



Thank you

Date: 01-December-2023

Name: Deepak Kumar

CS ID: 10056645

PRIVATE AND CONFIDENTIAL

Dear Deepak Kumar,

Thank you for your contribution to Publicis Sapient in 2023.

I'm pleased to confirm that we are able to pay this full bonus to our early career stages despite the headwinds we – and other companies – have faced this year. While we are not immune to macro-economic challenges, we wanted to maintain the commitment we made last year when we extended the bonus payout to these career stages as a way to thank you for your hard work and dedication.

Our company and our people grow together and we are heading into 2024 better equipped to succeed. I hope you take a moment to enjoy the rewards of working hard in a year where we've continued to deliver excellence despite challenges.

The details of your bonus are included for your reference. Please reach out to your People Manager or People Strategist with any questions.

Thank you for your continued support on our journey.

A handwritten signature in black ink that reads 'Nigel Vaz'.

Nigel Vaz

CEO, Publicis Sapient

Name: Deepak Kumar
CS ID: 10056645

Your 2023 Fixed Pay Bonus Payout

2023 Total Fixed Pay Bonus Payout (pre-tax): INR 81,586.50

Your 2023 Fixed Pay Bonus payout considers the following:

- The **Fixed Pay Bonus Plan Period** is from January 1, 2023 to December 31, 2023.
- Your **2023 Total Fixed Pay Bonus payout** is subject to proration rules applied throughout the year in the following cases (as applicable):
 - Date of joining
 - Base Salary changes
 - Bonus Plan changes
 - Promotion or lateral job change
 - New entry into this plan
 - Relocation
 - Qualified LOA or disability

2023 Fixed Pay Bonus FAQ's Global

[Click on this link](#) to view the most frequently asked questions about the bonus payout approach, calculations, or how to access bonus statements.

Questions? Please speak to your People Manager or log a [Help_Desk](#) ticket under People success.