SIEMENS

BSE Ltd.
National Stock Exchange of India Ltd.

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Your letter of	
Our reference	CS/SE/ESOP Disclosure
Date	28th June,2013

Sub: Submission of Information pursuant to SEBI Circular having reference number related to Employee Benefit Scheme CIR/CFD/DIL/7/2013 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 following:

1. details of benefits granted/shares allotted in the past upto January 17, 2013 in pursuance of employee benefit schemes involving securities of the company which are not in alignment with SEBI (ESOS and ESPS) Guidelines 1999;

2. details of benefits due/options granted and pending exercise as on January 17, 2013 in pursuance of employee benefit schemes involving securities of the company which are not in alignment with SEBI (ESOS and ESPS) Guidelines 1999.

Kindly take the information on record

Yours faithfully,

For **Siemens Ltd.**

Haresh Khilnani
Company Secretary

Encl:a/a

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Details of allotment of shares/grant of benefit made till January 17, 2013 pursuant to non-allgned schemes by Siemens Ltd.

Financial Year	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***
2010	Non ESOP	As mentioned below*	Promoter/Promoter Group/Directors holding > 10%	NIL	NIL
			Others	43,747**	0.012% to Paid up Share capital
2011	Non ESOP	As mentioned below*	Promoter/Promoter Group/Directors holding > 10%	NIL	NIL
			Others	35,194**	0.010% to Paid up Share capital
2012	Non ESOP	As mentioned below*	Promoter/Promoter Group/Directors holding > 10%	NIL	NIL
			Others	48,527**	0.014% to Paid up Share capital

*Brief particulars of benefits under the scheme:

1. Employees of the Company 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.

** Equity shares having face value of Rs. 2 each were acquired from the Secondary Market which was out of the purview of the then prevailing SEBI (ESOP and ESPS) Guidelines, 1999. The same was also mentioned in the Informal Guidance letter issued by SEBI to the Company vide letter dated 5th April, 2010 having reference number CFD/DIL/IG/SK/VT/180/2010.

*** Percentage of shares has been calculated with the total paid up capital of the Company as on 27.06.2013.

For Siemens Ltd.

Haresh Khilnani
Company Secretary

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Details of outstanding options/allotments/benefits as on January 17, 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	1,18,625**	0.033% to Paid up Share capital

*Brief particulars of benefits under the scheme:

5. 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.
6. 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.
7. Employees needs to be in employment with the Company for next three years and holds shares with the Trust for such three years.
8. 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.

** Equity shares having face value of Rs. 2 each were acquired from the Secondary Market which was out of the purview of the then prevailing SEBI (ESOP and ESPS) Guidelines, 1999. The same was also mentioned in the Informal Guidance letter issued by SEBI to the Company vide letter dated 5th April, 2010 having reference number CFD/DIL/IG/SK/VT/180/2010.

*** Percentage of shares has been calculated with the total paid up capital of the Company as on 27.06.2013.

For Siemens Ltd.

Haresh Khilnani
Company Secretary