

May 19, 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 change in one of the Trustees of Dr. Lal PathLabs Employee Welfare Trust (“ESOP Trust”).

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



FOURTH SUPPLEMENTARY TRUST DEED

THIS FOURTH SUPPLEMENTARY TRUST DEED is made at New Delhi on this 06th Day of May 2025 (*hereinafter referred to as the "Execution 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. Parveen Kumar Nim, DGM-Legal of the Settlor, duly authorized by the Board of Directors of the Settlor vide their resolution dated April 25, 2025 of the **ONE PART**;

AND

- 1) **Mr. Munender Soperna**, Group Chief Information Digital Officer, Dr. Lal PathLabs Limited, aged about 51 years, son of Lt. 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, Gurgaon -122001, Haryana.

(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.

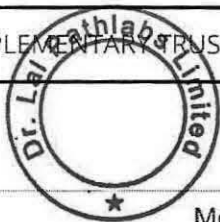




Deed Related Details

Deed Name :- Trust - 64(SUPPLEMENTARY TRUST)

[Handwritten Signature]



Money Related Details

Consideration Value :- Rs.0/- , Copying Fee :- Rs.100/- , Registration Fee :- Rs.1000/- , Stamp Duty :- Rs.100/-

This Document Of :- Trust / 64 SUPPLEMENTARY TRUST

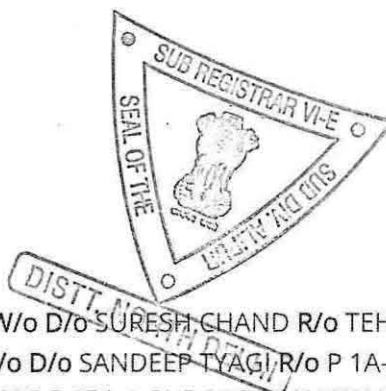
Presented by: SH/Smt

S/o,W/o R/o

The Office Of Sub-Registrar, Delhi this 06:05-2025 11:15:40 day Tuesday between the hours of

[Handwritten Signature]
Registrar/Sub Registrar
North Libaspur

Execution admitted by the said Shri/Ms
PARVEEN KUMAR SHIM
and Shri/Ms



Who is/are identified by Shri/Smt/Km AJIT SINGH S/o W/o D/o SURESH CHAND R/o TEHSILKHUNDIYAN/GRAM
PANCHAYAT TIHRI KOHILHP and ARJUN TYAGI S/o W/o D/o SANDEEP TYAGI R/o P 1A-105 PRINCELON ESTATE CLUB
DRIVE ROADAMERICAN EXPRESS PARAS HOSPITAL PHASE-5 SEC-5 GURGAON HARYANA

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
presence

06/05/2025 11:17:48

[Handwritten Signature]
Registrar/Sub Registrar
North Libaspur

- 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 number 18 to 33 dated August 19, 2016 before the Sub-Registrar of Assurances (Sub-Registrar VII), New Delhi/ Delhi.
- C. 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.
- D. To give further effect to the change in Trustees the Supplementary Trust Deed was amended vide First Supplementary Trust deed dated December 11, 2018 (the "**First Supplementary Trust Deed**") registered vide registration number 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. 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:
- 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. One of the Trustees of the Trust, Ms. Shalini Kumar, is superannuating from the Company on June 30, 2025 and therefore shall also cease to hold the position of Trustee.



Document Registration Summary 2

Print Date :- 06-May-2025

Proofing Number : 2025/20/2272

Type Of Deed Trust - 64

Sl. No.	Name of the Party	Role	Photo	Fingerprint	Signature
1	PARVEEN KUMAR NIM DR LAL PATHLABS LIMITED BLOCK-E SECTOR-18 ROHINI DELHI , , , Delhi, - ,Pan No: ,Age	AUTHOR			

The Executants Have Admitted The Execution
 Stamp No. 3 at On Dated 06-May-2025 11:17:00 am

Witness

Sl. No.	Name of the Party	Role	Photo	Fingerprint	Signature
1	ARJUN TYAGI S/o/D/o :-SANDEEP TYAGI Address :-P 1A-105 PRINCELON ESTATE CLUB DRIVE ROADAMERICAN EXPRESS PARAS HOSPITAL PHASE-5 SEC-5 GURGAON HARYANA	Witness			
2	AJIT SINGH S/o/D/o :-SURESH CHAND Address :-TEHSILKHUNDIYAN/GRAM PANCHAYAT TIHRI KOHIRI HP	Witness			

Stamp No. 4 at 06-May-2025 11:17:31 am

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- H. Pursuant to the provisions of Clause 31 of the Amended Trust Deed, the Board of Directors of the Settlor vide their resolution dated April 25, 2025 approved the appointment of Mr. Manoj Kumar Garg, Group Chief Human Resource Officer of the Settlor, as the new Trustee of the Trust in place of outgoing trustee Ms. Shalini Kumar
- I. In view of the aforesaid, it is thought expedient to modify the Original Trust Deed, Amended Trust Deed read with all Supplementary Trust Deeds executed from time to time 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 herein shall have the meaning given to them under the Original/ Amended/ Supplementary Trust Deed(s).

1.2 Interpretation

Words and expressions used and not defined in this Fourth Supplementary Trust Deed but defined in the Original/Amended/Supplementary Trust Deed/First, Second, Third Supplementary 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 CONSTITUTION OF TRUST

- 2.1 That the trusteeship of Ms. Shalini Kumar, the erstwhile trustee of the Trust stands vacated.
- 2.2 That Mr. Manoj Kumar Garg 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 she is an original Trustee of the Trust **with effect from June 01, 2025 ("the Effective Date")**.
- 2.3 That with the appointment of Mr. Manoj Kumar Garg as a Trustee in place of Ms. Shalini Kumar, the constitution of the Board of the Trust stands as under from the **Effective Date i.e. June 01, 2025:**

1. Mr. Munender Soperna;
2. Dr. Reena Nakra; and
3. Mr. Manoj Kumar Garg








3. MISCELLANEOUS

- 3.1 That this Fourth Supplementary Trust Deed, 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.
- 3.2 That these variations shall have the effect of amending Supplementary/ Amended/ Original Trust Deed(s) only to the extent of replacement of Trustee as stated hereinabove as amended by this Fourth Supplementary Trust Deed 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 Second Supplementary Trust Deed (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. Parveen Kumar Nim, DGM - Legal for and behalf of Dr. Lal PathLabs Limited, in the presence of the following witnesses.	For SETTLOR 
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WITNESSES 1 & 2:

<p>Witness 1</p> <p>Signature: </p> <p>Name: AJIT SINGH S/O SH. SURESH CHAND R/O TEHSIL KHUNDIYAN/GRAM PANCHAYAT TIHRI KOHIRI, H.P. U.I.D. 9472-8557-6905</p>	<p>Witness 2</p> <p>Signature: </p> <p>Name: ARJUN TYAGI S/O SH. SANDEEP TYAGI R/O P 1A-105, PRINCELON ESTATE, CLUB DRIVE ROAD, NEAR AMERICAN EXPRESS, PARAS HOSPITAL, PHASE- 5, SEC. 5, GURGAON, HARYANA U.I.D. 4375-7975-9605</p>
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Proofing Number: 2025/20/2272
Presenter Name: DR LAL PATHLABS LIMITED

Certificate (Section 60)

Office of the North Libaspur

Registration No: **2025/20/IV/705** in Book No : **IV**, Volume No : **335**,
Page No. on page **25 to 34** on this date **09-May-2025** day **Friday**.

Date:- **09-May-2025**


Registering Officer
North Libaspur

