

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.

(In ₹ million unless stated otherwise)															
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	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 Based	Time Based	Time Based	Time Based and Performance Based	Time Based and Performance Based	Time Based and Performance Based	Time Based and Performance Based	
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 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
Maximum term of options granted	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years	10 years
Source of shares (primary, secondary or combination)	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary	Secondary
Options movement during the year:															
Number of options outstanding at the beginning of the period	NIL	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 year	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	1,862,610	NIL	115,800	NIL	1,978,410
Number of options forfeited / lapsed during the year	NIL	NIL	70,470	16,200	68002	NIL	NIL	NIL	90,232	-14,000	35,094	NIL	1,394,790	NIL	1,584,556
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
Number of options vested during the year	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	886,328	NIL	3,764,927	NIL	4,651,255
Number of options exercised during the year	NIL	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 as a result of exercise of options	NIL	NIL	NIL	18,000	2,066	NIL	NIL	NIL	NIL	NIL	602,106	NIL	1,929,162	NIL	2,551,334
Money realized by exercise of options (INR), if scheme is implemented directly by the company	NIL	NIL	NIL	200,070	10,330	NIL	NIL	NIL	NIL	NIL	3,010,530	NIL	2,381,048,808	NIL	2,384,269,738
Loan repaid by the Trust during the year from exercise price received	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	2,140,846,621	NIL	2,140,846,621
Number of options outstanding at the end of the year	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	2,224,180	NIL	4,481,896	NIL	6,706,076
Number of options exercisable at the end of the year	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	7,176	NIL	194,871	NIL	202,047
Person wise details of options granted to															
i. Directors	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	#	#	#	#	NIL	NIL
ii. Key Managerial Personnel	NIL	NIL	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](http://www.persistent.com/investors)

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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	NIL	NIL	NIL
Diluted EPS pursuant to issue of shares on exercise of options calculated in accordance with Ind AS 33 (In ₹)	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45	74.45

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.	Name of Director/ Key Managerial Person	ESOP	ESOA	ESOP	ESOA	ESOA	PESOS	ESOP	Total
No.		1	2	3	4	10	2014	2017	
1	Mr. Pradeep Bhargava	-	-	-	-	28,000	-	-	28,000 (Retired)
2	Mr. Sanjay Bhattacharyya	-	-	-	-	28,000	-	-	28,000 (Resigned)
3	Dr. Anant Jhingan	-	-	-	-	28,000	-	-	28,000 (Retired)
4	Mr. Prakash Telang	-	-	-	-	28,000	-	-	28,000 (Retired)
5	Mr. Kiran Umroodkar	-	-	-	-	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	-	206,400 (Retired)
13	Mr. Christopher O'Connor	-	-	-	-	-	600,000**	-	600,000 (Resigned)
14	Mr. Sandeep Kaha	-	-	-	-	-	~3080000	-	3,080,000
15	Mr. Vinik 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.

\*\*Lapsed due to separation.

^The Company has availed approval from the Members of the Company through Postal Ballot 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 (four) years of their employment with the Company or any of its subsidiaries, at the time of grant of options under PESOS 2014.

- 3\ b. Acquired during the year  
4\ c. Sold during the year  
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 Aggarwal 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

**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	1,721,538
2\	Number of shares acquired during the year through:	
	(i) Primary issuance	1,800,000
	(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	309,948
3\	Number of shares transferred to the employees / sold along with the purpose thereof	2,551,334
4\	Number of shares held at the end of the year	1,289,563

**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	