



Capgemini Technology Services India Limited
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4/23/2024

Name: R, Sanjay
Employee ID: 46280346

Dear Sanjay,

This is to inform you that owing to the changes in statutory requirements, we have revised your Compensation effective April 1, 2024.

Your revised compensation is as below:

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 393192	Rs. 0	Rs. 393192

A break-up of your revised compensation is detailed in the Salary Annexure. We recommend you go through the Compensation Policy to have more clarity on your salary structure.

With Best wishes,
For Capgemini Technology Services India Limited

Aarti Srivastava
Chief Human Resource Officer - Capgemini India

Name: R, Sanjay
Employee ID: 46280346

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	195180
House Rent Allowance	117108
Other Allowance & Reimbursements - 1	0
Other Allowance & Reimbursements - 2	9057
Advanced Statutory Bonus	39036
Capgemini contribution of Provident Fund	23422
Gratuity	9389
Total Fixed Compensation	393192
Annual Variable Compensation	0
Total Cash Compensation (<i>sum of the above</i>)	393192
Insurance Premium (Mediclaime, Personal Accident, Group Term Life)	12820
Company contribution of ESIC	0
Total Cost to company	406012

*The actual pay out of Variable pay will be based on the plan communicated to you. Your indicative pay-out is mentioned above and your actual pay out of Variable pay is subject to the overall terms and conditions of the Company policy, including but not limited to your conduct, performance achievements and the Company's performance. You will not be eligible for Variable pay if you are serving notice period or have exited the Company at the time of pay-out and/or if you subject to any inquiry or a performance improvement plan.

Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual etc.

Your compensation details are strictly personal and confidential and should not be disclosed to others. For more clarity on your salary structure you can check the following link: [Compensation Policy](#) .



Aarti Srivastava
Chief Human Resource Officer - Capgemini India