

| Thermax Limited | | | | | | | | | |
|---|--|--|--|---|-------------------------------------|--|---|---|---|
| Thermax Employees Welfare Trusts | | | | | | | | | |
| Details w.r.t Regulation 14 (F) of SEBI(Share Based Employee Benefits and Sweat Equity) Regulations, 2021 | | | | | | | | | |
| Sr.No | Name of the trust | Date of Shareholder's approval | Kind of benefits to be granted under the scheme | Beneficiaries of the scheme | Total assets of the scheme (in Rs.) | Quantum of holding in own shares/ listed holding company shares (absolute) | Quantum of holding in own shares/ listed holding company shares (%) | Whether scheme is in compliance with regulation 26(2)/27(3) as applicable | Variation in terms of scheme |
| 1 | THERMAX FACTORY WELFARE FUND GRADE I & II (b) | Approval sought for variation in trust deeds at 41st AGM held on 02-08-2022. | Educational relief, including grant-in-aid in support of schools, hospitals, institutions and any other welfare objects or purposes which are conducive to or beneficial to the employees of the Company and their dependants. | Permanent employees of Thermax Limited and it's group companies . | 8999344.20 | 42375 | 0.035562534 | Yes | Variation in trust deed was made for revision in the name, objective, scope of benefits along with extending the benefits of the scheme to employees of the group companies including consolidation of the trusts with similar scope. |
| 2 | THERMAX FACTORY WELFARE FUND GRADE III (b) | | | | 12257260.44 | 58125 | 0.048780467 | Yes | |
| 3 | THERMAX FACTORY WELFARE FUND GRADE IV (b) | | | | 14635813.49 | 75000 | 0.062942538 | Yes | |
| 4 | THERMAX FACTORY WELFARE FUND GRADE V (b) | | | | 21190463.34 | 101560 | 0.085232589 | Yes | |
| 5 | THERMAX FACTORY WELFARE FUND GRADE VI (b) | | | | 9810284.19 | 47500 | 0.039863608 | Yes | |
| 6 | THERMAX FACTORY WELFARE FUND GRADE VII (b) | | | | 9293108.58 | 46750 | 0.039234182 | Yes | |
| 7 | THERMAX FACTORY WELFARE FUND GRADE VIII & IX (b) | | | | 8851189.21 | 39690 | 0.033309191 | Yes | |
| 8 | THERMAX FACTORY WELFARE FUND GR SEL (B) | | | | 15033520.83 | 65875 | 0.05528453 | Yes | |
| 9 | THERMAX BRANCH WELFARE FUND GRADE I & II (b) | | | | 19312681.81 | 92250 | 0.077419322 | Yes | |
| 10 | THERMAX BRANCH WELFARE FUND GRADE III (b) | | | | 8209373.25 | 38565 | 0.032365053 | Yes | |
| 11 | THERMAX BRANCH WELFARE FUND GRADE IV (b) | | | | 9485573.99 | 46315 | 0.038869116 | Yes | |
| 12 | THERMAX BRANCH WELFARE FUND GRADE V (b) | | | | 11418086.03 | 50375 | 0.042276405 | Yes | |
| 13 | THERMAX BRANCH WELFARE FUND GRADE VI (b) | | | | 16033399.89 | 72310 | 0.060684999 | Yes | |
| 14 | THERMAX BRANCH WELFARE FUND GRADE VII (b) | | | | 11170596.72 | 46625 | 0.039129278 | Yes | |
| 15 | THERMAX BRANCH WELFARE FUND GRADE VIII&IX (b) | | | | 6823013.69 | 32500 | 0.0272751 | Yes | |
| 16 | THERMAX BRANCH WELFARE FUND GRADE SELECTION (b) | | | | 5579875.31 | 25440 | 0.021350109 | Yes | |
| 17 | THERMAX CENTRAL WELFARE FUND GRADE I & II (b) | | | | 12155449.76 | 52560 | 0.044110131 | Yes | |
| 18 | THERMAX CENTRAL WELFARE FUND GRADE III (b) | | | | 18987077.59 | 85310 | 0.071595039 | Yes | |
| 19 | THERMAX CENTRAL WELFARE FUND GRADE IV (b) | | | | 19058234.14 | 86125 | 0.072279015 | Yes | |
| 20 | THERMAX CENTRAL WELFARE FUND GRADE V (b) | | | | 20328134.32 | 88125 | 0.073957483 | Yes | |
| 21 | THERMAX CENTRAL WELFARE FUND GRADE VI (b) | | | | 13723164.64 | 57375 | 0.048151042 | Yes | |
| 22 | THERMAX CENTRAL WELFARE FUND GRADE VII (b) | | | | 8424212.09 | 35750 | 0.03000261 | Yes | |
| 23 | THERMAX CENTRAL WELFARE FUND GRADE VIII&IX (b) | | | | 10333893.17 | 45625 | 0.038290044 | Yes | |
| 24 | THERMAX CENTRAL WELFARE FUND GRADE SELECTION (b) | | | | 20275965.91 | 93375 | 0.07836346 | Yes | |
| 25 | THERMAX FACTORY WELFARE FUND GRADE I & II (a) | | | | 17850027.53 | 88190 | 0.074012033 | Yes | |
| 26 | THERMAX FACTORY WELFARE FUND GRADE III (a) | | | | 22794884.93 | 105250 | 0.088329362 | Yes | |
| 27 | THERMAX FACTORY WELFARE FUND GRADE IV (a) | | | | 24246785.04 | 110060 | 0.092366077 | Yes | |
| 28 | THERMAX FACTORY WELFARE FUND GRADE V (a) | | | | 25236285.59 | 100565 | 0.084397552 | Yes | |
| 29 | THERMAX FACTORY WELFARE FUND GRADE VI (a) | | | | 16255104.60 | 79190 | 0.066458928 | Yes | |
| 30 | THERMAX FACTORY WELFARE FUND GRADE VII (a) | | | | 16617970.33 | 84185 | 0.070650901 | Yes | |
| 31 | THERMAX FACTORY WELFARE FUND GRADE VIII & IX (a) | | | | 13996076.63 | 66125 | 0.055494338 | Yes | |
| 32 | THERMAX FACTORY WELFARE FUND GRADE SELECTION (a) | | | | 22677922.31 | 112935 | 0.094778874 | Yes | |
| 33 | THERMAX BRANCH WELFARE FUND GRADE I & II (a) | | | | 28798270.08 | 142250 | 0.119381015 | Yes | |
| 34 | THERMAX BRANCH WELFARE FUND GRADE III (a) | | | | 14742059.36 | 64250 | 0.053920775 | Yes | |
| 35 | THERMAX BRANCH WELFARE FUND GRADE IV (a) | | | | 18388507.87 | 83435 | 0.070021476 | Yes | |
| 36 | THERMAX BRANCH WELFARE FUND GRADE V (a) | | | | 18122248.90 | 83935 | 0.070441093 | Yes | |
| 37 | THERMAX BRANCH WELFARE FUND GRADE VI (a) | | | | 24930632.90 | 124690 | 0.104644068 | Yes | |
| 38 | THERMAX BRANCH WELFARE FUND GRADE VII (a) | | | | 16058680.65 | 77750 | 0.065250432 | Yes | |
| 39 | THERMAX BRANCH WELFARE FUND GRADE VIII&IX (a) | | | | 5314281.91 | 28065 | 0.023553098 | Yes | |
| 40 | THERMAX BRANCH WELFARE FUND GRADE SELECTION (a) | | | | 10446010.39 | 48685 | 0.0408581 | Yes | |
| 41 | THERMAX CENTRAL WELFARE FUND GRADE I & II (a) | | | | 22281525.90 | 109500 | 0.091896106 | Yes | |
| 42 | THERMAX CENTRAL WELFARE FUND GRADE III (a) | | | | 19694934.29 | 83815 | 0.070340385 | Yes | |
| 43 | THERMAX CENTRAL WELFARE FUND GRADE IV (a) | | | | 25246312.72 | 121690 | 0.102126367 | Yes | |
| 44 | THERMAX CENTRAL WELFARE FUND GRADE V (a) | | | | 22874506.91 | 99000 | 0.083084151 | Yes | |
| 45 | THERMAX CENTRAL WELFARE FUND GRADE VI (a) | | | | 21478554.06 | 101685 | 0.085337494 | Yes | |
| 46 | THERMAX CENTRAL WELFARE FUND GRADE VII (a) | | | | 13020811.39 | 62750 | 0.052661924 | Yes | |
| 47 | THERMAX CENTRAL WELFARE FUND GRADE VIII & IX (a) | | | | 18983016.42 | 91625 | 0.076894801 | Yes | |
| 48 | THERMAX CENTRAL WELFARE FUND GRADE SELECTION (a) | | | | 28107059.49 | 140065 | 0.117547289 | Yes | |
| | | | | Total | 779552186.79 | 3635190 | 3.050774487 | | |

We further confirm that :

| | |
|--|--|
| 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. | Please refer Note No. 40 of the Notes to Accounts to Annual Report for FY 2022-23. |
| 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. | Please refer Note No. 29 of the Notes to Accounts to Annual Report for FY 2022-23. |

