The disclosures in compliance with Regulation 14 of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2021: A. Details of the options granted under various employee stock option schemes as on March 31, 2025: Note: All the number of options in the following table are post Sub-Division of the Equity Shares of the Company.

	d under various employee													
Note: All the number of options	in the following table are	post Sub-Division of the	Equity Shares of the	Company.						ESOA	ESOA	(In ₹ million unless stated other	erwise)	
Particulars	ESOP I	ESOA II	ESOP III	ESOA IV	ESOA V	ESOA VI	ESOA VII	ESOA VIII ESOA IX	ESOA X	XI RSU — PESOS 201	XII Silver Jubilee 4 Scheme	XIII ESOP 2017	ESOA XIV	Total
Date of Shareholders'	December 11,	April 23,	April 23,	April 23,	April 23,	October 31,	April 30,	July 24, June 29,	July 20,	July 26,	March 21,	July 20,	July 20,	
approval	1999	2004	2004	2006	2006	2006	2007	2007 2009	2010	2014	2016	2017	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	6,124,54	6,391,210	134,600	17,069,990	160,000	72,107,268
Vesting requirements	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Based	Time Time Based	Time Bas		Time Base		Time	
										Based and		Based and	Based and	
										Performan Based	ice	Performance Based	Performan Based	ce
Pricing formula	Grant price	Grant price	Grant price	Grant price	Grant price	Grant price	Grant price	Grant Grant price	Grant pri		e Grant price	e Grant price	Grant price	:
	of Options is	of Options is	of Options is	of Options is	of Options is	of Options is	of Options is	price of Options of Options is		of	of	₹ of Options is	of Options	
	Book Value of	Book Value of	Book Value of	Book Value of	Book Value of	Book Value of	Book Value of	is Book Book Value of	Market	10	10	Market Price,	Market	
	the Equity	the Equity	the Equity	the Equity	the Equity	the Equity	the Equity	Value of the the Equity Equity	Price. or such			or such price	Price. or such	
	Share as per	Share as per	Share as	Share as per	Share as per	Share as per	Share as per	Equity Share as Share as per	price including			including	price including	
	the latest	the latest	per the latest	the latest	the latest	the latest	the latest	per the latest the latest	discount	int		discount not	discount ne	nt
	quarterly	quarterly	quarterly	quarterly	quarterly	quarterly	quarterly	quarterly quarterly	exceeding			exceeding	exceeding	
	audited	audited	audited	audited	audited	audited	audited	audited audited	10% on t			15% on the	15% on th	e
	Balance	Balance	Balance	Balance	Balance	Balance	Balance	Balance Balance Sheet	Market			Market Price,	Market	
	Sheet at the	Sheet at the	Sheet at the	Sheet at the	Sheet at the	Sheet at the	Sheet at the	Sheet at the at the time of	Price. as the			as the Board/	Price. as the	
	time of grant	time of grant	time of	time of grant	time of grant	time of grant	time of grant	time of grant grant	Board/ Committe	e		Committee	Board/ Committee	
			grant						may determine accordane with the regulation and guideline prescribe by the Securities	s i		may determine in accordance with the regulations and guidelines prescribed the Securities and Exchange	by determine accordance with the regulations and guidelines prescribed by the Securities	
									and Fixchanne Board of India or other appropria authority from time			Board of India or other appropriate authority, from time to time	and Fxchange Board of India or other appropriate authority, from	
Maximum term of options granted		10 years		10 years		10 years	10 years	3 years 10 years	2.2	4.5	2.5.14	s 4 - 5 years	time to tim	e
Source of shares (primary, second	dary Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondar Secondary				Combination	Secondary	
or combination) Options movement during the yea	r:	,		,		,		ν			,			
Number of options outstanding at		NIL	70,470	34,200	70,068	NIL	NIL	NIL NIL	NIL	888,770	NIL	7,690,048	NIL	8,753,556
Number of options granted during	the NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL NIL	NIL	1,862,610	NIL	115,800	NIL	1,978,410
<u>year</u> Number of options forfeited / lapse	ed NIL	NIL	70,470	16,200	68002	NIL	NIL	NIL 90,232	-14,000	35,094	NIL	1,394,790	NIL	1,584,556
during the year Particulars ESI	OP I	ESOA II	ESOP III	ESOA IV	ESOA V	ESOA VI	ESOA VII	ESOA VIII ESOA IX	ESOA X	ESOA XI RSU —	ESOA XII Silver	ESOA XIII ESOP 2017	ESOA XIV	Total
Number of options vested NI		NIL	NIL	NIL	NIL	NIL	NIL	NIL NIL	NIL	PESOS 201 886,328	4 Scheme NIL	3,764,927	NIL	4,651,255
during the year	L	NIL	NIL	NIL	NIL	NIL	NIL	NIL NIL	NIL	880,328	NIL	3,764,927	NIL	4,051,255
Number of options NI exercised during the year	IL	NIL	NIL	18,000	2,066	NIL	NIL	NIL NIL	NIL	602,106	NIL	1,929,162	NIL	2,551,334
Number of shares arising NI as a result of exercise of	IL.	NIL	NIL	18,000	2,066	NIL	NIL	NIL NIL	NIL	602,106	NIL	1,929,162	NIL	2,551,334
options Money realized by NI exercise of options (INR), if scheme is	IL	NIL	NIL	200,070	10,330	NIL	NIL	NIL NIL	NIL	3,010,530	NIL	2,381,048,808	NIL	2,384,269,73
implemented directly by the company														
	L	NIL	NIL	NIL	NIL	NIL	NIL	NIL NIL	NIL	NIL	NIL	2,140,846,621	NIL	2,140,846,62
Loan repaid by the Trust NI														
Loan repaid by the Trust NI during the year from							NIL	NIL NIL	NIL	2.224.180		4.481.896		
Loan repaid by the Trust NI during the year from exercise price received	1	NII	NTI	NTI	NII				MIL					
Loan repaid by the Trust NI during the year from exercise price received	IL	NIL	NIL	NIL	NIL	NIL				_,,	NIL	4,481,896	NIL	6,706,076
Loan repaid by the Trust MI during the year from exercise price received Number of options NI outstanding at the end of	IL	NIL	NIL	NIL	NIL	NIL				_,,	NIL	4,481,896	NIL	6,706,076
Lean repaid by the Trust NI during the year from exercise price received Number of options NI outstanding at the end of the year Number of options NI was exercisable at the end of exercisable at the end of		NIL NIL	NIL NIL	NIL NIL	NIL NIL	NIL NIL	NIL	NIL NIL	NIL	7,176	NIL	4,481,896	NIL NIL	202,047
Lean repaid by the Trust NI during the year from exercise prior received Number of options NI outstanding at the end of the year Number of options NI exercisele at the end of the year Person wise details of								NIL NIL	NIL					
Lean repaid by the Trust NI during the year from exercise price received Number of options NI outstanding at the end of the year Number of options NI exercisable at the end of the year Number of options NI exercisable at the end of the year Person wise details of options granted to	IL	NIL	NIL	NIL	NIL	NIL	NİL		NIL #				NIL	202,047
Loan repaid by the Trust NI during the year from exercise prior received Number of options NI outstanding at the end of the year Number of options NI exercisable at the end of the year Person wise details of	IL.							NIL NIL NIL NIL NIL NIL		7,176	NIL.	194,871		

The details are available on the website of the company i.e.

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www.persistent.com/investors

www.persistent.com/investors

iv. Identified employees who are granted options, during any one year equal	NIL		NIL		NIL	NIL	NIL	NIL	NIL		NIL						
to exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.4	45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	

Company
District DES pursuant to
District DES pursuant to
exercises of options
exercises of options
exercises of options
exercises of options
that accordance
with Ind AS 33 (in 19)
The Employee Secular Secular Option Schemes of the Company are in compliance with the SEEI (Share Based Employee Benefitz) 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.	Name of Director/ Key	ESOP	ESOA	ESOP	ESOA	ESOA	PESOS	ESOP	
No.	Managerial Person	1	2	3	4	10	2014	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	-	-	-	-	-	3,500	16,420	19,920
11	Mr. Mritunjay Singh	-	-	-	-	160,000	19,200*	-	179,200
									(Resigned)
12	Mr. Sunil Sapre	-	-	-	-	-	206,400	-	206400
									(Retired)
13	Mr. Christopher O'Connor	-	-	-	-	-	600,000**	-	600,000
									(Resigned)
14	Mr. Sandeep Kalra	-	-	-	-	-	^3080000	-	3,080,000
15	Mr. Vinit Teredesai	-	-	-	-	-	30,000	-	30,000

^{*} 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.

***Inaped due to separation.

5\ d. Transferred to the employees during the year 6\ e. Held at the end of the year

Note: Schemes XIII and XIV are collectively referred to as Scheme XIII, as they form a single scheme approved by the Board and members in July 2017

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. Rajendra Singh Lingwal 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 3,694.86 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
	details of transactions in shares by the Trust:	
Sr. No. P	details of transactions in shares by the Trust:	
Sr. No. Pi	details of transactions in shares by the Trust: Anticulars Details	
Sr. No. P	details of transactions in shares by the Trust: Tanticular Details Number of shares held at the beginning of the year 1,721,538	1,800,000
Sr. No. P	details of transactions in shares by the Trust: Details Warmer of shares held at the beginning of the year 1,721,538 Number of shares acquired during the year through:	1,800,000 309,948
Sr. No. Pi	details of transactions in shares by the Trust: Details Auticulus: Details Number of shares held at the beginning of the year 1,721,538 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	
Sr. No. Pi	details of transactions in shares by the Trust: Details Auticulus: Details Number of shares held at the beginning of the year 1,721,538 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	
Sr. No. P. 1\ N 2\ N	details of transactions in shares by the Trust: Tanticulars Details Number of shares held at the beginning of the year 1,721,538 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	309,948

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

Sr. No. Particulars Details

Number of shares
 a. Held at the beginning of the year

The Company has availed approval from the Members of the Company through Postal Balick dated February 6, 2024 vide which the number of options that may be offered to any specific Employee shall not exceed 1% of the issued capital (excluding outstanding warrants and conversions) of the Company, during every continuous 4 (long) years of their employment with the Company or any of its aubsidiaries, at the time of grant of options under PESOS 2014.

3) b. Acquired during the year

4\ c. Sold during the year