



1167297

Umesh Khandelwal

03/31/2021

Individual 2021 Compensation Statement

The purpose of this communication is to provide you with your 2021 Total Cash Compensation.

Your 2021 compensation details are indicated below.

Components	2020	2021*	% Change
Unified Grade	C1	C2	-
Base Salary	\$101,783	\$107,890	6%
Variable Compensation Target (VCT) *	\$10,179	\$10,179	-
Total Cash Compensation (Base salary + VCT)	\$111,962	\$118,069	5.45%

*The 2021 amounts reflect the promotion increase to either Base Salary and Variable Compensation Target or both.

If there are any questions, please contact your HR Business Partner.

Note: Any variable compensation payments will depend on your performance as well as Capgemini business financial results. VC payments are made after the audit of the financial results and sign off by the external auditors and normally paid in April of the following year.

A VC payment is contingent upon the employee being active (or on approved LOA status) on the VC payment date.

Disclaimer

Capgemini reserves the right to make additions, deletions, or corrections to the discretionary Variable Compensation Plan. This statement is neither a contract nor a guarantee of employment at any particular rate of pay for any definite period of time.