

Details as per Regulation 14 of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

| TABLE A | | | |
|---|--|---|-------------------|
| Details of Stock options under TBO Employees Stock Option Scheme, 2021 | | | |
| S. No. | Particulars | TBO Employees Stock Option Scheme 2021 | |
| 1 | Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time | Relevant disclosures have been made in Note No. 43 of the Standalone Financial Statements for the financial year ended March 31, 2024. | |
| 2 | Diluted EPS on issue of shares 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. | Relevant disclosures have been made in Note No. 38 of the Standalone Financial Statements for the financial year ended March 31, 2024. | |
| | | FY 2023-24 | FY 2022-23 |
| 3 | Details of ESOP Scheme | | |
| | Date of shareholders' approval | September 29, 2021* | |
| | Total number of options approved under ESOS | 7,10,727 (as adjusted for any corporate action including bonus issue, rights issue, stock split, merger, de-merger, or any other form of capital or corporate restructuring). | |

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|---|--|--|-----------|-----------|
| | Vesting requirement | Vesting conditions shall be as determined by the Compensation Committee from time to time subject to a minimum vesting period of 1 year and a maximum vesting period of 5 years from date of grant of Options, based on performance rating, period of service, rank or designation or such other parameters decided by the Committee, from time to time. | | |
| | Exercise Price or Pricing Formula | Unless otherwise determined by the Committee, the Exercise Price shall not be less than face value of the Share and shall not exceed Fair Market Value of the Share as on the Grant Date which may be decided by the Committee. | | |
| | Maximum term of options granted | 5 years from the date of vesting | | |
| | Sources of shares (Primary, secondary or combination) | Secondary | | |
| | Variation in terms of options | NA | | |
| 4 | Method used to account for ESOP (Intrinsic or Fair Value) | Fair Value | | |
| 5 | Difference between the employees compensation cost based on intrinsic value of the options and the compensation cost that shall have been recognised based on fair value of the options and its impact on profits and on EPS of the Company (if Company opts for expensing of the options using the intrinsic value of options) | Not Applicable since the Company is following fair value method. | | |
| 6 | Option movement during the year | | | |
| | No. of Options outstanding at the beginning of the year | 17,61,375 | 16,08,750 | - |
| | No. of Options granted during the year | 4,37,150 | 4,86,750 | 16,08,750 |
| | No. of Options forfeited/lapsed during the year | 1,74,900 | 99,000 | - |
| | No. of Options vested during the year | 2,67,575 | 1,50,975 | - |
| | No. of Options exercised during the year | 3,20,625 | - | - |
| | No. of shares arising as a result of exercise of options | 3,20,625 | - | - |

| | | | | |
|---|--|--|-----------|-----------|
| | Money realised by exercise of options during the year (Rs), if Scheme is implemented directly by the Company | Not Applicable | | |
| | Loan repaid by the Trust during the year from the exercise price received | INR 17,000,000 | - | - |
| | No. of Options outstanding at the end of the year | 17,03,000 | 17,61,375 | 16,08,750 |
| | No. of Options exercisable at the end of the year | 96,275 | 1,50,975 | 0 |
| 7 | For options whose exercise price either equals or exceeds or is less than the market price of the stock | | | |
| | i) Weighted average exercise price | INR 59.96 | - | - |
| | ii) Weighted average fair value of options | INR 543.45 | - | - |
| 8 | Employee wise Detail | Table B | | |
| 9 | Description of method and significant assumptions used during the year to estimate the fair value of options | Refer note 43 of standalone financial statements | | |
| | i) weighted-average values of share price | | | |
| | ii) exercise price | | | |
| | iii) expected volatility | | | |
| | iv) expected option life | | | |
| | v) expected dividends | | | |
| | vi) risk-free interest rate and any other inputs to the model | | | |
| | Method used & assumptions made to incorporate the effects of expected early exercise | | | |
| | How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility | | | |
| | Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as market condition | | | |
| *ESOS 2021 was further amended pursuant to the resolution passed by the Shareholders on December 1, 2021. | | | | |

| TABLE B | | | | |
|---|-----------------------|-------------------------------|---|-----------------------|
| Employee wise details | | | | |
| S. No. | Name | Designation | No. of options granted during the year | Exercise Price |
| FY 2023-24 | | | | |
| A. Senior Managerial Personnel | | | | |
| 1 | Nishant Misra | Chief Product Officer | 55,000 | 59.96 |
| 2 | Ankush Arora | Chief Human Resources Officer | 41,250 | |
| 3 | Anil Berera | President - Strategy | 2,00,000 | |
| B. Any other employee who receives a grant of option in FY 23-24 amounting to 5% or more of option granted during that year | | | | |
| 1 | Rakesh Bajaj | Chief Revenue Officer | 41,250 | 59.96 |
| 2 | Karl Tyrrell | Managing Director | 41,250 | |
| 3 | Amit Tayal | Vice President - Engineering | 27,500 | |
| 4 | Rakesh Ranjan | Vice President - Engineering | 30,900 | |
| C. Identified employees who were granted option, during FY 23-24, equal to or exceeding 1% of the issued capital of the company at the time of grant | | | | |
| - | | | | |
| FY 2022-23 | | | | |
| A. Key Managerial Personnel | | | | |
| - | | | | |
| B. Any other employee who receives a grant of option in FY 22-23 amounting to 5% or more of option granted during that year | | | | |
| 1 | Gaurav Bhushan Sharma | Chief Growth Officer | 27,500 | 59.96 |
| 2 | Nishant Misra | Chief Product Officer | 27,500 | |
| 3 | Gurjit Singh | Head - Seaman Business | 27,500 | |
| 4 | Ana Maria Vainstein | Senior Director - Sales | 41,250 | |

| | | | | |
|---|--------------------------------|--|--------|-------|
| 5 | Mustafa Korkmaz | Senior Director - Sales | 41,250 | |
| 6 | Akshat Verma | Chief Technology Officer | 82,500 | |
| 7 | Sameh Fouad Abdelhafez Mohamed | Director - Sales | 27,500 | |
| 8 | Balaji Vembathy Krishnamurthy | Director & Chief Strategy Officer | 82,500 | |
| 9 | Martin Charles Jones | Chief Supply Officer | 41,250 | |
| C. Identified employees who were granted option, during FY 22-23, equal to or exceeding 1% of the issued capital of the company at the time of grant | | | | |
| - | | | | |
| FY 2021-22 | | | | |
| A. Key Managerial Personnel | | | | |
| 1 | Vikas Jain | Chief Financial Officer | 82,500 | 59.96 |
| 2 | Neera Chandak | Company Secretary and Compliance Officer | 16,500 | |
| B. Any other employee who receives a grant of option in FY 21-22 amounting to 5% or more of option granted during that year | | | | |
| 1 | Neeraj Gera | President | 82,500 | 59.96 |
| 2 | Khwaja Abdul Hameed | Chief Business Officer - Airlines | 82,500 | |
| 3 | Aarish Khan | Chief Commercial Officer | 82,500 | |
| 4 | Deepak Khanna | Chief Operating Officer | 82,500 | |
| 5 | Vijay Guleria | VP-Finance | 82,500 | |
| 6 | Shakti Goel | Chief Data and Analytics Officer | 82,500 | |
| 7 | Manish Dua | VP-Sales (Hotels & Holidays) | 82,500 | |
| 8 | Pradeep Paliwal | Chief Product and Technology Officer | 82,500 | |
| C. Identified employees who were granted option, during FY 21-22, equal to or exceeding 1% of the issued capital of the company at the time of grant | | | | |
| - | | | | |

TABLE C

Details related to TBO Employees Benefit Trust

| S. No. | Particulars | Details |
|---------------|--|--|
| A. | General Information | |
| 1 | Name of the Trust | TBO Employees Benefit Trust |
| 2 | Details of the Trustees | i) Harsh Kumar ii) Sarthak Raychadhuri iii) KP Corporate Solutions Limited |
| 3 | Amount of loan disbursed by company / any company in the group, during the year 2023-24 | Not Applicable |
| 4 | Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year 2023-24 | INR 6,00,00,000 |
| 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 | Not Applicable |
| 6 | Any other contribution made to the Trust during the year 2023-24 | Not Applicable |
| B. | Brief details of transactions in shares by the Trust | |
| 1 | Number of shares held at the beginning of the year 2023-24 | 27,29,265 |
| 2 | Number of shares acquired during the year 2023-24 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 | Not Applicable |
| 3 | Number of shares transferred to the employees / sold along with the purpose thereof | Transferred to employees – 3,20,625 |
| 4 | Number of shares held at the end of the year 2023-24 | 24,08,640 |