

BSE Ltd.  
National Stock Exchange of India Ltd.

|                                 |                             |
|---------------------------------|-----------------------------|
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| Your letter of<br>Our reference | CS/SE/ESOP Disclosure       |
| Date                            | 3 <sup>rd</sup> July,2013   |

**Sub: Submission of information pursuant to SEBI circular having reference number CIR/CFD/DIL/7/2013 related to Employee Benefit Scheme dated May 13, 2013 on Amendments to SEBI (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999 and Equity Listing Agreement**

Dear Sirs,

With regard to the captioned subject, please find enclosed the details of allotments made/benefits granted post January 17, 2013 up to December 31, 2013 pursuant to employee benefit schemes involving securities of the company which are not in alignment with SEBI (ESOS and ESOS) Guidelines 1999 for the quarter ended 31<sup>st</sup> March, 2013 and 30<sup>th</sup> June, 2013.

Kindly take the information on record

Yours faithfully,

For Siemens Ltd.



**Haresh Khilnani**  
**Company Secretary**

Encl:a/a

Siemens Ltd.  
Management : Dr. Armin Bruck

130, Pandurang Budhkar Marg,  
Worli  
Mumbai - 400018

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Details of allotment of shares/grant of benefit made during the quarter ended March 31, 2013 pursuant to non-aligned schemes by Siemens Ltd.

| Type of Scheme (ESOP/ non-ESOP) | Brief Particulars of benefits under the scheme | Type of beneficiaries                           | Value of the benefit/allotment | Percentage of shares used for granting benefits/allotting shares to the total paid up share capital |
|---------------------------------|--|---|--------------------------------|---|
| Non ESOP                        | As Mentioned Below*                            | Promoter/Promoter Group/Directors holding > 10% | NIL                            | NIL   |
|                                 |  | Others  | NIL                            | NIL   |

\*Brief particulars of benefits under the scheme:

1. Employees contribute certain amount from their annual bonus to the Share Matching Plan Trust. Company does not contribute any money to the Trust for purchasing the shares.
2. Shares of the Company are purchased (from the funds contributed by the employees) by the Trust from the secondary market and retained in the Trust. It's a onetime exercise every year.
3. Employees needs to be in employment with the Company for next three years and holds shares with the Trust for such three years.
4. Company gives cash incentive (not shares) equivalent to one third value of the original shares purchased by each employee, at the end of the third year.

For Siemens Limited

  
 Haresh Khilnani  
 Company Secretary

Details of allotment of shares/grant of benefit made during the quarter ended June 30, 2013 pursuant to non-aligned schemes by Siemens Ltd.

| Type of Scheme (ESOP/ non-ESOP) | Brief Particulars of benefits under the scheme | Type of beneficiaries                           | Value of the benefit/allotment | Percentage of shares used for granting benefits/allotting shares to the total paid up share capital |
|---------------------------------|--|---|--------------------------------|---|
| Non ESOP                        | As Mentioned Below*                            | Promoter/Promoter Group/Directors holding > 10% | NIL                            | NIL   |
|                                 |  | Others  | NIL                            | NIL   |

\*Brief particulars of benefits under the scheme:

1. Employees contribute certain amount from their annual bonus to the Share Matching Plan Trust. Company does not contribute any money to the Trust for purchasing the shares.
2. Shares of the Company are purchased (from the funds contributed by the employees) by the Trust from the secondary market and retained in the Trust. It's a onetime exercise every year.
3. Employees needs to be in employment with the Company for next three years and holds shares with the Trust for such three years.
4. Company gives cash incentive (not shares) equivalent to one third value of the original shares purchased by each employee, at the end of the third year.

For Siemens Limited

  
Haresh Khilnani  
Company Secretary