



Annexure III

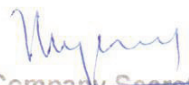
Format for quarterly disclosure of details of benefits granted / shares allotted in pursuance of employees benefit schemes which are not in alignment with SEBI (ESOS and ESPS) Guidelines 1999

Details of allotment of shares /granted of benefit made during the quarter ended March 31, 2013 pursuant to non-alignment schemes by R. S. Software (India) Ltd.

| Type of Scheme (ESOP/ Non-ESOP) | Brief particulars of the benefits under the scheme | Type of the beneficiaries | Value of the benefits / allotment | Percentage of shares used for granting benefits/allotting shares to the total paid up share capital |
|---------------------------------|---|--|-----------------------------------|---|
| Non- ESOP | To provide medical assistance, scholarship and assistance for higher education, housing facilities, marriage expenses for the employees of the Company & its Subsidiaries and talent attraction of new employees. | Employees of the Company & its Subsidiaries. | Nil | N.A. |

Note: The Trust acquired 5.74 lakh equity shares (4.74% of total paid up capital) till January 17, 2013 to grant welfare measures out of the profits that may be made on sale of shares after a period of 2 years".

For R. S. SOFTWARE INDIA LTD.


CFO & Company Secretary

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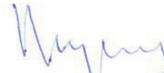
Format for quarterly disclosure of details of benefits granted / shares allotted in pursuance of employees benefit schemes which are not in alignment with SEBI (ESOS and ESPS) Guidelines 1999

Details of allotment of shares / granted of benefit made during the quarter ended June 30, 2013 pursuant to non-alignment schemes by R. S. Software (India) Ltd.

| Type of Scheme (ESOP/ Non-ESOP) | Brief particulars of the benefits under the scheme | Type of the beneficiaries | Value of the benefits / allotment | Percentage of shares used for granting benefits/allotting shares to the total paid up share capital |
|---------------------------------|---|--|-----------------------------------|---|
| Non- ESOP | To provide medical assistance, scholarship and assistance for higher education, housing facilities, marriage expenses for the employees of the Company & its Subsidiaries and talent attraction of new employees. | Employees of the Company & its Subsidiaries. | Nil | N.A. |

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