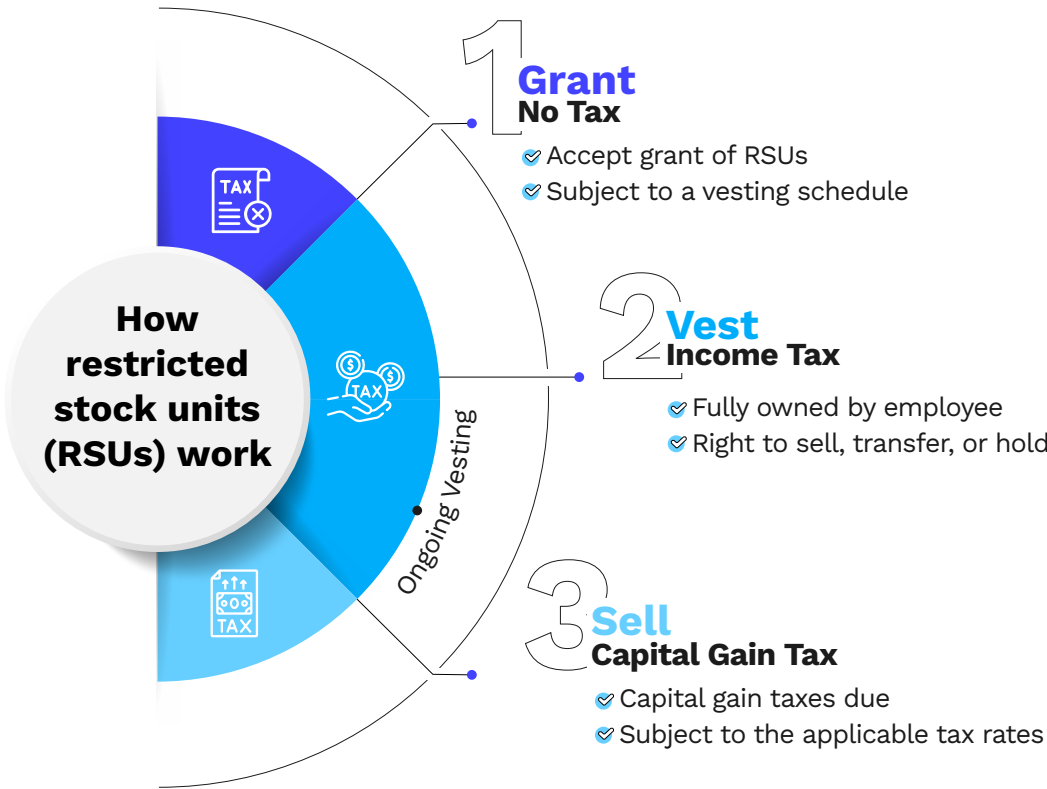


Restricted Stock Units

Restricted Stock Units (RSUs) are a popular form of equity compensation offered by companies to their employees. These RSUs are a commitment to deliver company shares to employees at a designated future time. Upon vesting, employees gain ownership of these shares, which they can then sell or hold as they see fit.



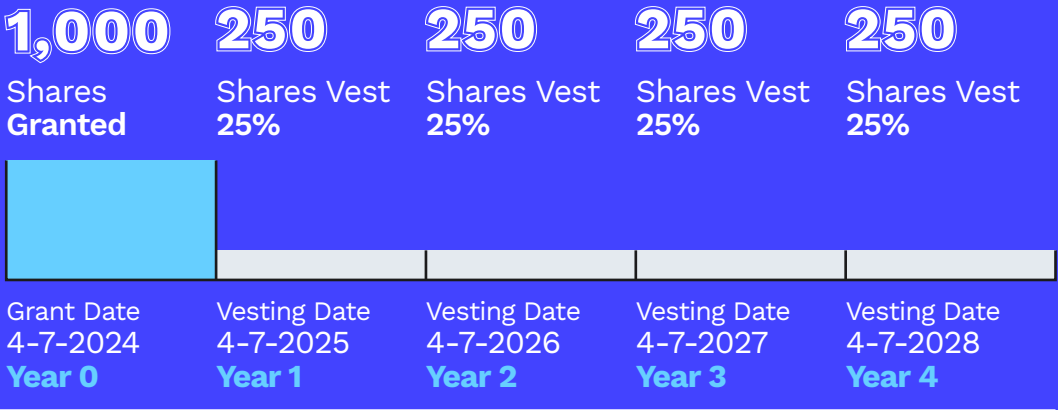
How RSUs Work?



Single-Trigger vs. Double-Trigger RSUs

Feature	Single-Trigger RSUs	Double-Trigger RSUs
Vesting Trigger	Triggered by a single event	Requires two triggering events
Risk Mitigation	Lower protection for employees in case of termination	Higher protection with additional triggers, offering more security
Common Triggers	Acquisition or change of control	Acquisition coupled with employee termination or resignation based on valid grounds
Impact on IPO	May lead to full vesting if the IPO occurs	Generally not impacted by IPO; requires acquisition or termination
Company Perspective	Simpler administration and less restrictive for the company	More complex, but offers additional protection for employees

Here's a Typical Vesting Schedule for RSUs



*The above image is for illustration purposes only

About Xumane Equity

Xumane Equity is a **cloud-based digital equity management solution** that helps organizations manage their complex ESOPs and Cap table with ease. Offering a contemporary, user-friendly, and paperless approach to equity management, the platform streamlines operations for companies aiming for efficiency. With a host of features such as ESOP Pool, Granted Options, Vested & Unvested Options, Lapsed or Forfeiture Options, our platform acts as a single source of truth for all your ESOP-related data.