Subex Limited
RMZ Ecoworld
Outer Ring Road, Devarabisanahalli
Bangalore – 560 037 India
Phone : +91 80 6659 8700
Fax : +91 80 6696 3333
Email : info@subex.com
www.subex.com

November 15, 2013

To
The Manager – Listing
National Stock Exchange Limited
Exchange Plaza, Bandra – Kurla Complex,
Bandra (East)
Mumbai – 400 051

Dear Sir/Madam,

Sub: Abstract of Employment Agreement and Memorandum of Interest pursuant to Section 302(7) of the Companies Act, 1956

Please find enclosed herewith the copy of the Abstract of employment agreement between the Company and Mr. Surjeet Singh and Memorandum of Interest that will be issued to the Members of the Company pursuant to Section 302(7) of the Companies Act, 1956.

We request you to take the aforesaid document on record.

Thanking you

Yours truly,
For Subex Limited

SUBEX LIMITED BANGALORE-560 037

Hemalatha N
Associate Company Secretary

Encl: As above

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Abstract of the employment agreement between Subex Limited (the Company) and Mr. Surjeet Singh
and
Memorandum of Interest issued to the Members of the Company pursuant to Section 302(7) of the Companies Act, 1956

The Board of Directors at its meeting held on October 30, 2013 approved the reappointment and remuneration of Mr. Surjeet Singh as Managing Director and Chief Executive Officer of the Company for a period of 1 (one) Year with effect from October 5, 2013 to October 4, 2014.

Mr. Surjeet Singh was appointed as the Managing Director and Chief Executive Officer of the Company by the Board of Directors on October 5, 2012 for a period of one year and the Members of the Company have at the Nineteenth Annual General Meeting held on August 14, 2013 approved the said appointment including the terms of the appointment.

BRIEF PROFILE

Mr. Surjeet Singh is a seasoned management professional and a business leader with over two decades of multi-industry global experience in the Finance, Corporate Development, Business Planning and Global Operation functions. Mr. Surjeet Singh is a fellow of the Institute of Costs and Works Accountants, India, Certified Public Accountant from AICPA, USA. He holds a B.S. in Finance from the University of Pune and is a graduate of Advanced Management Program from Harvard Business School. He has an enviable successful corporate and entrepreneurial track record of building organizations and fostering collaboration in large and culturally diverse cross -functional teams. Prior to his recent short engagement as President International Business of Glodyne DecisionOne, he was the Chief Financial Officer of Patni Computer Systems Limited where he played a key role in shaping business transformation and maintaining the highest standards of governance. Mr. Surjeet Singh was also instrumental in enhancing shareholder value during his tenure at Patni. Prior to this, he was part of the founding team of Cymbal Corporation, a mid - sized telecom BSS systems integration boutique company out of Silicon Valley, which was acquired by Patni in 2004.

TERMS OF APPOINTMENT

(a) Tenure : 1 year (October 5, 2013 to October 4, 2014)
(b) Remuneration: Rupee equivalent of USD 25,000 per annum
(c) Benefits:
a. Medical Reimbursement: Reimbursement of medical expenses incurred, including premium paid on health insurance policies, whether in India or aboard, for self and family.
b. Insurance: Personal accident insurance and Keyman or other insurance as per the policy of the Company or as approved by the Board of Directors.
(d) Taxes: All taxes, duties, levies, surcharge etc. shall be borne solely by Mr. Surjeet Singh.

SUBEX LIMITED BANGALORE-560 037

(e) Expenses: The Company shall reimburse, on a monthly basis, all reasonable travelling, entertainment and other similar out of pocket expenses necessarily and reasonably incurred by him wholly in proper performance of his duties and responsibilities. He shall be entitled to travel in Business class where travel time is more than 5 hrs.

(f) Leave: Casual/sick leave and holidays as per the policy of the Company.

(g) Termination: The Company or Mr. Surjeet Singh may terminate the agreement giving either party notice in writing of 90 (Ninety) days.

MEMORANDUM OF CONCERN OR INTEREST

Apart from Mr. Surjeet Singh, who may be deemed to be interested in his appointment and remuneration, none of the other directors are concerned or interested in the aforesaid appointment.

INSPECTION:

Copy of the resolution passed by the Board of Directors on October 30, 2013 and the Employment Agreement entered into between the Company and Mr. Surjeet Singh as aforesaid are available for inspection by the Members at the registered office of the Company during working hours on any working day.

By Order of the Board

KV Ganesh
Global Head – Finance, Legal &
Company Secretary

Place: Bangalore
Date: November 13, 2013

BOOK-POST

If undelivered, please return to:

Subex Limited
Registered Office: RMZ Ecoworld, Outer Ring Road,
Devarabisanahalli, Bangalore – 560 037
Tel: +91 80 6659 8700 Fax: + 91 80 6696 3333