



Date: December 22, 2023

Private & Confidential

Name: Saikumar Ankam
Global Group ID: 46088065

Subject: Advance Partial Variable Compensation Payout 2023

Dear **Saikumar**,

Thank you for your efforts and contribution that has helped us position as a business and technology transformation partner. You have shown great passion and commitment in supporting our clients and have moved the dial on how our clients perceive us.

As a gesture of gratitude, we are glad to inform you that you will receive an Advance Partial Payment of **INR 50,628** in **second week of January 2024**.

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 2024.

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 BU and aggregated
- Advance Partial payout to be offset against the actual Variable payout in March 2024 (post results)
- Advance Partial payout to be recovered in case of resignations on or before March 31, 2024 and/or 2023 Annual Performance Outcome of 'Needs Improvement' or 'Off-track'

Warm Regards,

For Capgemini Technology Services India Limited,
Aarti Srivastava
CHRO, Capgemini India

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