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TRIDENT/CS/2023

August 03, 2023

**National Stock Exchange of India Limited**

Exchange Plaza, Plot No. C/1, G Block Bandra Kurla Complex,

Bandra (E), Mumbai – 400 051

Scrp Code: TRIDENT

**BSE Limited**

Phiroze Jeejeebhoy Towers

Dalal Street, Mumbai – 400 001

Scrp Code: 521064

**Sub: Modification in Trust Deed of Trident Limited Employees Welfare Trust under Regulation 3(3) of SEBI (Share Based Employee Benefits) Regulations, 2021**

Dear Sir / Madam,

Pursuant to Regulation 3(3) of SEBI (Share Based Employee Benefits) Regulations, 2021, please find enclosed the certified copy of Addendum to Trident Limited Employee Welfare Trust Deed.

This is for your information & records please.

Thanking you,

Yours faithfully,  
For Trident Limited

**[Hari Krishan]**  
Company Secretary

Encl- As above

Disclaimer :- The details of the authorised signatories are uploaded on the official website of the Company. You may authenticate the authority of the signatory before relying upon the contents of this communication by visiting <https://www.tridentindia.com/authority-matrix/> or may write to us on corp@tridentindia.com.

03/08/2023

TL/2023/036919



## SECOND AMENDMENT TO TRUST DEED

OF

### TRIDENT LIMITED EMPLOYEES WELFARE TRUST

This deed of amendment is executed on this 03<sup>rd</sup> day of August, 2023 (“Deed”), in respect of the Trust Deed of Trident Limited Employees Welfare Trust dated 15th day of June, 2020 (hereinafter referred to as ‘Principal Trust Deed’), by and amongst the following:

BETWEEN

**Trident Limited**, a Company incorporated under the provisions of Companies Act, 1956 vide CIN L99999PB1990PLC010307, having registered office at Trident Group, Sanghera, Barnala – 148101, India, here-in-after referred to as the “Settlor” (which expression shall unless excluded by or repugnant to the subject or context deemed to mean and include his heirs, executors and assigns) of the **FIRST PART**;

AND

1. **Mr. Anubhav Nayyar**, S/o Mr. Varinder Kumar Nayyar, R/o H. No 51, Sukhdev Enclave, Near Raj Guru Nagar, Ludhiana-141021

AND

2. **Ms. Rajvinder Kaur** D/o Mr. Inderjit Singh, R/o # 143, Block –H, Shaheed Bhagat Singh Nagar, Basant Avenue, Ludhiana – 141013;

(herein after referred to as the “Trustees”) (which expression shall unless excluded by or repugnant to the subject or context deemed to mean and include their respective successor or successors in office) of **the SECOND PART**;

#### WHEREAS:

(a) The Settlor created an irrevocable trust, vide Trust Deed of Trident Limited Employees Welfare Trust dated 15th day of June, 2020, with a primary objective to give benefits to the existing and future eligible employees in form of Equity based incentive scheme, including but not limited to ESOSs, ESPS, Sweat Equity Shares, Stock Appreciation rights, General Employee Benefit Schemes or in such other form or manner as may be permitted under any law for the time being in force, and for this purpose (‘Principal Trust Deed’).

(b) The Nomination and Remuneration Committee of Board of Directors of Trident Limited on May 24, 2023 has approved formulation of Trident Limited General Employee Benefits Scheme, 2023 (‘TLGEBS’) and also an amendment to the Trust Deed of Trident Limited Employee Welfare Trust in line with Trident Limited General Employee Benefits Scheme, 2023 (‘TLGEBS’).

Certified to be True Copy  
For Trident Limited

Hari Krishan  
Company Secretary

NOW THEREFORE THIS DEED WITNESSETH AS UNDER:

With effect from 03<sup>rd</sup> day of August, 2023:

1. Objects of trust shall hereby include following **sub para x.** after the sub para ix, under para 8 of the Principal Trust Deed:

*x. To formulate and implement schemes for the purpose of general welfare of employees, as per the discretion and approval of Nomination and Remuneration Committee, including, but not limited to, provide free/subsidised:*

- *Meals/Food Coupons*
- *Hostel/accommodation including electricity*
- *Healthcare (inpatient & outpatient)*
- *Health insurance*
- *Benefits in the event of sickness, accident, disability or death*
- *Uniforms*
- *Transportation*
- *Skill development*
- *Education*
- *Scholarships*
- *Rewards & Recognition*
- *Industrial tours*
- *other benefits as may be approved by the Nomination and Remuneration Committee*

IN WITNESS WHEREOF the Parties hereto have set their signatures in the presence of witnesses. SIGNED AND DELIVERED

**Signed and Delivered  
For Trident Limited**

**Signed and Delivered  
For and on behalf of Trustees**

Sd/-  
Hari Krishan  
Authorised Signatory

Sd/-  
Anubhav Nayyar  
Trustee

Certified to be True Copy  
For Trident Limited

Hari Krishan  
Company Secretary