

Disclosure pursuant to Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time:

Relevant disclosures in terms of the “Guidance Note on Accounting for Employee Share-based Payments” issued by ICAI has been made in Note no. 43 of the Notes to Standalone Financial Statements and Note no. 43 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company.

B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time:

Diluted earnings per share pursuant to the issue of share on exercise of options calculated in accordance with Indian Accounting Standards Ind-AS 33, “Earnings Per Share” has been disclosed in the Standalone Financial Statements for FY 2024.

C. Details Regarding to ESOS

- (i) A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including

a. Date of shareholders' approval	July 9, 2020
b. Total number of options approved under ESOS	2,02,71,056
c. Vesting requirements	Vesting period shall commence after minimum 1 (One) year from the grant date and it may extend upto maximum of 4 years from the grant date
d. Exercise price or pricing formula	INR 16.50
e. Maximum term of options granted	4 years
f. Source of shares (primary, secondary or combination)	Secondary Acquisition
g. Variation in terms of options	Not Applicable

- (ii) Method used to account for ESOS - Intrinsic or fair value
 - The compensation cost of stock options granted to employees is calculated based on fair value method.

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- (iii) Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed -Not Applicable
- (iv) Option movement during the year (For each ESOS)

Particulars	Details
Number of options outstanding at the beginning of the period	15,98,500
Number of options granted during the year	Nil
Number of options forfeited / lapsed during the year	3,82,500
Number of options vested during the year	1,41,850
Number of options exercised during the year	1,32,800
Number of shares arising as a result of exercise of options	1,32,800
Money realized by exercise of options (INR), if scheme is implemented directly by the company	NA
Loan repaid by the Trust during the year from exercise price received	
Number of options outstanding at the end of the year	10,83,200
Number of options exercisable at the end of the year	9050

- (v) Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock:

Adequate disclosures made in Note no. 43 of the Notes to Standalone Financial Statements and Note no. 43 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company

- (vi) Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to:

- a) senior managerial personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 -**NIL**

- b)

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c) any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during 2023-24 - **NIL**

d) identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant – **NIL**

(vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

a)	the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;	Please refer to Note no. 43 of the Notes to Standalone Financial Statements and Note no. 43 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company. The link for the same is provided below: https://www.tridentindia.com/annual-reports
b)	the method used and the assumptions made to incorporate the effects of expected early exercise;	Black Scholes
c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	Please refer to Note no. 43 of the Notes to Standalone Financial Statements and Note no. 43 of the Notes to Consolidated Financial Statements forming part of the Annual Report 2023-24 of the Company. The link for the same is provided below: https://www.tridentindia.com/annual-reports
d)	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition.	

(viii) Disclosures in respect of grants made in three years prior to IPO under each ESOS Until all options granted in the three years prior to the IPO have been exercised or have lapsed, disclosures of the information specified above in respect of such options shall also be made - **Not Applicable**

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D. Details related to GEBS:

Sr. No.	Particulars	Details
1.	Date of shareholders' approval	August 12, 2023
2.	Kind of benefits to be granted under the scheme	providing free/subsidized welfare measures/benefits to employees, including, but not limited to, meals/ food Coupons, Hostel/accommodation including electricity, healthcare (inpatient & outpatient), health insurance, benefits in the event of sickness/accident/ disability/death, uniforms, transportation, skill development, education, scholarships, rewards & recognition, industrial tours or such other welfare activities and benefits as may be specified by the Nomination and Remuneration Committee, from time to time
3.	Beneficiaries of the scheme	The specific Eligible Employees to whom the Benefits would be granted, and their Eligibility Criteria would be determined by the Nomination and Remuneration Committee
4.	Total assets of the scheme	Nil
5.	Quantum of holding in own shares / listed holding company shares (both absolute and in percentage)	The shares are not appropriated under the scheme
6.	Whether scheme is in compliance of regulation 26(2) / 27(3) of these regulations, as applicable	Yes
7.	Variation in terms of scheme	Nil

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E. Details related to Trust

The following details, inter alia, in connection with transactions made by the Trust meant for the purpose of administering the schemes under the regulations are to be disclosed:

Sl. No.	Particulars	Details
1.	Name of the Trust	Trident Limited Employees Welfare Trust
2.	Details of the Trustee(s)	1. Mr. Anubhav Nayyar 2. Ms. Rajvinder Kaur
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	Nil
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

Brief details of transactions in shares by the Trust

S. No.	Particulars	Details
1.	Number of shares held at the beginning of the year	6,39,27,140
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
3.	Number of shares transferred to the employees / sold along with the purpose thereof	1,32,800
4.	Number of shares held at the end of the year	6,37,94,340

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In case of secondary acquisition of shares by the Trust

Particulars	Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
Held at the beginning of the year	6,39,27,140	0.01
Acquired during the year	-	-
Sold during the year		
Transferred to the employees during the year	1,32,800	0.002
Held at the end of the year	6,37,94,340	0.01