

Disclosure pursuant to Regulation 14 of the Securities and Exchange Board of India

(Share Based Employee Benefits and Sweat Equity) Regulations 2021, for the financial year ended March 31, 2026

A. Relevant disclosures in terms of the accounting standards prescribed by the Central Government in terms of section 133 of the Companies Act, 2013 (18 of 2013) including the 'Guidance note on accounting for employee share-based payments' issued in that regard from time to time.

The disclosures are provided in the Note No. 35 to the standalone Financial Statements of the Company for the financial year ended March 31, 2026.

B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 20 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time.

₹ 9.34/- on standalone basis.

C. Details related to ESOS

i) A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS, including.

Details of Thyrocare Employees Stock Option Scheme ("ESOS") is given below:

Sr	Particulars	Details
1.	Date of Shareholders' approval	September 20, 2020
2.	Total number of options / units approved under ESOS	5,05,359 stock options (which include both stock options already granted, options vested and exercised and stock options yet to be granted)
3.	Vesting requirements	Stock Options granted in 2022 were fully vested upon completion of three years from the respective date of grant in FY 2025-26. For Stock Options granted from 2023 onwards, vesting shall occur no earlier than one year and no later than three years from the date of grant, or within such other period as may be approved by the Nomination and Remuneration Committee ("NRC"), subject to the Grantee remaining in continuous employment with the Company on the vesting date. The NRC may also prescribe additional vesting conditions in specific cases or generally for all grants.
4.	Exercise price or pricing formula	₹10/- per option
5.	Maximum term of options granted	Employees to whom Stock Options were granted in FY 2022-23 exercised their options within a period of one year from the date of grant. For Stock Options granted from FY 2023-24 onwards, employees may exercise their vested options within a period of up to seven years from the date of vesting.
6.	Source of shares (primary, secondary or combination)	Primary Market
7.	Variation in terms of options	NA

ii) Method used to account for ESOS - Intrinsic or fair value.

Fair Value Method

iii) Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed

Not Applicable.

iv) **Option movement during the year:**

Particulars	March 31, 2026
ESOS granted in FY2025-26	
Options outstanding at the beginning of the year	-
Add: Options granted during the year	100,150
Less: Options lapsed during the year*	(3,208)
Options outstanding at end of the year	96,942
ESOS granted in FY2024-25	
Options outstanding at the beginning of the year	88,924
Add: Options granted during the year	-
Less: Options lapsed during the year*	(12,370)
Options outstanding at end of the year	76,544
ESOS granted in FY2023-24	
Options outstanding at the beginning of the year	36,620
Add: Options granted during the year	-
Less: Options exercised during the year	-
Less: Options lapsed during the year*	(6,253)
Options outstanding at end of the year	30,367
ESOS granted in FY2022-23	
Options outstanding at the beginning of the year	19,888
Add: Options granted during the year	-
Less: Options exercised during the year	-
Less: Options lapsed during the year*	(1,087)
Options outstanding at end of the year	18,801
ESOS granted in FY2021-22	
Options outstanding at the beginning of the year	-
Add: Options granted during the year	-
Less: Options exercised during the year	-
Less: Options lapsed during the year*	-
Options outstanding at end of the year	-

*Options lapsed are added to Pool to the Master scheme and available for grant.

v) **Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.**

a) **Exercise price:** ₹ 10/- per share

b) **Weighted-average fair values of options:**

- i. Grant on October 01, 2024: ₹ 828.10/-
- ii. Grant on November 01, 2024: ₹ 927.80/-
- iii. Grant on February 01, 2025: ₹ 798.25/-
- iv. Grant on October 01, 2025: ₹ 1,095.33/-

vi) **Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to –**

Sr	Particulars	Details
a)	Senior managerial personnel	Nil
b)	Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year.	NIL
c)	Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant.	NIL

vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information:

- a) **The weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model.**

Sr.	Particulars	Grant on October 01, 2025
1.1	Weighted-average values of share price (on date of Grant)	1,095.33
1.2	Exercise price (per option)	₹ 10/-
1.3	Expected volatility	36%
1.4	Expected option life	3 years
1.5	Expected dividend yield	2.49%
1.6	Risk free interest rate	Y1 – 5.66%, Y2 – 5.88%, Y3 – 5.96%
1.7	Any other inputs to the model.	Nil

- b) **The method used and the assumptions made to incorporate the effects of expected early exercise.**

Black Scholes Option Pricing Model

- c) **How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility**

Refer No.35 of the Standalone financial statements.

- d) **Whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition**

Not Applicable