Dr Lal PathLabs

July 15, 2022

National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G Block,
Bandra Kurla Complex, Bandra (E)
Mumbai – 400051

BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001

Subject: Amended Trust Deed - Dr. Lal PathLabs Employee Welfare Trust

Dear Sir/ Madam,

Pursuant to Regulation 3(3) of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, please find enclosed herewith duly executed amended trust deed w.r.t changes consequent upon introduction of Dr. Lal PathLabs Employee Stock Option Plan 2022 ("ESOP 2022"/ "Plan").

We request you to kindly take the same on record.

Thanking You,

Yours Faithfully,

For Dr. Lal PathLabs Limited

Dr. Lal PathLabs Limited

Rajat Kalra
Company Secretary and Legal Head

Encl.: As above

सत्यमेव जयते

INDIA NON JUDICIAL

7680
11/7/22

Government of National Capital Territory of Delhi

₹100

e-Stamp

R-732

Certificate No.	:	IN-DL57428040829457U
Certificate Issued Date	:	08-Jul-2022 12:06 PM
Account Reference	:	IMPACC (IV)/ dl716703/ DELHI/ DL-DLH
Unique Doc. Reference	:	SUBIN-DLDL71670397865533099309U
Purchased by	:	DR LAL PATHLABS LIMITED
Description of Document	:	Article 64 Trust
Property Description	:	DR LAL PATHLABS EMPLOYEE WELFARE TRUST AT BLOCK E, SECTOR-18, ROHINI, NEW DELHI-110085
Consideration Price (Rs.)	:	0 (Zero)
First Party	:	DR LAL PATHLABS LIMITED
Second Party	:	MUNENDER SOPERNA AND OTHERS
Stamp Duty Paid By	:	DR LAL PATHLABS LIMITED
Stamp Duty Amount(Rs.)	:	100 (One Hundred only)

₹100 ₹100 ₹100 ₹100

सत्यमेव जयते

₹100

IN-DL57428040829457U

05/05/1993

Please write or type below this line



RUPESH KUMAR

RUPESH KUMAR

9899-9887-2539

Dr LAL PathLabs Limited

Statutory Alert:

1. The authenticity of this Stamp certificate should be verified at 'www.shcilestamp.com' or using e-Stamp Mobile App of Stock Holding. Any discrepancy in the details on this Certificate and as available on the website / Mobile App renders it invalid.
2. The onus of checking the legitimacy is on the users of the certificate.
3. In case of any discrepancy please inform the Competent Authority.

08-Jul-2022 12:06 PM 08-Jul-2022 12:06 PM 08-Jul-2022 12:06 PM



THIRD SUPPLEMENTARY TRUST DEED

This THIRD SUPPLEMENTARY TRUST DEED to the SECOND Supplementary Trust Deed dated April 28, 2022 is executed on this 11 day of July, 2022 (the **"Effective Date"**) at New Delhi.

BETWEEN

Dr. Lal PathLabs Limited, a company incorporated under the companies Act 1956 and having its registered office at Block E, Sector-18, Rohini, New Delhi-110085, India (hereinafter referred to as the **"Settlor"** which term shall include its successors and permitted assigns) acting through its authorized representative Mr. Rupesh Kumar, Manager, Legal and Secretarial of the Settlor, duly authorized by the Board of Directors of the Settlor vide its resolution dated May 17, 2022 of the **FIRST PART**;

AND

1. **Mr. Munender Soperna,** Chief Information Officer, Dr. Lal PathLabs Limited, aged about 49 years, son of Late (Shri) Satender Mohan Soperna resident of D-157, Sector 11, Model Town, Faridabad, Haryana – 121006.
2. **Dr. Reena Nakra,** Principal Director, Lab Management & Technical Excellence, Lab Operations - Dr. Lal PathLabs Limited, aged about 51 years, daughter of Shri. Jasjit Singh Ahluwalia resident of House No C 301, Antriksh Nature Sector 52, Noida UP- 201301.
3. **Mrs. Shalini Kumar**, Vice President HR, Dr. Lal PathLabs Limited, aged about 56 years, daughter of Late (Shri) C.P. Kumar resident of 69-D, Pocket 4, Mayur Vihar, Phase-I, Delhi-110091

Hereinafter collectively referred to as the **"Trustees"** and individually as the **"Trustee"** (which expression shall, unless repugnant to or inconsistent with the context or meaning thereof, be deemed to mean and include all the Trustees from time to time of this Trust and include its successors and permitted assigns) of the **SECOND PART**.

The Settlor and the Trustees are hereinafter, collectively, referred to as the **Parties**"

WHEREAS:

A. The Settlor had set up a trust under the name and style of "**Dr. Lal PathLabs Employee Welfare Trust" ("Trust")** vide original trust deed dated May 24, 2011 (the **"Original Trust Deed")** registered vide registration no. 600 in book number 4 Vol No. 1524 on page number 105 to 118 dated May 23, 2013 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi. The Settlor had incorporated the Trust for purposes of (i) implementing one or more stock option plans or schemes of the Settlor; and (ii) undertaking certain welfare activities.

B. Subsequent to the initial public offering of equity shares ("**Shares**") of the Settlor and for ensuring necessary compliance with the requirements of Security and Exchange Board of India (Share Based Employee Benefit) Regulations, 2014 (the **"SEBI SBEB Regulations**"), the Settlor had amended the Original Trust Deed vide deed of amendment dated August 4, 2016 (the **"Amended Trust Deed"**) and registered vide registration no 740 in book number 4 Vol No. 1609 on page number 18 to 33 dated August 19, 2016 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi.

Dr. Lal PathLabs Limited

S No. 7680 Date 11/07/2022 14:54:25

Deed Related Detail

Deed Name TRUST SUPPLEMENTARY TRUST

Land Detail

Tehsil/Sub Tehsil Sub Registrar VIE

Village/City Rohini Sector-18 Building Type

Place (Segment) Rohini Sector-18

Property Type Residential

Property Address House No.:BLK E SEC 18 ROHINI DELHI, Road No.:, Rohini Sector-18

Area of Property 0.00 0.00 0.00

Money Related Detail

Consideraton Amount 0.00 Rupees Stamp Duty Paid 100.00 Rupees

Value of Registration Fee 1,000.00 Rupees Pasting Fee 100.00 Ruppes

This document of TRUST SUPPLEMENTARY TRUST

Presented by: Sh/Smt. **S/o, W/o** **R/o**

DR LAL PATH LABS LTD THROUGH SHIV CHANDRA ROY BLK E SEC 18 ROHINI DELHI

in the office of the Sub Registrar, Delhi this 11/07/2022 11:52:23 day Monday between the hours of

Registrar/Sub Registrar
Sub Registrar VIE
Delhi/New Delhi

Signature of Presenter

Execution admitted by the said: Shri / Ms.

DR LAL PATH LABS LTD THROUGH RUPESH KUMAR

and Shri / Ms.

NA

Who is/are identified by Shri/Smt/Km. VIRENDRA SHARMA S/o W/o D/o RAM AVTAR SHARMA R/o 171 POLICE COLONY HAUZ KHAS NEW DELHI
and Shri/Smt./Km BALDEV SINGH S/o W/o D/o BHEDI SINGH R/o 2 RANAJI ENCL. NEW DELHI

(Marginal Witness). Witness No. II is known to me.

Contents of the document explained to the parties who understand the conditions and admit them as correct.
Certified that the left (or Right, as the case may be) hand thumb impression of the executant has been affixed in my presence.

SUB REGISTRAR VI-E SEAL OF THE SUBDIV. ALIPUR

Registrar/Sub Registrar
Sub Registrar VIE
Delhi/New Delhi

Date 11/07/2022 16:13:04

C. To give effect to the change in Trustees, the Amended Trust Deed was further amended vide Supplementary Trust Deed dated October 3, 2018 (the **"Supplementary Trust Deed"**) and registered vide registration no 647 in book number 4 Vol No. 45 on page number 35 to 38 dated October 4, 2018 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi.

D. To give effect to the change in Trustees, the Supplementary Trust Deed was further amended vide First Supplementary Trust Deed dated December 11, 2018 (the **"First Supplementary Trust Deed"**) and registered vide registration no 756 in book number 4 Vol No. 47 on page number 124 to 127 dated December 12, 2018 before the Sub-Registrar of Assurances (Sub-Registrar VIE), New Delhi/Delhi.

E. To give further effect to the change in Trustees, the First Supplementary Trust Deed was further amended vide Second Supplementary Trust Deed dated April 28, 2022 (the **"Second Supplementary Trust Deed"**) and registered vide registration no 355 in book number 4 Vol No. 124 on page number 140 to 144 dated April 29, 2022 before the Sub-Registrar VIE, New Delhi.

F. Now, the Parties have agreed and are desirous to amend the Second Supplementary Trust Deed with following amendments:

i. For ensuring necessary compliance and aligning with the requirements of Security and Exchange Board of India (Share Based Employee Benefit and Sweat Equity) Regulations, 2021 (the **"SEBI SBEB & SE Regulations"**); and
ii. Incorporating an amendment towards the change in definition of the term "Plan" as mentioned in the Amended Trust Deed dated August 4, 2016.

NOW THEREFORE, THIS DEED OF VARIATION WITNESSETH AS FOLLOWS:

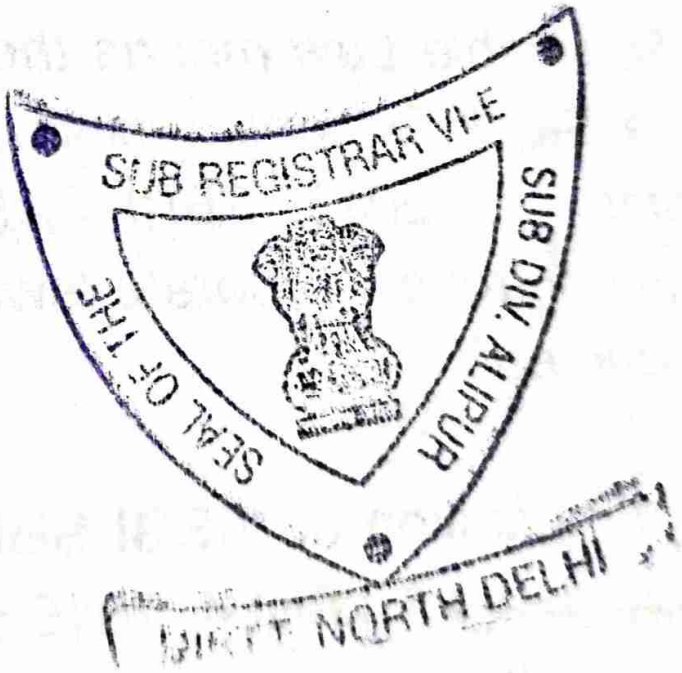
Amendments to the Second Supplementary Trust Deed

a) The term "Applicable Law", which has been mentioned in the Clause 1 Sub-clause 1.1(b) of the Amended Trust Deed dated August 4, 2016 shall stand replaced by the following definition and Clause 1 Sub- clause 1.1(b) shall be read as follows:

"1.1(b) Applicable Law means the legal requirements relating to employee welfare trust, Employee Stock Options, including, without limitation to, the Indian Trust Act, 1882, the Companies Act, 2013, SEBI SBEB & SE Regulations and all relevant tax, securities, exchange control or corporate laws of India or of any stock exchange on which Shares are listed or quoted".

b) Addition of definition of **"SEBI SBEB & SE Regulations"** in Clause 1.1. of the Amended Trust Deed dated August 4, 2016 and shall be read as follows:

"SEBI SBEB & SE Regulations" *means the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended and re-*


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SUB DIV. ALIPUR
SEAL OF THE
DISTT. NORTH DELHI

enacted from time to time and includes all circulars, notifications, guidelines, interpretation letters and clarifications issued thereunder

c) The term **"Plan"**, which has been mentioned in the Clause 1 Sub-clause 1.1(i) of the Amended Trust Deed dated August 4, 2016 shall stand replaced by the following definition and Clause 1 Sub- clause 1.1(i) shall be read as follows:

"Plan" *shall mean the Dr. Lal PathLabs Pvt Ltd Employee Stock Option Plan 2010 ("ESOP 2010"), Dr. Lal PathLabs Private Limited Employee Share Purchase Scheme 2015 ("ESPS 2015"), Dr. Lal PathLabs Employee Restricted Stock Unit 2016 ("RSU 2016"), Dr. Lal PathLabs Employee Stock Option Plan 2022 ("ESOP 2022") or any other future employee benefit plan in force and shall include any alterations, amendments, additions, deletions, modifications or variation from time to time".*

Effectiveness and Miscellaneous

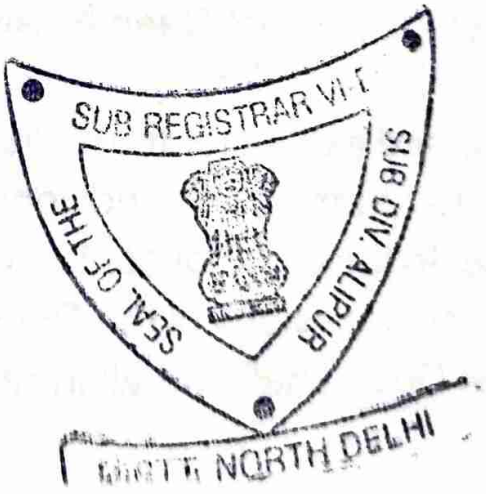
I. **Definitions:** All capitalized terms used but not defined herein shall have the respective meanings as described to them under the Original/ Amended/ Supplementary Trust Deed/ First Supplementary Trust Deed/ Second Supplementary Trust Deed.

II. **Interpretations:** Words and expressions used and not defined in this Third Supplementary Trust Deed but defined in the Original/ Amended/ Supplementary Trust Deed/ First Supplementary Trust Deed/ Second Supplementary Trust Deed and relevant provisions of Applicable Laws, shall have the meanings respectively assigned to them therein, as the context requires.

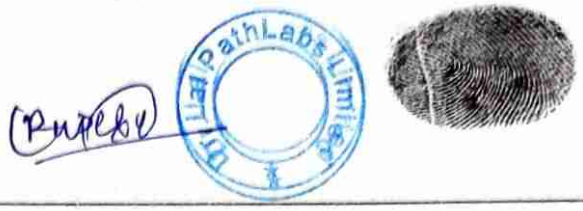
III. This Third Supplementary Trust Deed and all of the above amendments shall be deemed to have come into force on the date first mentioned hereinabove.

IV. This Third Supplementary Trust Deed, Second Supplementary Trust Deed dated April 28, 2022, First Supplementary Trust Deed dated December 11, 2018, Supplementary Trust Deed dated October 3, 2018, Amended Trust Deed dated August 4, 2016 and Original Trust Deed dated May 24, 2011 shall be read and construed as one document and that this Third Supplementary Trust Deed shall be an integral part of the Second Supplementary Trust Deed, First Supplementary Trust Deed, Supplementary Trust Deed, Amended Trust Deed and Original Trust deed from the Effective Date. Further, reference to the Original Trust Deed in any other documents shall include reference to the Original Trust Deed as amended by this Third Supplementary Trust Deed.

V. Save and except for term specifically modified by this Third Supplementary Trust Deed, all other terms and conditions of the Original Trust Deed shall remain unaltered and in force. In the event of conflict between the terms of this Third Supplementary Trust Deed and the provisions of the Original Trust Deed the provisions of this Third Supplementary Trust Deed shall prevail in relation to the matters set out herein.


SUB REGISTRAR VI-I
SUB DIV. ALIPUR
SEAL OF THE
NORTH DELHI

IN WITNESS WHEREOF the Settlor and the Trustees have executed this Third Supplementary Trust Deed as on the day and year first hereinabove written:

SIGNED AND DELIVERED by the within named authorized representative Mr. Rupesh Kumar, Manager, Legal and Secretarial for and behalf of Dr. Lal PathLabs Limited, in the presence of the following witnesses.	For **SETTLOR** 

Name of the Trustees	**Signature of the Trustees**
Mr. Munender Soperna Chief Information Officer, Dr. Lal PathLabs Limited	
Dr. Reena Nakra Principal Director, Lab Management & Technical Excellence, Lab Operations - Dr. Lal PathLabs Limited	
Mrs. Shalini Kumar Vice President HR, Dr. Lal PathLabs Limited	

WITNESSES 1 & 2:

Witness 1 **Signature:**  **Name:** VIRENDRA SHARMA SIOSH RAM AVTAR SHARMA **Address:** 171, POLICE COLONY, HAUZ KHAS, NEW DELHI 4718-3602-0858	**Witness 2** **Signature:**  **Name:** BALDEV SINGH SIOSH BHEDI SINGH **Address:** 2, RAMJI ENCLAVE, NEW DELHI-110043 UID 6444-9566-8648

Reg. No.	Reg. Year	Book No.
732	2022-2023	4





Witness

Ist Party IInd Party

Ist Party DR LAL PATH LABS LTD THROUGH RUPESH KUMAR

IInd Party NA

Witness VIRENDRA SHARMA, BALDEV SINGH

Certificate (Section 60)

Registration No.732 in Book No.4 Vol No 133
on page 58 to 61 on this date **11/07/2022 17:23:37** day Monday
and left thumb impressions has/have been taken in my presence.

Sub Registrar
Sub Registrar VIE
New Delhi/Delhi

Date 11/07/2022 17:39:09

SUB REGISTRAR VI-E
SEAL OF THE SUB DIV. ALIPUR

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