				Thermax Lin	ited					
				max Employees Sta		-	-			·
			Details wrt Regulation 14 (F						,	
ir.No	Name of the trust	Trust No	Date of Shareholder's approval	Kind of benefits to be granted under the scheme	Beneficiaries of the scheme	Total assets of the scheme as on March 31, 2024	Quantum of holding in own shares/ listed holding company shares ( absolute)	own shares/	Whether scheme is in compliance of regulation 26(2)/27(2) of the regulations, as applicable	Variation in terms of scheme
	1 THERMAX FACTORY WELFARE FUND GRADE I & II (b)	265024	Approval sought for variation in	Educational relief,	Permanent employees of	91,87,065	42,375	0.04%	Yes	Variation in trust deed was made for revision
	2 THERMAX FACTORY WELFARE FUND GRADE III (b)	265025	terms of scheme at 41st AGM	including grant-in-	Thermax Limited and it's	1,29,62,444	58.125	0.05%	Yes	in the name, objective, scope of benefits
	3 THERMAX FACTORY WELFARE FUND GRADE IV (b)	265026	held on 02-08-2022.	aid in support of	group companies .	1,63,23,840	75,000	0.06%		along with extending the benefits of the
	4 THERMAX FACTORY WELFARE FUND GRADE V (b)	265027	1	schools, hospitals,		2,35,76,923	1,01,560	0.09%		scheme to employees of the group
	5 THERMAX FACTORY WELFARE FUND GRADE VI (b)	265028		institutions and		1,08,39,859	47,500	0.04%		companies including consolidation of the
	6 THERMAX FACTORY WELFARE FUND GRADE VII (b)	265029		any other welfare		1,02,94,632	46,750	0.04%		trusts with similar scope
	7 THERMAX FACTORY WELFARE FUND GRADE VIII & IX (b)	265092	1	objects or		97,52,394	39,690	0.03%		=
	8 THERMAX FACTORY WELFARE FUND GR SEL (B)	265031		purposes which are		1,66,90,016	65,875	0.06%		7
	9 THERMAX PACIONI WEEFARE FUND GRADE I & II (b)	267024	1	conducive to or	İ	2,21,06,179	92,250	0.08%		╡
	10 THERMAX BRANCH WELFARE FUND GRADE III (b)	267025		beneficial to the		90,96,975	38,565	0.03%	Yes	
	11 THERMAX BRANCH WELFARE FUND GRADE IV (b)	267026		employees of the	1	1,04,85,520	46,315	0.04%		7
	12 THERMAX BRANCH WELFARE FUND GRADE V (b)	267027		Company and their	•	1,29,22,060	50,375	0.04%		1
	13 THERMAX BRANCH WELFARE FUND GRADE VI (b)	267028		dependants.		1,53,52,891	72,310	0.06%		1
	14 THERMAX BRANCH WELFARE FUND GRADE VII (b)	267029				1,23,47,338	46,625	0.04%		1
	15 THERMAX BRANCH WELFARE FUND GRADE VIII&IX (b)	267092				75,01,997	32,500	0.03%		1
	16 THERMAX BRANCH WELFARE FUND GRADE SELECTION (b)	267031				61,33,993	25,440	0.02%		
	17 THERMAX CENTRAL WELFARE FUND GRADE I & II (b)	266024				1,36,68,023	52,560	0.04%		1
	18 THERMAX CENTRAL WELFARE FUND GRADE III (b)	266025				2,21,34,062	85,310	0.07%		
	19 THERMAX CENTRAL WELFARE FUND GRADE IV (b)	266026				2,09,98,567	86,125	0.07%		1
	20 THERMAX CENTRAL WELFARE FUND GRADE V (b)	266027				1,99,09,194	88.125	0.07%		1
	21 THERMAX CENTRAL WELFARE FUND GRADE VI (b)	266028				1,40,28,455	57,375	0.05%		1
	22 THERMAX CENTRAL WELFARE FUND GRADE VII (b)	266029				92,48,488	35,750	0.03%		1
	23 THERMAX CENTRAL WELFARE FUND GRADE VIII&IX (b)	266092				1,13,59,128	45,625	0.04%	Yes	1
	24 THERMAX CENTRAL WELFARE FUND GRADE SELECTION (b)	266031				2,24,91,531	93,375	0.08%		1
	25 THERMAX FACTORY WELFARE FUND GRADE I & II (a)	265016		Medical & Health		1,97,64,287	88,190		Yes	
	26 THERMAX FACTORY WELFARE FUND GRADE III (a)	265017		Relief and any		2,54,07,726	1,05,250	0.09%		1
	27 THERMAX FACTORY WELFARE FUND GRADE IV (a)	265018		other welfare		2,67,63,594	1,10,060		Yes	1
	28 THERMAX FACTORY WELFARE FUND GRADE V (a)	265019		objects or		2,79,80,032	1,00,565	0.08%		1
	29 THERMAX FACTORY WELFARE FUND GRADE VI (a)	265061		purposes which are		1,80,47,556	79,190	0.07%		1
	30 THERMAX FACTORY WELFARE FUND GRADE VII (a)	265021		conducive to or		1,85,75,824	84,185	0.07%		7
	31 THERMAX FACTORY WELFARE FUND GRADE VIII & IX (a)	265022		beneficial to the		1,55,23,007	66,125	0.06%		1
	32 THERMAX FACTORY WELFARE FUND GRADE SELECTION (a)	265023		employees of the		2,56,20,337	1.12.935	0.09%		1
	33 THERMAX BRANCH WELFARE FUND GRADE I & II (a)	267016		Company and their		3,22,11,822	1,42,250	0.12%	Yes	7
	34 THERMAX BRANCH WELFARE FUND GRADE III (a)	267017		dependants.		1,63,63,948	64,250	0.05%	Yes	7
	35 THERMAX BRANCH WELFARE FUND GRADE IV (a)	267010			1	2,04,82,204	83,435	0.07%		7
	36 THERMAX BRANCH WELFARE FUND GRADE V (a)	267019		1	1	2,00,72,105	83,935		Yes	7
	37 THERMAX BRANCH WELFARE FUND GRADE VI (a)	267061		1	1	2,94,86,796	1,24,690	0.10%		7
	38 THERMAX BRANCH WELFARE FUND GRADE VII (a)	267021	1	I	İ	1,79,17,626	77,750	0.07%		7
	39 THERMAX BRANCH WELFARE FUND GRADE VIII&IX (a)	267022		1		58,70,092	28,065	0.02%		7
	40 THERMAX BRANCH WELFARE FUND GRADE SELECTION (a)	267023		1		1,17,76,066	48,685	0.04%		7
	41 THERMAX CENTRAL WELFARE FUND GRADE I & II (a)	266016		1	1	2,61,27,036	1,09,500	0.09%	Yes	7
	42 THERMAX CENTRAL WELFARE FUND GRADE III (a)	266017		1	1	2,18,96,414	83,815	0.07%	Yes	1
	43 THERMAX CENTRAL WELFARE FUND GRADE IV (a)	266010		1	1	2,98,31,613	1,21,690	0.10%	Yes	7
	44 THERMAX CENTRAL WELFARE FUND GRADE V (a)	266019		1		2,70,84,518	99,000	0.08%		7
	45 THERMAX CENTRAL WELFARE FUND GRADE VI (a)	266061		1		2,38,82,753	1,01,685	0.09%	Yes	7
	46 THERMAX CENTRAL WELFARE FUND GRADE VII (a)	266021	1	I	İ	1,49,31,246	62,750	0.05%		7
	47 THERMAX CENTRAL WELFARE FUND GRADE VIII & IX (a)	266022		1		2,17,93,835	91,625	0.08%		7
	48 THERMAX CENTRAL WELFARE FUND GRADE SELECTION (a)	266023	1		ĺ	3,30,12,230	1,40,065	0.12%		7

			al information on all schemes					Therma	Thermax Limited Employees Staff Welfare To	rusts									
		Tental supports admit strains to the strain by the trust  Brief details of transactions in shares by the trust  It case of secondary acquisition of shares by the Trust																	
	(I)  Name of the trust Details of the Trustees Amount of loan disbursed by Company/ any Company Av			Amount of loan	Amount of loan, if any. Any other	(ii) Number of Number of shares acquired duris		ns Number of Number of Held at		t the beginning of the year Acquired during the year		(iii) Sold during the year		Transferred to the employees during the year		Held at the end of the year			
Sr. No			in the group during, the year	outstanding (repayable to company/ any company in the	taken from any other contribution source for which company/ made to the any company in the group Trust during t	shares of Thermax Limited he held at the beginning of the	the year through (i) primary issuance (ii) secondary acquisition, also as a percentage of paid up quity capital as at the end of previous financial year, along with	shares shares of transferred Thermax to the Limited held at employees/ the end of the		rest at the degenera of the year		verforen musik ner ken		and using the year		indicated to the employees carried the season			
				end of the year			information on weighted average cost of acquisition per share		Number of shares of	As a percentage of paid-up equity		of As a percentage of paid-up equity	Number of shares of	As a percentage of paid-up equity	Number of shares of	As a percentage of paid-up equity	Number of shares of	As a percentage of paid-up equit	
									Thermax Limited	As a percentage or pass-up equity capital as at theend of the year immediately preceding the year in which shareholders' approval was obtained	Thermax Limited	capital as at theend of the year immediately preceding the year in which shareholders' approval was obtained	Thermax Limited	As a percentage or pain-up equity capital as at theend of the year immediately preceding the year in which shareholders' approval was obtained	Number of shares of Thermax Limited	capital as at theend of the year immediately preceding the year in which shareholders' approval was obtained	Thermax Limited	as a percentage or pass-up equity capital as at theend of the year immediately preceding the year in which shareholders' approval was obtained	
	THERMAX FACTORY WELFARE FUND GRADE I & II (b)	Trustees are to be nominated by	NE.	Not Applicable	NIL NIL	42375	ML	NIL 42375	4237	0.03556253	4 NIL	NL	NIL	NL	NL	NIL	4237	75 0.03556	
	THERMAX FACTORY WELFARE FUND GRADE III (b)	the settlor as per Trust deeds.	NL	Not Applicable	ML NIL	58125		NIL 58125	58125	0.04878046	NIL.	NIL.	NIL	NL	NL	NIL	5812		
_	THERMAX FACTORY WELFARE FUND GRADE IV (b) THERMAX FACTORY WELFARE FUND GRADE V (b)	Present Trustees are Mr.Jasmeet Bhatia, Mr. Naresh Torane, Mr.	NIL MI	Not Applicable Not Applicable	ML NIL	75000 101560		NIL 75000	75000	0.06294253	INI.	NIL ME	NIL	ML MI	NIL NII	NIL NII	7500	0.06294 0.08523	
_	THERMAX FACTORY WELFARE FUND GRADE VI (b)	Avinash Amble	NI.	Not Applicable	ML NL	47500		NL 47500	4750		INI.	NIL.	NIL	NL	NI.	NIL	4750		
	THERMAX FACTORY WELFARE FUND GRADE VII (b)		NIL.	Not Applicable	ML NIL	46750	ML	NIL 46750	46750	0.03923418	2 NIL	NIL.	NIL	NL	NL	NIL	4675	50 0.03923	
	THERMAX FACTORY WELFARE FUND GRADE VIII & IX (b)		NIL.	Not Applicable	MIL NIL	19690		NIL 29690	39690	0.03330919	NIL	NIL.	NIL	ML	NL	NIL.	3960	0.03330	
	S THERMAX FACTORY WELFARE FUND GRISEL (B)		NL	Not Applicable	ML NIL	65875 92250		NE 65875				NIL to	NIL	ML	NIL MI	NIL MI	6587		
- 1	THERMAX BRANCH WELFARE FUND GRADE III (b)		NL	Not Applicable	ML NIL	38565		NL 38565			INL	NL NL	NIL	NL	NL	NIL	3850		
1	THERMAX BRANCH WELFARE FUND GRADE IV (b)		NE.	Not Applicable	MIL NIL	46315		NIL 46315	46313	0.03886911	NIL.	NIL	NIL	NL	NIL.	NIL	4633	0.0388	
12	THERMAX BRANCH WELFARE FUND GRADE V (b)		NIL.	Not Applicable	MIL NIL	50375		NIL 50375	50375	0.04227640		NIL.	NIL	ML	NL	NIL	5037	75 0.04227	
- 1	THERMAX BRANCH WELFARE FUND GRADE VI (b) THERMAX BRANCH WELFARE FUND GRADE VII (b)		NL	Not Applicable Not Applicable		72310		NIL 72310 NIL 46625	72310	0.06068499		NL	NIL	NL	NIL.	NIL	7233	0.06068 25 0.03912	
- 1	THERMAX BRANCH WELFARE FUND GRADE VII (b)		NIL.	Not Applicable		400JS 32500		NL 40023		0.03912927	I NII	NII.	NIL	MI	NI.	NIL	400a 3250		
11	THERMAX BRANCH WELFARE FUND GRADE SELECTION (b)		NE.	Not Applicable		25440		NIL 25440			PNIL	NIL.	NIL	NL	NL	NIL	2544		
	THERMAX CENTRAL WELFARE FUND GRADE I & II (b)		NI.	Not Applicable		52560		NIL 52560			NIL.	NIL.	NIL	NL	NL	NIL	5250		
	I THERMAX CENTRAL WELFARE FUND GRADE III (b) THERMAX CENTRAL WELFARE FUND GRADE IV (b)		NL	Not Applicable Not Applicable		85310 86125		NE 85310	85310 86121		PNIL.	NIL.	NIL	NL	NIL.	NIL	8533 8612		
- 1	THERMAX CENTRAL WELFARE FUND GRADE IV (B)		NL MI	Not Applicable	NOT. NOT.	80123		NI 86123	8612	0.07227901		NIL.	NIL NII	NL MI	NIL MI	NIL	8612	8 007227	
2	THERMAX CENTRAL WELFARE FUND GRADE VI (b)		NIL.	Not Applicable	MIL NIL	57375	ML	NIL 57375	5737	0.04815104	2 NIL	NIL.	NIL	NL	NIL.	NIL	5737	75 0.04815	
2	THERMAX CENTRAL WELFARE FUND GRADE VII (b)		NIL.	Not Applicable	MIL NIL	35750	ML	NL 35750	35750	0.0300026	NI.	NIL	NIL	NL	NL	NIL	3575		
2	THERMAX CENTRAL WELFARE FUND GRADE VIII & (b)		NIL.	Not Applicable	MIL NIL	45625		NIL 45625	45625	0.03829004	4 NIL	NIL.	NIL	ML	NIL.	NIL	4562	25 0.03825	
2	4 THERMAX CENTRAL WELFARE FUND GRADE SELECTION (b) 5 THERMAX FACTORY WELFARE FUND GRADE I & II (a)		NL	Not Applicable Not Applicable		93175 88190		NL 93375 NL 88190		0.0783634	INIL NAME	NIL to	NIL	ML	NIL MI	NIL NIL	9337		
	THERMAX FACTORY WELFARE FUND GRADE III (a)		NL	Not Applicable	ML NIL	105250		NL 105250		0.08832936		NL NL	NIL	NL	NL	NIL	20521		
	THERMAX FACTORY WELFARE FUND GRADE IV (a)		NIL.	Not Applicable	MIL NIL	110060		NIL 110050	11006	0.09236607	7 NIL	NIL.	NIL	NL	NIL.	NIL	11000	0.0923	
	THERMAX FACTORY WELFARE FUND GRADE V (a)		NIL	Not Applicable		100565		NIL 100565		0.08439755		NIL.	NIL	NL	NL	NIL	30056		
2	O THERMAX FACTORY WELFARE FUND GRADE VI (a)		NL		NIL NIL	79190 84185		NIL 79190 NIL 84185	79190 84181		INL	NL	NIL	NL	NIL.	NIL	7915 8418	90 0.0664 85 0.0706	
y Y	THERMAX FACTORY WELFARE FUND GRADE VIII & IX (a)		NIL.	Not Applicable Not Applicable	MI NIL	66125		NL 84183		0.07065090	ENI.	NII.	NIL	MI	NI.	NIL	6612		
x	THERMAX FACTORY WELFARE FUND GRADE SELECTION (a)		NIL.	Not Applicable	MIL NIL	112935		NIL 112935	112935	0.09477887	NIL.	NIL	NIL	ML	NL	NIL	11291	0.0947	
	THERMAX BRANCH WELFARE FUND GRADE I & II (a)		NL	Not Applicable	ML NIL	142250		NIL 142250			NIL.	NIL.	NIL	NL	NL	NIL	14225		
3	THERMAX BRANCH WELFARE FUND GRADE III (a) THERMAX BRANCH WELFARE FUND GRADE IV (a)		NIL.	Not Applicable Not Applicable	ML NIL	64250 83435	ML	NL 64250 NL 83435	64250	0.05392077	S NIL	NIL.	NIL	NL	NL	NIL	6425	50 0.05390 15 0.07000	
	S THERMAX BRANCH WELFARE FUND GRADE IV (a)		NE.	Not Applicable	NIL NIL	83435 83935		NI 83435		0.07002147		NE.	NIL	NIL.	NIL.	NIL.	8343		
Σ	THERMAX BRANCH WELFARE FUND GRADE VI (a)		NL	Not Applicable	NL NL	124690		NL 124690	124690	0.10464406	INL	NL	NIL	NL	NL	NIL	12461	90 0.10464	
31	THERMAX BRANCH WELFARE FUND GRADE VII (a)		NL	Not Applicable	ML NIL	77750	ML	NIL 77750	77750	0.06525043	2 NIL	NIL.	NIL	NL	NL	NIL	7775	50 0.06525	
20	THERMAX BRANCH WELFARE FUND GRADE VIISIX (a)		NL	Not Applicable	ML NIL	28065		NIL 28065	2806	0.02355309	NI.	NIL.	NIL	NL	NL	NIL	2800	55 0.02355	
- 4	THERMAX BRANCH WELFARE FUND GRADE SELECTION (a)		NL.	Not Applicable Not Applicable	ML NIL	48685		NIL 48685	48683	0.040858	INI.	NE.	NIL	NL.	NIL MI	NIL.	4860	0.04	
	THERMAX CENTRAL WELFARE FUND GRADE II (a)		NII	Not Applicable	MI MI	83815		NL 83815	109000	0.07034038		NII	MII.	NI NI	NII	NII	8383	5 0.0703	
4	THERMAX CENTRAL WELFARE FUND GRADE IV (a)		NE.	Not Applicable	MIL NIL	121690	ML	NIL 121690	121690	0.10212636	NIL.	NE	NIL	NL	NL.	NIL	12169	90 0.1021;	
	THERMAX CENTRAL WELFARE FUND GRADE V (a)		NL	Not Applicable	ML NIL	99000		NIL 99000	99000	0.08308415	NIL.	NIL.	NIL	NL	NL	NIL	9900		
	S THERMAX CENTRAL WELFARE FUND GRADE VI (a) 6 THERMAX CENTRAL WELFARE FUND GRADE VII (a)		NIL.	Not Applicable Not Applicable	MIL NIL	101685 62750		NIL 101685	10168	0.08533749	NIL.	NIL.	NIL	ML	NL	NIL	10161 6275	85 0.0853: 50 0.0526	
- 4	THERMAX CENTRAL WELFARE FUND GRADE VIII (a) THERMAX CENTRAL WELFARE FUND GRADE VIII & IX (a)		NS.	Not Applicable Not Applicable	MI NIL	62750 91625		NL 62750	62750	0.05266192	NIL.	NII.	NIL	NI.	NIL MI	NII.	6275	50 0.05288 25 0.07681	
- 4	THERMAX CENTRAL WELFARE FUND GRADE SELECTION (a)		No.	Not Applicable	MI MI	140065		NII 92023	14000	0.07689480	INI	No.	NII	No.	MI	NII	1400	5 011754	
_	and the same and the same same same same same same same sam				Total	3635190		3635190	3635190	3.05077448	,	1	1				363513	90 3.05077	