

Annexure D - ESOP Schemes

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

A. Details of the options granted under various employee stock option schemes as on March 31, 2022.

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	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		July 20, 2017	
Total number of options approved	4,560,500	753,200	2,533,300	6,958,250	1,890,525	1,216,250	1,784,975	42,000	1,374,462	3,062,272	1,614,200	67,300	4,913,338	80,000
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 Base	Time Based	Time Based and Performance Base	
Pricing formula	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Book Value of the Equity Share as per the latest quarterly audited Balance Sheet at the time of grant	Grant price of Options is Market Price, or such price including discount not exceeding 10% 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 ₹ 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
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	
Source of shares (primary, secondary or combination)	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Combination	Secondary	Combination	
Options movement during the year:														
Number of options outstanding at the beginning of the period	13	-	127,362	326,298	51,691	-	3,341	-	129,704	-	446,000	-	27,86,225	38,70,634
Number of options granted during the year	-	-	-	-	-	-	-	-	-	-	257,200	-	19,90,838	22,48,038
Number of options forfeited/lapsed during the year	13	-	-	-	-	-	-	-	-	-	23,700	-	963,803	9,87,516
Number of options vested during the year	-	-	-	-	-	-	-	-	-	-	167,750	-	589,375	757,125
Number of options exercised during the year	-	-	19,103	80,000	1,810	-	3,200	-	13,993	-	167,750	-	443,136	718,992
Number of shares arising as a result of exercise of options	-	-	19,103	80,000	1,810	-	3,200	-	13,993	-	167,750	-	443,136	718,992
Money realized by exercise of options (₹), if scheme is implemented directly by the company	15,096,571	9,328,180	41,452,451	166,682,282	31,632,294	19,687,636	29,290,627	1,349,760	43,463,723	447,285,828	3,153,750	524,500	972,571,524	1,781,520,128
Loan repaid by the Trust during the year from exercise price received	-	-	-	-	-	-	-	-	-	-	-	-	126,000,000	126,000,000
Number of options outstanding at the end of the year	-	-	108,259	246,298	49,881	-	141	-	115,711	-	511,750	-	3,380,124	4,412,164
Number of options exercisable at the end of the year	-	-	108,259	246,298	49,881	-	141	-	115,711	-	511,750	-	226,045	77,060
Person wise details of options granted to														
i. Directors	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	#	#	#	#
ii. Key Managerial Personnel	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	#	#	#	#

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	Total
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. www.persistent.com/investors							The details are available on the website of the company i.e. www.persistent.com/investors						
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	NIL	NIL
Diluted EPS pursuant to issue of shares on exercise of options calculated in accordance with Ind AS 33 (In ₹)	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97	58.97

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.

Sr. No.	Name of Director/ Key Managerial Person	ESOA X	RSU 2014 ESOA XI	ESOA XII	ESOP 2017 ESOA XIII	Total
1\	Amit Atre	NIL	NIL	25	5,000	5,025
2\	Mritunjay Singh	80,000	9,600*	NIL	NIL	89,600 (Resigned)
3\	Sunil Sapre	NIL	3,200* 75,000	NIL	NIL	78,200
4\	Christopher O'Connor	NIL	400,000	NIL	NIL	400,000 (Resigned)
5\	Sandeep Kalra	NIL	450,000	NIL	NIL	450,000

* Based on the Company performance only 9,600 and 3,200 options, respectively, were eligible for vesting (against original grant of 48,000 and 16,000 options, respectively) and the same were vested during the Financial Year 2017-18. The balance options were lapsed.

The complete details of options granted to the Directors/Key Managerial Personnel (including past) of your Company under our ESOP Schemes is available on the website of the Company at www.persistent.com/investors.

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	₹ 3,648 Million
4\	Amount of loan outstanding (repayable to company/any company in the group) as at the end of the year	₹ 3,522 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	2,018,384
2\	Number of shares acquired during the year through	
	i. primary issuance	Nil
	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	1,100,062 (1.44%) ₹ 3,688 per share
3\	Number of shares transferred to the employees/sold along with the purpose thereof	718,992
4\	Number of shares held at the end of the year	2,399,454

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	2,018,384 (2.64%)
3\	b. Acquired during the year	1,100,062 (1.44%)
4\	c. Sold during the year	Nil
5\	d. Transferred to the employees during the year	718,992 (0.94%)
6\	e. Held at the end of the year	2,399,454 (3.14%)