Dr Lal PathLabs

October 16, 2018

The National Stock Exchange of India Limited
Exchange Plaza
Bandra Kurla Complex, Bandra (E)
Mumbai - 400051

The Bombay Stock Exchange Limited
15th Floor, Phiroze Jeejeeboy Towers
Dalal Street,
Mumbai – 400001

Subject: Dr. Lal PathLabs Employee Welfare Trust Deed

Ref: SEBI (Share Based Employee Benefits) Regulations, 2014 notified on October 28, 2015 vide Circular No. CIR/CFD/ Policy Cell/2/2015 dated June 16, 2015

Dear Sir/Madam,

Please find enclosed herewith the Amended Trust Deed of Dr. Lal PathLabs Employee Welfare Trust dated October 3, 2018.

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 & Legal Head

Encl: As above

5545
03/10/18

R-647

INDIA NON JUDICIAL

Government of National Capital Territory of Delhi

e-Stamp

सत्यमेव जयते

Certificate No.	:	**IN-DL84990834369730Q**
Certificate Issued Date	:	01-Oct-2018 01:12 PM
Account Reference	:	IMPACC (IV)/ dl716703/ DELHI/ DL-DLH
Unique Doc. Reference	:	SUBIN-DLDL71670374521389041082Q
Purchased by	:	DR LAL PATHLABS LIMITED TH MR ASHISH KAPIL
Description of Document	:	Article 64 Trust
Property Description	:	DR LAL PATHLABS EMPLOYEE WELFARE TRUST AT BLOCK-E, SECTOR-18, ROHINI, DELHI-110085.
Consideration Price (Rs.)	:	0 (Zero)
First Party	:	DR LAL PATHLABS LIMITED TH MR ASHISH KAPIL
Second Party	:	MR MANOJ KUMAR GARG AND OTHERS
Stamp Duty Paid By	:	DR LAL PATHLABS LIMITED TH MR ASHISH KAPIL
Stamp Duty Amount(Rs.)	:	100 (One Hundred only)

E-STAMP

Please write or type below this line



SUB REGISTRAR

32

ASHISH KAPIL

EL-TER25893398

Statutory Alert:
1. The authenticity of this Stamp Certificate should be verified at "www.shcilestamp.com". Any discrepancy in the details on this Certificate and as available on the website 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.


SUB REGISTRAR
SUB DIV. ALIPUR
SEAL OF THE

SUPPLEMENTARY TRUST DEED

THIS SUPPLEMENTARY TRUST DEED to the Trust Deed dated August 4, 2016 is made at New Delhi on this 3rd day of October, 2018 (the "**Effective Date**").

BETWEEN

DR. LAL PATHLABS LIMITED, a company incorporated under the provisions of the Companies Act, 1956 and having its registered office at Block E, Sector 18, Rohini, New Delhi - 110085 (hereinafter referred to as the "**Settlor**"/ "**Company**", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) acting through its duly authorized representative Mr. Ashish Kapil, Assistant Company Secretary of the Settlor, duly authorized by the Board of Directors of the Settlor vide its resolution dated August 10, 2018 of the **ONE PART**;

AND

1) Mr. Manoj Kumar Garg, Chief Human Resources Officer, Dr. Lal PathLabs Limited aged about 49 years, son of Mr. Hari Prakash Garg resident of Flat No. 802, Tower – 5, TCS Nirvana Country, Sector 49, Gurgaon -122001, Haryana.

2) Dr. Neelum Tripathi, National Director – Lab Operations, Dr. Lal PathLabs Limited, aged about 56 years, daughter of Mr. LDR Singh resident of Flat no C-1201 Antrikish Nature, Plot no 110 Sector 52, Noida - UP.

3) Mr. Munender Soperna, Chief Information Officer, Dr. Lal PathLabs Limited, aged about 46 years, son of Mr. Satender Mohan Soperna resident of D -157, Sector 11, Model Town, Faridabad, Haryana – 121006.

(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, survivors and the legal representatives, executors, administrators and successors of the last of the survivor of the Trustees) of the **OTHER PART**.

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

S No. 3543 Date 03/10/2018 14:03:12

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 0.00Rupees 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 EMPLOYEE NA BLK E SEC 18 ROHINI DELHI

in the office of the Sub Registrar, Delhi this 03/10/2018 00:00:00 day Wednesday 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 EMPLOYEE WELFARE TRUST THROUGH ASHISH KAPIL

and Shri / Ms.

NA

Who is/are identified by Shri/Smt/Km. PRAKASH JOSHI S/o W/o D/o MAHESH JOSHI R/o G 149 VISHWASH PARK PART I UTTAM NAGAR NEW DELHI
and Shri/Smt./Km BALDEV SINGH S/o W/o D/o BHEDI SINGH R/o 2 PREM NAGAR 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.

Registrar/Sub Registrar
Sub Registrar VIE
Delhi/New Delhi

Date 03/10/2018 14:21:16

(the "**Amended Trust Deed**") registered vide registration number 740 in book number 4 Vol No. 1,609 on page number 18 to 33 dated August 19, 2016 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi/ Delhi.

C. One of the Trustees of the Trust under the Amended Trust Deed Mr. Ved Prakash Goel upon his elevation as a Key Managerial Personnel of the Settlor, had resigned from the position of trusteeship as being not qualified to hold such position as per provisions of the SEBI SBEB Regulations.

D. Pursuant to the provisions of Clause 31 of the Amended Trust Deed, the Board of Directors of the Settlor vide its resolution dated August 10, 2018 approved the appointment of Mr. Munendar Soperna, Chief Information Officer of the Settlor, as the new Trustee of the Trust in place of resigned trustee Mr. Ved Prakash Goel.

E. In view of the aforesaid, it is thought expedient to modify the Amended Trust Deed as more particularly mentioned hereinafter.

NOW, THEREFORE, THIS DEED OF VARIATION WITNESSETH AS FOLLOWS:

1. DEFINITION AND INTERPRETATION

1.1 Definitions

All capitalized terms used but not defined or specified in this Deed of Variation shall have the meaning given to them under the Amended Trust Deed.

1.2 Interpretation

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

2. CHANGE IN CONSTITUITION OF TRUST

2.1 That the trusteeship of Mr. Ved Prakash Goel the erstwhile trustee of the Trust stands vacated.

2.2 That Mr. Munendar Soperna is being appointed as a Trustee of the Trust pursuant to provisions of Clause 31 of the Amended Trust Deed and that all the provisions as to Trustee's powers, obligations, duties and other provisions of the Amended Trust Deed shall apply as if he is an original Trustee of the Trust with effect from this day.

2.3 That with the appointment of Mr. Munender Soperna as a Trustee of the Trust in place of Mr. Ved Prakash Goel, the constitution of the Board of the Trust stands as under from the Effective Date:

1. Mr. Manoj Kumar Garg;
2. Dr. Neelum Tripathi; and



3. Mr. Munender Soperna.

3. MISCELLANEOUS

3.1 That this Deed of Variation, Amended Trust Deed and Original Trust Deed shall be read and construed as one document and that this Deed of Variation shall be an integral part of the Amended Trust Deed and Original Trust Deed from the Effective Date.

3.2 That these variations shall have the effect of amending the Amended Trust Deed only to the extent of replacement of Trustee as stated hereinabove and the Amended Trust Deed as amended by this Deed of Variation shall have full force and effect in all other respects.

3.3 That the Settlor represents and warrants that it has the requisite power and authority to execute this Deed of Variation (and the execution whereof has been duly authorized by all the necessary actions on its part.

IN WITNESS WHEREOF, THE SETTLOR, THE TRUSTEES HAVE SUBSCRIBED THEIR RESPECTIVE HANDS HEREUNTO, ON THE DAY, MONTH AND YEAR FIRST MENTIONED HEREINABOVE:

Signed and delivered by the within named authorized representative Mr. Ashish Kapil, Asst. Company Secretary, for and behalf of Dr. Lal PathLabs Limited, in the presence of the following witnesses.	For **SETTLOR**
Signed and delivered by within named TRUSTEES, in the presence of the following witnesses: 1. Mr. Manoj Kumar Garg, (Chief Human Resources Officer, Dr. Lal PathLabs Limited) 2. Dr. Neelum Tripathi (National Director-Lab Operations, Dr. Lal PathLabs Limited) 3. Mr. Munender Soperna (Chief Information Officer, Dr. Lal PathLabs Limited)	For **TRUSTEES**

WITNESSES 1 & 2:

Witness 1 Signature: Name: PRAKASH JOSHI S/O SH. MAHESH JOSHI Address: R/O G-149, VISHWASH PARK PART-I UTTAM NAGAR NEW DELHI UID 7565-0801-6804	**Witness 2** Signature: Name: BALDEV SINGH S/O SH. BHEDI SINGH Address: 2, PREM NAGAR. NEW DELHI 6444-9566-8848

Reg. No.	Reg. Year	Book No.
647	2018-2019	4





Ist Party IInd Party Witness

Ist Party DR LAL PATH LABS EMPLOYEE WELFARE TRUST THROUGH ASHISH KAPIL

IInd Party NA

Witness PRAKASH JOSHI, BALDEV SINGH

Certificate (Section 60)

Registration No.647 in Book No.4 Vol No 45
on page 35 to 38 on this date **04/10/2018 15:00:42** day Thursday
and left thumb impressions has/have been taken in my presence.

SUB REGISTRAR SEAL OF THE DISTT. NORTH DELHI

Sub Registrar
Sub Registrar VIE
New Delhi/Delhi

Date 04/10/2018 15:10:11

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