## DISCLOSURES AS PER SEBI (SHARE BASED EMPLOYEE BENEFITS AND SWEAT EQUITY) REGULATIONS, 2021 AND THE COMPANIES ACT, 2013 RELATING TO EMPLOYEE STOCK OPTION SCHEME

Disclosures pursuant to Regulation 14 of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 for the 'Employee Stock Option Scheme 2013' ('ESOP 2013') as at March 31, 2026 are as follows:

| Sl. No | Particulars | Details |
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| 1. | Disclosure of any material change in the scheme and whether the scheme is in compliance with the regulations | There has been no material change in the Scheme during the year. |
| 2. | 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 | Please refer to Note No. 31 of the Standalone Financial Statements of the integrated Annual Report for the year ended March 31, 2026. |
| 3. | 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. | Please refer to Note No. 29 of the Standalone Financial Statements of the Integrated Annual Report for the year ended March 31, 2026 for disclosure of diluted EPS at the standalone and consolidated levels |
| 4. | **Details relating to ESOP** | |
| | **Description of Each ESOP that existed at the time during the year including the general terms and conditions of each ESOS including below mentioned details** | **Employee Stock Option Scheme 2013 ('ESOP 2013')** |
| a) | Date of Shareholders' approval | **Date of Institution of the Scheme:**<br><br>September 24, 2013 (Special resolution passed by the shareholders at the Extraordinary General Meeting)<br><br>**Date of 1st amendment of the Scheme:**<br><br>March 15, 2021 (Special resolution passed by the shareholders at the Extraordinary General Meeting w.r.t. change in number of options under ESOP 2013).<br><br>Special resolution has been passed by the shareholders of the Company on April 07, 2021, approving bonus issue and sub-division that results in further change in number of options. |

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| | | **Date of 2nd amendment of the Scheme:**<br><br>February 22, 2023 (Special resolution passed by the shareholders at the Extraordinary General Meeting to align the ESOP 2013 scheme as per the requirement of SEBI (SBEB & SE) Regulations, 2021 and to approve grant of employee stock option to the employees of the subsidiary company(ies) of the Company under ESOP 2013.<br><br>**Note:** Approval for ratification of ESOP 2013 for issue of fresh grants post-listing of the Company was obtained from the Board of Directors on May 15, 2024, and subsequently from the Shareholders on June 22, 2024 through Postal Ballot. |
| b) | Total number of options approved under the Scheme | 36,26,216 |
| c) | Vesting Requirements | Options granted under ESOP 2013 would vest not more than five years from the date of Grant of such Options. Provided, however, there shall be a minimum vesting period of one year from the date of Grant of such Options.<br><br>Vesting of Options would be subject to continued employment with the Company and thus the Options would vest on passage of time. However, in addition to this, the Nomination and Remuneration Committee ("NR Committee") may also, if it feels necessary in certain or in all cases, specify certain performance parameters - corporate, individual or a combination - subject to which the Options would vest. |
| d) | Exercise Price or Pricing Formula | The Options will be granted at an Exercise Price as determined by the NR Committee, which shall be subject to conforming to the accounting policies specified in Regulation 15 of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021. The specific Exercise Price shall be intimated to the Option Grantee in the Grant Letter issued at the time of Grant. |
| e) | Maximum term of options granted | The ESOP 2013 was established with effect from September 24, 2013 and shall continue to be in force until (i) its termination by the Nomination and Remuneration Committee or (ii) the date on which all of the Options available for issuance under the ESOP 2013 have been issued and exercised. |
| f) | Source of shares<br>(primary, secondary or combination) | Primary |
| g) | Variation in terms of options | No variations have been made in terms of options during the year |

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| 5. | Method used to account for ESOP | The Company shall adopt fair value method for valuation of options as prescribed under Ind AS 102 or under any relevant accounting standard notified by appropriate authorities from time to time. |
| 6. | 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 | Options have been valued based on fair value method as described under Ind AS 102 Share based payments, using Black Scholes valuation options pricing model, by using the fair value of the company's shares on the grant date. |
| 7. | **Option movement during the year** | |
| a) | Options outstanding as on April 1, 2025 | 10,70,740 |
| b) | Options granted during the year | 7,00,000 |
| c) | Options lapsed/ forfeited during the year | 1,18,000 |
| d) | Options vested during the year | 4,42,957 |
| e) | Options exercised during the year | 3,85,863 |
| f) | Total number of equity shares arising as a result of exercise of Options | 3,85,863 |
| g) | Money realised by exercise of options | Rs. 10,11,63,719 |
| h) | Loan repaid by the Trust during the year from exercise price received | Not Applicable, as the ESOP Plan is not administered by trust |
| i) | Number of options outstanding at the end of the year | 12,66,877 (i=a+b-c-e) |
| j) | Number of options exercisable at the end of the year | 1,76,916 |
| 8. | Weighted average exercise price and weighted average fair value of options whose exercise price is equals or exceeds or is less than the market price of the stock | Please refer to Note No. 31 of the Standalone Financial Statements of the integrated Annual Report for the year ended March 31, 2026. |
| 9. | **Employee wise details of options granted during the financial year 2025-26** | |
| a) | Senior Managerial Personnel | (i) Mr. Satish V N Gidugu - Whole-Time Director & CEO - 2,00,000 @ Rs. 519/-<br>(ii) Mr. Sandeep Daga, Chief Financial Officer - 2,50,000 @ Rs. 519/- |
| b) | Any other employee who receives a grant in any one year of option amounting to 5% or more of the options granted during the year | (i) Mr. Praveen Samariya - Chief Technology Officer - 75,000 @ Rs. 519/-<br>(ii) Mr. Dhruv Rastogi - Chief AI Officer - 1,75,000 @ Rs. 519/- |
| c) | Identified employees who were granted options 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 the grant | None |
| 9. | Description of the method and significant assumptions used during the year to estimate the fair value of the options | The Company has used fair value method as described under Ind AS 102 Share based payments, using Black Scholes valuation options pricing model, |

<table>
<tr><td></td><td></td><td>by using the fair value of the company's shares on the grant date as on March 31, 2026.<br><br><table><tr><th>Particulars</th><th>Grant</th></tr><tr><td>Weighted-average values of share price (Rs.)</td><td rowspan="6">Refer Note No. 31 to the standalone financial statement.</td></tr><tr><td>Exercise Price (Rs.)</td></tr><tr><td>Expected volatility</td></tr><tr><td>Expected option life</td></tr><tr><td>Expected dividends</td></tr><tr><td>Risk-free interest rate</td></tr></table></td></tr>
<tr><td>10.</td><td>The method used and the assumptions made to incorporate the effects of the expected early exercise</td><td>Not Applicable</td></tr>
<tr><td>11.</td><td>How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility</td><td>The expected volatility was computed prior to listing of shares by considering the share prices of peer Group. An average volatility of the daily share prices of The New India Assurance Company Ltd, ICICI Lombard General Insurance Company Ltd and General Insurance Corporation of India, has been considered while computing the volatility of the options granted by the Company.</td></tr>
<tr><td>12.</td><td>Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition</td><td>Refer to point No. 6 above</td></tr>
<tr><td>13.</td><td>Details related to ESPS</td><td>Not Applicable</td></tr>
<tr><td>14.</td><td>Details related to SAR’s</td><td>Not Applicable</td></tr>
<tr><td>15.</td><td>Details related to GEBS/RBS</td><td>Not Applicable</td></tr>
<tr><td>16.</td><td>Details related to Trust</td><td>Not Applicable</td></tr>
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**Disclosures in respect of grants made in three years prior to IPO under ‘Medi Assist Healthcare Services Limited Employee Stock Option Scheme 2013’**

| S. No. | Date of Grant | No. of Options Granted |
|---|---|---|
| 1. | 01.07.2023 | 5,53,000 |
| 2. | 01.07.2022 | 3,21,116 |
| 3. | 01.07.2021 | 13,01,956 |

**For and on behalf of the Board of Directors**

**Dr. Vikram Jit Singh Chhatwal**
**Non-Executive Director & Chairman**
**DIN: 01606329**

**Satish V N Gidugu**
**Whole-Time Director & Chief Executive Officer**
**DIN: 06643677**

Date: August 8, 2026
Place: Bengaluru