

December 15, 2025

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

Symbol: LALPATHLAB

Scrip Code: 539524

**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 Restricted Stock Unit Plan 2025 (“RSU 2025”).

We request you to kindly take the same on record.

Thanking You,  
Yours Faithfully,

For **Dr. Lal PathLabs Limited**

**Vinay Gujral**  
**Company Secretary & Compliance Officer**  
*Encl.: As above*



सत्यमेव जयते

INDIA NON JUDICIAL

Government of National Capital Territory of Delhi

₹100

e-Stamp

Certificate No.

Certificate Issued Date

Account Reference

Unique Doc. Reference

Purchased by

Description of Document

Property Description

Consideration Price (Rs.)

First Party

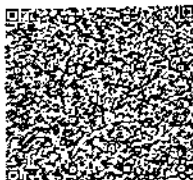
Second Party

Stamp Duty Paid By

Stamp Duty Amount(Rs.)

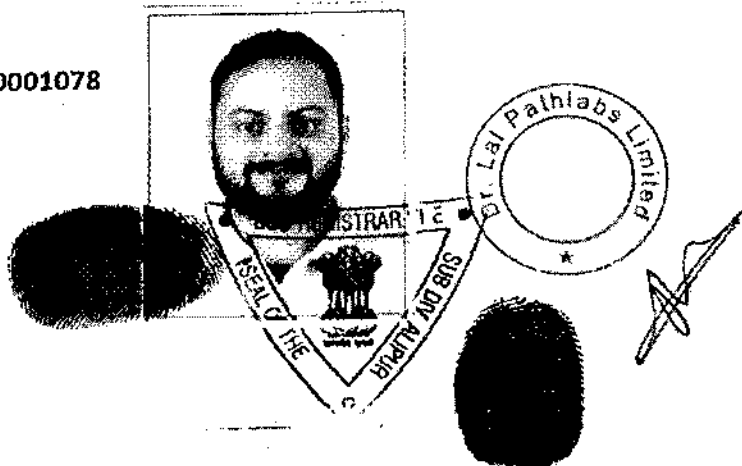
IN-DL04335279214714X  
02-Dec-2025 03:19 PM  
IMPACC (IV)/dl892703/ DELHI/ DL-SWD  
SUBIN-DL04335279214714X  
DR LAL PATHLABS LIMITED AUTHORIZED AJIT SINGH  
Article 64 Trust  
DR LAL PATHLABS LIMITED AT BLOCK-E, SECTOR-18, ROHINI, NEW  
DELHI-110085  
0  
(Zero)  
DR LAL PATHLABS LIMITED AUTHORIZED AJIT SINGH  
Not Applicable  
DR LAL PATHLABS LIMITED AUTHORIZED AJIT SINGH  
100  
(One Hundred only)

सत्यमेव जयते



AJIT SINGH

DL NO. HR9820220001078



**Statutory Alert:**

1. The authenticity of this Stamp certificate should be verified at 'www.shodestamp.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.

## FIFTH SUPPLEMENTARY TRUST DEED

This **FIFTH SUPPLEMENTARY TRUST DEED** is made and executed at New Delhi on this 09<sup>th</sup> day of December, 2025 (hereinafter referred to as the "**Effective Date**").

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**" / "**Company**", which term shall include its successors and permitted assigns) acting through its authorized representative **MR. AJIT SINGH**, Senior Manager-Legal of the Settlor, duly authorized by the Board of Directors of the Settlor vide its resolution dated October 31, 2025 of the **FIRST PART**;

AND

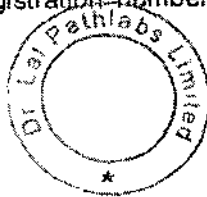
1. **Mr. Munender Soperna**, Group Chief Information & Digital Officer, Dr. Lal PathLabs Limited, aged about 51 years, son of Late (Shri) Satender Mohan Soperna, resident of D-157, Sector 11, Model Town, Faridabad, Haryana- 121006.
2. **Dr. Reena Nakra**, Principal Director, Lab Management & Technical Excellence, Lab Operations - Dr. Lal PathLabs Limited, aged about 53 years, daughter of Shri. Jasjit Singh Ahluwalia, resident of House No C 301, Antriksh Nature Sector 52, Noida, Uttar Pradesh - 201301.
3. **Mr. Manoj Kumar Garg**, Group Chief Human Resources Officer, Dr. Lal PathLabs Limited aged about 57 years, son of Sh. Hari Prakash Garg, resident of Flat No. 802, Tower - 5, TCS Nirvana Country, Sector 49, Gurugram, Haryana -122001.

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 with a view to administer, manage, and implement its employee stock options plans, settled the employee welfare trust whose current name is **Dr. Lal PathLabs Employee Welfare Trust** (the "**Trust**") vide original trust deed dated May 24, 2011 (the "**Original Trust Deed**") registered vide registration number 600 in book number 4 Vol No. 1,524 on page number 105 to 118 dated May 23, 2013 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi/ Delhi.
- B. Subsequent to the Settlor's initial public offering of shares and for ensuring necessary compliance with the requirements of the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014 (the "**SEBI SBEB Regulations**"), Original Trust Deed was amended vide deed of amendment dated August 4, 2016 (the "**Amended Trust Deed**") registered vide registration number 740 in book number 4 Vol No. 1,609 on page



Proofing Number : 2025/207375

Home

Page  
UpPage  
Down

## Deed Related Details

Deed Name :- 64(SUPPLEMENTARY TRUST).

## Money Related Details

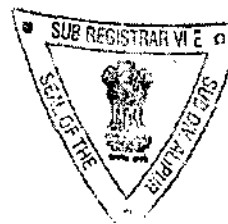
Consideration :- Copying Fee :- Rs.100/- ,Registration Fee :- Rs.1000/- ,Stamp Duty :- Rs.100/-

This Document is for SUPPLEMENTARY TRUST

Prepared by: SH/Smt

S/o,W/o R/o

This is the Office Of Sub-Registrar, Delhi this 09-12-2025 11:39:49 day Tuesday between the hours of

Registrar/Sub Registrar  
North Libaspur

Execution by the said Shri/Ms

AJIT SINGH

and Shri/Ms

Who is/are :- Smt/Km DEEPAK ARORA S/o W/o D/o OM PRAKASH ARORA R/o W-403, ANUPAM  
APARTMENT, T-1, MAHARAJA PARK, DELHI and VIRENDRA SHARMA S/o W/o D/o RAM AVTAR SHARMA R/o 171,  
POLICE COMPOUND, MAHARAJA PARK, DELHI.Content of the documents 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

09/12/2025 11:41:32

V Sharma

Deepak Arora

Registrar/Sub Registrar  
North Libaspur

number 18 to 33 dated August 19, 2016 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi/ Delhi.

To give effect to the change in Trustees the Amended Trust Deed was amended vide Supplementary Trust deed dated October 3, 2018 (the "**Supplementary Trust Deed**") registered vide registration number 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 VIE), New Delhi/ Delhi.

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/ Delhi.

F. Further upon introduction of "Dr. Lal PathLabs Employee Stock Option Plan 2022" ("ESOP Plan 2022"), by the Settlor, the Second Supplementary Trust Deed was further amended with amendments as mentioned below vide Third Supplementary Trust Deed dated July 11, 2022 (the "**Third Supplementary Trust Deed**") and registered vide registration no. 732 in book number 4 Vol No. 133 on page number 58 to 61 dated July 11, 2022 before the Sub-Registrar VIE, New Delhi/ Delhi:

- 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.

G. To give further effect to the change in Trustees, the Third Supplementary Trust Deed was further amended vide Fourth Supplementary Trust Deed dated May 06, 2025 (the "**Fourth Supplementary Trust Deed**") and registered vide registration no. 2025/ 20/IV/705 in book number IV, Vol No. 335 on page number 25 to 34 dated May 09, 2025 before the Sub-Registrar VIE, New Delhi

H. **NOW**, the Parties have agreed and are desirous to amend the Trust Deed by incorporating an amendment towards the change in definition of the term "**Plan**" as mentioned in the Trust Deed.






## Document Registration Summary 2

Print Date :- 09-Dec-2025

Proofing Number : 202512091142




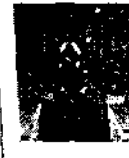
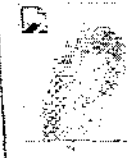
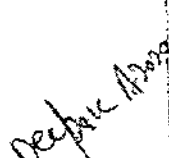
Type Of Deed Trust - 64

Sr.NO	Party Name and Address	Party Type	Photo	FingerPrint	Signature
1	AJIT SINGH DR LAL PATHLABS LIMITED ,,, Delhi, - ,Pan No: ,Age	AUTHOR			

The Executants Have Admitted The Execution

Stamp No. 3 at On Dated 09-Dec-2025-11:40:37 am

Witness

Sr.NO	Witness Name	Witness Photo	Witness Thumb	Witness Signature
1	VIRENDRA SHARMA S/o/D/o :-RAM AVTAR SHARMA Address :-171, POLICE COLONY, HAUZ KHAS, DELHI			
2	DEEPAK ARORA S/o/D/o :-OM PRAKASH ARORA Address :-W-403, ANUPAM APPARTMENTS, EAST ARJUN NAGAR, DELHI			

Stamp No. 4 at 09-Dec-2025 11:41:28 am

North Libaspur

The Shareholders of the Settlor vide their special resolution dated December 07, 2025 approved introduction and implementation of 'Dr. Lal PathLabs Employee Restricted Stock Unit Plan 2025' ("RSU 2025" or the "Plan").

In view of the above, it is thought expedient to modify the Original Trust Deed, Amended Trust Deed read with all Supplementary Trust Deeds (collectively hereinafter referred as "Trust Deed") executed from time to time as more particularly mentioned hereinafter.

**NOW THEREFORE, THIS DEED OF VARIATION WITNESSETHAS FOLLOWS:**

**1. AMENDMENT TO THE TRUST DEED**

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 read with other Supplementary Trust Deeds, shall stand replaced by the following definition and Clause 1 Sub-clause 1.1(i) and 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"), Dr. Lal PathLabs Employee Restricted Stock Unit Plan 2025 ("RSU 2025") or any other future employee benefit plan in force and shall include any alterations, amendments, additions, deletions, modifications or variation from time to time".*

**2. DEFINITION AND INTERPRETATION**

**I. Definitions:**

All capitalized terms used but not defined or specified in herein shall have the meaning given to them under the Original/ Amended/ Supplementary Trust Deed(s).

**II. Interpretations:**

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

**3. MISCELLANEOUS**


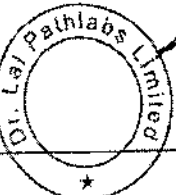

- I. This Fifth Supplementary Trust Deed shall be deemed to have come into force on the date first mentioned hereinabove.
- II. That this Fifth Supplementary Trust Deed, Fourth Supplementary Trust Deed dated May 06, 2025, Third Supplementary Trust Deed dated July 11, 2022, Second Supplementary Trust

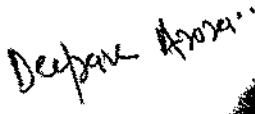





Deed dated April 28, 2022, First Supplementary Trust Deed dated December 11, 2018, Supplementary Trust Deed dated October 3, 2018, Amended Trust Deed dated August 4, 2016 and Original Trust Deed dated May 24, 2011 shall be read and construed as one document and that this Fourth Supplementary Trust Deed shall be an integral part of the, Supplementary/ Amended/ Original Trust Deed(s) from the Effective Date.

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

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

<b>SIGNED AND DELIVERED</b> by the within named authorized representative Mr. Ajit Singh, Senior Manager-Legal for and behalf of Dr. Lal PathLabs Limited, in the presence of the following witnesses.	<b>For SETTLOR</b>   
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Witness 1</b>  <b>Signature:</b>   <b>Name: DEEPAK ARORA</b> <b>S/o Sh. OM PRAKASH ARORA</b> <b>R/o. W-403, ANUPAM APPARTMENTS,</b> <b>EAST ARJUN NAGAR, DELHI-110032</b> <b>V.C. NO. TLE1281781</b> 	<b>Witness 2</b>  <b>Signature:</b>   <b>Name: VIRENDRA SHARMA</b> <b>S/O SH. RAM AVTAR SHARMA</b> <b>R/O. 171, POLICE COLONY, HAUZ KHAS,</b> <b>DELHI</b> <b>V.C. NO. TZD1900828</b> 
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



Proofing Number: 2025/20/7375

Presenter Name: DR LAL PATHLABS LIMITED


## Certificate (Section 60)

### Office of the North Libaspur

Registration No: 2025/20/IV/2311 in Book No : IV, Volume No : 421.

Page No. on page 1 to 12 on this date 10-Dec-2025 day Wednesday.

Date:- 10-Dec-2025

  
Registering Officer  
North Libaspur

