

Cyient DLM Limited
Restricted Stock Unit Plan 2023

Cyient DLM Limited

Regd. office: 3rd floor, Plot No. 11, Software Layout Units, Infocity
Hyderabad TG 500081CIN: U31909TG1993PLC141346

Certified True Copy

For **CYIENT DLM LIMITED**

S. Kiritha

Company Secretary



Cyient DLM Limited

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CIN: U31909TG1993PLC141346

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1. Name, Objectives and Term of the Plan

- 1.1 This employee stock option plan shall be called the '**Cyient DLM Restricted Stock Units Plan 2023**' ("**RSU 2023**" / "**Plan**").
- 1.2 The Company intends to use this Plan to attract, retain and motivate the key talents by way of rewarding their high performance and motivate them to contribute to the overall corporate growth and profitability. The Company views Stock Units as a long-term incentive tool that would enable the Employees not only to become co-owners, but also to create wealth out of such ownership in future.
- 1.3 The Plan is established with effect from 09 September, 2023 on which the shareholders of the Company have approved the Plan by way of a special resolution, and it shall continue to be in force until (i) its termination by the Company as per provisions of Applicable Laws, or (ii) the date on which all of the Stock Units available for issuance under the Plan have been granted, vested and exercised, whichever is earlier.
- 1.4 Subject to provisions of Clause 14 of this Plan, the Board or the Committee as authorized may at any time alter, amend, suspend or terminate the Plan.

2. Definitions and Interpretations

2.1 Definitions

- i. "**Applicable Laws**" means every law relating to Units, to the extent applicable, including and without limitation to the Companies Act, all relevant regulations of the Securities and Exchange Board of India particularly in connection with or after Listing, including the SEBI SBEB & SE Regulations, all relevant tax, securities, exchange control, corporate laws, or amendments thereof including any circular, notification issued thereunder, of India or of any relevant jurisdiction or of any Stock Exchange on which the Shares may be listed or quoted.
- ii. "**Associate Company**" shall have the same meaning as defined under section 2(6) of the Companies Act, 2013.
- iii. "**Board**" means the Board of Directors of the Company.
- iv. "**Companies Act**" means the Companies Act, 2013, rules made thereunder, and includes any statutory modifications or re-enactments thereof.
- v. "**Company**" means 'Cyient DLM Limited', a company incorporated under the provisions of the Companies Act, 1956, having CIN: U31909TG1993PLC141346



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and having its registered office at 3rd floor, Plot No. 11, Software Layout Units, Infocity Hyderabad TG 500081 India.

- vi. **“Committee”** means the Nomination and Remuneration Committee of the Board, as constituted or reconstituted from time to time under Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time and having such powers as specified under the SEBI SBEB & SE Regulations read with powers specified in this Plan.
- vii. **“Closing Date”** means the last date on which the Grant of Units by the Company to an eligible Employee can be accepted. In case the last date is a non-working day, then the Closing Date shall be on the next working day.
- viii. **“Death”** for the purpose of this Plan shall mean death of a Unit Grantee during the continuance of employment or service, which shall not include death due to suicide and any other reason(s) specified, if any, under the human resource policy of the Company.
- ix. **“Director”** means a member of the Board of the Company.
- x. **“Eligibility Criteria”** means the criteria as may be determined from time to time by the Committee for determining the eligibility of the Employees for Grant of Units under the Plan.
- xi. **“Employee”** means (a) a permanent employee of the Company working in or outside India; or (b) a Director of the Company, whether a whole-time director or not but excluding an Independent Director; or (iii) employees as mentioned in (a) and (b) above of a Subsidiary Company, in India or outside India, but shall not include:
 - (i) an employee who is a Promoter or a person belonging to the Promoter Group; and
 - (ii) a Director who either by himself/herself or through his/her relatives or through anybody corporate, directly or indirectly, holds more than 10% of the outstanding Shares of the Company

Provided further that post Listing, the term “Employee” shall be read as per the SEBI SBEB & SE Regulations as defined below:

“Employee” shall mean -

- (i) an employee as designated by the Company, who is exclusively working in India or outside India; or
- (ii) a Director of the Company, whether a whole-time Director or not,



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- including a non-executive Director who is not a Promotor or member of the Promoter Group, but excluding an Independent Director; or
- (iii) an employee as defined in sub clause (i) or (ii), of a Group Company including Subsidiary Company or its Associate Company, in India or outside India, or of a Holding Company but does not include-
- a. an employee who is a Promotor or a person belonging to the Promoter Group; or
 - b. a Director who, either himself or through his relative or through any body corporate, directly or indirectly, holds more than 10% of the outstanding equity shares of the Company.
- xii. **“Exercise”** means expression of intention in writing by an Employee to the Company to issue of Shares underlying the Units vested in him, in pursuance of this Plan, in accordance with the procedure laid down by the Company for Exercise of Units.
- xiii. **“Exercise Period”** means such time period commencing after Vesting within which the Unit Grantee should exercise the Units vested in him in pursuance of the Plan, as more particularly specified at Sub-clause 8.2 of the Plan.
- xiv. **“Exercise Price”** means the price determined by the Committee as per provisions of this Plan and specified in the Grant Letter, being payable by an Employee upon Exercise of the Units vested in him in pursuance of the Plan.
- xv. **“Fair Market Value”** means fair market value of a Share of the Company as determined by a registered valuer appointed as per the provisions of the Companies Act.
- Provided that** after Listing, the term ‘Fair Market Value’ shall refer to ‘Market Price’ within the meaning of the SEBI SBEB & SE Regulations.
- xvi. **“Grant”** means issue of Units to the Employees by the Company under the Plan.
- xvii. **“Grant Letter”** means the formal communication in writing as regards Grant made by the Company to the Employee containing specific details, terms and conditions of the Units.
- xviii. **“Group” or “Group Company”** means two or more companies which, directly or indirectly, are in position to-
- i. Exercise twenty-six percent, or more of the voting rights in the other company; or
 - ii. Appoint more than fifty percent, of the members of the board of directors in the other company; or



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- iii. Control the management or affairs of the other company.
- xix. **"Holding Company"** means any present or future holding company of the Company determined as per provisions of the Companies Act.
- xx. **"Independent Director"** shall have the same meaning assigned to it under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- xxi. **"Listing"** means listing of the Company's Shares on any recognized Stock Exchange pursuant to an initial public offer ("IPO") of Shares or otherwise.
- xxii. **"Misconduct"** means any of the following acts or omissions by a Unit Grantee in addition to any provisions prescribed in the offer or terms of employment amounting to violation or breach of terms of employment as determined by the Committee after giving Unit Grantee an opportunity of being heard:
- (i) dishonest statements or acts of a Unit Grantee, with respect to the Company;
 - (ii) any misdemeanor involving moral turpitude, deceit, dishonesty or fraud committed by a Unit Grantee;
 - (iii) gross negligence, misconduct or insubordination of a Unit Grantee in connection with the performance of his duties and obligations towards the Company;
 - (iv) breach by a Unit Grantee of any terms of his employment agreement or the Company's policies or other documents or directions of Company;
 - (v) participating or abetting a strike in contravention of any law for the time being in force; and
 - (vi) misconduct as provided under applicable labour laws after following the principles of natural justice.
- xxiii. **"Permanent Incapacity"** means any disability or incapacitation while in employment or service, of whatsoever nature, be it physical, mental, or otherwise, which incapacitates or prevents or handicaps a Unit Grantee from performing any specific job, work or task which the said personnel was capable of performing immediately before such disablement, as determined by the Committee as per human resource policy of the Company.
- xxiv. **"Plan"** means RSU 2023 as defined above in clause 2.1(xxix).
- xxv. **"Promoter"** shall have the same meaning assigned to it under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations 2018, as amended.



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- xxvi. **“Promoter Group”** shall have the same meaning assigned to it under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations 2018, as amended.
- xxvii. **“Retirement”** means retirement or superannuation as per the human resource policy of the Company.
- xxviii. **“RSUs Pool”** means such number of Shares a Company decides to reserve for granting of Stock Units to the existing and future Unit Grantees under RSU 2023.
- xxix. **“RSU 2023”** means this ‘Cyient DLM Restricted Stock Unit Plan 2023’, under which the Company is authorized to grant Units to the Employees.
- xxx. **“SEBI SBEB & SE Regulations”** means the Securities and Exchange Board of India (Share Based Employee Benefits & Sweat Equity) Regulations 2021 as amended and enacted from time to time read with all circulars and notifications issued thereunder.
- xxxi. **“Share”** means an equity share of the Company of face value of Rs. 10 (Rupees Ten) each fully paid-up including the equity shares arising out of the Exercise of Units granted under this Plan.
- xxxii. **“Stock Exchange”** means the National Stock Exchange of India Limited, BSE Limited, or any other recognized Stock Exchange in India on which the Company’s Shares are listed or to be listed in future.
- xxxiii. **“Stock Units” or “Stock Incentive Units”** means a Stock Units granted to an Employee, which gives such Employee the right, but not an obligation, to purchase or subscribe at a future date the Shares underlying the units at pre-determined price (face value of Shares of the Company).
- xxxiv. **“Subsidiary Company”** means any present or future subsidiary company of the Company determined as per provisions of the Companies Act.
- xxxv. **“Unit”** means Stock Units or Stock Incentive Units individually or collectively, as the context may require within the meaning of the Plan.
- xxxvi. **“Unit Grantee”** means an Employee who has been granted Units, has accepted such Grant as required under the Plan and shall deem to include nominee/ legal heir of Unit Grantee in case of his/her death to the extent provisions of the Plan are applicable to such nominee/ legal heir.
- xxxvii. **“Unvested Unit”** means a Unit in respect of which the relevant Vesting Conditions



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have not been satisfied and as such, the Unit Grantee has not become eligible to Exercise the Unit.

- xxxviii. **“Vested Unit”** means a Unit in respect of which the relevant Vesting Conditions have been satisfied and the Unit Grantee has become eligible to Exercise the Unit.
- xxxix. **“Vesting”** means earning by the Unit Grantee, of the right to Exercise the Unit granted to him in pursuance of the Plan.
- xl. **“Vesting Condition”** means the condition(s) prescribed, if any, subject to satisfaction of which, the Unit granted would vest to a Unit Grantee.
- xli. **“Vesting Date”** means the date(s) on which Grant of Unit would vest to a Unit Grantee, upon completion of the Vesting Period and compliance with any other conditions specified.
- xlii. **“Vesting Period”** means the period during which the Vesting of the Unit granted to the Unit Grantee, in pursuance of the Plan takes place.

2.2 Interpretation

In this Plan, unless the contrary intention appears:

- (a) the clause headings are for ease of reference only and shall not be relevant for interpretation;
- (b) a reference to a clause number is a reference to its Sub-clauses;
- (c) words in singular number include the plural and vice versa;
- (d) words importing a gender include any other gender;
- (e) a reference to a schedule includes a reference to any part of that schedule which is incorporated by reference; and
- (f) the terms defined above shall for the purposes of this Plan have the meanings herein specified and terms not defined above shall have the meanings as defined in the Companies Act or Applicable Laws including the SEBI SBEB & SE Regulations, as the context requires. Reference to any act, rules, statute or notification shall include any statutory modifications, substitution or re-enactment thereof.



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3. Authority and Ceiling

- 3.1 The shareholders of the Company have vide their special resolution dated 09 September, 2023 approved the Plan authorizing the Committee to grant not exceeding 15,84,260 **(Fifteen lakhs eighty four thousand two hundred and sixty)** Units ("RSUs Pool") to the eligible Employees in one or more tranches, from time to time, which in aggregate shall be exercisable into not more than 15,84,260 **(Fifteen lakhs eighty four thousand two hundred and sixty)** Shares, with each such Unit conferring a right upon the Employees to apply for one Share in the Company in accordance with the terms and conditions as may be decided under the Plan.
- 3.2 The maximum number of Units that may be granted to any identified Employee in any year shall in aggregate not exceed [5,00,000] **(Five Lakh)** of the issued equity Share capital (excluding outstanding warrants and conversions, if any) of the Company on the date of adoption of this Plan
- 3.3 Where Shares are issued consequent upon Exercise of a Unit under this Plan, RSUs Pool as defined in Clause 3.1 above shall stand reduced to the extent of such Shares issued.
- 3.4 If a Unit expires, lapses or becomes un-exercisable due to any reason, it shall be brought back to the RSUs Pool specified above and shall become available for future Grants, subject to compliance with the provisions of the Applicable Laws.
- 3.5 In case of a Share split or consolidation, if the revised face value of the Share is less or more than the current face value as prevailing on the date of coming into force of this Plan, the maximum number of Shares available for being issued under Plan as specified above shall stand modified accordingly, so as to ensure that the cumulative face value (number of Shares x face value per Share) prior to such Share split or consolidation remains unchanged after such Share split or consolidation. Thus, for example, if the prevailing face value of each Share is Rs. 10 per Share and the revised face value after the Share split is Rs. 5 per Share, the total number of Shares available under Plan would be (Shares reserved at sub-clause 3.1 x 2) Shares of Rs. 5 each. Similarly, in case of bonus issues, rights issues, merger, sale of division and others, the available number of Shares under Plan shall be revised to restore the value, in terms of Sub-clause 4.2(i) of this Plan.
- 3.6 Prior approval of shareholders of the Company in the general meeting by passing special resolution shall be obtained in case the Grant of Units to any identified Employee, in any one financial year, is equal to or exceeding 1% (one percent) of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of Grant of Units.
- 3.7 In case of fresh Grant of Units after Listing, the Company shall obtain prior approval from the shareholders of the Company by way of ratification of the Plan.



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4. Administration

- 4.1 The Plan shall be administered by the Committee. All questions of interpretation of the Plan or any Unit granted thereunder shall be determined by the Committee and such determination shall be final and binding upon all persons having an interest in the Plan or in any Unit granted thereunder.
- 4.2 The Committee shall, in accordance with this Plan and Applicable Laws, determine the following:
- (a) The Eligibility Criteria for Grant of Unit to the Employees;
 - (b) The quantum of Unit to be granted to the eligible Employees, subject to the ceilings as specified in sub-clauses 3.1 and 3.2;
 - (c) The time when the Units are to be granted;
 - (d) The number of Units to be granted to each Employee;
 - (e) The terms and conditions subject to which the Units granted would vest in the Unit Grantee;
 - (f) The specific Vesting Period and Vesting schedule of the Units granted;
 - (g) the Exercise Price of the Units granted;
 - (h) The Exercise Period within which the Employee can Exercise the Units and that Units would lapse on failure to Exercise the same within the Exercise Period;
 - (i) The specified time period within which the Employee shall exercise the Vested Units in the event of termination or resignation;
 - (j) Obtaining permissions from, making periodic reports to regulatory authorities, as may be required and ensuring compliance with all guidelines applicable in this regard;
 - (k) The procedure for making a fair and reasonable adjustment to the entitlement including adjustment to the number of Units and to the Exercise Price in case of corporate actions such as rights issues, bonus issues, merger, sale of division and others. In this regard, the following shall, *inter alia*, be taken into consideration by the Committee:
 - (i) the number and price of Units shall be adjusted in a manner such that total value of the Units in the hands of the Unit Grantee remains the same after such corporate action; and
 - (ii) the Vesting Period and the life of the Units shall be left unaltered as far as possible to protect the rights of the Unit Grantees.
 - (l) The procedure and terms for the Grant, Vesting and Exercise of Units in case of Unit Grantees who are on a long leave;
 - (m) The conditions under which Unit vested into the Unit Grantees may lapse in case of termination of employment for Misconduct;
 - (n) the procedure for buy-back of Units granted under the Plan if to be undertaken at any time by the Company, and the applicable terms and conditions, including:
 - (i) permissible sources of financing for buy-back;



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- (ii) any minimum financial thresholds to be maintained by the Company as per its last financial statements; and
- (iii) limits upon quantum of Units that the Company may buy-back in a financial year;
- (o) Formulate suitable policies and procedures to ensure that there is no violation of Applicable Laws, in relation to this Plan by the Company and the Employees;
- (p) Approve forms, writings and/or agreements for use in pursuance of the Plan; and
The procedure for funding for Exercise of Units, as permitted under the Applicable Laws.

4.3 The Committee shall frame suitable policies and procedures to ensure that there is no violation of any securities laws including Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and the Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices Relating to Securities Market) Regulations, 2003 or any statutory modification or re-enactment of these regulations by the Company or any of its Employees, as applicable.

5. Eligibility and Applicability

5.1 Only Employees are eligible for being granted Units under Plan. The specific Employees to whom the Units would be granted, and their Eligibility Criteria would be determined by the Committee at its sole discretion.

5.2 The Plan shall be applicable to the Company and its Subsidiary(ies), and any successor company thereof to the extent any of their Employees have been granted Units under the Plan and apply to each Unit Grantee.

Provided that in case of any Grant to the Employees of the Subsidiary, the Company shall obtain prior approval of the shareholders of the Company by way of a separate special resolution.

Provided further that in case of Grant after Listing to the Employees of any Group Company including that of the Holding Company or Associate Company, the Company shall obtain prior approval of the shareholders of the Company by way of a separate special resolution and this Plan shall be applicable to such companies.

5.3 The process for determining the eligibility of the Employees may include designation period of service, performance linked parameters such as work performance and such other criteria as may be determined by the Committee at its sole discretion, from time to time.

6. Grant and Acceptance of Grant

6.1 Grant of Units



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- (a) Grants contemplated under the Plan shall be made on such day and month as decided by the Committee at its sole discretion.
- (b) Each Grant of Units under the Plan shall be made in writing by the Company to the eligible Employees by way of Grant Letter containing specific details of the Grant, and disclosure requirements, as prescribed under Applicable Laws and will specify the number of Units to which the Unit Grantee is entitled, the Exercise Price, method of payment, the Closing Date of accepting the offer, Vesting Date(s), Vesting Condition(s) and such other details as the Committee may specify.

6.2 Acceptance of the Grant

- (a) An eligible Employee who wishes to accept the Grant made under this Plan must deliver to the Company a duly signed acceptance of the Grant on or before the Closing Date, as specified in the Grant Letter.
- (b) Upon receipt by the Company of such signed acceptance, the eligible Employee will become a Unit Grantee. Failure to deliver such acceptance before the specified date, shall result in rejection of the Grant and lapse of Units unless the Committee determines otherwise.

7. Vesting Schedule / Vesting Conditions

- 7.1 Units granted under Plan shall vest not earlier than the minimum Vesting Period of **1 (One) year** and not later than maximum Vesting Period of **7 (Seven) years** from the date of Grant.
- 7.2 Vesting of Units would be subject to continued employment with the Company, including Subsidiary Company(ies), and on achievement of certain performance criteria. Thus, the Units would vest essentially on achievement of performance criteria. In addition to this, the Committee may also specify certain performance criteria subject to satisfaction of which the Units would vest. The Units remaining unvested due to non-achievement of the specific performance parameters as outlined in the Grant letters of the Unit Grantees are eligible to be carried forward to the subsequent financial year subject to the maximum period of 7 (Seven years) as mentioned in clause (7.1)
- 7.3 Provided that in case where Units are required to be granted by the Company under the Plan in lieu of Units held by an Employee under a similar plan in another company ("Transferor Company") which has merged, demerged, arranged or amalgamated with the Company, the period during which the Units granted by the Transferor Company were held by such Employee shall be adjusted against the minimum Vesting Period as per the Plan.



Provided further that in the event of Death or Permanent Incapacity of an Employee, the minimum Vesting Period shall not be applicable and in such instances, all the Unvested Units shall vest with effect from date of the Death or Permanent Incapacity.

7.4 Vesting of Units would be subject to continued employment with the Company, including Subsidiary Company (ies), holding Company, as the case may be, and has not served any notice of resignation. In addition to this, the Committee may also specify performance criteria subject to satisfaction of which the Units would vest.

7.5 The specific Vesting schedule and Vesting Conditions subject to which Vesting would take place would be outlined in the Grant Letter.

7.6 **Vesting of Units in case of Employees on long leave**

The period of leave shall not be considered in determining the Vesting Period in the event the Employee is on a sabbatical. In all other events including approved earned leave and sick leave, the period of leave shall be included to calculate the Vesting Period unless otherwise determined by the Committee.

8. **Exercise**

8.1 **Exercise Price**

- (a) The Exercise Price per Unit shall be the face value of Shares of the Company as on Grant Date. The specific Exercise Price shall be intimated to the Unit Grantee in the Grant Letter issued at the time of Grant.
- (b) Payment of the Exercise Price shall be made by online payment to the account of the Company, or in such other mode and manner as the Committee may decide from time to time.

8.2 **Exercise Period**

(a) **Exercise while in employment/ service:**

The Exercise Period in respect of a Vested Units shall be subject to a maximum period of 5 (Five) years commencing from the date of Vesting all at one time or in tranches. The specific Exercise Period shall be intimated to the Unit Grantee in the Grant Letter at the time of Grant.

(b) **Exercise Period in case of separation from employment / service:**



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The Units shall have treatment as under:

S. No.	Events of Separation	Vested Units	Unvested Units
1	Resignation / termination (other than due to Misconduct)	All the Vested Units as on date of notice of resignation / termination shall be exercisable by the Unit Grantee within a period of 180 days of the last working day.	All the Unvested Units as on date of notice of resignation/ termination shall stand cancelled with effect from date such resignation/ termination.
2	Termination due to Misconduct	All the Vested Units at the time of issuing notice of such termination shall stand cancelled with effect from the date of issuing notice of such termination.	All the Unvested Units at the time of issuing notice of such termination shall stand cancelled with effect from the date of issuing notice of such termination.
3	Retirement	All the Vested Units as on date of Retirement shall be exercisable by the Unit Grantee within a period of 180 days of the last working day	All Unvested Units as on the date of Retirement would continue to vest in accordance with the original vesting schedule even after the Retirement unless otherwise determined by the Committee in accordance with the Company's Policies and provisions of the then prevailing Applicable Law.
4	Death	All the Vested Units as on date Death shall vest, with effect from the date of Death, in the legal heirs or nominees of the deceased Unit Grantee and can be exercised by the Unit Grantee's nominee or legal heirs within an Exercise Period of 180 days from the date of Death.	All the Unvested Units as on date Death shall vest immediately in the legal heirs or nominees of the deceased Unit Grantee and such Vested Units may be exercised in the manner specified for Vested Units.



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5	Permanent Incapacity	All the Vested units as on date of incurring of such incapacity shall vest, with effect from the date of permanent incapacitation, and can be exercised within an Exercise Period of 180 days from the date of incurring such incapacity.	All the Unvested Units as on date incurring such incapacity shall vest immediately and such Vested Units may be exercised in the manner specified for Vested Units.
6	Abandonment of employment	All the Vested Units shall stand cancelled with effect from such date as determined by the Committee.	All Unvested Units shall stand cancelled with effect from such date as determined by the Committee.
7	Other reasons apart from those mentioned above	The Committee shall decide whether the Vested Units which are not exercised as on that date can be exercised by the Unit Grantee or not, and such decision shall be final.	All the Unvested Units as on the date of separation shall stand cancelled with effect from such date unless otherwise required under Applicable Laws.

8.3 The Units shall be deemed to be exercised when a RSU Grantee makes an application in writing to the Company or by any other means as decided by the Committee, for obtaining of Shares against the RSUs vested in him, subject to payment of Exercise Price, applicable taxes and compliance of other requisite conditions of Exercise.

8.4 Consequence of failure to exercise a Unit:

The amount paid by the Unit Grantee, if any, at the time of Grant, Vesting or Exercise of Unit (i) may be forfeited by the Company if the Units is not Exercised by the Unit Grantee within the Exercise period; or (ii) may be refunded to the Employee if the Units are not Vested due to non-fulfilment of conditions relating to Vesting of Units as per the ASOP 2023

8.5 The Units not exercised within the prescribed Exercise Period shall lapse and a Unit Grantee shall have no right over such lapsed or cancelled Units, which shall immediately get added back to the RSU Pool.

9. Free transferability upon Listing

9.1 Upon Listing, the Unit Grantee or his nominee/ legal heir, wherever applicable, can sell



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Shares arising out of the Exercise of the Units in the open market at any time in accordance with Applicable Laws and policies of the Company, subject to any lock in period as per Applicable Laws.

- 9.2 Upon Listing and subject to other provisions of the Applicable Laws, the Company shall list new Shares issued under the Plan on the recognized Stock Exchange(s).

10. Lock-in

- 10.1 The Shares issued upon Exercise shall be freely transferable and shall not be subject to any lock-in period restriction after such issue except as required under the Applicable Laws including that under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, or code of conduct framed, if any, by the Company after Listing, under the Securities and Exchange Board of India (Prohibition of Insider Trading), Regulations, 2015.

11. Restriction on transfer of Units

- 11.1 Units shall not be directly or indirectly pledged, hypothecated, mortgaged or otherwise alienated in any other manner.
- 11.2 Units shall not be directly or indirectly transferable to any person except in the event of death of the Unit Grantee in which case provisions of Sub-clause 8.2(b) would apply.
- 11.3 No person other than the Employee to whom the Unit is granted shall be entitled to Exercise the Unit except in the event of the death of the Unit Grantee in which case provisions of Sub-clause 8.2(b) would apply.

12. Other Terms and Conditions

- 12.1 Listing of Shares

In case of Listing, the Board is authorized to do such acts, deeds and things including but not limited to amendment of this Plan to make the Plan compliant with any Applicable Laws prevailing at that time.

- 12.2 The Unit Grantee shall not have a right to receive any dividend or to vote or in any manner enjoy the benefits of a shareholder in respect of Units granted, till the time Shares are issued to them upon Exercise of such Units.
- 12.3 Nothing herein is intended to or shall give the Unit Grantee any right or status of any kind as a shareholder of the Company (for example, bonus Shares, rights Shares, dividend, voting,



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etc.) in respect of any Shares covered under the Grant unless the Unit Grantee exercises the Unit and thereupon, becomes a registered holder of the Shares of the Company.

- 12.4 If the Company issues bonus or rights Shares, the Unit Grantee will not be eligible for the bonus or rights Shares in the capacity of the Unit Grantee. However, an adjustment to the number of Units or the Exercise Price or both would be made in accordance with Sub-clause 4.2(i) of Plan.

13. Deduction / recovery of Tax

- 13.1 The liability of paying taxes, if any, in respect of Units granted pursuant to this Plan and the Shares issued pursuant to Exercise thereof shall be entirely on Unit Grantee and shall be in accordance with the provisions of Income Tax Act, 1961 read with rules issued thereunder and/or Income Tax Laws of respective countries as applicable to eligible Unit Grantees working abroad, if any.
- 13.2 The Company shall have the right to deduct from the Unit Grantee's salary or recover any tax that is required to be deducted or recovered under the Applicable Laws. In case of non-continuance of employment, the outstanding amount of the tax shall be recovered fully on or before full and final settlement.
- 13.3 The Company shall have no obligation to issue Shares until the Company's tax deduction obligations, if any, have been satisfied by the Unit Grantee in full.

14. Authority to vary terms

- 14.1 The Committee or the Board may, if it deems necessary, vary the terms of the Plan, subject to compliance with the requirements of the Applicable Laws and approval of the shareholders in a general meeting in such manner that such variation is not detrimental to the interest of the Employees. The Company shall be entitled to vary the terms of the Plan to meet any regulatory requirements.

Provided that post listing company shall be entitled to vary the terms of the Plan to meet any regulatory requirement without seeking shareholders' approval by way of a special resolution.

- 14.2 The Company may also re-price the Units which are not exercised, whether or not they have vested, if Plan is rendered unattractive due to fall in the value of the Shares, provided that the Company ensures that such re-pricing shall not be detrimental to the interest of the Unit Grantee and approval of the shareholders by way of a special resolution has been obtained for such re-pricing.



15. Miscellaneous

15.1 Government Regulations

This Plan shall be subject to all Applicable Laws, and approvals from governmental authorities.

15.2 The Company shall issue to the relevant Employee, all Shares arising from Exercise of Units and after payment of applicable taxes, only in dematerialized form. The demat account into which such Shares will be credited, must be in the name of the relevant Employee only and not jointly with any other person.

15.3 Inability to obtain authority

The inability of the Company to obtain authority from any regulatory body having jurisdiction over the Company, or under any Applicable Laws, for the lawful issuance and sale of any Shares hereunder shall relieve and wholly discharge the Company of any and all liability in respect of the failure to issue or sell such Shares.

15.4 Neither the existence of this Plan nor the fact that an Employee has on any occasion been granted a Unit shall give such Employee any right, entitlement or expectation that the Employee has, or will in the future, have any such right, entitlement or expectation to participate in this Plan by being granted a Unit on any other occasion.

15.5 The rights granted to a Unit Grantee upon the grant of a Unit shall not afford a Unit Grantee any rights or additional rights to compensation or damages in consequence of the loss or termination of his office or employment with the Company for any reason whatsoever (whether or not such termination is ultimately held to be wrongful or unfair).

15.6 The Unit Grantee shall not be entitled to any compensation or damages for any loss or potential loss which he may suffer by reason of being unable to exercise a Unit in whole or in part.

15.7 Participation in Plan shall not be construed as any guarantee of return on equity investment. Any loss due to fluctuations in the market price of the Shares and the risks associated with the investments are that of the Unit Grantee alone.

16. Accounting and Disclosures

16.1 The Company shall follow the rules/regulations applicable to accounting of Units with reference to Fair Market Value of Shares as on date of Grant.



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16.2 The rules/regulations to be followed shall include but not limited to the IND AS / Guidance Note on Accounting for Employee Share-based Payments and/ or any relevant Accounting Standards as may be prescribed by the Institute of Chartered Accountants of India or any other appropriate authority, from time to time, including the disclosure requirements prescribed therein.

16.3 After Listing, the Company shall comply with the accounting and disclosure requirements as prescribed under Regulation 15 of the SEBI SBEB & SE Regulations.

17. Certificate from Secretarial Auditors

Upon Listing, the Board shall at each annual general meeting place before the shareholders a certificate from the secretarial auditors of the Company that the Plan has been implemented in accordance with the SEBI SBEB & SE Regulations and in accordance with the resolution of the Company in the general meeting. The Board shall also make the requisite disclosures of the Plan, in the manner specified under the SEBI SBEB & SE Regulations.

18. Governing Laws and jurisdiction

18.1 The terms and conditions of the Plan shall be governed by and construed in accordance with the Applicable Laws of India including the foreign exchange laws.

18.2 The Court at Hyderabad and courts subordinate to it shall have jurisdiction in respect of any and all matters, disputes or differences arising in relation to or out of this Plan.

18.3 Nothing in this Clause shall however limit the right of the Company to bring proceedings against any Employee in connection with this Plan:

- (i) in any other court of competent jurisdiction; or
- (ii) concurrently in more than one jurisdiction.

19. Notices

19.1 All notices of communication required to be given by the Company to a Unit Grantee by virtue of this Plan shall be in writing and shall be sent to the address of a Unit Grantee available in the records of the Company; or delivering the communication(s) to a Unit Grantee in person with acknowledgement of receipt thereof; or emailing the communication(s) to a Unit Grantee at the official email address provided, if any, during the continuance of employment or at the email address provided to a Unit Grantee after cessation of employment.



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- 19.2 Any communication to be given to a Unit Grantee to the Company in respect of Plan shall be sent at the address mentioned below or e - mailed at:

Designation:
Company Secretary
Cyient DLM Limited.
3rd Floor, Plot No. 11, Software Units Layout,
Infocity, Madhapur, Hyderabad, Telangana 500081
Or
Email: company.secretary@cyientdmlm.com

20. Nomination

The Employee has to nominate a person as his/her nominee. The nominee in case of Death or Permanent Incapacity of the Unit Grantee, shall be the legal representative recognized by the Company as the inheritor of the Unit Grantee in respect of all rights and liabilities for the purposes of this Plan, In the absence of a nominee or where a nominee is no longer able to act as a nominee on any grounds including the Death of the nominee and where a fresh nominee has not been named then the Legal Heir(s) of the employee shall be recognized by the Company as the inheritors of the Unit Grantee in respect of all rights and liabilities for the purpose of this plan.

21. Severability

In the event any one or more of the provisions contained in this Plan shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect the other provisions of this Plan in which case the Plan shall be construed as if such invalid, illegal, or unenforceable provisions had never been set forth herein, and the Plan shall be carried out as nearly as possible according to its original intent and terms.

22. Confidentiality

- 22.1 A Unit Grantee must keep the details of the Plan and all other documents in connection thereto strictly confidential and must not disclose the details with any of his peer, colleagues, co-employees or with any employee and/ or associate of the Company or that of its affiliates. In case the Unit Grantee is found in breach of this confidentiality clause, the Company has undisputed right to terminate any agreement and all unexercised Units shall stand cancelled immediately. The decision and judgment of the Company regarding breach of this confidentiality clause shall be final, binding and cannot be questioned by the Unit Grantee. In case of non-adherence to the provisions of this clause, the Committee shall have the authority to deal with such cases as it may deem fit.



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- 22.2 On acceptance of the Grant of Unit offered by the Company, it shall be deemed that as if the Unit Grantee has authorized the Company to disclose information relating to the Unit Grantee during the process of implementation of the Plan or while availing any consulting or advisory services thereof or any other incidental services to its officers, professional advisors, agents and consultants on a need to know basis.

