

December 18, 2020

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor
Plot No:C/1, G Block
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip: RAMCOSYS

BSE Ltd.,
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001
Scrip: 532370

Dear Sir/Madam,

Sub: Grant of Stock Options under Employee Stock Option Scheme 2014 (“ESOS 2014”)
Ref: Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

We wish to inform you that, pursuant to the above said Regulation and subject to the provisions of SEBI (Share Based Employee Benefits) Regulation, 2014, the Nomination and Remuneration Committee of the Board of Directors in its meeting held today, had approved the grant of 10,000 stock options under ESOS 2014 to an employee of the Company’s subsidiary, Ramco Systems Corporation , USA at different exercise prices as per the table below and subject to the approval granted by the Members on 12th September, 2014:

| Scheme | No. of options granted at discount to market price* i.e.@Rs.10 per Option | No. of options granted @ Rs. 290 per Option, at discount to market price* | No. of options granted at market price* i.e. @ Rs. 580 per Option | Total no. of options granted |
|-----------|---|---|---|------------------------------|
| ESOS 2014 | 2,500 | 5,000 | 2,500 | 10,000 |

*Market Price is determined on the basis of closing price of the Company’s shares in the National Stock Exchange of India Limited on 17th December, 2020.

Vesting Period: All the options granted above would vest over a period of 3 years with a vesting schedule of 40% at the end of one year from date of grant and 7.5% for each quarter thereafter till the end of the 3rd year.

Exercise Period: Subject to the provisions of the Scheme, at the end of each vesting period the employee has a period of 10 years to exercise the options covered under the said vesting period. However, if the employee carries forward the options to the subsequent exercise periods, the carried forward options have to be exercised within a period of 10 years from the date of vesting of the final lot.

The said options carry the right to apply for equivalent number of equity shares of the Company of face value of Rs.10/-each.

The grant shall be governed by the terms and conditions of ESOS 2014.

The meeting commenced at 2.45 p.m. and concluded at 02.55 p.m.

Kindly take on record the same.

Thanking you,
Yours sincerely,

For **RAMCO SYSTEMS LIMITED**


VIJAYA RAGHAVAN N E
COMPANY SECRETARY



Ramco Systems Limited

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Global Offices: India | Singapore | Malaysia | China | Hong Kong | Philippines | Australia | Dubai | USA | Canada |
United Kingdom | Germany | Switzerland | South Africa | Sudan
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