

THERMAX LIMITED THERMAX HOUSE, 14 MUMBAI PUNE ROAD, WAKDEWADI,
PUNE 411 003. INDIA ☐ TEL.: (020) 25542122, 25542263 ☐ FAX : (020) 25541226
Website : www.thermaxindia.com ☐ IT PAN - AACT 3910D

Corporate Finance Division
Annexure III



Format for quarterly disclosure of details of benefits granted/shares allotted in pursuance of employee benefit schemes which are not in alignment with SEBI (ESOS and ESPS) Guidelines 1999

Details of allotment of shares/grant of benefit made during the quarter ended December 31, 2013 pursuant to non-aligned schemes by Thermax Limited.

Type of Scheme (ESOP/Non ESOP)	Brief Particulars of the Benefits Under the Scheme	Types of Beneficiaries	Value of the Benefit/ Allotment	Percentages of Shares Used for Granting Benefits/ Allotting Shares to the Total Paid Up Share Capital
ESOP	--	Promoter/ Promoter Group. Directors Holding > 10%	NA	NA
ESOP	--	Others NIL	NA	NA

The Thermax ESOP Trust has not made any buying or selling transactions in the secondary market during the period under review. Also please note that the Company has decided not to implement ESOP scheme.

For Thermax Limited

A handwritten signature in black ink, appearing to read 'Gajanan Kulkarni', with a horizontal line underneath.

Gajanan Kulkarni
Vice President – Legal &
Company Secretary

Date: 06.01.2014
Place: Pune

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NON ESOP	--	Promoter/ Promoter Group. Directors Holding > 10% NIL	NA	NA
NON ESOP	--	Others NIL	NA	NA

Please note that the Company has 48 Employees Welfare Trust primarily for providing housing / medical / educational aid to the employees of the Company and their families. These Trusts are presently holding 36,35,190 Equity Shares of Rs. 2/- each of the Company. None of the Trust/ Trusts had / have any dealings in secondary market.

For Thermax Limited

Gajanan P. Kulkarni
Vice President – Legal &
Company Secretary

Date: 06.01.2014
Place: Pune