

FY 2022-23 Total Rewards

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Overview

Total Rewards at Capgemini provides a personalized overview of the compensation, health and wellness benefits you receive as an employee of Capgemini.

Your Total Rewards

Your Total Rewards Statement provides information pertaining to the contributions made by Capgemini towards your total compensation package for the FY 2022-23.

The Statement is a snapshot of your annual earnings, variable compensation, bonus and/or incentives paid, and any special awards received in FY 2022-23. The statement also provides a view of the Capgemini paid portion of your health & wellness benefits and wealth accumulation benefits paid during the financial year.

The amounts displayed reflect the period April 01, 2022 through March 31, 2023.

FY 2022-23 Total Rewards Summary

I. Total Compensation Paid/Availed : Cash	
Salary Component	₹ 252,198
Tax Saving Option	₹ 86,121
II. Total Benefits Offered/Availed : Non-Cash	
Leave Days Availed	Refer Relevant Section
Medical Coverage Provided	Refer Relevant Section

I. Total Compensation Paid/Availed : Cash

'Total Compensation Paid/Availed: Cash' gives an overview of all salary, bonus, incentive and other cash payments you received as an employee of Capgemini.

Salary Component

Basic	₹ 125,813
House Rent Allowance	₹ 75,489
Personal Allowance	₹ 50,896
Total	₹ 252,198

Tax Saving Option

Remote Working Allowance	₹ 9,634
Books & Journals Allowance	₹ 11,677
Professional Pursuit Allowance	₹ 64,810
Total	₹ 86,121

II. Total Benefits Offered/Availed : Non-Cash

`Total Benefits Offered/Availed : Non-Cash' gives an overview of the health & wellness benefits offered by Capgemini and availed by you as an employee of Capgemini.

Medical Benefits Provided

Group Medical Insurance Policy Coverage	₹ 300,000
Group Term Life Policy Coverage*	24 times of Monthly TFC ^
Group Personal Accident Policy Coverage**	36 times of Monthly TFC

^ Total Fixed Compensation

* Limited to minimum 9 Lakh and maximum up to 1 Crore

** For Accidental Death (AD) and Permanent Total Disablement (PTD) capped at 5 Crore

Disclaimer

While every effort has been made to calculate your earnings and benefits accurately, Capgemini reserves the right to make additions, deletions, or corrections. Any error in this statement does not modify or change the actual earnings/benefits for Financial Year 2022-23.

This statement is neither a contract nor a guarantee of employment at any rate of pay with any particular benefit coverage for any definite period. The statement covers the gross earnings that was paid to you in FY 2022-23.

If there is a conflict between this statement and the applicable program's Policy and/or summary plan description, the Policy document will supersede. Capgemini reserves the right to modify, suspend, change, or terminate the programs described herein at any time. Awards under certain programs are subject to vesting conditions and may be cancelled upon termination of employment or if there is a break in employment.

Data Privacy Policy

Capgemini complies with all applicable data privacy laws. Access to your personal information shall be limited to the fullest extent required by applicable law.

