

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, 2023:

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	1,809,000	67,300	6,385,340	32,437,374
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 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	-	-	108,259	246,298	49,881	-	141	-	115,711	-	511,750	-	3,380,124	44,12,164
Number of options granted during the year	-	-	-	-	-	-	-	-	-	-	209,600	-	1,682,582	1,892,182
Number of options forfeited / lapsed during the year	-	-	43,257	71,057	-	-	141	-	57,035	-	51,845	-	941,387	1,164,722
Number of options vested during the year	-	-	-	-	-	-	-	-	-	-	292,135	-	1,429,497	1,721,632
Number of options exercised during the year	-	-	3,001	71,041	204	-	-	-	7,160	-	192,608	-	516,349	790,363
Number of shares arising as a result of exercise of options	-	-	3,001	71,041	204	-	-	-	7,160	-	192,608	-	516,349	790,363
Money realized by exercise of options (INR), if scheme is implemented directly by the company	-	-	92,040.67	4,294,873.92	4,534.92	-	-	-	391,938.40	-	1,977,030	-	587,254,013.47	594,014,431.38
Loan repaid by the Trust during the year from exercise price received	-	-	-	-	-	-	-	-	-	-	-	-	652,550,000	652,550,000
Number of options outstanding at the end of the year	-	-	62,001	104,200	49,677	-	-	-	51,516	-	504,957	-	3,380,165	4,152,516
Number of options exercisable at the end of the year	-	-	62,001	104,200	49,677	-	-	-	51,516	-	28,557	-	535,248	831,199

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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. 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	-
Diluted EPS pursuant to issue of shares on exercise of options calculated in accordance with Ind AS 33 (In ₹)	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52	103.52

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	ESOP1	ESOA2	ESOP3	ESOA4	ESOA10	PESOS 2014	ESOP 2017	Total
1\	Mr. Pradeep Bhargava	-	-	-	-	14,000	-	-	14,000 (Retired)
2\	Mr. Sanjay Bhattacharyya	-	-	-	-	14,000	-	-	14,000 (Resigned)
3\	Dr. Anant Jhingran	-	-	-	-	14,000	-	-	14,000 (Retired)
4\	Mr. Prakash Telang	-	-	-	-	14,000	-	-	14,000 (Retired)
5\	Mr. Kiran Umrootkar	-	-	-	-	14,000	-	-	14,000 (Retired)
6\	Dr. Dinesh Keskar	-	-	-	-	14,000	-	-	14,000 (Resigned)
7\	Mr. Nitin Kulkarni	-	-	-	185,000	-	2,400*	-	187,400 (Resigned)
8\	Mr. Rohit Kamat	37,100	17,500	-	62,000	-	-	-	116,600 (Retired)
9\	Mr. Vivek Sadhale	15,750	1,750	6,300	50,000	-	-	-	73,800 (Resigned)
10\	Mr. Amit Atre	-	-	-	-	-	1,200	6,800	8,000
11\	Mr. Mritunjay Singh	-	-	-	-	80,000	9,600*	-	89,600 (Resigned)
12\	Mr. Sunil Sapre	-	-	-	-	-	103,200	-	103,200
13\	Mr. Christopher O'Connor	-	-	-	-	-	300,000**	-	300,000 (Resigned)
14\	Mr. Sandeep Kalra	-	-	-	-	-	525,000	-	525,000

*Based on the Company performance only 2,400, 9,600 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.

**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	₹ 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	2,399,454
2\	Number of shares acquired during the year through (i) primary issuance (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 NIL NIL
3\	Number of shares transferred to the employees / sold along with the purpose thereof	819,406
4\	Number of shares held at the end of the year	1,580,048

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 b. Acquired during the year c. Sold during the year	2,399,454 (3.14%) NIL NIL
3\	d. Transferred to the employees during the year	819,406 (1.07%)
4\	e. Held at the end of the year	1,580,048 (2.07%)