



Date: March 27, 2018

Private & Confidential

Name : Rajesh Juvvalapati
Employee ID : 73517_FS

Subject: Variable Compensation Payout 2017

Dear Rajesh,

Thank you for your contribution to the continued success of Capgemini. We are glad to inform you of your Variable Compensation payout for the year 2017.

Your variable payout for the 2017 performance year is **INR 29734.**

This is awarded in recognition of your performance and contribution you made towards the financial results we achieved as Capgemini.

Thank you for your commitment and congratulations on earning the 2017 variable pay. I look forward to your participation in making 2018 another successful year for the company and a rewarding year for all employees.

Warm regards,

A handwritten signature in black ink, appearing to read "Ekta Singh".

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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