

Date: 25th January 2024

To,
The BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400001
Scrip Code : 532755

National Stock Exchange of India Limited
"Exchange Plaza", 5th Floor,
Plot No.C/1, G Block
Bandra-Kurla Complex
Bandra (East), Mumbai 400051.
NSE Symbol : TECHM

Sub: Intimation under Regulation 37(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Modified Scheme of Merger by Absorption of Perigord Premedia (India) Private Limited, Perigord Data Solutions (India) Private Limited, Tech Mahindra Cerium Private Limited and Thirdware Solution Limited with the Company and their respective Shareholders and Creditors.

We refer to our intimation dated 24th January 2024 wherein it was intimated that the Board of Directors of Tech Mahindra Limited ("the Company") at its Meeting held on 24th January 2024, subject to requisite approvals/consents, approved the Modified Scheme of Merger by Absorption of Perigord Premedia (India) Private Limited ("PPIPL" or "Transferor Company 1"), Perigord Data Solutions (India) Private Limited ("PDSIPL" or "Transferor Company 2"), Tech Mahindra Cerium Private Limited ("TMCPL" or "Transferor Company 3") and Thirdware Solution Limited ("TSL" or "Transferor Company 4") (together referred to as "Transferor Companies"), wholly owned subsidiaries of the Company, with the Company and their respective shareholders and creditors ("Scheme") under sections 230 to 232 and other applicable provisions of the Companies Act, 2013 with the Appointed Date as 1st April, 2024.

In terms of Regulation 37(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") read with SEBI Master Circular No. SEBI/HO/CFD/POD-2/P/CIR/2023/93 dated 20th June, 2023 and SEBI Master Circular No. SEBI/HO/DDHS/PoD1/P/CIR/2023/108 dated 29th July, 2022 (updated as on 30th June, 2023) ["SEBI Circulars"], the requirement of obtaining 'No Objection Letter'

from the Stock Exchanges is not applicable to Draft Schemes which solely provide for merger of a wholly owned subsidiary with its holding company.

However, in accordance with the provisions of Regulation 37(6) of the Listing Regulations read with the SEBI Circulars, such Draft Schemes shall be filed with the Stock Exchanges for the purpose of disclosures and the Stock Exchanges shall disseminate the scheme documents on their websites.

Accordingly, the following documents are enclosed:

- i. Certified True Copy of the Scheme
- ii. Certified True Copy of the Extract of the Resolution passed by the Board of Directors of the Company and the Transferor Companies dated 25th October, 2023.
- iii. Certified True Copy of the Extract of the Resolution passed by the Board of Directors of the Company and the Transferor Companies dated 24th January, 2024.

The details as required under Regulation 30 of the Listing Regulations read with SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13th July, 2023 were submitted to the Stock Exchanges vide our letter 24th January, 2024. A copy of the said disclosure is also attached as Annexure A for ready reference.

Kindly take the above on record.

Yours faithfully,

For Tech Mahindra Limited

Anil
Mohanlal
Khatri

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Anil Mohanlal Khatri
Date: 2024.01.25
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Anil Khatri

Company Secretary

January 24, 2024

To,

The BSE Limited

Phiroze Jeejeebhoy Towers,

Dalal Street, Fort,

Mumbai – 400001.

Scrip Code : 532755

National Stock Exchange of India Limited

"Exchange Plaza", 5th Floor,

Plot No.C/1, G Block

Bandra-Kurla Complex

Bandra (East), Mumbai 400051.

NSE Symbol : TECHM

Sub: Outcome of Board meeting January 24, 2024 - Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

We wish to inform you of the following decisions of the Board of Directors of the Company taken at its Meeting held today, i.e. January 24, 2024:

1. The Board subject to requisite approvals/consents, approved an amendment to the Scheme of Merger by Absorption approved by it on October 24, 2023 to include merger of Thirdware Solution Limited, wholly-owned subsidiary of the Company to the said Scheme and consequently approved the Modified Scheme of Merger by Absorption of Perigord Premedia (India) Private Limited ("PPIPL" or "Transferor Company 1"), Perigord Data Solutions (India) Private Limited ("PDSIPL" or "Transferor Company 2"), Tech Mahindra Cerium Private Limited ("TMCPL" or "Transferor Company 3") and Thirdware Solution Limited ("TSL" or "Transferor Company 4") (together referred to as "Transferor Companies"), wholly owned subsidiaries of the Company, with the Company and their respective shareholders ("Scheme") under Sections 230 to 232 and other applicable provisions of the Companies Act, 2013.
2. The Board based on the recommendation of the Nomination and Remuneration Committee, approved and recommended variation and amendments to the Company's ESOP Schemes viz. Employee Stock Option Plan – ESOP 2014 and Employee Stock Option Scheme - ESOP 2018 subject to approval of the Shareholders to be obtained through Postal Ballot.

The Meeting of the Board of Directors of the Company commenced at 12:15 p.m. (IST) and concluded at 3:45 p.m. (IST)

The details as required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 is given in Annexure A to this intimation.

This intimation is also being uploaded on Company's website at <https://www.techmahindra.com>

You are requested to kindly note the same.

For Tech Mahindra Limited

Anil Mohanlal
Khatri

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Anil Mohanlal Khatri
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Anil Khatri
Company Secretary

Encl.: As above

Annexure A**Modified Scheme of Merger by Absorption of Perigord Premedia (India) Private Limited and Perigord Data Solutions (India) Private Limited, Tech Mahindra Cerium Private Limited and Thirdware Solution Limited with the Company and their respective shareholders**

The salient features of the Modified Scheme are as under:

1. The Appointed Date of the Scheme would be April 1, 2024 or such other date as may be directed or approved by the jurisdictional National Company Law Tribunal ("NCLT") or any other appropriate authority.
2. The entire assets and liabilities of PPIPL, PDSIPL, TMCPL and TSL to be transferred to and recorded by the Company at their carrying values. All inter-company balances and agreements, if any, between Transferor Companies and the Company shall come to an end and corresponding effect shall be given in the books of accounts and records of the Company for the reduction of any assets or liabilities.
3. The entire share capital of the Transferor Companies is held by the Company (directly and jointly with the nominee shareholders). Upon the Scheme becoming effective, no shares of the Company shall be allotted in lieu or exchange of the holding of the Company in the Transferor Companies (held directly and jointly with the nominee shareholders) and accordingly, equity shares held in the Transferor Companies shall stand cancelled on the Effective Date without any further act/instrument or deed.

The other details of the Scheme are as under:

Sr. No.	Details of Events that need to be provided	Information of such events(s)
a)	Name of the entity(ies) forming part of the amalgamation/merger, details in brief such as, size, turnover etc.	The details of Perigord Premedia (India) Private Limited ("PPIPL" or "Transferor Company 1"), Perigord Data Solutions (India) Private Limited ("PDSIPL" or "Transferor Company 2"), Tech Mahindra Cerium Private Limited ("TMCPL" or "Transferor Company 3"), Thirdware Solution Limited ("TSL" or "Transferor Company 4") and Tech Mahindra Limited ("Transferee Company" or "The Company") are as under:

Sr. No.	Details of Events that need to be provided	Information of such events(s)																								
		<div>As on 31st March, 2023</div> <div>(Rs. Crores)</div> <table><tr><th>Particulars</th><th>PPIPL</th><th>PDSIPL</th><th>TMCPL</th><th>TSL</th><th>COMPANY</th></tr><tr><td>Paid-up Capital</td><td>1.16</td><td>0.21</td><td>3.17</td><td>4.70</td><td>487.07</td></tr><tr><td>Net Worth* (Standalone)</td><td>10.20</td><td>6.54</td><td>88.57</td><td>107.89</td><td>25,196.17</td></tr><tr><td>Turnover** (Standalone)</td><td>23.85</td><td>23.68</td><td>393.70</td><td>294.93</td><td>42,657.30</td></tr></table> <div>*Net worth as per Companies Act, 2013 **Revenue from Operations</div>	Particulars	PPIPL	PDSIPL	TMCPL	TSL	COMPANY	Paid-up Capital	1.16	0.21	3.17	4.70	487.07	Net Worth* (Standalone)	10.20	6.54	88.57	107.89	25,196.17	Turnover** (Standalone)	23.85	23.68	393.70	294.93	42,657.30
Particulars	PPIPL	PDSIPL	TMCPL	TSL	COMPANY																					
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Net Worth* (Standalone)	10.20	6.54	88.57	107.89	25,196.17																					
Turnover** (Standalone)	23.85	23.68	393.70	294.93	42,657.30																					
b)	Whether the transaction would fall within related party transactions? If yes, whether the same is done at "arms length";	<p>Yes. The Transferor Companies are wholly owned subsidiaries of the Company and as such the said companies are related parties to each other.</p> <p>However, Ministry of Corporate Affairs has clarified vide its General Circular No. 30/2014 dated July 17, 2014 that transactions arising out of Compromise, Arrangements and Amalgamations dealt under specific provisions the Companies Act, 2013, will not fall within the purview of related party transaction in terms of section 188 of the Companies Act, 2013.</p> <p>Further, pursuant to Regulation 23(5)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the related party transaction provisions are not applicable to the proposed Scheme and the Scheme is also exempt from the provisions of SEBI Master Circular No. SEBI/HO/CFD/POD-2/P/CIR/2023/93 dated June 20, 2023.</p>																								
c)	Area of business of the entity(ies);	<p>PPIPL: PPIPL is currently engaged in the business of consultancy, advisory and all related support services in all areas of information technology including computer hardware, consumer hardware, automation software, system integration, software and solutions and system for broadcast and media industry etc.</p>																								

Sr. No.	Details of Events that need to be provided	Information of such events(s)
		<p>PDSIPL: PDSIPL is currently engaged in the business of consultancy, advisory and all related support services in all areas of information technology including computer hardware, consumer hardware, automation software, system integration, software solutions and systems for life sciences industry, broadcast and media industry etc.</p> <p>TMCPL: TMCPL is currently engaged in the business of offering design services in VLSI/ASIC, Embedded Software, Firmware, Hardware Design and Software Applications, to carry on the business of field-programmable gate array development and application specific integrated circuit front-end design in functional analysis.</p> <p>TSL: TSL is currently engaged in the business to implement, support, maintain, invent, import, export, license, purchase, sell or otherwise deal in or dispose any type of computer and communication software, hardware, peripherals, components, consumables etc.</p> <p>The Company: The Company, part of the Mahindra Group, is an Indian multinational, offering a full range of Information Technology (IT) services and Industry Specific Solutions to help clients to take advantage of opportunities which includes convergence, digital, design, experience, innovation platform, telecom services, consulting, application outsourcing, infrastructure outsourcing, engineering and Business Process Outsourcing (BPO). The Company has presence in India and overseas through subsidiaries and branches.</p>
d)	Rationale for amalgamation/ merger;	In order to consolidate and effectively manage the business of the Transferor Companies and Transferee Company in a single entity, which will provide several

Sr. No.	Details of Events that need to be provided	Information of such events(s)
		<p>benefits including synergy, economies of scale, attain efficiencies and cost competitiveness, it is intended that the Transferor Companies be merged with Transferee Company, which would inter alia have following benefits:</p> <ol style="list-style-type: none"> 1. The Transferor Companies are wholly-owned subsidiaries of the Transferee Company, so merger will help to consolidate the entities. 2. The merger will lead to greater efficiency in the overall combined business including economies of scale, efficiency of operations, operational rationalization, organizational efficiency, cash flow management and unfettered access to cash flow generated by the combined business which can be deployed more effectively for the purpose of development of businesses of combined entity and their growth opportunities, eliminate inter corporate dependencies, minimize administrative compliances and to maximize shareholder value. 3. The merger will result in reduction in the overheads including administrative, managerial and other expenditure, and optimal utilization of resources by elimination, unnecessary duplication of activities and related costs. It will also result in a reduction in the multiplicity of legal and regulatory compliances required at present to be separately carried out by the Transferor Companies and the Transferee Company. 4. The merger would motivate employees of the Transferor Companies by providing better opportunities to scale up their performance with a larger corporate entity having large revenue base, resources, assets base etc. which will boost employee

Sr. No.	Details of Events that need to be provided	Information of such events(s)
		<p>morale and provide to better corporate performance ultimately enhancing shareholder value.</p> <p>The proposed corporate restructuring mechanism by way of a scheme of merger by absorption under the provisions of the Companies Act, 2013 is beneficial, advantageous and not prejudicial to the interests of the shareholders, creditors and other stakeholders of all the companies involved.</p>
e)	In case of cash consideration amount or otherwise share exchange ratio;	The entire share capital of the Transferor Companies is held by the Company (directly and jointly with the nominee shareholders or through nominee shareholders). Upon the Scheme becoming effective, no shares of the Company shall be allotted in lieu or exchange of the holding of the Company in the Transferor Companies (held directly and jointly with the nominee shareholders or through nominee shareholders) and accordingly, equity shares held in the Transferor Companies shall stand cancelled on the Effective Date without any further act/instrument or deed.
f)	Brief details of change in shareholding pattern (if any) of listed entity.	There will be no change in the shareholding pattern of the Company pursuant to the merger as no shares are being issued by the Company in connection with the Scheme.

MODIFIED SCHEME OF MERGER BY ABSORPTION
OF
PERIGORD PREMEDIA (INDIA) PRIVATE LIMITED
(Transferor Company 1)
AND
PERIGORD DATA SOLUTIONS (INDIA) PRIVATE LIMITED
(Transferor Company 2)
AND
TECH MAHINDRA CERIUM PRIVATE LIMITED
(Transferor Company 3)
AND
THIRDWARE SOLUTION LIMITED
(Transferor Company 4)
WITH
TECH MAHINDRA LIMITED
(Transferee Company)
AND
THEIR RESPECTIVE SHAREHOLDERS
UNDER SECTIONS 230 TO 232 AND OTHER APPLICABLE PROVISIONS OF
THE COMPANIES ACT, 2013

Anil
Mohanlal
Khatri

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This Scheme of Merger by Absorption (“Scheme”) is presented under Sections 230 to 232 of the Companies Act, 2013 and other applicable provisions of the Companies Act 2013 (including any statutory modification or re-enactment or amendment thereof) (“the Act”), as may be applicable, for merger of Perigord Premedia (India) Private Limited, Perigord Data Solutions (India) Private Limited, Tech Mahindra Cerium Private Limited and Thirdware Solution Limited with Tech Mahindra Limited and their respective shareholders.

A. Description of the Companies:

Transferor Company 1:

Perigord Premedia (India) Private Limited is a private limited company incorporated on 15th June, 2015 under the Companies Act, 2013 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400 072. (“Transferor Company 1” or “PPIPL”) [CIN: U72300TG2015FTC099343]. PPIPL is a wholly owned subsidiary of Tech Mahindra Limited. PPIPL is currently engaged in the business of consultancy, advisory and all related support services in all areas of information technology including computer hardware, consumer hardware, automation software, system integration, software and solutions and system for broadcast and media industry etc.

Transferor Company 2:

Perigord Data Solutions (India) Private Limited is a private limited company incorporated on 1st June, 2018 under the Companies Act, 2013 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400072 (“**Transferor Company 2**” or “**PDSIPL**”) [CIN: U72900MH2018FTC389871]. PDSIPL is a wholly owned subsidiary of Tech Mahindra Limited. PDSIPL is currently engaged in the business of consultancy, advisory and all related support services in all areas of information technology including computer hardware, consumer hardware, automation software, system integration, software solutions and systems for life sciences industry, broadcast and media industry etc.

Transferor Company 3

Tech Mahindra Cerium Private Limited ((Formerly known as Cerium Systems Private Limited) is a private limited company incorporated on 5th September, 2013 under the Companies Act, 1956 having its registered office at No. 527, 22nd Main, Sector 1, Agara, HSR Layout, Bangalore, Karnataka, India, 560102 (“**Transferor Company 3**” or “**TCPL**”) [CIN: U72200KA2013PTC070882]. TCPL is a wholly owned subsidiary of Tech Mahindra Limited. TCPL is currently engaged in the business of offering design services in VLSI/ASIC, Embedded Software, Firmware, Hardware Design and Software Applications, to carry on the business of field-

programmable gate array development and application specific integrated circuit front-end design in functional analysis. The Transferor Company 3 has already filed an application for shift of registered office from Karnataka to Maharashtra and the same is pending approval from Regional Director.

Transferor Company 4:

Thirdware Solution Limited is a public limited company incorporated on 20th June, 1995 under the Companies Act, 1956 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing - I Andheri (E), Mumbai, Maharashtra, India, 400 072. (“**Transferor Company 4**” or “**TSL**”) [CIN U72900MH1995PLC089765]. TSL is a wholly owned subsidiary of Tech Mahindra Limited. TSL is engaged in the business to implement, support, maintain, invent, import, export, license, purchase, sell or otherwise deal in or dispose any type of computer and communication software, hardware, peripherals, components, consumables etc.

(PPIPL, PDSIPL, TMCPL and TSL hereinafter collectively referred to as

“Transferor Companies”)

Transferee Company

Tech Mahindra Limited is a public limited company incorporated on 24th October, 1986 under the Companies Act, 1956 having its registered office at Gateway Building,

Apollo Bunder, Mumbai - 400001, Maharashtra, India (**“Transferee Company”** or **“TML”**) [CIN: L64200MH1986PLC041370]. The Transferee Company, part of the Mahindra Group, is an Indian multinational, offering a full range of Information Technology (IT) services and Industry Specific Solutions to help clients to take advantage of opportunities which includes convergence, digital, design, experience, innovation platform, telecom services, consulting, application outsourcing, infrastructure outsourcing, engineering and Business Process Outsourcing (BPO). The Company has presence in India and overseas through subsidiaries and branches. The equity shares of the Transferee Company are listed on the BSE Limited (‘BSE’) and the National Stock Exchange of India Limited (‘NSE’).

B. Rationale of the Scheme:

In order to consolidate and effectively manage the business of the Transferor Companies and Transferee Company in a single entity, which will provide several benefits including synergy, economies of scale, attain efficiencies and cost competitiveness, it is intended that the Transferor Companies be merged with Transferee Company, which would inter alia have following benefits:

- i. The Transferor Companies are wholly-owned subsidiaries of the Transferee Company, so merger will help to consolidate the entities.

- ii. The merger will lead to greater efficiency in the overall combined business including economies of scale, efficiency of operations, operational rationalization, organizational efficiency, cash flow management and unfettered access to cash flow generated by the combined business which can be deployed more effectively for the purpose of development of businesses of combined entity and their growth opportunities, eliminate inter corporate dependencies, minimize administrative compliances and to maximize shareholder value.
- iii. The merger will result in reduction in the overheads including administrative, managerial and other expenditure, and optimal utilization of resources by elimination, if unnecessary duplication of activities and related costs. It will also result in a reduction in the multiplicity of legal and regulatory compliances required at present to be separately carried out by the Transferor Companies and the Transferee Company.
- iv. The merger would motivate employees of the Transferor Companies by providing better opportunities to scale up their performance with a larger corporate entity having large revenue base, resources, assets base etc. which will boost employee morale and provide to better corporate performance ultimately enhancing shareholder value.

The proposed corporate restructuring mechanism by way of a scheme of merger by absorption under the provisions of the Companies Act, 2013 is beneficial, advantageous and not prejudicial to the interests of the shareholders, creditors and other stakeholders of all the companies involved.

C. Parts of the Scheme:

The Scheme of Merger by Absorption is divided into following three parts:

- (i) **Part I** – Deals with the definitions, interpretations and share capital;
- (ii) **Part II** – Deals with Scheme of Merger by Absorption of PPIPL, PDSIPL, TMCPL and TSL with TML; and
- (iii) **Part III** – Deals with the dissolution of the Transferor Companies and General Clauses, Terms and Conditions applicable to the Scheme.

PART I

DEFINITIONS, INTERPRETATION AND SHARE CAPITAL

1) Definitions and Interpretation

In this Scheme, unless repugnant to the meaning or context thereof, (i) terms defined in the introductory paragraphs and recitals shall have the same meanings throughout this Scheme and (ii) the following words and expressions, wherever used (including in the recitals and the introductory paragraphs above), shall have the following meanings:

- 1.1. **‘Act’ or ‘the Act’** means the Companies Act, 2013 and any rules, regulations, notifications, circulars or guidelines issued thereunder including any statutory modifications, re-enactments or amendments thereof for the time being in force.
- 1.2. **‘Applicable Law(s)’** means any statute, notification, bye laws, rules, regulations, guidelines, rule or common law, policy, code, directives, ordinance, schemes, notices, orders or instructions or law enacted or issued or sanctioned by any Appropriate Authority including any modification or re-enactment thereof for the time being in force.

- 1.3. **‘Appointed Date’** means 1st day of April, 2024 or such other date as may be directed or approved by the National Company Law Tribunal or any other Appropriate Authority for merger of PPIPL, PDSIPL, TMCPL, TSL with TML.
- 1.4. **‘Appropriate Authority’** means any governmental, statutory, regulatory, departmental or public body or authority of India including, the Regional Director, Registrar of Companies or the National Company Law Tribunal.
- 1.5. **“Board of Directors” or “Board”** in relation to the Transferor Companies and the Transferee Company, as the case may be, means the board of directors of such company, and shall include a committee duly constituted and authorised or individuals authorized for the purposes of matters pertaining to the merger, this Scheme and/or any other matter relating thereto;
- 1.6. **‘Effective Date’** means the last of the dates on which the conditions mentioned in Clause 19(a) are satisfied.
- 1.7. **“Employees”** means all the employees of the Transferor Companies who are on the pay-roll of the Transferor Companies as on the Effective Date;

1.8. **“Encumbrance”** means any mortgage, pledge, equitable interest, assignment by way of security, conditional sales contract, hypothecation, right of other persons, claim, security interest, encumbrance, title defect, title retention agreement, voting trust agreement, interest, option, lien, charge, commitment, restriction or limitation of any nature whatsoever, including restriction on use, voting rights, transfer, receipt of income or exercise of any other attribute of ownership, right of set off, any arrangement (for the purpose of, or which has the effect of, granting security), or any other security interest of any kind whatsoever, or any agreement, whether conditional or otherwise, to create any of the same and the term “Encumbered” shall be construed accordingly;

1.9. **“Governmental Authority”** means (i) a national or state government, political subdivision thereof; (ii) an instrumentality, board, commission, court, or agency, whether civilian or military, of any of the above, however constituted; and (iii) a government-owned/ government-controlled association, organization in the Republic of India;

1.10. **‘Registrar of Companies’** means the Registrar of Companies, having jurisdiction over the Transferor Companies and the Transferee Company.

1.11. **‘Scheme’ or ‘the Scheme’ or ‘this Scheme’** means this Scheme of Merger by Absorption in its present form as submitted to the Tribunal with any modification(s)

made under Clause 22 of the Scheme as approved or directed by the Tribunal or such other competent authority, as may be applicable.

1.12. **“Transferee Company” or “TML”** means Tech Mahindra Limited, a listed company incorporated on 24th October 1986 under the Companies Act, 1956 with CIN L64200MH1986PLC041370 having its registered office at Gateway Building, Apollo Bunder, Mumbai - 400001, Maharashtra, India;

1.13. **“Transferor Companies”** mean “Perigord Premedia (India) Private Limited”, “Perigord Data Solutions (India) Private Limited”, “Tech Mahindra Cerium Private Limited” and “Thirdware Solution Limited” collectively;

1.14. **“Transferor Company 1” or “PPIPL”** means Perigord Premedia (India) Private Limited, a private limited company incorporated on 15th June, 2018 under the Companies Act, 2013 with CIN U72300TG2015FTC099343 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400 072.

1.15. **“Transferor Company 2” or “PDSIPL”** means Perigord Data Solutions (India) Private Limited, a private limited company incorporated on 1st June, 2018 under the Companies Act, 2013 with CIN U72900MH2018FTC389871 having its registered

office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400 072;

1.16. **“Transferor Company 3” or “TMCPL”** means Tech Mahindra Cerium Private Limited, a private limited company incorporated on 5th September, 2013 under the Companies Act, 1956 with CIN U72200KA2013PTC070882 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400 072;

1.17. **“Transferor Company 4” or “TSL”** means Thirdware Solution Limited, a public limited company incorporated on 20th June, 1995 under the Companies Act, 1956 with CIN U72900MH1995PLC089765 having its registered office at Oberoi Garden Estate, Near Chandivali Studio Wing -I, Andheri (E), Mumbai City, Mumbai, Maharashtra, India, 400 072.

1.18. **“Tribunal” or “NCLT”** means the National Company Law Tribunal, having jurisdiction in relation to the Transferee Company and the Transferor Companies, being constituted and authorized as per the applicable provisions of the Companies Act, 2013 for approving any scheme of arrangement, compromise or reconstruction of Companies under Sections 230 to 238 of the Companies Act, 2013, if applicable.

1.19. **“Undertaking”** means all the undertakings and entire business, activities and operations of the Transferor Companies, as a going concern, including, without limitation:

- a. all the assets and properties (whether movable or immovable, tangible or intangible, real or personal, in possession or reversion, corporeal or incorporeal, present, future or contingent of whatsoever nature) of the Transferor Companies, whether situated in India or abroad including, without limitation, all land whether freehold or leasehold or otherwise , buildings and structures, offices, branches, residential and other premises, capital work-in-progress, project work-in-progress, machines and equipment, furniture, fixtures, office equipment, computers, information technology equipment, laptops, server, vehicles, appliances, accessories, power lines, stocks, current assets (including inventories, sundry debtors, bills of exchange, loans and advances), investments of all kinds (including shares, scrips, stocks, bonds, debenture stocks, units or pass through certificates, investment in subsidiaries), cash and bank accounts (including bank balances), contingent rights or benefits, benefits of any deposits, earnest monies, receivables, advances or deposits paid by or deemed to have been paid by the Transferor Companies, financial assets, benefit of any bank guarantees, performance guarantees and letters of credit, leases (including lease rights), hire purchase contracts and assets, lending contracts, rights and benefits under any agreement, benefit of any security arrangements or under any guarantees,

reversions, powers, tenancies in relation to the office and/or residential properties, rights to use and avail of telephones, telexes, facsimile, email, internet, leased line connections and installations, utilities, electricity and other services, reserves, provisions, funds, benefits of assets or properties or other interest held in trust, registrations, contracts, engagements, arrangements of all kind, privileges and all other rights, easements, privileges, liberties and advantages of whatsoever nature and wheresoever situated belonging to or in the ownership, power or possession and in the control of or vested in or granted in favour of or enjoyed by the Transferor Companies or in connection with or relating to the Transferor Companies and all other interests of whatsoever nature belonging to or in the ownership, power, possession or the control of or vested in or granted in favour of or held for the benefit of or enjoyed by the Transferor Companies, whether in India or abroad whether or not so recorded in the books of accounts or disclosed in the balance sheet of the Transferor Companies;

- b. all permits, quotas, rights, entitlements, industrial and other licences, contracts, agreements, bids, tenders, unexecuted/open orders of all customers, letters of intent, expressions of interest, memorandums of understanding, offer letters, approvals, consents, subsidies, privileges, lease rights including any license(s) and approval(s), if any. Incentives deductions, exemptions, rebates, allowances, amortization, tax credits [including but not limited to advance tax, self-assessment tax, regular tax,

securities transaction tax, deferred tax assets/liabilities, Foreign Tax Credit, tax deducted at source, tax collected at source, accumulated losses under Income-tax Act, 1961 (pursuant to compliance under section 72A of the Income-tax Act, 1961), allowance for unabsorbed depreciation under Income-tax Act, if any, tax refunds, tax losses and exemptions in respect of the profits of the undertaking of the Transferor Companies for the residual period, i.e., for the period remaining as on the Appointed Date out of the total period for which the benefit or exemption is available in law if the merger pursuant to this Scheme does not take place, the input credit balances (including, State Goods & Services Tax (“SGST”), Union Territory Goods and Services Tax (“UTGST”), Integrated Goods and Services Tax (“IGST”) and Central Goods and Services Tax (“CGST”) credits) under the Goods and Service Tax (“GST”) laws, GST refunds, CENVAT/MODVAT credit balances under Central Excise Act, 1944, sales tax law], all other rights including sales tax deferrals and exemptions and other benefits, duty drawback claims, rebate receivables, all customs duty benefits and exemptions, export and import incentives and benefits or any other benefits/incentives/ exemptions/given under any policy announcements issued or promulgated by the government of India or state government or any other government body or authority or any other like benefits under any statute receivables, and liabilities related thereto, licenses, powers and facilities of every kind, nature and description whatsoever provisions and benefits of all agreements, contracts and arrangements and all other interests in connection with or relating to

the Transferor Companies, whether or not so recorded in the books of accounts or disclosed in the balance sheet of the Transferor Companies;

- c. all debts, borrowings, obligations, duties and liabilities, both present and future, current and non-current (including deferred tax liabilities, contingent liabilities, liabilities towards bank guarantees, performance guarantees and letters of credit, trade payables, creditors, advance from Customers and the Liabilities and obligations under any licenses or permits or schemes) of every kind, nature and description whatsoever and howsoever arising, raised or incurred or utilized, whether secured or unsecured, whether in Rupees or foreign currency, whether provided for or not in the books of accounts or disclosed in the balance sheet of the Transferor Companies;
- d. all trade and service names and marks, patents, copyrights, goodwill, designs and other intellectual property rights of any nature whatsoever, books, records, files, papers, engineering and process information, software licenses (whether proprietary or otherwise), technology for business, drawings, computer programs, manuals, data, catalogues, quotations, sales and advertising material, lists of present and former customers and suppliers, other customer information, customer credit information, customer pricing information and all other records and documents,

whether in physical or electronic form relating to business activities and operations of the Transferor Companies;

- e. All staff and Employees and other obligations of whatsoever kind, including liabilities of the Transferor Companies with regard to its Employees, with respect to the payment of bonus, performance pay, leave encashment, gratuity, superannuation, pension benefits and the provident fund or compensation or benefits, if any, in the event of resignation, death, voluntary retirement or retrenchment or otherwise; and
- f. Any statutory licenses, permissions, registrations or approvals or consents held by the Transferor Companies required to carry on the operations shall stand vested in or transferred to the Transferee Company without any further act or deed and shall be appropriately mutated by the statutory authorities concerned therewith in favour of the Transferee Company and the benefit of all the statutory and regulatory permissions and approvals, environmental approvals and consents, registration or other licenses and consents shall vest in and become available to the Transferee Company as if they were originally obtained by the Transferee Company. In so far as the various incentives, subsidies, grants, rehabilitation scheme, special status and other benefits or privileges enjoyed, granted by any Governmental Authority or by any other person, or availed by the Transferor Companies, are concerned, the same shall vest with and be available to the Transferee Company on the same terms and

conditions as applicable to the Transferor Companies, as if the same had been allotted and/ or granted and/ or sanctioned and/ or allowed to the Transferee Company.

All terms and words not defined in this Scheme shall, unless repugnant or contrary to the context or meaning thereof, have the same meaning ascribed to them under the Act and other applicable laws, rules, regulations, bye-laws, as the case may be or any statutory modification or re-enactment thereof for the time being in force.

References to clauses and recitals, unless otherwise provided, are to clauses and recitals of and to this Scheme.

The headings herein shall not affect the construction of this Scheme.

Unless the context otherwise requires:

- i. the singular shall include the plural and vice versa, and references to one gender include all genders.
- ii. references to a person include any individual, firm, body corporate (whether incorporated or not), government, state or agency of a state or any joint venture,

association, partnership, works council or employee representatives' body (whether or not having separate legal personality).

- iii. reference to any law or to any provision thereof or to any rule or regulation promulgated thereunder includes a reference to such law, provision, rule or regulation as it may, from time to time, be amended, supplemented or re-enacted, or to any law, provision, rule or regulation that replaces it.

2) DATE OF TAKING EFFECT AND OPERATIVE DATE

The Scheme set out herein in its present form with or without any modification(s) approved or imposed or directed by the Tribunal or any other competent authority, or made as per the Scheme, shall be effective from the Appointed Date but shall be operative from the Effective Date.

Any references in the Scheme to 'upon the Scheme becoming effective' or 'upon this Scheme becoming effective' or 'effectiveness of the Scheme' shall mean the Effective Date.

3) SHARE CAPITAL

3.1. The Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 1 as on 30th day of September, 2023 is as under:

Share Capital	Amount in Rs.
Authorized Share Capital	
20,00,000 equity shares of Rs. 10 each fully paid up	2,00,00,000
TOTAL	2,00,00,000
Issued, Subscribed and Paid-up Share Capital	
11,57,880 equity shares of Rs. 10 each, fully paid up	1,15,78,800
TOTAL	1,15,78,800

Subsequent to 30th September, 2023 and up to the date of approval of this Scheme by the Board of the Transferor Company 1, there has been no change in the Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 1.

- 3.2. The Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 2 as on 30th day of September, 2023 is as under:

Share Capital	Amount in Rs.
Authorised Share Capital	
10,00,000 equity shares of Rs. 10 each	1,00,00,000
TOTAL	1,00,00,000
Issued, Subscribed and Paid-up Share Capital	

Share Capital	Amount in Rs.
2,08,188 equity shares of Rs. 10 each, fully paid up	20,81,880
TOTAL	20,81,880

Subsequent to 30th September, 2023 and up to the date of approval of this Scheme by the Board of the Transferor Company 2, there has been no change in the Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 2.

- 3.3. The Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 3 as on 30th day of September, 2023 is as under:

Share Capital	Amount in Rs.
Authorised Share Capital	
40,00,000 equity shares of Rs. 10 each	4,00,00,000
TOTAL	4,00,00,000
Issued, Subscribed and Paid-up Share Capital	
31,65,392 equity shares of Rs. 10 each, fully paid up	3,16,53,920
TOTAL	3,16,53,920

Subsequent to 30th September, 2023 and up to the date of approval of this Scheme by the Board of the Transferor Company 3, there has been no change in

the Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 3.

- 3.4. The Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 4 as on 30th day of September, 2023 is as under:

Share Capital	Amount in Rs.
Authorised Share Capital	
79,95,000 equity shares of Rs. 10 each	7,99,50,000
5,000 preference shares of Rs. 10 each	50,000
TOTAL	8,00,00,000
Issued, Subscribed and Paid-up Share Capital	
47,00,800 equity shares of Rs. 10 each, fully paid up	4,70,08,000
TOTAL	4,70,08,000

Subsequent to 30th September, 2023 and up to the date of approval of this Scheme by the Board of the Transferor Company 4, there has been no change in the Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferor Company 4.

- 3.5. The Authorised, Issued, Subscribed and Paid-up Share Capital of the Transferee Company as on 30th day of September, 2023 is as under:

Share Capital	Amount in Rs.
Authorised Share Capital	
181,86,00,000 Equity shares of Rs. 5 each	909,30,00,000
TOTAL	909,30,00,000
Issued, Subscribed and Paid-up Share Capital	
97,55,04,105 Equity shares of Rs. 5 each	4,877,520,525
TOTAL	4,877,520,525

The equity shares of the Transferee Company are listed on BSE and NSE.

Subsequent to 30th September, 2023 and up to the date of approval of this Scheme by the Board of the Transferee Company, while there has been no change in the Authorised Capital, the Issued, Subscribed and Paid-up Share Capital of the Transferee Company is increased to 97,61,78,922 equity shares of Rs.5 Each aggregating to Rs. 4,88,08,94,610/- on account of issuance of additional shares as a consequence of exercise of options by the employees.

There are no existing commitments, obligations or arrangements by the Transferee Company as on the date of approval of this Scheme by the Board of the Transferee Company to issue any further shares or convertible securities.

PART II

MERGER OF PPIPL, PDSIPL, TMCPL AND TSL WITH TML

4) Transfer and vesting

Upon the coming into effect of this Scheme and with effect from the Appointed Date, pursuant to the sanction of this Scheme by the Tribunal or any other competent authority and pursuant to the provisions of Sections 230 to 232 and other applicable provisions, if any, of the Act, the entire business and whole of the Undertaking of the Transferor Companies shall be and stand vested in or be deemed to have been vested in the Transferee Company, as a going concern without any further act, instrument, deed, matter or thing so as to become, as and from the Appointed Date, the undertaking of the Transferee Company by virtue of and in the manner provided in this Scheme.

5) Transfer and Vesting of Assets

Without prejudice to the generality of Clause 4 above, upon this Scheme becoming effective and with effect from the Appointed Date:

- a. All the estate, assets, properties, rights, claims, title, interest and authorities including accretions and appurtenances comprised in the Undertaking of whatsoever nature and where so ever situate shall or any kind of moveable property whatsoever, under the provisions of Sections 230 to 232 of the Act and all other applicable

provisions of Applicable Law, if any, without any further act or deed, be and stand transferred to and vested in the Transferee Company and/or be deemed to be transferred to and vested in the Transferee Company as a going concern so as to become, as and from the Appointed Date, the estate, assets, properties, rights, claims, title, interest and authorities of the Transferee Company.

- b. All immovable properties of the Transferor Companies, if any, including land together with the buildings and structures standing thereon and rights and interests in immovable properties of the Transferor Companies, whether freehold or leasehold or otherwise, and all documents of title, rights and easements in relation thereto shall be vested in and/or be deemed to have been vested in the Transferee Company by operation of law pursuant to sanctioning of the Scheme and upon the Scheme becoming effective and with effect from the Appointed Date, without any further act or deed done or being required to be done by the Transferor Companies and/or the Transferee Company. Such assets shall stand vested in the Transferee Company and shall be deemed to be and become the property as an integral part of the Transferee Company by operation of law. The Transferee Company shall be entitled to exercise all rights and privileges attached to such immovable properties and shall be liable to pay the ground rent and Taxes and fulfil all obligations in relation to or applicable to such immovable properties. The mutation or substitution of the title to the immovable properties shall, upon this Scheme becoming effective, be made and duly

recorded in the name of the Transferee Company by the appropriate authorities pursuant to the sanction of this Scheme by the Tribunal and upon the coming into effect of this Scheme in accordance with the terms hereof. Further the mere filing thereof with the appropriate registrar or sub-registrar or with the relevant Government Authority shall suffice as a record of continuing title with Transferee Company and shall be constituted as a deemed mutation and substitution thereof. The Transferee Company shall upon the Scheme becoming effective be entitled to the delivery and possession of all documents of title to such immovable property in this regard from the Transferor Companies. Further, at the discretion of Transferee Company, such immovable properties including leasehold rights can be vested pursuant to a separate conveyance or any other agreement as well.

- c. Without prejudice to the provisions of Clause 5(a) and 5(b) above, in respect of such of the assets and properties of the Transferor Companies as are movable in nature or incorporeal property or are otherwise capable of vesting or transfer by delivery or possession, or by endorsement and/or delivery, the same shall stand so transferred or vested by the Transferor Companies upon the coming into effect of this Scheme, and shall, become the assets and property of the Transferee Company with effect from the Appointed Date pursuant to the provisions of Sections 230 to 232 of the Act, without requiring any deed or instrument of conveyance for transfer or vesting of the same.

- d. In respect of such of the assets and properties belonging to the Transferor Companies (other than those referred to in Clause 5(c) above) including sundry debtors, receivables, bills, credits, loans and advances, if any, whether recoverable in cash or in kind or for value to be received, bank balances, investments, earnest money and deposits with any government, quasi government, local or other authority or body or with any company or other person, the same shall stand transferred to and vested in the Transferee Company and/or be deemed to have been transferred to and vested in the Transferee Company, without any further act, instrument or deed, cost or charge and without any notice or other intimation to any third party, upon the coming into effect of this Scheme and with effect from the Appointed Date pursuant to the provisions of Sections 230 to 232 of the Act.
- e. All assets, rights, title, interest, investments (including investment in subsidiaries) and properties of the Transferor Companies as on the Appointed Date, whether or not included in the books of the Transferor Companies, and all assets, rights, title, interest, investments and properties, which are acquired by the Transferor Companies on or after the Appointed Date but prior to the Effective Date, shall be deemed to be and shall become the assets, rights, title, interest, investments and properties of the Transferee Company, and shall under the provisions of Sections 230 to 232 and all other applicable provisions, if any, of the Act, without any further

act, instrument or deed, be and stand transferred to and vested in and be deemed to have been transferred to and vested in the Transferee Company upon the coming into effect of this Scheme and with effect from the Appointed Date or from the date of their acquisition (after the Appointed Date but before the Effective Date) as the case may be, pursuant to the provisions of Sections 230 to 232 of the Act.

- f. All the profits or costs, charges, or expenditure accruing to the Transferor Companies in India and abroad or expenditure or losses arising or incurred or suffered by the Transferor Companies shall for all purpose be treated and be deemed to be and accrue as the profits, costs, charges, expenditure or losses of the Transferee Company, as the case may be.
- g. All taxes (including but not limited to advance tax, self-assessment tax, regular tax, , securities transaction tax, deferred tax assets/liabilities, Foreign Tax Credit, tax deducted at source, tax collected at source, accumulated losses under Income-tax Act, 1961 (if any), allowance for unabsorbed depreciation under Income-tax Act (if any), value added tax, sales tax, service tax, customs duty, CGST, UTGST, IGST, SGST, etc.), including any interest, penalty, surcharge and cess, if any, paid /payable by or refunded / refundable to the Transferor Companies, including all or any refunds or claims or credits thereof, shall be treated as the tax paid / payable by the Transferee Company, or as the case may be, refunds/claims/credits, of the

Transferee Company, and any tax incentives, advantages, privileges, accumulated losses (if any) under Income-tax Act, 1961, allowance for unabsorbed depreciation under Income-tax Act, deductions otherwise admissible such as under Sections 40, 40A, 43B, etc. of the Income-tax Act, exemptions, credits, deductions / holidays, remissions, reductions etc., as would have been available to the Transferor Companies, shall pursuant to this Scheme becoming effective, be available to the Transferee Company;

- h. All the benefits under the various incentive schemes and policies that the Transferor Companies are entitled to, including tax credits, tax deferral, exemptions, holidays and benefits, subsidies, tenancy rights, liberties, special status and other benefits or privileges enjoyed or conferred upon or held or availed by the Transferor Companies, rights of any claim not made by the Transferor Companies in respect of any refund of tax, duty, cess or other charge, including any erroneous or excess payment thereof made by the Transferor Companies and any interest thereon and all rights or benefits that have accrued or which may accrue to the Transferor Companies, whether on, before or after the Appointed Date, shall upon this Scheme becoming effective and with effect from the Appointed Date be transferred to and vest in the Transferee Company and all benefits, entitlements and incentives of any nature whatsoever, shall be claimed by the Transferee Company and these shall

relate back to the Appointed Date as if the Transferee Company was originally entitled to all benefits under such incentive schemes and/or policies; and

- i. All the licenses, permits, registrations, quotas, entitlements, approvals, permissions, registrations, incentives, tax deferrals, exemptions and benefits, subsidies, concessions, grants, rights, claims, leases, tenancy rights, liberties, special status and other benefits or privileges enjoyed or conferred upon or held or availed of by the Transferor Companies and all rights and benefits that have accrued or which may accrue to the Transferor Companies, whether on, before or after the Appointed Date, including income tax benefits and exemptions, shall, under the provisions of Sections 230 to 232 of the Act and all other applicable provisions, if any, without any further act, instrument or deed, cost or charge be and stand transferred to and vest in and/or be deemed to be transferred to and vested in and be available to the Transferee Company so as to become the licenses, permits, registrations, quotas, entitlements, approvals, permissions, registrations, incentives, tax deferrals, exemptions and benefits, subsidies, concessions, grants, rights, claims, leases, tenancy rights, liberties, special status and other benefits or privileges of the Transferee Company and shall remain valid, effective and enforceable on the same terms and conditions.

- j. For avoidance of doubt and without prejudice to the generality of any applicable provisions of this Scheme, it is clarified that with effect from the Effective Date until such times the names of the bank accounts of the Transferor Companies would be replaced with that of the Transferee Company, the Transferee Company shall be entitled to operate the bank accounts of the Transferor Companies in the name of the Transferor Companies in so far as may be necessary. All cheques and other negotiable instruments, payment orders received or presented for encashment which are in the name of the Transferor Companies after the Effective Date shall be accepted by the bankers of the Transferee Company and credited to the account of the Transferee Company. The Transferee Company shall be allowed to maintain bank accounts in the name of Transferor Companies for such time as may be determined to be necessary by the Transferee Company for presentation and deposition of cheques and pay orders that have been issued in the name of the Transferor Companies

6) Contracts, Deeds etc.

- a. Upon the coming into effect of this Scheme, and subject to the provisions of this Scheme, all contracts, deeds, bonds, agreements, schemes, arrangements, insurance, letters of Intent, memorandums of understanding, offer letters, undertaking, policies and other instruments of whatsoever nature, to which the Transferor Companies are

a party or to the benefit of which Transferor Companies may be eligible, and which are subsisting or have effect immediately before the Effective Date, shall continue in full force and effect on or against or in favour of, as the case may be, the Transferee Company and may be enforced as fully and effectually as if, instead of the Transferor Companies concerned, the Transferee Company had been a party or beneficiary or oblige thereto or thereunder.

- b. Without prejudice to the other provisions of this Scheme and notwithstanding that vesting of the Undertaking occurs by virtue of this Scheme itself, the Transferee Company may, at any time after the coming into effect of this Scheme, in accordance with the provisions hereof, if so required under any law or otherwise, take such actions and execute such deeds (including deeds of adherence), confirmations or other writings or arrangements with any party to any contract or arrangement to which the Transferor Companies are a party or any writings as may be necessary in order to give formal effect to the provisions of this Scheme. The Transferee Company shall, after the Effective Date, under the provisions of this Scheme, be deemed to be authorised to execute any such writings on behalf of the Transferor Companies and to carry out or perform all such formalities or compliances referred to above on the part of the Transferor Companies to be carried out or performed.

- c. Without prejudice to the generality of the foregoing, upon the coming into effect of this Scheme and with effect from the Appointed Date, all consents, permissions, licenses, certificates, clearances, authorities, powers of attorney given by, issued to or executed in favour of the Transferor Companies shall stand transferred to the Transferee Company as if the same were originally given by, issued to or executed in favour of the Transferee Company, and the Transferee Company shall be bound by the terms thereof, the obligations and duties thereunder, and the rights and benefits under the same shall be available to the Transferee Company.

7) Transfer and Vesting of Liabilities

- a. Upon the coming into effect of this Scheme and with effect from the Appointed Date, all debts and liabilities of the Transferor Companies including all secured and unsecured debts (in whatsoever currency), liabilities (including contingent liabilities), duties and obligations of the Transferor Companies of every kind, nature and description whatsoever whether present or future, and howsoever arising, along with any charge, encumbrance, lien or security thereon (herein referred to as the “Liabilities”) shall, pursuant to the sanction of this Scheme by the Tribunal and under the provisions of Sections 230 to 232 of the Act and other applicable provisions, if any, of the Act, without any further act, instrument, deed, matter or thing, be and stand transferred to and vested in and be deemed to have been transferred to and vested in the Transferee Company, to the extent they are

outstanding on the Effective Date so as to become as and from the Appointed Date, the Liabilities of the Transferee Company on the same terms and conditions as were applicable to the Transferor Companies and the Transferee Company shall meet, discharge and satisfy the same and further it shall not be necessary to obtain the consent of any third party or other person who is a party to any contract or arrangement by virtue of which such Liabilities have arisen in order to give effect to the provisions of this Clause 7.

- b. Where any such debts, liabilities, duties and obligations of the Transferor Companies as on the Appointed Date have been discharged by such Transferor Companies on or after the Appointed Date and prior to the Effective Date, such discharge shall be deemed to be for and on account of the Transferee Company upon the coming into effect of this Scheme.
- c. All loans raised and utilized and all liabilities, duties and obligations incurred or undertaken by the Transferor Companies on or after the Appointed Date and prior to the Effective Date shall be deemed to have been raised, used, incurred or undertaken for and on behalf of the Transferee Company and to the extent they are outstanding on the Effective Date, shall, upon the coming into effect of this Scheme and under the provisions of Sections 230 to 232 of the Act, without any further act, instrument or deed be stand transferred to and vested in and be deemed to have been

transferred to and vested in the Transferee Company and shall become the loans and liabilities, duties and obligations of the Transferee Company which shall meet, discharge and satisfy the same.

- d. Loans, advances and other obligations (including any bank guarantees, performance guarantees, letters of credit, letters of comfort or any other instrument or arrangement which may give rise to a contingent liability in whatever form), if any, due or which may at any time from the Appointed Date to the Effective Date become due between the Transferor Companies and the Transferee Company shall, ipso facto, stand discharged and come to an end and there shall be no liability in that behalf on any party and the appropriate effect shall be given in the books of accounts and records of the Transferee Company.

8) Encumbrances

- a. The transfer and vesting of the assets comprised in the Undertaking to the Transferee Company under Clause 4, Clause 5 and Clause 6 of this Scheme shall be subject to the Encumbrances, if any, affecting the same as hereinafter provided.
- b. All Encumbrances, if any, existing prior to the Effective Date over the assets of the Transferor Companies shall, after the Effective Date, without any further act, instrument or deed, continue to relate and attach to such assets or any part thereof to

which they are related or attached prior to the Effective Date, provided that if any of the assets of the Transferor Companies have not been Encumbered, such assets shall remain unencumbered and the existing Encumbrance referred to above shall not be extended to and shall not operate over such assets. Further, such Encumbrances shall not relate or attach to any of the other assets of the Transferee Company. The absence of any formal amendment which may be required by a lender or trustee or third party shall not affect the operation of the above. Furthermore, no duty (including stamp duty), levy, cess of any nature will be payable by the Transferee Company at the time of transfer of the encumbrance, charge and/or right covered above with respect to the immovable property.

- c. The existing Encumbrances over the other assets and properties of the Transferee Company or any part thereof which relate to the Liabilities of the Transferee Company prior to the Effective Date shall continue to relate to such assets and properties and shall not extend or attach to any of the assets and properties of the Transferor Companies transferred to and vested in the Transferee Company by virtue of this Scheme.
- d. Any reference in any security documents or arrangements (to which any of the Transferor Companies are a party) to the Transferor Companies and their respective assets and properties, shall be construed as a reference to the Transferee Company

and the assets and properties of the Transferor Companies transferred to the Transferee Company by virtue of this Scheme. Without prejudice to the foregoing provisions, the Transferee Company may execute any instruments or documents or do all the acts and deeds as may be considered appropriate, including the filing of necessary particulars and/or modification(s) of charge, with the Registrar of Companies to give formal effect to the above provisions, if required.

- e. Upon the coming into effect of this Scheme, the Transferee Company shall be liable to perform all obligations in respect of the Liabilities, which have been transferred to it in terms of this Scheme.
- f. It is expressly provided that, save as herein provided, no other term or condition of the Liabilities transferred to the Transferee Company is amended by virtue of this Scheme except to the extent that such amendment is required statutorily.
- g. The provisions of this Clause 8 shall operate notwithstanding anything to the contrary contained in any instrument, deed or writing or the terms of sanction or issue or any security document; all of which instruments, deeds or writings or the terms of sanction or issue or any security document shall stand modified and/or superseded by the foregoing provisions.

9) Employees of Transferor Companies

- a. Upon the coming into effect of this Scheme, all Employees of the Transferor Companies in India and abroad shall, become the employees of the Transferee Company, on same terms and conditions and shall not be less favorable than those on which they are engaged by the Transferor Companies and without any interruption of or break in service as a result of the merger of the Transferor Companies with the Transferee Company. For the purpose of payment of any compensation, gratuity superannuation and other terminal benefits, the past services of such Employees with the Transferor Companies and such benefits to which the Employees are entitled in the Transferor Companies shall also be taken into account and paid (as and when payable) by the Transferee Company.

- b. It is clarified that save as expressly provided for in this Scheme, the Employees who become the employees of the Transferee Company by virtue of this Scheme, shall not be entitled to the employment policies and shall not be entitled to avail of any schemes and benefits (including employee stock options) that may be applicable and available to any of the other employees of the Transferee Company, unless otherwise determined by the Transferee Company. Provided further that, in the event of variation in the employment policies of the Transferor Companies and the Transferee Company, the Transferee Company is entitled to modify, alter such employment policies of the Transferor Companies to align them with the

employment policies of the Transferee Company and the Employees shall be bound by such modified policies till the time it is not prejudicial to the interests of the employees of the Transferor Companies. The Transferee Company undertakes to continue to abide by any agreement/settlement, if any, entered into or deemed to have been entered into by the Transferor Companies with any employee of the Transferor Companies.

- c. Insofar as the provident fund, gratuity fund, superannuation fund, retirement fund and any other funds or benefits created by the Transferor Companies for its Employees or to which the Transferor Companies are contributing for the benefit of its Employees (collectively referred to as the “Funds”) are concerned, the Funds or such part thereof as relates to the Employees (including the aggregate of all the contributions made to such Funds for the benefit of the Employees, accretions thereto and the investments made by the Funds in relation to the Employees) shall be transferred to the Transferee Company and shall be held for the benefit of the concerned Employees. In the event the Transferee Company has its own funds in respect of any of the employee benefits referred to above, the Funds shall, subject to the necessary approvals and permissions and at the discretion of the Transferee Company, be merged with the relevant funds of the Transferee Company. In the event that the Transferee Company does not have its own funds in respect of any of the above or if deemed appropriate by the Transferee Company, the Transferee

Company may, subject to necessary approvals and permissions, maintain the existing funds separately and contribute thereto until such time that the Transferee Company creates its own funds, at which time the Funds and the investments and contributions pertaining to the Employees shall be merged with the funds created by the Transferee Company.

- d. In relation to those Employees for whom the Transferor Companies are making contributions to the government provident fund or other employee benefit fund, the Transferee Company shall stand substituted for the Transferor Companies, for all purposes whatsoever, including relating to the obligation to make contributions to the said fund in accordance with the provisions of such fund, bye laws, etc. in respect of such Employees, such that all the rights, duties, powers and obligations of the Transferor Companies as the case may be in relation to such schemes/ Funds shall become those of the Transferee Company.

10) Legal, Taxation and other Proceedings

- a. Upon the coming into effect of this Scheme, all suits, actions, and other proceedings including legal and taxation proceedings, (including before any statutory or quasi-judicial authority or tribunal) by or against the Transferor Companies pending on the Effective Date shall be continued and/or enforced by or against the Transferee Company as effectually and in the same manner and to

the same extent as if the same had been instituted by or against the Transferee Company.

- b. If any suit, appeal or other proceeding of whatever nature by or against the Transferor Companies are pending, the same shall not abate or be discontinued or in any way be prejudicially affected by reason of or by anything contained in this Scheme, but the said suit, appeal or other legal proceedings may be continued, prosecuted and enforced by or against the Transferee Company, as the case may be, in the same manner and to the same extent as it would or might have been continued, prosecuted and enforced by or against the Transferor Companies as if this Scheme had not been made.
- c. In case of any litigation, suits, recovery proceedings including but not limited to any claims by ex-employees pertaining to any dispute prior to the Effective Date which are to be initiated or may be initiated against the Transferor Companies, the Transferee Company shall be made party thereto and any payment and expenses made thereto shall be the liability of the Transferee Company.
- d. All Tax assessment proceedings and appeals of whatsoever nature by or against the Transferor Companies, pending or arising as at the Effective Date, shall be continued and/or enforced by or against the Transferee Company in the same

manner and to the same extent as would or might have been continued and enforced by or against the Transferor Companies. Further, the aforementioned proceedings shall neither abate or be discontinued nor be in any way prejudicially affected by reason of the merger of the Transferor Companies with the Transferee Company or anything contained in this Scheme.

11) Conduct of Business

From the date on which the Board of Directors of the Transferor Companies and the Transferee Company approve this Scheme until the Effective Date:

- a. the Transferor Companies shall carry on and be deemed to have carried on all business and activities and shall hold and stand possessed of and shall be deemed to hold and stand possessed of all its estates, assets, rights, title, interest, authorities, contracts and investments for and on account of, and in trust for, the Transferee Company;
- b. The Transferor Companies shall carry on their business and activities with due business prudence and diligence and shall not, without prior written consent of the Transferee Company or pursuant to any preexisting obligation, sell transfer or otherwise alienate, charge, mortgage, encumber or otherwise deal with any part of

its assets nor incur or accept or acknowledge any debt, obligation or liability except as is necessary in the ordinary course of business.

- c. all profits and income accruing or arising to the Transferor Companies and losses and expenditure arising or incurred by them (including taxes, if any, accruing or paid in relation to any profits or income) for the period commencing from the Appointed Date shall, for all purposes, be treated as and be deemed to be the profits, income, losses or expenditure (including taxes), as the case may be, of the Transferee Company;
- d. any of the rights, powers, authorities or privileges exercised by the Transferor Companies shall be deemed to have been exercised by the Transferor Companies for and on behalf of, and in trust for and as an agent of the Transferee Company. Similarly, any of the obligations, duties and commitments that have been undertaken or discharged by the Transferor Companies shall be deemed to have been undertaken for and on behalf of and as an agent for the Transferee Company; and
- e. all taxes (including, without limitation, income tax, , sales tax, service tax, VAT, excise and custom duties, Central Goods and Service Tax law (CGST), State Goods and Service Tax law (SGST), Union Territory Goods and Services Tax (UTGST),

and Integrated Goods and Service Tax law (IGST), foreign taxes, etc.) paid or payable by the Transferor Companies or credits thereof, in respect of the operations and/or the profits of the Transferor Companies before the Appointed Date, shall be on account of the Transferor Companies and, insofar as it relates to the tax payment (including, without limitation, income tax, sales tax, service tax, VAT, excise and custom duties, CGST, SGST, UTGST, IGST, foreign taxes, etc.), whether by way of deduction at source, tax collected at source, advance tax, self-assessment tax, regular tax, or otherwise howsoever, by the Transferor Companies in respect of the profits or activities or operation of the Transferor Companies with effect from the Appointed Date, the same shall be deemed to be the corresponding item paid by the Transferee Company, and shall, in all proceedings, be dealt with accordingly.

- f. If and to the extent there are inter-corporate loans, deposits, balances or agreements as between the Transferor Companies and the Transferee Company, the obligations in respect thereof shall, on and from the Appointed Date, stand cancelled and there shall be no obligation/ outstanding balance in that behalf.
- g. Pending sanction of the Scheme, the Transferor Companies shall not, except by way of issue of shares / convertible debentures to the Transferee Company, increase its capital (by fresh issue of shares, convertible debentures or otherwise).

- h. Without prejudice to the provisions of Clauses 4 to 11, with effect from the Appointed Date, all inter-party transactions amongst Transferor Companies and the Transferee Company shall be considered as intra-party transactions for all purposes from the Appointed Date.
- i. For the avoidance of doubt, it is hereby clarified that nothing in the Scheme shall prevent the Transferee Company and/or the Transferor Companies from declaring and paying dividends, whether interim or final, to its shareholders; and
- j. For the avoidance of doubt, it is hereby further clarified that nothing in the Scheme shall prevent the Transferee Company from issuance of bonus shares, rights issue, splitting or consolidation of its shares, making investments or undertaking merger or demerger or any other mode of restructuring concurrently with the Scheme.

12) Discharge of Consideration and Cancellation of Shares

The Transferor Companies are wholly owned subsidiaries of the Transferee Company. Accordingly, upon the Scheme becoming effective, no shares of the Transferee Company shall be issued in lieu of / exchange of the holding of the Transferee Company in the Transferor Companies (held directly and jointly with the nominee shareholders) and the issued and paid-up capital of the Transferor Companies will stand cancelled, without any further act, instrument or deed.

It is further clarified that since the Transferor Companies are wholly owned subsidiaries of the Transferee Company, no consideration shall be discharged by the Transferee Company pursuant to merger of the Transferor Companies.

13) Increase in Authorised Share Capital of Transferee Company

- a. As a part of this Scheme and upon the coming into effect of this Scheme, the authorised share capital of the Transferee Company shall automatically stand increased, without any further act, instrument or deed on the part of the Transferee Company, if any, including payment of stamp duty and fees payable to Registrar of Companies, by clubbing the Authorised Share Capital of the Transferor Company 1 which is 2,00,00,000 (Rupees Two Crores only) divided into 20,00,000 Equity Shares of Rs.10/- each and by clubbing Authorised Share Capital of Transferor Company 2 which is Rs. 1,00,00,000 (Rupees One Crores only) divided into 10,00,000 Equity Shares of Rs.10/- each and clubbing of Authorised Share Capital of Transferor Company 3 which is Rs. 4,00,00,000 (Rupees Four Crores only) divided into 40,00,000 Equity Shares of Rs.10/- each and clubbing of Authorised Share Capital of Transferor Company 4 which is Rs. 7,99,50,000 (Rupees Seven Crores Ninety Nine Lakhs Fifty Thousand only) divided into 79,95,000 Equity Shares of Rs.10/- each and Rs. 50,000 (Rupees Fifty Thousand only) divided into 5,000 Preference Shares of Rs.10/- each.

- b. Consequent to the clubbing of the Authorised Share Capital of the Transferor Companies with the Transferee Company, the Authorised Share Capital of the Transferee Company shall be increased to Rs. 9,24,30,00,000 (Rupees Nine Hundred and Twenty four Crores and Thirty Lakhs only) divided into 1,84,86,00,000 Equity Shares of Rs. 5 each.
- c. The consent/resolution approving the Scheme shall be deemed to be the approval for clubbing of the Authorised Share Capital of the Transferee Company under Section 13 and other applicable provisions of the Companies Act, 2013. The words and figures in Clause V of the Memorandum of Association of the Transferee Company relating to the Authorised Share Capital shall without any further act, instrument be and stand clubbed pursuant to Section 13 of the Act, and other applicable provisions of the Act.
- d. The capital clause V(a) of the Memorandum of Association of the Transferee Company shall, as a part of and, upon the coming into effect of this Scheme and without any further act or deed, be replaced by the following clause:

MEMORANDUM OF ASSOCIATION

- e. “V(a). The Authorised Share Capital of the Company is Rs. 9,24,30,00,000 (Rupees Nine Hundred and Twenty Four Crores and Thirty Lakhs only) divided into 1,84,86,00,000 Equity Shares of Rs. 5 each.”

14) It is clarified that for the purposes of Clause 13 above, the stamp duties and fees (including registration fee) paid on the authorised share capital of the Transferor Companies shall be utilized and applied to the increased authorised share capital of the Transferee Company and there would be no requirement for any further payment of stamp duty and/or fee (including registration fee) by the Transferee Company for increase in the authorised share capital to that extent. The Transferee Company shall file requisite forms with the concerned Registrar of Companies.

It is also clarified that the consents of the shareholders of the Transferor Companies and the Transferee Company to this Scheme shall be sufficient for the purposes of effecting the aforesaid additions in the Memorandum of Association of the Transferee Company and that no further resolutions under the applicable provisions of the Act shall be required to be separately passed. All actions taken in accordance with this Clause shall be deemed to be in full compliance of Sections 61 and 64 and other applicable provisions of the Act and rules and regulations issued thereunder and no further resolutions or actions under any other provisions of the Act or the rules or regulations issued thereunder would be required to be separately passed or undertaken by the Transferee Company.

PART III

DISSOLUTION OF TRANSFEROR COMPANIES, GENERAL

CLAUSES, TERMS AND CONDITIONS APPLICABLE TO THE SCHEME

15) Accounting and Tax Treatment

a. Applicability of provisions of Income-tax Act, 1961 and other Tax Regulations

- i. The provisions of this Scheme as they relate to the merger of the Transferor Companies with the Transferee Company has been drawn up to comply with the conditions relating to ‘amalgamation’ as defined under Section 2(1B) of the Income-tax Act, 1961 (hereinafter referred to as Income tax Act). If any terms or provisions of the Scheme are found or interpreted to be inconsistent with the provisions of the said Section of the Income-tax Act, at a later date including resulting from an amendment of law or for any other reason whatsoever, the provisions of the said Section of the Income-tax Act, shall prevail and the Scheme shall stand modified to the extent determined necessary to comply with Section 2(1B) of the Income-tax Act. Such modification will, however, not affect the other parts of the Scheme.
- ii. Upon the Scheme becoming effective, the Transferee Company is expressly permitted to revise its financial statements and returns along with prescribed forms, filings and annexures under the Income Tax Act (including for purposes of carry

forward and set-off of tax losses, unabsorbed depreciation, credits and tax benefits), service tax, sales tax, VAT, excise and customs laws, as may be applicable, CGST, SGST, UTGST, IGST and other tax laws and to claim refunds and/or credits for taxes paid by Transferor Companies, and to claim tax benefits, under the Income Tax Act and other tax laws etc. and for matters incidental thereto, if required to give effect to the provisions of this Scheme. The order of the Tribunal sanctioning this Scheme shall be deemed to be an order permitting the Transferee Company to prepare and/or revise its financial statements and books of accounts on and from the Appointed Date and no further act shall be required to be undertaken by the Transferee Company.

- iii. All tax assessment proceedings/appeals of whatsoever nature by or against the Transferor Companies pending and/or arising at the Appointed Date and relating to the Transferor Companies shall be continued and/or enforced until the Effective Date by the Transferor Companies. In the event of the Transferor Companies failing to continue or enforce any proceeding/appeal, the same may be continued or enforced by the Transferee Company, at the cost of the Transferee Company. As and from the Effective Date, the tax proceedings shall be continued and enforced by or against the Transferee Company in the same manner and to the same extent as would or might have been continued and enforced by or against the Transferor Companies.

- iv. Further, the aforementioned proceedings shall not abate or be discontinued nor be in any way prejudicially affected by reason of the merger of the Transferor Companies with the Transferee Company or anything contained in the Scheme.
- v. All taxes (including but not limited to advance tax, self-assessment tax, regular tax, dividend distribution tax, securities transaction tax, deferred tax assets/liabilities, Foreign Tax Credit, tax deducted at source, tax collected at source, value added tax, sales tax, service tax, customs duty, CGST, IGST, SGST, UTGST etc.), including any interest, penalty, surcharge and/or cess, paid / payable by or refunded / refundable to the Transferor Companies with effect from the Appointed Date, including all or any refunds or claims or credits shall be treated as the tax liability or refunds/ claims/credits, etc. as the case may be, of the Transferee Company, and any tax incentives, advantages, privileges, accumulated losses under Income-tax Act, allowance for unabsorbed depreciation under Income-tax Act, including payment admissible on actual payment or on deduction of appropriate taxes or on payment of tax deducted at source such as under Sections 40, 40A, 43B, etc. of the Income-tax Act, exemptions, credits, deductions/holidays, remissions, reductions, service tax input credits, GST input credits, export benefits, central value added tax credits, value added/sales tax/entry tax credits or set-offs etc., as would have been available to the Transferor Companies, pursuant to this Scheme becoming effective, be available to the Transferee Company and the relevant authority shall be bound to

transfer to the account of and give credit for the same to the Transferee Company upon coming into effect of this Scheme.

- vi. The Transferee Company shall also be permitted to claim refunds / credits in respect of any transaction between the Transferor Companies and the Transferee Company. Without prejudice to the generality of Clause 15(a)(iii) above, upon the Scheme becoming effective, the Transferee Company shall be permitted to revise, if it becomes necessary, its income tax returns and related withholding tax certificates, including withholding tax certificates, relating to transactions between the Transferor Companies and the Transferee Company, and to claim refunds, advance tax and withholding tax credits, foreign taxes and carry forward of accumulated losses, unabsorbed depreciation etc., pursuant to the provisions of this Scheme.
- vii. The taxes (including but not limited to advance tax, self-assessment tax, regular tax, securities transaction tax, tax deducted at source, tax collected at source, service tax, value added tax, sales tax, excise and custom duties, CGST, SGST, UTGST, IGST), including any interest, penalty, surcharge and/or cess, if any, paid by the Transferor Companies under the Income tax Act, Central Goods and Services Tax Act, State Goods and Services Tax, Integrated Goods and Services Tax Act and Union Territory Goods and Service Tax Act, or any other statute for the period commencing from the Appointed Date shall be deemed to be the taxes paid by the

Transferee Company and credit for such taxes shall be allowed to the Transferee Company notwithstanding that certificates or challans for such taxes are in the name of the Transferor Companies and not in the name of the Transferee Company.

- viii. Any refund under the Income Tax Act, 1961 or any other Tax laws related to or due to the Transferor Companies, including those for which no credit is taken as on the date immediately preceding the Effective Date, shall also belong to and be received by the Transferee Company

b. Accounting Treatment

In the books of the Transferee Company

Notwithstanding anything to the contrary herein, upon this Scheme becoming effective, the Transferee Company shall give effect to the accounting treatment in the books of accounts in accordance with the accounting standards specified under Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, or any other relevant or related requirement under the Act, as applicable on the Appointed Date.

Accordingly, the Transferor Companies and Transferee Company all being under common control, the accounting would be done at carrying amounts as on the Appointed Date for all the assets and liabilities acquired by the Transferee

Company of the Transferor Companies by applying the principles as set out in Appendix C of IND AS 103 'Business Combinations' and inter-company balances and inter-company investments, if any, between Transferor Companies and with Transferee Company shall stand cancelled.

Additionally, the Transferee Company shall pass such accounting entries which are necessary in connection with the Scheme to comply with the other applicable Accounting Standards such as Ind AS 8, Ind AS 10, etc.

In respect of accounting for subsequent events, the Transferee Company shall solely follow the requirements of Ind AS 10 – 'Events after the Reporting Period' in order to give effect to the scheme. Accordingly, if the NCLT approval is received after the balance sheet date but before the approval of the financial statements by the Board of Directors, it shall be treated as an adjusting event under IND AS 10- 'Events after the Reporting Period' and shall be given effect to in the financial statements with effect from the Appointed Date.

In the books of the Transferor Companies

In case of merger of the Transferor Companies with Transferee Company, as the Transferor Companies shall stand dissolved without being wound up upon the

Scheme becoming effective, there is no accounting treatment prescribed under this Scheme in the books of the Transferor Companies.

16) Resolutions

- a. Upon the coming into effect of this Scheme, the resolutions, if any, of the Transferor Companies, which are valid and subsisting on the Effective Date, shall continue to be valid and subsisting and be considered as resolutions of the Transferee Company and deemed to have authorized any Director of the Transferee Company or such other person(s) as authorized by any two Directors of the Transferee Company to do all acts, deeds, things as may be necessary to give effect to these Resolutions, without any further acts to be done by the Transferee Company and if any such resolutions have any monetary limits approved under the provisions of the Act, or any other applicable statutory provisions, then the said limits shall be added to the limits, if any, under like resolutions passed by the Transferee Company and shall constitute the aggregate of the said limits in the Transferee Company.

Upon the coming into effect of this Scheme, the borrowing limits of the Transferee Company in terms of Section 180 of the Act shall be deemed, without any further act or deed, to have been enhanced by the aggregate limits of the Transferor Companies which are being transferred to the Transferee Company

pursuant to the Scheme, such limits being incremental to the existing limits of the Transferee Company, with effect from the Appointed Date.

17) Savings of concluded transactions

The transfer and vesting of undertaking under Clause 4 to 9 above and the continuance of proceedings by or against the Transferee Company under Clause 10 above shall not affect any transaction or proceedings already concluded by the Transferor Companies on or after the Appointed Date till the Effective Date, to the end and intent that the Transferee Company accepts and adopts all acts, deeds and things done and executed by the Transferor Companies in respect thereto, as if done and executed on its behalf.

18) Dissolution of the Transferor Companies

- a. Upon the coming into effect of this Scheme, the Transferor Companies shall stand dissolved without winding-up without any further act or deed.

19) Conditionality to the Scheme

- a. The effectiveness of the Scheme is conditional upon and subject to:
 - i. This Scheme being approved by the respective requisite majorities of the shareholders of the Transferor Companies and the Transferee Company if

required under the Act and/or as may be directed by the Tribunal and the requisite orders of the Tribunal being obtained.

- ii. The certified copy of the order of the Tribunal under Section 230 to 232 and other applicable provisions of the Act sanctioning the Scheme being filed with the jurisdictional Registrar of Companies, by the Transferor Companies and the Transferee Company as applicable.
- b. On the approval of this Scheme by the shareholders of the Transferor Companies and the Transferee Company, if required, such shareholders shall also be deemed to have resolved and accorded all relevant consents under the Act or otherwise to the same extent applicable in relation to the merger set out in this Scheme, related matters and this Scheme itself.

20) Effect of Non-Receipt of Approvals/Sanctions

In the event of any of the said sanctions and approvals referred to in the preceding Clause not being obtained and/ or the Scheme not being sanctioned by the Appropriate Authority and / or the Order not being passed as aforesaid within such period or periods as may be agreed upon between the Transferor Companies and the Transferee Company by their Board of Directors (and which the Board of Directors of the Transferor Companies and the Transferee Company are hereby empowered and authorized to agree to and extend the Scheme from time to time

without any limitation) this Scheme shall stand revoked, cancelled and be of no effect, save and except in respect of any act or deed done prior thereto as is contemplated hereunder or as to any rights and/or liabilities which might have arisen or accrued pursuant thereto and which shall be governed and be preserved or worked out as is specifically provided in the Scheme or as may otherwise arise in law.

If any part of this Scheme hereof is invalid, held illegal or unenforceable, under any present or future laws, then it is the intention of the parties that such part shall be severable from the remainder of the Scheme, and the Scheme shall not be affected thereby, unless the deletion of such part shall cause this Scheme to become materially adverse to any party, in which case the parties shall attempt to bring about a modification in the Scheme, as will best preserve for the parties the benefits and obligations of the Scheme, including but not limited to such part.

21) Applications

The Transferor Companies and the Transferee Company, if required shall, with all reasonable dispatch, make applications/petitions to the Tribunal under Section 230 to 232 and other applicable provisions of the Act for sanctioning of this Scheme.

The Transferor Companies shall take all necessary steps for sanctioning of this Scheme and for its dissolution without winding up and apply for and obtain such other approvals, if any, required under the law.

22) Modifications or amendments to the Scheme

- a) The Transferor Companies and the Transferee Company, through their respective Board of Directors, may assent from time to time on behalf of all the persons concerned to any modifications or amendments or additions to this Scheme subject to approval of the Tribunal or to any conditions or limitations which the Tribunal and/or any other competent authorities, if any, under the law may deem fit and approve of or impose and which the Transferor Companies and the Transferee Company may in their discretion deem fit and may resolve all doubts or difficulties that may arise for carrying out this Scheme and do and execute all acts, deeds, matters and things necessary for bringing this Scheme into effect. The aforesaid powers of the Transferor Companies and the Transferee Company may be exercised by their respective Boards of Directors or such other persons as may be authorized by the Board of Directors.

- b) For the purpose of giving effect to this Scheme or to any modifications or amendments thereof or additions thereto, the Board of Directors of the Transferor Companies or the Transferee Company may give and is hereby authorized to

determine and give all such directions as are necessary including directions for settling or removing any question of doubt or difficulty that may arise and such determination or directions, as the case may be, shall be binding on all parties in the same manner as if the same were specifically incorporated in this Scheme.

23) Costs, Charges and Expenses

All costs, charges, taxes, including stamp duties, levies and all other expenses, if any (save as expressly otherwise agreed) of the Transferor Companies and the Transferee Company arising out of or incurred in carrying out and implementing this Scheme and matters incidental thereto shall be borne and paid by the Transferee Company.

Anil
Mohani
al Khatri

Digitally signed
by Anil
Mohanlal Khatri
Date:
2024.01.25
19:29:59 +05'30'

CERTIFIED TRUE COPY OF THE RESOLUTION PASSED BY THE BOARD OF DIRECTORS OF TECH MAHINDRA LIMITED IN ITS MEETING HELD ON WEDNESDAY, 24TH JANUARY, 2024 AT CAPITOL ROOM (BOARD ROOM), 2ND FLOOR, GATEWAY BUILDING, APOLLO BUNDER, MUMBAI - 400 001

TO CONSIDER AND APPROVE THE MODIFIED SCHEME OF MERGER BY ABSORPTION OF PERIGORD PREMEDIA (INDIA) PRIVATE LIMITED (PPIPL), PERIGORD DATA SOLUTIONS INDIA PRIVATE LIMITED (PDSIPL), TECH MAHINDRA CERIUM PRIVATE LIMITED (TMCPL) AND THIRDMWARE SOLUTION LIMITED (TSL) WITH TECH MAHINDRA LIMITED (“TML” OR “THE COMPANY”) AND THEIR RESPECTIVE SHAREHOLDERS AND CREDITORS.


RESOLVED THAT pursuant to the provisions of Sections 230 to 232 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), and the National Company Law Tribunal Rules (“Rules”) (including any statutory modification or re-enactment or amendment thereof) and Clauses III(B) (47) and III(B) (48) of the Memorandum of Association and subject to the requisite approval of the Shareholders, Creditors of the Company, if required, and approval of such other statutory/Government authority(ies), as may be necessary or as may be directed by the Hon’ble National Company Law Tribunal, Mumbai Bench, (“NCLT”) and subject to the sanction/confirmation by the NCLT or such other competent authority(ies), as may be applicable, the merger of Perigord Premedia (India) Private Limited (PPIPL/Transferor Company 1), Perigord Data Solutions India Private Limited (PDSIPL/Transferor Company 2), Tech Mahindra Cerium Private Limited (TMCPL/ Transferor Company 3) and Thirdware Solution Limited (TSL/ Transferor Company 4), being wholly owned subsidiaries of Tech Mahindra Limited (the Company/ Transferee Company), with the Company with appointed date as 1st April 2024 (“the Appointed Date”), as per the Modified Scheme of Merger by Absorption of PPIPL, PDSIPL, TMCPL and TSL with the Company and their respective shareholders and creditors (“the Scheme”) as placed before the Board, be approved.

RESOLVED FURTHER THAT the draft Modified Scheme and draft Report prepared in compliance with the provisions of Section 232(2)(c) of the Act explaining the effect of the Scheme on equity shareholders (promoter and non-promoter shareholders), employees and key managerial personnel of the Company as placed before the Board be approved.

RESOLVED FURTHER THAT Mr. Mohit Joshi, Managing Director & CEO, Mr. Rohit Anand, Chief Financial Officer or Mr. Anil Khatri, Company Secretary or

Mr. S. Raji Reddy, Assistant Vice President - Secretarial or Mr. Vineet Vij, Group General Counsel, be and are hereby severally authorised to take all the necessary steps for:

- (a) Filing the Scheme and/or any other information/details/documentation with the concerned Stock Exchanges, SEBI or any other regulatory authorities in terms of the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and to obtain approval or sanction to any of the provisions of the Scheme or for giving effect thereto;
- (b) Filing of applications along with necessary petitions, affidavits, letters, documents, papers and the like with the jurisdictional National Company Law Tribunal (“NCLT”) or such other competent authority(ies), seeking directions as to convening/asking for dispensation of the Meetings of the Shareholders and/or Creditors of the Company as may be directed by the NCLT to give effect to the Scheme;
- (c) To do all such acts as may be required to be complied with NCLT Rules 2016 including acting as the Chairman of the National Company Law Tribunal Convened Meeting(s), if any, of the Shareholders and/or Creditors of the Company and to Holding Meeting(s) of the Shareholders and/or Creditors of the Company, including but not limited to finalise and sending of Notice and Explanatory statement under Section 230 to 232 of the Companies Act, 2013, advertisement, appointment of Scrutinizer’s as may be required to give effect to the Scheme and as may be considered necessary;
- (d) Filing of petitions, affidavits, letters, documents, with the NCLT, Registrar of Companies, Regional Director, Official Liquidator, Income Tax authorities, Stock Exchanges, Securities and Exchange Board of India, as may be applicable and/or any other authority as may be required pursuant to the relevant provisions and applicable laws, rules and regulations, for confirmation and sanction of the Scheme by the NCLT or such other competent authority(ies);
- (e) Engaging advocates, Chartered Accountants or Company Secretaries in practice and such other professionals and if considered necessary, also engage services of counsel(s), other concerned authority(ies), and authorize them to file, present the scheme, sign, appear and represent the Company before NCLT and other statutory/appropriate authorities, to declare and file all pleadings, reports, sign and issue public advertisements, notices and do all such acts, deeds, things and matters necessary or expedient, incidental or conducive in furtherance of the aforesaid;
- (f) presenting the schemes, signing and appear for all pleadings, obtaining approval from and represent before Stock Exchanges, Securities and Exchange Board of India, Registrar of Companies, NCLT, Ministry of Corporate Affairs, Regional Director, Official Liquidator, Income Tax authorities and such other authorities and parties including all courts of Law or tribunals, the Shareholders, Bankers, Financial Institution(s), etc. as may be considered necessary;

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- (g) Signing and executing request letters / no objection / sanction letters for obtaining the necessary no objection/sanction letters for dispensation of the Meeting(s) of the Shareholders and/or Creditors of the Company for approving the Scheme and thereafter submitting the same on receipt thereof to the NCLT or any other appropriate authority;
 - (h) Settling any questions or doubts or any difficulties that may arise with regard to the implementation of the Scheme, including passing of accounting entries and/or making such other adjustments in the books of account as are considered necessary to give effect to the Scheme and this Resolution;
 - (i) Making any alterations or modifications or amendments to the Scheme including to capture the change in address of TMCPL pursuant to shifting of its registered office from the state of Karnataka to the state of Maharashtra, provided that no alteration which amounts to a material change shall be made to the substance of the Scheme except with the prior approval of the Board of Directors;
 - (j) Making any alterations or modifications or amendments to the Scheme to comply with any conditions or limitations the NCLT or any other competent authority may deem fit to direct or impose or for any other reason which may otherwise be considered necessary, desirable or appropriate including solving all difficulties that may arise for carrying out the Scheme and do all such acts, deeds and things necessary for putting the Scheme into effect or make any modifications / amendments to the Scheme in pursuance to change in law or otherwise, provided that no alteration which amounts to a material change shall be made to the substance of the Scheme except with the prior approval of the Board of Directors;
 - (k) Accepting service of notices or other processes which may from time to time be issued in connection with the matter aforesaid and also to serve any such notices or other processes to parties or persons concerned;
 - (l) Producing all documents, matters or other evidence in connection with the matters aforesaid and any other proceedings incidental thereto or arising therefrom;
 - (m) Signing all applications, petitions, documents, relating to the Scheme;
 - (n) Taking all procedural steps for having the Scheme sanctioned by the NCLT including, without limitation, filing necessary applications, petitions and signing, verifying and affirming all applications, affidavits, undertakings, vakalatnamas, declarations, letters, notices, and petitions, documents, papers as may be necessary; and
 - (o) Providing consents and doing all further acts, deeds, matters and things as may be considered necessary, proper or expedient to give effect to the Scheme and for matters connected therewith or incidental thereto.
 - (p) File necessary e-forms with the Registrar of Companies or any other authorities for the purpose of mandatory compliance under the Companies Act, 2013 or any other law for the time being in force and for giving effect to the merger.
 - (q) Providing a duly certified copy of the Resolution to any concerned authorities;

RESOLVED FURTHER THAT Auditors Certificate to the effect that the accounting treatment contained in the Scheme of Merger is in compliance with the applicable Indian Accounting Standards (Ind AS) prescribed under Section 133 of the Act read with the rules framed thereunder, be obtained from the Statutory Auditors of the Company and furnish the same to NCLT and/or other Statutory Authorities as may be required after approval by the authorized persons of the Company.

RESOLVED FURTHER THAT the BSE Limited (hereinafter referred to as BSE) be and is hereby appointed as the Designated Stock Exchange (hereinafter referred to as 'BSE') to coordinate with and make all necessary correspondences with Securities and Exchange Board of India (hereinafter referred to as 'SEBI') with respect to the proposed Scheme of Merger.\

RESOLVED FURTHER THAT Mr. Mohit Joshi, Managing Director & CEO, Mr. Rohit Anand, Chief Financial Officer or Mr. Anil Khatri, Company Secretary or Mr. S. Raji Reddy, Assistant Vice President - Secretarial or Mr. Vineet Vij, Group General Counsel, be and is hereby severally authorised to sign, swear and execute all necessary affidavits and /or consent letters consenting to the proposed Scheme and to agree to such alterations / changes therein as may be expedient or necessary for satisfying the requirement or conditions imposed by the NCLT, in the said Scheme.

For Tech Mahindra Limited

Anil
Mohanlal
Khatri

Digitally signed by
Anil Mohanlal
Khatri
Date: 2024.01.25
19:25:41 +05'30'

Anil Khatri

Company Secretary

Membership No. F9360

Office Address: Sharda Centre,
Off Karve Road, Pune-411004,
Maharashtra, India.

Date: 25th January, 2024

Place: Pune