Disclosure under the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (“SEBI Regulations”) for the year ended 31st March 2026:

In terms of Regulation 14 of the SEBI Regulations, following are the disclosures made by the Company in relation to the Bajaj Healthcare Limited Employee Stock Option Scheme 2024 (“ESOP 2024”/ “the Scheme”/ “the Plan”):

A. Relevant disclosure 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 the Statement of Changes in Equity, Statement of Cash Flows and Note No.44 to the Notes to the Financial Statements in the Annual Report for the financial year 2025-26.

B. Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with “Indian Accounting Standard 102 – Share based payment” and IND AS 33- Earnings per share notified under the Companies (Indian Accounting Standards) Rules, 2015 as amended by the Companies (Indian Accounting Standards) (Amendment) Rules, 2016 or any other relevant accounting standards as prescribed from time to time: Rs. 4.97 per share

C. Details related to ESOPs

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

(a) Date of shareholders' approval: 30th September 2024

(b) Total number of options approved under ESOS: 14,00,000 (Fourteen Lakhs) ESOPs

(c) Vesting requirements: Option granted under ESOP 2024 shall vest not earlier than minimum period of **1 (One)** year and not later than maximum period of **4 (Four)** years from the date of Grant. The Committee may at its discretion change the Vesting schedule provided that such change is not detrimental in the interest of the Employees. Vesting of Option would be subject to continued employment with the Company, its Holding Company, Subsidiary Company or Associate Company or Option Grantee’s continued relationship as a Director thereof. In addition to this, the Committee may also specify certain performance criteria subject to satisfaction of which the Options would vest. The specific Vesting schedule and Vesting Conditions subject to which Vesting would take place shall be specified in the letter issued to the Option Grantee at the time of Grant.

(d) Exercise price or pricing formula: The Exercise Price shall be equal to the Market Price of the Shares on the date of Grant or any other price as may be decided by the Nomination and Remuneration Committee. The specific Exercise Price shall be intimated to the Option Grantee in the grant letter at the time of Grant.

The equity shares to be allotted pursuant to the exercise of the stock options, shall rank paripassu to the existing Equity Shares in all respects and would not be subject to lock-in.

The price determined for Grant of ESOPs in Tranche I (granted on 16th April 2025) and for Grant of ESOPs in Tranche II (granted on 17th October 2025) was Rs. 5/- per ESOP.

(e) Maximum term of options granted: All the Options granted on any date shall vest not later than 4 (Four) years from the date of grant. Option granted under ESOP 2024 shall vest not earlier than minimum period of **1 (One)** year and not later than maximum period of **4 (Four)** years from the date of Grant. The Committee may at its discretion change the Vesting schedule provided that such change is not detrimental in the interest of the Employees.

(f) Source of shares (primary, secondary or combination): Fresh issue /primary equity shares

(g) Variation in terms of options: Not Applicable

(ii) **Method used to account for ESOS - Intrinsic or fair value:** The Company follows the Fair Value Method for accounting for the ESOPs granted under the Scheme.

(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 (For Bajaj Healthcare Limited ESOP Scheme 2024):**

Particulars	Details
Number of options outstanding at the beginning of the period	0
Number of options granted during the year	61,400
Number of options forfeited / lapsed during the year	0
Number of options vested during the year	0
Number of options exercised during the year	0
Number of shares arising as a result of exercise of options	Not Applicable
Money realized by exercise of options (INR), if scheme is implemented directly by the company	Not Applicable
Loan repaid by the Trust during the year from exercise price received	Not Applicable
Number of options outstanding at the end of the year	61,400
Number of options exercisable at the end of the year	0

(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:**

Since the exercise price of the options is less than the market price of the Company's equity shares on the respective grant dates, the options fall under the category of options where the exercise price is less than the market price.

Particulars	Tranche I – (granted on 16th April 2025)	Tranche II - (granted on 17th October 2025)
Weighted-average exercise price per option	5.00	5.00
Weighted-average fair value per option	621.90	470.50

(vi) Employee wise details of options granted to:

(a) Senior Managerial Personnel as defined under Regulation 16(d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:

Sr. No.	Name of Employee	Designation	Number of options granted	Exercise Price per ESOP (INR)
1.	Mr. Rohan Parekh	Chief Financial Officer	2,500 (Tranche I) 2,500 (Tranche II)	Rs. 5/- per ESOP
2.	Mr. Amit Rajan	Chief Technical Officer	20,000 (Tranche II)	
3.	Mrs. Monica Tanwar	Company Secretary & Compliance Officer	800 (Tranche II)	

(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:**

Sr. No.	Name of Employee	Designation	Number of options granted	Exercise Price per ESOP (INR)
1.	Mr. Rohan Parekh	Chief Financial Officer	2,500 (Tranche I) 2,500 (Tranche II)	Rs. 5/- per ESOP
2.	Mr. Amit Rajan	Chief Technical Officer	20,000 (Tranche II)	
3.	Mrs. Nilima Desai	Vice President, Administration	25,000 (Tranche II)	

(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:** Not Applicable

(vii) A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information: The Company has measured the fair value of the options using the fair value method in accordance with Ind AS 102. The fair value of the options has been determined using the Black-Scholes Option Pricing Model.

Sr. No.	Particulars	Tranche I (granted on 16th April 2025)	Tranche II (granted on 17th October 2025)
(a)	Share price considered for valuation	Rs 621.90	Rs 470.50
	Exercise price per option	Rs. 5.00	Rs. 5.00
	Expected volatility	50.40%	47.96% - 59.05%
	Expected option life	2.5 years	3.5 to 6.5 years
	Expected dividends	0.30%	0.20% - 0.26%
	Risk-free interest rate	5.91%	5.79% - 6.20%
	Any other inputs to the model	Nil	Nil
(b)	the method used and the assumptions made to incorporate the effects of expected early exercise	No separate assumption has been made for expected early exercise of the options.	No separate assumption has been made for expected early exercise of the options.
(c)	how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility	The historical volatility of Bajaj Healthcare Limited's stock price returns for a time frame corresponding to the remaining contractual life has	The historical volatility of Bajaj Healthcare Limited's stock price returns for a time frame corresponding to the remaining contractual life has been relied upon as a

		been relied upon as a proxy for the expected volatility. Equity volatility has been based on historical daily stock price returns as sourced from Bombay Stock Exchange website.	proxy for the expected volatility. Equity volatility has been based on historical daily stock price returns as sourced from Bombay Stock Exchange website.
(d)	whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition	No other features of the options have been considered in the measurement of fair value.	No other features of the options have been considered in the measurement of fair value.

D. Details related to Trust: No Trust has been constituted for implementation of the Scheme.