

Disclosures by the Board of Directors

Pursuant to Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021

The Board of Directors in their report shall disclose any material change in the scheme(s) and whether the scheme(s) is / are in compliance with the regulations. Further, the following details, *inter alia*, shall be disclosed on the company's website and a web-link thereto shall be provided in the report of Board of Directors.

A.	Summary: As at 31 March 2026, the Company has the following Employee Stock Option Schemes: Jeena Sikho Lifecare Limited Employee Stock Option Scheme 2024 ("ESOS 2024"); and Jeena Sikho Lifecare Limited Employee Stock Option Scheme 2025 ("ESOS 2025"). The disclosures pertaining to stock options granted by the Company under the aforesaid Schemes, as required under the applicable provisions of the Companies Act, 2013 and the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, are provided herein.
B.	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: Refer Note No.-37 forming part of the Standalone Financial Statements for the Financial Year 2025-26. Please note that the said disclosure is provided in accordance with the Indian Accounting Standards (Ind IAS) 102- Share Based Payment.

C.	Diluted EPS on issue of shares pursuant to all the schemes covered under the regulations shall be disclosed in accordance with 'Accounting Standard 33 - Earnings Per Share' issued by Central Government or any other relevant accounting standards as issued from time to time: Refer Note No.37 forming part of the Standalone Financial Statements. Please note that the said disclosure is provided in accordance with the Indian Accounting Standards (Ind IAS) 33-Earnings per share.
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D.	Summary of Status of ESOPs Granted The position of the existing schemes is summarized as under:-	
S.No.	Particulars	Jeena Sikho Lifecare Limited - Employee Stock Option Scheme 2024
I. Details of the ESOS:		
1	Date of Shareholder's Approval	27.02.2024
2	Total Number of Options approved	6,50,000*
		Note* The original shareholder-approved scheme size was 1,30,000 Options. Pursuant to the sub-division of the Company's equity shares from a face value of Rs. 10 each to Rs. 2 each, approved by the shareholders through Postal Ballot on 23 May 2025, the number of Options under the Scheme was proportionately adjusted from 1,30,000 to 6,50,000 and the Exercise Price was correspondingly adjusted from Rs. 10 to Rs. 2 per Option. The rights and entitlements of the Option holders remained unchanged
3	Vesting Requirements	Subject to the Participant's continued employment with the Company and fulfilment of the applicable terms and conditions of ESOS 2024, the Options shall vest in two tranches: 25% upon completion of 2.5 years and the remaining 75% upon completion of 5 years from the respective date of acceptance of the Options granted to the Participant. The vesting date shall be determined separately for each grant based on the respective date of acceptance by the Participant.
4	Exercise Price or Pricing formula (Rs.)	Rs. 2 per Option, after giving effect to the sub-division of equity shares from face value of Rs. 10 each to Rs. 2 each
5	Maximum term of Options granted (years)	Up to 5 years from the respective date of acceptance of the Options. The Exercise Period commences from the respective vesting dates and closes one year after the final vesting date, subject to the terms of the Scheme.
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of Options	No substantive variation. The number of options and exercise price were proportionately adjusted pursuant to the sub-division of equity shares.
S.No.	Particulars	Jeena Sikho Lifecare Limited - Employee Stock Option Scheme 2025
I. Details of the ESOS:		
1	Date of Shareholder's Approval	29.09.2025
2	Total Number of Options approved	2,50,000

3	Vesting Requirements	Subject to the Participant's continued employment with the Company and fulfilment of the applicable terms and conditions of ESOS 2025, the Options shall vest in three tranches in accordance with the vesting schedule prescribed under the Scheme, with 20% vesting after completion of 1 year, 30% after completion of 2 years and the remaining 50% after completion of 3 years from the respective date of acceptance of the Options granted to the Participant.
4	Exercise Price or Pricing formula (Rs.)	The Exercise Price of the Option shall be Rs. 2/- (Rupees Two Only) each.
5	Maximum term of Options granted (years)	Up to 3 years from the respective date of acceptance of the Options The Exercise Period commences from the respective vesting dates and closes one year after the final vesting date, subject to the terms of the Scheme.
6	Source of shares (primary, secondary or combination)	Primary
7	Variation in terms of Options	Nil

II	Method used to account for ESOS - Intrinsic or fair value.	Fair Value
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.	NA

IV	Option Movement during the year:	ESOS 2024	Weighted Average Exercise Price	ESOS 2025	Weighted Average Exercise Price
1	No. of Options Outstanding at the beginning of the year	2,40,250	2.00	0	-
2	No. of Options Granted during the year	NIL		2,18,875	2.00
3	No. of Options Cancelled during the year	44,875	2.00	6,175	2.00
4	Number of options forfeited / lapsed during the year	-	-	-	-
5	No. of Options Vested during the year	-	-	-	-
6	No. of Options Exercised during the year	-	-	-	-
7	Total number of shares arising as a result of exercise of options	-	-	-	-
8	Money realized by exercise of options (Rs.) (if scheme is implemented directly by the company)	-	-	-	-
9	Loan repaid by the Trust during the year from exercise price received	Not Applicable		Not Applicable	-
10	Number of options Outstanding at the end of the year	1,95,375	2.00	2,12,700	2.00
11	Number of Options exercisable at the end of the year	-			
	Note	Pursuant to the 1:5 sub-division of the Company's equity shares from a face value of Rs. 10 each to Rs. 2 each, the number of Options and the Exercise Price under ESOS 2024 were adjusted accordingly.			

V	Weighted average exercise price of Options granted during the year whose:	
(a)	Exercise price equals market price	NA
(b)	Exercise price is greater than market price	NA
(c)	Exercise price is less than market price	NA

Weighted average fair value of options granted during the year whose:		
(a)	Exercise price equals market price	NA
(b)	Exercise price is greater than market price	NA
(c)	Exercise price is less than market price	NA

The weighted average market price of options exercised during the year	No Options Were Exercised during the year
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Contractual life for options outstanding as on 31st March 2026 (Years)	3.76 years (ESOS 2025) and 3.99 years (ESOS 2024)
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VI	Employee-wise details of options granted during the financial year 2025-26:		
(i)	Senior Managerial Personnel as defined under Regulation 16 (d) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:		
S.No.	Name	Designation	No. of Options granted
a	Anshika Garg (resigned wef 01.08.2025)	Company Secretary & Compliance Officer	NIL
b	Smita Chaturvedi (Appointed wef 04.08.2025)	Company Secretary & Compliance Officer	NIL
b	Nanak Chand	Chief Financial Officer	7,000

(ii)	Any Other Employees who were granted, during the year, options amounting to 5% or more of the options granted during the year:			
S.No.	Name	Designation	No. of options granted	Percentage of Options Granted during the year
No options were granted to employees amounting to 5% or more of the options during the year				

(iii)	Identified employees who were granted option, during the year equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant.	
S.No.	Name	No. of options granted
No options were granted during the year equal to or exceeding 1% of the issued capital		

VII a)	Method and Assumptions used to estimate the fair value of options granted during the year 2025-26
	ESOS 2024-Grant date 28.03.2024
	The valuation was done by Samarth Valuation Advisory LLP, Registered Valuer, IBBI Registration No. IBBI/RV/06/2019/11008 Method: Black-Scholes method to estimate the fair value of the ESOPs granted by the Company, as on grant date. Assumptions: Management has provided us with the details of ESOPs, the exit period of the Company, and other relevant details relating to the Company.
	ESOS 2025-Grant date 01.01.2026
	The valuation was done by Samarth Valuation Advisory LLP, Registered Valuer, IBBI Registration No. IBBI/RV/06/2019/11008 Method: Black-Scholes method to estimate the fair value of the ESOPs granted by the Company, as on grant date. Assumptions: Management has provided us with the details of ESOPs, the expected dividend yield of the Company, and other relevant details relating to the Company.
	ESOS 2025-Grant date 25.03.2026
	The valuation was done by Samarth Valuation Advisory LLP, Registered Valuer, IBBI Registration No. IBBI/RV/06/2019/11008 Method: Black-Scholes method to estimate the fair value of the ESOPs granted by the Company, as on grant date. Assumptions: Management has provided us with the details of ESOPs, the expected dividend yield of the Company, and other relevant details relating to the Company.

The Assumptions used in the model are as follows:

S.No.	Particulars	ESOS 2024		ESOS 2025		
		Tranche I	Tranche II	Tranche I	Tranche II	Tranche III
1	Risk Free Interest Rate	6.16%	6.18%	5.69% (Grant date 01.01.2026)	5.78% (Grant date 01.01.2026)	5.86% (Grant date 01.01.2026)
				5.84% (Grant date 25.03.2026)	5.93% (Grant date 25.03.2026)	6.02% (Grant date 25.03.2026)
2	Expected Option Life (years)	4.25 Years	5.50 Years	2.5 Years	3.0 Years	3.5 Years
3	Expected Volatility	50.00%	50.00%	50.00%	55.00%	55.00%
4	Dividend Yield	0.25%	0.25%	0.40% (Grant date 01.01.2026)	0.40% (Grant date 01.01.2026)	0.40% (Grant date 01.01.2026)
				0.45% (Grant date 25.03.2026)	0.45% (Grant date 25.03.2026)	0.45% (Grant date 25.03.2026)
5	Price of the underlying share in market at the time of the option grant (Rs.)	Rs. 841.65	Rs. 841.65	Rs. 682.20 (Grant date 01.01.2026)	Rs. 682.20 (Grant date 01.01.2026)	Rs. 682.20 (Grant date 01.01.2026)
				Rs. 594.50 (Grant date 25.03.2026)	Rs. 594.50 (Grant date 25.03.2026)	Rs. 594.50 (Grant date 25.03.2026)
6	Call option value (INR/Option)	Rs. 825.04	Rs. 823.01	Rs. 673.74 (Grant date 01.01.2026)	Rs. 672.45 (Grant date 01.01.2026)	Rs. 671.71 (Grant date 01.01.2026)

				Rs. 586.05 (Grant date 25.03.2026)	Rs. 584.77 (Grant date 25.03.2026)	Rs. 583.49 (Grant date 25.03.2026)
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(b)	The method used and the assumptions made to incorporate the effects of expected early exercise: The valuation reports do not specify any separate assumption or methodology for incorporating the effects of expected early exercise. Accordingly, no separate early-exercise adjustment has been disclosed.
(c)	How expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility: The valuation reports specify expected volatility assumptions of 50.00% for ESOS 2024 and 50.00%/55.00% for the respective tranches of ESOS 2025. The valuation reports do not provide a separate detailed explanation of the methodology used to determine expected volatility or the extent to which such volatility was based on historical volatility.
(d)	Whether and how any other features of the options granted were incorporated into the measurement of fair value, such as a market condition: The fair value was determined using the Black-Scholes option pricing model based on the contractual terms and valuation assumptions specified above. The valuation reports do not identify any separate market condition or other material feature of the options requiring a separate adjustment to the fair value measurement.

VIII (a)	Details of the Trust		
S.No.	Particulars	FY 25-26	FY 24-25
1	Name of the Trust	NA	NA
2	Details of the Trustee(s)	NA	NA
3	Amount of loan disbursed by company during the year	NA	NA
4	Amount of loan outstanding (repayable to company) as at the end of the year	NA	NA
5	Amount of loan, if any, taken from any other source for which company has provided any security or guarantee	NA	NA
6	Any other contribution made to the Trust during the year	NA	NA

(b)	Brief details of transactions in shares by the Trust		
S.No.	Particulars	FY 25-26	FY 24-25
1	Number of shares held at the beginning of the year;	NA	NA
2	Number of shares acquired during the year through (i) Primary issuance (ii) Secondary acquisition	NA	NA
3	As a percentage of paid up equity capital as at the end of the previous financial year	NA	NA
4	weighted average cost of acquisition per share	NA	NA
5	Number of shares transferred to the employees / sold along with the purpose thereof;	NA	NA
6	Number of shares held at the end of the year.	NA	NA

(c)	In case of secondary acquisition of shares by the Trust	FY 25-26	FY 24-25
S.No.	Particulars	Number of shares as a percentage of paid- up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained	Number of shares as a percentage of paid-up equity capital as at the end of the year immediately preceding the year in which shareholders' approval was obtained
1	Held at the beginning of the year	NA	NA
2	Acquired during the year	NA	NA
3	Sold during the year	NA	NA
4	Transferred to the employees during the year	NA	NA
5	Held at the end of the year	NA	NA