



Date: March 26, 2025

Private & Confidential

Name: SIDDHARTH VERMA  
Global Group ID: 46362106

Subject: Variable Compensation Payout 2024

Dear SIDDHARTH,

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 Variable Compensation Payout of **INR 93,027** in **March 2025 Payroll**.

Prorated VCT (INR)	Final Payment (INR)	Final Payment % (of Prorated VCT)
117,756	93,027	79%

Final Payment will be made post adjustment of Advance VC of **INR 70,654** which was paid to you in January 2025.

Your Variable payout will reflect in upcoming pay cycle and will be subject to applicable tax deduction. In accordance with Group Variable Compensation Scheme, to be eligible for payment, you should be employed with Capgemini and not serving notice as on the payment date.

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

Notes:

- VCT= Variable Compensation Target
- Proration of target variable pay will depend on any compensation change during the year, loss of pay (if any), secondment period etc.
- Your Variable Compensation payout is based upon a combination of business performance factor, individual contribution outcome and normalization factors.
- In case of transfers within different units during the year, payment will be processed for the tenure in each respective BU and aggregated.
- Final payout is adjusted against advance variable (if any) paid for the year.
- Annual Variable Payout to be recovered in case of resignations on or before March 31, 2025 and/or 2024 Annual Performance Outcome of "Needs improvement" or "Off-track".

Warm Regards,

For Capgemini Technology Services India Limited,

Dipali Dhumal  
Vice President, CHRO  
Financial Services SBU

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