



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 December 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 (4.50% 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

