

01 February 2021

The BSE Limited
PJ Towers, 25th Floor,
Dalal Street
Mumbai 400001.
Scrip Code: 532175

The National Stock Exchange of India Ltd
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E)
Mumbai-400 051.
Scrip Code: CYIENT

Dear Sir/ Madam,

Sub: Postal Ballot Notice – further information

This is further to the Notice of Postal Ballot and Explanatory Statement dated 21 January 2021 issued by the company, in regard to the to the implementation of an Associate Stock Option Scheme, namely, the 'CYIENT Associate Stock Option Scheme 2021'.

It is informed that the vesting of the stock options will be based on the composite performance index based on the following metrics:

1. Performance of Cyient vs. specific industry indices. (Nifty IT, Sensex, Nifty)
2. Performance of Cyient vs. Peer companies
3. Business operations metrics including
 - a) Revenue growth
 - b) EBIT growth

Based on the performance of these metrics, which will be significantly higher than the current performance, the options will vest between 0 and 100%. Criteria for each metric and the specific weight it carries will be reviewed and approved by the LNR committee.

The options will vest over 3 years from the grant date and the LNR committee will determine the vesting schedule. Vesting in any particular year will not exceed 50% of the total grant.

Thanking you,
For Cyient Limited



Ravi Kumar Nukala
Dy. Company Secretary