

December 3, 2025

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001, Maharashtra, India  
Scrip Code: 544174

National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor, Plot No. C/1  
G Block, Bandra-Kurla Complex, Bandra (E)  
Mumbai - 400 051, Maharashtra, India  
Scrip Symbol: TBOTEK

**Sub: Modification to the ESOP Trust Deed-TBO Employees Benefit Trust**

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Dear Sir/ Madam,

Pursuant to the provisions of Regulation 3(3) of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended, we would like to inform you that the trust deed of TBO Employees Benefit Trust has been modified to the extent of change in the composition of the trustees.

We are enclosing herewith the copy of the deed of variation to the trust deed of TBO Employees Benefit Trust.

Kindly take the same on record.

Thanking you,  
Yours faithfully  
**For and on behalf of TBO Tek Limited**

**Neera Chandak**  
**Company Secretary**  
*Encl: As above*

**TBO Tek Limited**

**CIN:** L74999DL2006PLC155233

✉ [info@tbo.com](mailto:info@tbo.com) | ☎ +91 124 4998999

📍 **Registered Office Address:** E-78 South Extension Part- I, New Delhi-110049, India

📍 **Corporate Office Address:** Plot No. 728, Udyog Vihar Phase- V Gurgaon-122016 Haryana, India

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सत्यमेव जयते

# INDIA NON JUDICIAL

## Government of National Capital Territory of Delhi

e-Stamp

**Certificate No.** : IN-DL00525997947617X  
**Certificate Issued Date** : 26-Nov-2025 04:38 PM  
**Account Reference** : IMPACC (IV)/ dl1084403/ DELHI/ DL-SWD  
**Unique Doc. Reference** : SUBIN-DL108440328304469729371X  
**Purchased by** : TBO TEK LIMITED  
**Description of Document** : Article 5 General Agreement  
**Property Description** : Not Applicable  
**Consideration Price (Rs.)** : 0  
 (Zero)  
**First Party** : TBO TEK LIMITED  
**Second Party** : PRAMENDRA TOMAR AND VINEET MAHESHWARY  
**Stamp Duty Paid By** : TBO TEK LIMITED  
**Stamp Duty Amount(Rs.)** : 100  
 (One Hundred only)



Please write or type below this line

This stamp paper forms an integral part of the Deed of Variation to the Trust Deed (October 6, 2021) dated December 1, 2025 entered into by and among TBO Tek limited, Mr. Pramendra Tomar and Mr. Vineet Maheshwary.

### Statutory Alert:

1. The authenticity of this Stamp certificate should be verified at 'www.shcilestamp.com' or using e-Stamp Mobile App of Stock Holding. Any discrepancy in the details on this Certificate and as available on the website / Mobile App renders it invalid.
2. The onus of checking the legitimacy is on the users of the certificate.
3. In case of any discrepancy please inform the Competent Authority.

## **DEED OF VARIATION**

THIS DEED OF VARIATION TO THE TRUST DEED OF TBO EMPLOYEES BENEFIT TRUST is made at 1<sup>st</sup> day of December 2025

### **BETWEEN**

TBO Tek Limited, a company incorporated under the Companies Act, 1956, bearing CIN L74999DL2006PLC155233, having its registered office at E-78 South Extension Part – I, New Delhi – 110049 (hereinafter referred to as the **“Settlor”**, which expression shall, unless repugnant to or inconsistent with the context, mean and include its successors and assigns) of the FIRST PART;

### **AND**

1. Mr. Pramendra Tomar, s/o Virendra Singh Tomar, r/o 602, C2, Sovereign Tower-2, Vatika City, Sector-49, Gurugram-122018, Haryana, India;
2. Mr. Vineet Maheshwary, s/o Mr. Praveen Kumar Maheshwary, r/o Villa 18, Supertech Green Village, Near Shoprix Mall, Hapur Bypass Road, Meerut-250002, Uttar Pradesh, India;

(Mr. Pramendra Tomar and Mr. Vineet Maheshwary are hereinafter referred individually as **“Trustee”** and collectively as the **“Trustees”**, which expression shall, unless repugnant to or inconsistent with the context, mean and include its successors and assigns) of the SECOND PART.

### **WHEREAS:**

- A. The Settlor vide trust deed dated October 6, 2021 (**“Trust Deed”**), had set up an irrevocable trust, known as TBO Employees Benefit Trust (**“Trust”**), for the administration of the Settlor's employee stock option scheme, as per the terms more particularly mentioned therein.
- B. Mr. Harsh Kumar, Mr. Sarthak Raychadhuri, and KP Corporate Solutions Limited were appointed as the First trustees/ Initial trustees (**“Initial Trustees”**) of the Trust.
- C. Pursuant to a deed of variation dated November 15, 2024, the Initial Trustees were replaced and Mr. Anil Berera, Mr. Ankush Arora and KP Corporate Solutions Limited (**“Existing Trustees”**) were appointed/ reappointed as the trustees of the Trust.
- D. In accordance with Clause 15 of the Trust Deed, the Nomination and Remuneration Committee of the Settlor has approved the reconstitution of the Board of Trustees by appointing Mr. Pramendra Tomar and Mr. Vineet Maheshwary as the new Trustees of the Trust.
- E. In view of the above, the Settlor and the Trustees are desirous of modifying the Trust Deed as more particularly mentioned hereinafter.

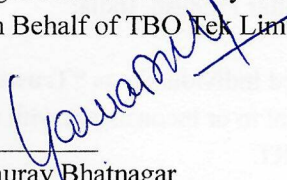
**NOW THEREFORE, THIS DEED OF VARIATION WITNESSETH** as follows:

1. Mr. Anil Berera, Mr. Ankush Arora, and KP Corporate Solutions Limited have ceased to be the trustees of the Trust w.e.f. November 30, 2025 (**“Effective Date”**).

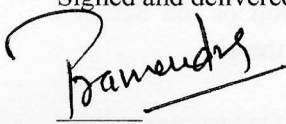
2. Mr. Pramendra Tomar and Mr. Vineet Maheshwary have been appointed as the Trustees of the Trust w.e.f. the Effective Date and all the provisions relating to Trustees' powers, obligations, duties, etc. as mentioned in the Trust Deed shall apply to them as if they were the original trustees of the Trust.
3. The variations shall have the effect of amending the Trust Deed only to the extent of removal of Existing Trustees and appointment of new Trustees, as stated hereinabove.
4. This Deed of Variation shall be an integral part of the Trust Deed and that the Trust Deed as deemed to be amended by this Deed of Variation shall have full force and effect in all other respect.

**IN WITNESS WHEREOF** the Settlor and the Trustees have set their respective hands the day and year herein written above.

Signed and delivered by the within named Settlor  
On Behalf of TBO Tek Limited

  
Gaurav Bhatnagar  
Joint Managing Director

Signed and delivered by the within named Trustees

  
Mr. Pramendra Tomar

  
Mr. Vineet Maheshwary