

BSE Ltd.  
National Stock Exchange of India Ltd.

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Your letter of Our reference	CS/LA_CI. 35 C
Date	12 <sup>th</sup> February, 2013

## INFORMATION RELATED TO EMPLOYEE BENEFIT SCHEME

Dear Sirs,

Referring to the SEBI circular having reference number CIR/CFD/DIL/3/2013 dated 17<sup>th</sup> January, 2013 on Amendments to SEBI (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999 and Equity Listing Agreement, Please find enclosed details of employee benefit schemes involving dealing in the securities of the Company as per format prescribed in the said circular.

Kindly take the information on record

Yours faithfully,  
For **Siemens Ltd.**

  
**Ajai Jain**  
Vice President (Legal) &  
Company Secretary

Cc : National Securities Depository Ltd.  
Central Depository Services (India) Ltd.

Encl: a.a.

## ANNEXURE II

**Format for furnishing the details of Employee Benefit Schemes involving dealing in secondary market, not covered under SEBI (ESOS and ESPS) Guidelines 1999**

1. **Name of issuer:** Siemens Ltd.( Company)
2. **Name of the scheme:** Share Matching Plan Scheme
3. **Date of implementation:** January 2010 and annually every January
4. **Mode of implementation:** Through 'Siemens Ltd. Share Matching Plan Trust'

5. **Brief particulars of the scheme:****Purpose & Modus operandi:**

- I. 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.
- II. 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.
- III. Employees needs to be in employment with the Company for next three years and holds shares with the Trust for such three years.
- IV. 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.

**Trustees:** Mr. Ramesh Shankar Executive Vice President -HR Chairman  
 Mr. Pramod Bhambani Executive Vice President – CF  
 Mr. Ajai Jain Vice President (Legal) & Company Secretary  
 Mr. Subhankar Sinha Vice President –Taxation

These trustees are the employees of the Siemens Ltd., besides that they have no relationship with the promoter of the Company i.e. Siemens AG, Germany holding approx. 75% in Siemens Ltd.

6. **Whether promoters/persons belonging to the promoter group/directors are also beneficiaries in the scheme. If so, details thereof and their entitlements:**

**NOT APPLICABLE**

7. **No. of share held by the trust as on the date of the circular:** 118,625 shares



8. How the trust is proposing to deal with the existing holding (whether to be transferred to the employees or to be sold in the market for transferring the benefits to the employees; if so, details regarding proposed date of such transfer or sale shall be given)

NOT APPLICABLE

9. Details of persons who are entitled to shares or benefits accruing out of the shares, which form part of more than 1% of the paid up share capital, as on the date of the circular

NOT APPLICABLE

10. Details of secondary market purchases/sales by the Company/Trust managing the scheme if any, since April 01, 2012

NOT APPLICABLE

For Siemens Ltd.  
  
Ajai Jain  
Vice President (Legal) &  
Company Secretary