



Date: January 20, 2025

Private & Confidential

Name: Saikumar Ankam  
Global Group ID: 46088065

Subject: Advance Partial Variable Compensation Payout 2024

Dear Saikumar,

At Capgemini in India, we deeply value our people, recognizing them as the cornerstone of our success. We extend our heartfelt gratitude for your unwavering dedication, passion, and commitment, which have been instrumental in our growth as a premier business and technology transformation partner.

As a gesture of gratitude, we are glad to inform you that you will receive an Advance Partial Payment of **INR 59,480** in **January 2025** Payroll.

The payout will be subject to applicable tax deduction. To be eligible for the payment, you should be employed with Capgemini and not serving notice as on the payment date.

Our variable compensation scheme is an outcome of **business performance** and your **individual performance**. Final Payment will be made post adjustment of Advance Partial Payment paid to you in January 2025.

We look forward to your continued commitment and contribution to the growth and success of Capgemini!

Notes:

- Proration of target variable pay will depend on any compensation change during the year, loss of pay (if any), secondment period etc.
- In case of transfers within different units during the year, payment will be processed for the tenure in each respective business and aggregated
- Advance Partial payout to be offset against the actual Variable payout in March 2025 (post results)
- Advance Partial payout to be recovered in case of resignations on or before March 31, 2025 and/or 2024 In Year Contribution of 'Needs Improvement' or 'Off-track'
- Please refer to the [FAQ](#) document in case of any queries

Warm Regards,

For Capgemini Technology Services India Limited,

Aarti Srivastava

Chief Human Resources Officer - India, Capgemini

*Your compensation details are strictly personal and confidential and should not be disclosed to others*