR), if scheme is implemented directly by the company	NIL	NIL	30,680	4,901,824	412,364	-	-	-	350,336	1,339,520	2,410,170	-	1,878,037,838		1,887,482,732	
Loan repaid by the Trust during the year from exercise price received	-	-	-	-	-	-	-	-	-	-	-	-	110,000,000		110,000,000	
Number of options outstanding at the end of the year	NIL	NIL	70,470	34,200	70,068	-	-	-	-	-	888,770	-	7,690,048		8,753,556	
Number of options exercisable at the end of the year	NIL	NIL	70,470	34,200	70,068	-	-	-	-	-	48,734	-	861,540		944,876	
Person wise details of options granted to																
i. Directors	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	#	#	#	#		-	
ii. Key Managerial Personnel	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	#	#	#	#		-	
iii. Any other employee who received a grant in any one year of options amounting to 5% or more of the options granted during that year		The details are available on the website of the company i.e. <a href="http://www.persistent.com/investors">www.persistent.com/investors</a>										The details are available on the website of the company i.e. <a href="http://www.persistent.com/investors">www.persistent.com/investors</a>				
iv. Identified employees who are granted options, during any one year equal to exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company	NIL	NIL	NIL	NIL	NIL	-	NIL	NIL	NIL	NIL	NIL	NIL	NIL		-	
Diluted EPS pursuant to issue of shares on exercise of options calculated in accordance with Ind AS 33 (In ₹)	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	64.06	

The Employee Stock Option Schemes of the Company are in compliance with the SEBI (Share Based Employee Benefits) Regulation, 2014

**B. Details of the options granted to the Directors/Key Managerial Personnel of your Company under our ESOP Schemes during last 3 financial years.**

Note: All the number of options in the following table are post Sub-Division of the Equity Shares of the Company.

Sr. No.	Name of Director/ Key Managerial Person	ESOP 1	ESOA 2	ESOP 3	ESOA 4	ESOA 10	PESOS 2014	ESOP 2017	Total
1	Mr. Pradeep Bhargava	-	-	-	-	28,000	-	-	28,000 (Retired)
2	Mr. Sanjay Bhattacharyya	-	-	-	-	28,000	-	-	28,000 (Resigned)
3	Dr. Anant Jhingran	-	-	-	-	28,000	-	-	28,000 (Retired)
4	Mr. Prakash Telang	-	-	-	-	28,000	-	-	28,000 (Retired)
5	Mr. Kiran Umrootkar	-	-	-	-	28,000	-	-	28,000 (Retired)
6	Dr. Dinesh Keskar	-	-	-	-	28,000	-	-	28,000 (Resigned)
7	Mr. Nitin Kulkarni	-	-	-	3,70,000	-	4,800*	-	374,800 (Resigned)
8	Mr. Rohit Kamat	74,200	35,000	-	124,000	-	-	-	233,200 (Retired)
9	Mr. Vivek Sadhale	31,500	3,500	12,600	100,000	-	-	-	147,600 (Resigned)
10	Mr. Amit Atre	-	-	-	-	-	2,400	16,420	18,820
11	Mr. Mritunjay Singh	-	-	-	-	160,000	19,200*	-	179,200 (Resigned)
12	Mr. Sunil Sapre	-	-	-	-	-	206,400	-	206,400
13	Mr. Christopher O'Connor	-	-	-	-	-	600,000**	-	600,000 (Resigned)
14	Mr. Sandeep Kalra	-	-	-	-	-	1,540,000	-	1,540,000

\*Based on the Company performance only 48,019,200 options, respectively, were eligible for vesting (against original grant of 96,000 and 32,000 options, respectively) and the same were vested during the Financial Year 2017-18. The balance options were lapsed.

\*\*Lapsed due to separation.

**C. Details related to Trust:**

i. General Information on all schemes:

Sr. No.	Particulars	Details
1\	Name of Trust	PSPL ESOP Management Trust
2\	Details of Trustees	Mr. Mukesh Agarwal Mr. Nitinchandra Shende Ms. Nayana Bhandari Mr. Vikas Sawant
3\	Amount of loan disbursed by company / any company in the group, during the year	NIL
4\	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year	INR 2,870 Million
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:

Sr. No.	Particulars	Details
1\	Number of shares held at the beginning of the year	1,580,048
2\	Number of shares acquired during the year through:	
	(i) Primary issuance	600,000
	(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	NIL
3\	Number of shares transferred to the employees / sold along with the purpose thereof	1,319,279
4\	Number of shares held at the end of the year	860,769

iii. In case of secondary acquisition of shares by the Trust:

Sr. No.	Particulars	Details
1\	Number of shares	
2\	a. Held at the beginning of the year	
3\	b. Acquired during the year	
4\	c. Sold during the year	NA
5\	d. Transferred to the employees during the year	
6\	e. Held at the end of the year	