

**Thomas Cook (India) Limited**

11th Floor, Marathon Futurex  
N. M. Joshi Marg, Lower Parel (East),  
Mumbai - 400 013.  
Board No.: +91-22-4242 7000  
Fax No. : +91-22-2302 2864



July 30, 2025

The Manager,  
Listing Department  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001  
Scrip Code: 500413

The Manager,  
Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, 5th Floor, Plot No. C/1,  
G Block, Bandra-Kurla Complex, Bandra (E),  
Mumbai – 400 051  
Scrip Code: THOMASCOOK

Fax No.: 2272 2037/39/41/61

Fax No.: 2659 8237/38

Dear Sir/ Madam,

**Sub: Intimation of Grant of Options under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 30 of Securities Exchange of Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby inform you that the Nomination and Remuneration Committee of the Board of Directors of the Company in its meeting held on even date approved grant of 454,529 Stock Options pursuant to the Thomas Cook Employees Stock Option Plan 2013 (ESOP 2013); 431,200 Stock Options pursuant to the Thomas Cook Employees Stock Option Scheme 2018 – EXECOM (ESOP 2018 - EXECOM) and 3,478,824 Stock Options pursuant to the Thomas Cook Employees Stock Option Scheme 2024 - EXECOM (ESOP 2024 – EXECOM).

Kindly note that the options granted under ESOP 2018 - EXECOM scheme and ESOP 2013 scheme upon vesting subject to necessary approvals will enable the grantee to exercise and receive shares of the Company **by transfer** of shares by the Thomas Cook (India) Limited Employees Trust (ESOP Trust) and the options granted under ESOP 2024 - EXECOM scheme upon vesting subject to necessary approvals will enable the grantee to exercise and receive shares of the Company **upon allotment** of shares.

The details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 for each of the ESOP Schemes are given in enclosed '**Annexure A, Annexure B and Annexure C**'.

This is for your information and records.

Yours faithfully,

For **Thomas Cook (India) Limited**

**Amit J. Parekh**  
Company Secretary and Compliance Officer

Encl: a/a

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**Registered & Corporate Office:**

Thomas Cook (India) Limited, 11th Floor, Marathon Futurex, N. M. Joshi Marg, Lower Parel (East), Mumbai - 400 013.  
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**Annexure A**

**Details as required under Regulation 30(6) read with Schedule III, Part A, Para B of the SEBI LODR and Para B (10) of Annexure 18 of the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

**Part A, Para B: Options to purchase securities**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Disclosure</b>
1.	Brief details of options granted	454,529 Options were granted by Nomination and Remuneration Committee at its Meeting held on even date pursuant to <b>Thomas Cook Employees Stock Option Plan 2013</b> .
2.	Whether the scheme is in terms of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("SBEB & SE Regulations"), if applicable	Yes, the Thomas Cook Employees Stock Option Plan 2013 is compliance with the SBEB & SE Regulations.
3.	Total number of shares covered by these options;	Each Stock Option is convertible into one fully paid-up equity share having face value of Re 1/- each.  454,529 Equity Shares of face value of Re 1/- each to be transferred by ESOP Trust against exercise of 454,529 Options pursuant to Thomas Cook Employees Stock Option Plan 2013.
4.	Pricing Formula/ Exercise Price	The aforesaid Options have been granted at an exercise price of Re 1/- per stock option
5.	Options Vested	Not applicable at this stage
6.	Time within which options may be exercised	The options, upon vesting, are exercisable within a period of 20 (twenty) years from vesting.
7.	Options exercised	Not applicable at this stage as this intimation pertains only to grant of Options under the Thomas Cook Employees Stock Option Plan 2013
8.	Money realized by exercise of Options	
9.	The Total number of shares arising as a result of exercise of Option	
10.	Option lapsed	
11.	Variation of terms of Options	

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12.	Brief details of significant terms	<ul style="list-style-type: none"><li>• In case of a consolidation where the face value of the shares is increased above Re. 1, the maximum number of shares available for being granted under ESOP 2013 shall stand modified accordingly, so as to ensure that the cumulative face value</li><li>• The Employee Stock Options granted shall be capable of being exercised either at one time or at various points of time within a period of 20 years from the date of Vesting of the respective Employee Stock Options.</li><li>• The Scheme also provides for the manner in which Stock Options would be dealt with in case of death, permanent incapacity, resignation, separation, retirement, Termination etc.</li></ul>
13.	Subsequent changes or cancellation or exercise of Option	Not applicable at this stage
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of Options	

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**Annexure B**

**Details as required under Regulation 30(6) read with Schedule III, Part A, Para B of the SEBI LODR and Para B(10) of Annexure 18 of the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

**Part A, Para B: Options to purchase securities**

Sr. No.	Particulars	Disclosure
1.	Brief details of options granted	431,200 Options were granted by Nomination and Remuneration Committee at its Meeting held on even date pursuant to <b>Thomas Cook Employees Stock Option Scheme 2018 – EXECOM (ESOP 2018 – EXECOM)</b> to the eligible employees of the Company.
2.	Whether the scheme is in terms of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("SBEB & SE Regulations"), if applicable	Yes, the ESOP 2018 - EXECOM is in compliance with the SBEB & SE Regulations
3.	Total number of shares covered by these options;	Each Stock Option is convertible into one fully paid-up equity share having face value of Re 1/- each.  431,200 Equity Shares of face value of Re 1/- each to be transferred by ESOP Trust against exercise of 431,200 Options pursuant to ESOP 2018 - EXECOM
4.	Pricing Formula/ Exercise Price	The aforesaid Options have been granted at an exercise price of Re 1/- per stock option
5.	Options Vested	Not applicable at this stage
6.	Time within which options may be exercised	The options, upon vesting, are exercisable within a period of 20 (twenty) years from vesting.
7.	Options exercised	Not applicable at this stage as this intimation pertains only to grant of Options under the ESOP 2018 - EXECOM
8.	Money realized by exercise of Options	
9.	The Total number of shares arising as a result of exercise of Option	
10.	Option lapsed	
11.	Variation of terms of Options	

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12.	Brief details of significant terms	<ul style="list-style-type: none"><li>• In case of a consolidation where the face value of the shares is increased above Re. 1, the maximum number of shares available for being granted under ESOP 2018 - EXECOM shall stand modified accordingly, so as to ensure that the cumulative face value</li><li>• The Options not exercised within the Exercise Period shall lapse and the Option Grantee shall have no right over such lapsed or cancelled options. All Options that have lapsed (including those having lapsed by way of forfeiture) shall be added back to the number of Options that are pending to be granted or Shares pending to be allotted.</li><li>• The Scheme also provides for the manner in which Stock Options would be dealt with in case of death, permanent incapacity, resignation, separation, retirement, Termination etc.</li></ul>
13.	Subsequent changes or cancellation or exercise of Option	Not applicable at this stage
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of Options	

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**Annexure C**

**Details as required under Regulation 30(6) read with Schedule III, Part A, Para B of the SEBI LODR and Para B(10) of Annexure 18 of the SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

**Part A, Para B: Options to purchase securities**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Disclosure</b>
1.	Brief details of options granted	3,478,824 Options were granted by Nomination and Remuneration Committee at its Meeting held on even date pursuant to <b>Thomas Cook Employees Stock Option Scheme 2024 - EXECOM (ESOP 2024 – EXECOM)</b> to the eligible employees of the Company.
2.	Whether the scheme is in terms of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("SBEB & SE Regulations"), if applicable	Yes, the ESOP 2024 – EXECOM is in compliance with the SBEB & SE Regulations
3.	Total number of shares covered by these options;	Each Stock Option is convertible into one fully paid-up equity share having face value of Re 1/- each.  3,478,824 Equity Shares of face value of Re 1/- each to be issued against 3,478,824 Options pursuant to ESOP 2024 – EXECOM
4.	Pricing Formula/ Exercise Price	The aforesaid Options have been granted at an exercise price of Re 1/- per stock option
5.	Options Vested	Not applicable at this stage
6.	Time within which options may be exercised	The options, upon vesting, are exercisable within a period of 20 (twenty) years from vesting.
7.	Options exercised	Not applicable at this stage as this intimation pertains only to grant of Options under the ESOP 2024 – EXECOM
8.	Money realized by exercise of Options	
9.	The Total number of shares arising as a result of exercise of Option	
10.	Option lapsed	
11.	Variation of terms of Options	

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12.	Brief details of significant terms	<ul style="list-style-type: none"><li>• The Scheme also provides for the manner in which Stock Options would be dealt with in case of death, permanent incapacity, resignation, separation, redundancy, retirement, Termination with Cause etc.</li><li>• The equity shares allotted, pursuant to the exercise of the Stock Options, would not be subject to lock-in.</li><li>• In case of any corporate action(s) such as rights issue, bonus issue, split or consolidation of equity shares, merger/ amalgamation or sale of division/ undertaking or other reorganization etc., requisite adjustments (which may include adjustments to the number of Stock Options in ESOP 2024 – EXECOM) shall be appropriately made, in a fair and reasonable manner in accordance with ESOP 2024 – EXECOM.</li></ul>
13.	Subsequent changes or cancellation or exercise of Option	Not applicable at this stage
14.	Diluted earnings per share pursuant to issue of equity shares on exercise of Options	

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