DISCLOSURES PURSUANT TO REGULATION 14 READ WITH PART F OF SCHEDULE I OF THE SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 FOR F.Y. 2024-25

<table>
<tr><th>Sl. No.</th><th colspan="3">Particulars</th><th colspan="2">Status of compliance</th></tr>
<tr><td>A</td><td colspan="3">Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of Section 133 of the Companies Act, 2013 including the “Guidance note on accounting for employee share-based payments” issued in that regard from time to time.</td><td colspan="2">Yes – refer Note no. 30 forming part of standalone financial statements and Note no. 38 of the consolidated financial statements for the financial year 2024-25. Please note that the said disclosures are provided in accordance with Indian Accounting Standards (Ind AS) 102 – Share Based Payment.</td></tr>
<tr><td>B</td><td colspan="3">Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with ‘Indian Accounting Standard 33 -Earnings Per Share’ issued by ICAI or any other relevant accounting standards as prescribed from time to time.</td><td colspan="2">Yes – refer Note no. 26 forming part of standalone financial statements and Note no. 29 of the consolidated financial statements for the financial year 2024-25. Please note that the said disclosures are provided in accordance with Indian Accounting Standards (Ind AS) 33 – Earnings Per Share.</td></tr>
<tr><td rowspan="6">C</td><td colspan="5">Details related to BLS International Employee Stock Option Scheme- 2020 and BLS International Employees Stock Option Scheme- 2023 (Collectively called as a “The Schemes”)</td></tr>
<tr><th>S. No.</th><th colspan="2">Particulars</th><th colspan="2">BLS International Employee Stock Option Scheme- 2020 (ESOS 2020)</th><th>BLS International Employees Stock Option Scheme- 2023 (ESOS 2023)</th></tr>
<tr><td rowspan="4">I</td><td colspan="4">A description of each ESOS that existed at any time during the year including general terms and conditions of each ESOS, including</td></tr>
<tr><td colspan="2">(a) Date of shareholders’ approval</td><td colspan="2">June 25, 2020</td><td>September 21, 2023</td></tr>
<tr><td colspan="2">(b) Total number of options approved under ESOS</td><td colspan="2">10,00,000 (Ten Lakh) Options</td><td>1,00,00,000 (One Crore) Options</td></tr>
<tr><td colspan="2">(c) Vesting requirements</td><td colspan="3">The vesting period shall be decided by the Nomination and Remuneration Committee, from time to time, in accordance with the Schemes, however, the minimum vesting period shall not be less than 1 year from the date of grant of the stock options and the maximum vesting period shall not be more than 3 years from the date of grant of the stock options. Vesting may happen in one or more tranches; The vesting will be in accordance with the Schemes</td></tr>
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			and SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("SEBI Regulations"), as in effect from time to time.
		(d) Exercise price or pricing formula	**Pricing Formula:** The exercise price of the Shares will be based on the Market Price of the Shares. In case of secondary acquisition of shares, the exercise price may be determined on the basis of the average cost of acquisition of shares of the Trust. The NRC has power to provide suitable discount or charge premium on such price as arrived above. However, in any case the exercise price shall not go below the par value of Share of the Company which is Re. 1/- per Share.
		(e) Maximum term of options granted	The Exercise Period shall commence from the date of expiry of Vesting Period and will continue up to 1 (One) year from the date of last vesting thereafter, however such maximum term of options granted shall not exceeding 3 (Three) years from the vesting date.
		(f) Source of shares (primary, secondary or combination)	Combination of fresh issue of shares (primary market) and purchase of shares of the Company (secondary market) through BLS International Employees Welfare Trust.
		g) Variation in terms of options	No Variation during the Financial Year 2024-25
	ii	Method used to account for ESOS – Intrinsic or Fair Value	Fair Value method
	iii	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.	Not Applicable
	iv	Option movement during the year (for each ESOS)	**Annexure 1.1**

	v	Weighted-average exercise prices and weighted average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	**Annexure 1.2**
	vi	**Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to**	
		a) Senior Managerial personnel;	**Annexure- 1.3**
		b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year; and	**Annexure- 1.4**
		c) Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant.	None
	vii	**A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:**	
		a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model;	Refer Note no. 30 forming part of standalone financial statements and Note no. 38 of the consolidated financial statements for the financial year 2024-25. Please note that the said disclosures are provided in accordance with Indian Accounting Standards (Ind AS) 102 – Share Based Payment.
		b) the method used and the assumptions made to incorporate the effects of expected early exercise;	
		c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and	
		d) Whether and how any other features of the option granted were incorporated into the measurement of fair value, such as a market condition.	None

D	Details related to ESPS	Not Applicable
E	Details related to SAR	Not Applicable
F	Details related to GEBS / RBS	Not Applicable
G	Details related to Trust	**Annexure- 1.5**

Annexure -1.1

Option movement during the year (for each ESOS)

Sr. No.	Particulars	ESOS 2020	ESOS 2023
1	Number of options outstanding at the beginning of the period	1,96,042	12,90,000
2	Number of options granted during the year	-	4,32,000
3	Number of options forfeited / lapsed during the year	1,24,042	72,000
4	Number of options vested during the year	36,000	4,06,000
5	Number of options exercised during the year	33,160	144,000
6	Number of shares arising as a result of exercise of options	78,320	144,000
7	Money realized by exercise of options (INR), if the scheme is implemented directly by the Company	48.33 Lacs	360 Lacs
8	Loan repaid by the Trust during the year from exercise price received (INR)	48.33 Lacs	91.62 Lacs
9	Number of options outstanding at the end of the year	38,840	15,06,000
10	Number of options exercisable at the end of the year	2,840	2,62,000

Annexure -1.2

Sr. No.	Particulars	
I	Weighted average exercise prices and weighted average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock	Weighted average exercise price for options granted during the year: Rs. 279.17 which is less than the market price of the stock. Weighted average fair values for options granted during the year: Rs. 177.03 which is less than the market price of the stock.

Annexure -1.3

Option Granted to Senior Managerial Personnel:

Sl. No.	Employee Name	Designation	Grant Date	Options Granted during the year	Exercise price per option (in Rs.)
ESOS 2023					
1	Prashant Khullar	Chief Human Resource Officer	11-11-2024	90,000	325

Annexure- 1.4

Employees who receives a grant in any one year of option amounting to 5% or more of option granted during that year

ESOS 2023					
Sl. No.	**Employee Name**	**Designation**	**Grant Date**	**Options Granted during the year**	**Exercise price per option (in Rs.)**
1.	Gaurav Bhatnagar	Head – PMO	14-05-2024	30,000	250
2.	Uday Bhasker	Technical Architect	14-05-2024	30,000	250
3.	Kulwant Singh	Global Head – E –Visa	14-05-2024	30,000	250
4.	Jyoti Malhotra	DGM-HR	14-05-2024	30,000	250
5.	Rahul Sharma	Executive Director & CFO – BLS E-Services Limited	14-05-2024	72,000	250
6.	Nitin Mishra	VP-Global Contact Centre	14-05-2024	72,000	250
7.	Ravi Pratap Singh Chauhan	President Technology	11-11-2024	78,000	325

Annexure- 1.5

Details of transactions made by the BLS International Employees Welfare Trust for the purpose of administering the ESOP schemes is as under:

(i) General Information on all schemes

Sr No.	Particulars	Details
1	Name of the Trust	BLS International Employees Welfare Trust
2	Details of the Trustee(s)	1. Mr. Joginder Singh Tomer 2. Ms. Bharti Kumari (Cessation w.e.f May 31, 2024) 3. Mr. Mahesh Kumar (Cessation w.e.f August 10, 2024) 4. Ms. Jyoti Malhotra (Appointed w.e.f. June 01, 2024 & Ceased w.e.f February 05, 2025) 5. Mr. Shambhu Singh (Appointed w.e.f. August 11, 2024)
3	Amount of loan disbursed by company / any company in the group, during the year	NIL
4	Amount of loan outstanding (repayable to company / any company in the group) as at the end of the year (INR)	NIL
5	Amount of loan, if any, taken from any other source for which company / any company in the group has provided any security or guarantee	NIL
6	Any other contribution made to the Trust during the year	NIL

(ii) Brief details of transactions in shares by the Trust

Sr. No.	Particulars	Details
1	Number of shares held at the beginning of the year	4,04,168
2	Number of shares acquired during the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up equity capital as at the end of the previous financial year, along with information on weighted average cost of acquisition per share;	Secondary acquisition: 69,000 (0.02%) Weighted average cost of acquisition per share is Rs. 383.30
3	Number of shares transferred to the employees along with the purpose thereof;	3,06,320
4	Number of shares held at the end of the year	1,66,848

(iii) In case of secondary acquisition of shares by the Trust

Sr No.	Number of shares	As a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
1	Held at the beginning of the year	NIL
2	Acquired during the year	0.02% (69,000 Equity Shares)
3	Sold during the year	NIL
4	Transferred to the employees during the year	NIL
5	Held at the end of the year	0.02% (69,000 Equity Shares)