

# APOLLO HOSPITALS ENTERPRISE LIMITED

CIN : L85110TN1979PLC008035



**Addendum to the Notice to the Shareholders (the “Notice”) dated 3<sup>rd</sup> August 2024 relating to the Annual General Meeting (“AGM”) of Apollo Hospitals Enterprise Limited being held on 30 August, 2024.**

## **Purpose**

The purpose of this Addendum to the [Notice](#) is to provide clarification and additional information regarding Item No. 6 and Item No. 7 put forward to the 2024 Annual General Meeting (“AGM”) of Apollo Hospitals Enterprise Limited (“Apollo Hospitals”) regarding the **Employee Stock Option Plan 2024 (the “Apollo ESOP 2024”)**.

## **Clarification and Additional Information**

As previously communicated, the objective of the Apollo ESOP 2024 is to attract, retain and reward key employees, promoting a sense of ownership and participation to create shareholder value creation over the long term. The introduction of the Apollo ESOP 2024 was made following extensive and broad stakeholder feedback to ensure that key employees are retained within the Apollo Hospitals ecosystem.

The current Notice highlights that the Apollo ESOP 2024 **generally envisages a vesting period of four (4) years from the date of grant**. Apollo Hospitals has now clarified in this Addendum the **minimum vesting period under the Apollo ESOP 2024 as two (2) years from the date of grant**, which exceeds the legal threshold vesting period of one (1) year.

SI No.	Particulars	Details
4	<b>Requirements of vesting and period of vesting</b>	<p>An Option granted to an Eligible Employee shall entitle him to apply for the Share on or after the date of Vesting, subject to satisfaction of the vesting conditions specified in the Grant Letter or Annual Operating Plan or such other document as the Board/ CC deem fit. Based on the accomplishment of the vesting conditions, the options may vest either fully or partially to such employee. The CC may amend Vesting period and/ or Vesting conditions.</p> <p>In certain circumstances of non-performance, the granted options could also lapse. Such options that do not qualify for vesting would be included in the pool to incentivize Eligible Employees from time to time.</p> <p>The terms of Vesting in respect of cessation of employment or corporate actions shall be determined by the Board/ CC.</p>

IS/ISO 9001 : 2000



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		<p>Such vested options shall be exercised within the Exercise Period by payment of the Grant Price/ Exercise Price (and applicable taxes) specified in the Grant Letter.</p> <p>The minimum Vesting period for an Option granted to an Eligible Employee will be a minimum of two years, a period that exceeds the minimum of one year vesting period that is legally required.</p>
5	<b>Maximum period within which the options shall be vested</b>	<p>This Plan endeavours to enhance Shareholder value by retaining employees and driving performance.</p> <p>This Plan generally envisages a Vesting period of four years from the date of Grant. Based on the vesting / performance conditions outlined by the CC, the granted options would vest, either fully or partially.</p>

For APOLLO HOSPITALS ENTERPRISE LIMITED

S M Krishnan  
Sr Vice President – Finance  
& Company Secretary



Date : 16.08.2024

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