

March 16, 2026

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001, Maharashtra, India  
**Scrip: 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: Submission of Deed of Variation to the trust deed of TBO Employees Benefit Trust**

Dear Sir/ Madam,

Pursuant to Regulation 3(3) of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended, please find enclosed herewith duly executed Deed of Variation to the trust deed of TBO Employees Benefit Trust ("ESOP Trust") dated March 16, 2026 between TBO Tek Limited and Trustees of ESOP Trust. The Trust Deed has been modified to the extent of change in the principal office of the Trust.

The same will also be available on the website of the Company at [www.tbo.com](http://www.tbo.com)

This is for your information and records.

Thanking you,  
Yours faithfully

**For and on behalf of TBO Tek Limited**

**Neera Chandak**  
**Company Secretary & Compliance Officer**

Encl: A/a

**TBO Tek Limited**

**CIN: L74999DL2006PLC155233**

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

📍 **Registered Office Address:** Unit No. 501, 5<sup>th</sup> Floor, Worldmark-4, Asset Area No. LP-IB-04, Gateway District, Aerocity, Near Indira Gandhi International Airport, New Delhi – 110037

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

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## DEED OF VARIATION

The DEED OF VARIATION TO THE TRUST DEED OF TBO EMPLOYEES BENEFIT TRUST is made at 16<sup>th</sup> day of March 2026

### BETWEEN

**TBO Tek Limited**, a company incorporated under the Companies Act, 1956, bearing CIN L74999DL2006PLC155233, having its registered office at Unit No. 501, 5<sup>th</sup> Floor, Worldmark-4, Asset Area No. LP-IB-04, Gateway District, Aerocity, Near Indira Gandhi International Airport, New Delhi – 110037 (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 Shopprix 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)

### 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. As per Clause 2 of the Trust Deed, the principal office of the Trust was situated at:  
*“E-78, South Extension Part-I, New Delhi – 110049.”*
- C. The Trustees have decided to shift the principal office of the Trust to:  
*“Unit No. 501, 5<sup>th</sup> Floor, Worldmark-4, Asset Area No. LP-IB-04, Aerocity, Near IGI Airport, New Delhi – 110037.”*
- D. Pursuant to Clause 2 of the Trust Deed, the Trustees are authorized to change the principal office of the Trust, as they may deem necessary for the effective administration of the Trust with prior intimation to Nomination and Remuneration Committee.
- E. Accordingly, the Trustees have agreed to execute this Deed of Variation to amend the clauses relating to the principal office of the Trust.

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

**1. Variation of Clauses**

With effect from March 16, 2026, Clause 1.1(e) and Clause 2.3 of the Trust Deed relating to the Definition of the Committee and the principal office of the Trust shall stand modified and substituted with the following clauses respectively:

**1.1 (e)** "Committee" shall mean the Nomination and Remuneration Committee of the Board of Directors of the Settlor, as constituted or reconstituted from time to time under Section 178 or any other relevant provisions of the Companies Act, 2013 with a view to administer and supervise any Scheme. The office of the Committee shall be at TBO Tek Limited, Unit No. 501, 5<sup>th</sup> Floor, Worldmark-4, Asset Area No. LP-IB-04, Gateway District, Aerocity, Near Indira Gandhi International Airport, New Delhi - 110037. The constitution of the Committee, including any change therein from time to time shall be communicated in writing to the Trustee by the Settlor.

**2.3** The principal office of the Trust shall be situated at Unit No. 501, 5<sup>th</sup> Floor, Worldmark-4, Asset Area No. LP-IB-04, Aerocity, Near IGI Airport, New Delhi - 110037. The principal office may be shifted to any other place or places, as decided by the Trustee, to suit the convenience of administering the Trust, provided that such decision will be with prior intimation in writing of the same to the Committee at the address mentioned under Clause 1.1 (e) above.

**2. Continuity of Trust Deed**

Except as modified by this Deed of Variation, all other provisions of the Trust Deed shall remain unchanged and continue in full force and effect.

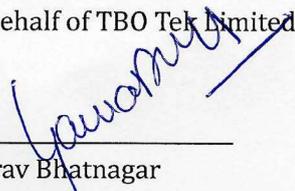
**3. Effective Date**

This variation shall be deemed to have come into effect from March 16, 2026.

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

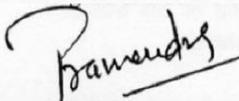
Signed and delivered by the within named Settlor

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

