



October 31, 2023

Kaushal Kumar

Employee ID - 162455

Flat No. 502, Sri Sai Residency, 3rd Cross, Manjunatha Layout, Marathalli,
S.G.R Dental College Road, Opposite to Saritha Elan , Bangalore 560037

Bengaluru Karnataka - 560037 India

Dear Kaushal Kumar,

It is with regret and understanding that Publicis Sapient (A division of TLG India Private Limited) acknowledges your resignation from Publicis Sapient effective closure of business October 27, 2023.

All your authority to discharge contracts, agreements, personnel activities, or to perform any duties as an employee, is terminated upon receipt of this letter. In addition you must return immediately any correspondence, lists, notes, proposals, records, reports, specifications, equipment or reproductions of any aforementioned items belonging to Publicis Sapient. Please return all Publicis Sapient property with you, including without limitation building and office access cards, calling cards and credit cards, laptops, pagers and cell phones.

The additional payments after your last day in the office will include your last paycheck minus any taxes, deductions and monies owed to Publicis Sapient through prior agreements, and shall super cede any amounts of severance that were described in the offer letter you signed at the beginning of your employment.

Please immediately submit any outstanding expense reports. Your approved expense reports will be processed and reimbursed along with your Full and Final settlement. We reserve the right to set-off any of your business expense reimbursement(s) against any recoverable(s) that may be due from you to the company.

You hereby agree to clear all your Amex corporate credit card dues directly with the Bank.

After the termination of your work relationship, you will continue to have access to your "Options Link" account with E*Trade. The current arrangement with E-Trade stipulates that your account shall remain active for as long as shares of Publicis Sapient stock remain in your account.

If you hold vested, exercisable stock options as per the deadline October 27, 2023, you will receive a Closing Statement from E-Trade at your home address within 30 days of your contract of employment being terminated. The statement contains a list of your remaining exercisable stock options as well as relevant data and information on exercising them. Please contact E*Trade directly should you not receive this statement within the 30-day period. E*Trade can be reached at 1-650-599-0125 from outside of the US. Compliant with the currently valid Publicis Sapient stock-option agreement(s), which are also available on the Internet, your vested unexercised stock option shares will remain available for you to exercise for a period of three months from the termination of your work relationship. All exercisable options that you do not exercise within this three-month period will automatically expire in accordance with the provisions of the Publicis Sapient Stock Option Plan agreement(s) valid at the time.

All unvested Stock Options and unvested RSUs will be cancelled upon the termination date.

To access your E*Trade account, log on to www.etrade.com. If you have forgotten your login information or simply contact E*TRADE Customer To access your E*Trade account, log on to www.etrade.com. If you have forgotten your login information, please login to <https://us.etrade.com/e/t/user/resetpasswdpageone> in order to reset your login information or simply contact E*TRADE Customer service at <https://us.etrade.com/e/t/welcome/contactus> so that they can issue a temporary username and password to enable you to reset your log in account information.

Feel free to contact E*Trade directly at 1- 800-838-0908 (from inside the US) or 1-877-283-0703 (from Canada) or 1-650-599-0125 (from outside of the US & Canada).

You are reminded of your obligations to Publicis Sapient included in your Non-Disclosure, Non-Solicitation and

TLG India Private Limited

4th, 6th and 8th Floor, VIRGO Block Wing B, Bagmane Constellation,
Business Park Doddanekundi Village, K.R. Puram Hobli,
Bangalore East taluk Marathahalli Ring Road, Bangalore 560048

TEL +91 (80) 6128 0000

FAX +91 (80) 6128 0001

Registered Office: TLG India Private Limited

15th Floor, Urmi Estate, Tower A, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai-400013

Tel: +91 (22) 68043600 **Fax:** +91 (22) 68043601 **CIN:** U74110MH1972FTC015798

www.publicissapient.com



Non- Compete Agreement, or any similar agreement that you may have signed upon joining Publicis Sapient, not to disclose to anyone outside of Publicis Sapient any Publicis Sapient or client confidential or proprietary information or to use such information or to work for any competitor or client of Publicis Sapient for the next 12 months, as applicable. If you are concerned that you may be about to violate any provisions of your Agreement with Publicis Sapient, you should discuss the situation with us before a violation occurs.

By signing this letter, you hereby fully, forever, irrevocably and unconditionally release, remise and discharge Publicis Sapient, its officers, directors, stockholders, corporate affiliates, attorneys, agents and employees ("Publicis Sapient Affiliates") from any and all claims, charges, complaints, demands, actions, causes of actions, suits, rights, debts, sums of money, costs, accounts, reckonings, covenants, contracts, agreements, promises, doings, omissions, damages, executions, obligations, liabilities and expenses (including attorneys' fees and costs), of every kind and nature which you ever had or now have against Publicis Sapient or any Publicis Sapient Affiliate. You further agree not to bring any complaints, charges or claims against Publicis Sapient or any Publicis Sapient Affiliate with respect to any matters arising out of your employment with Publicis Sapient. If a prospective employer calls us upon for a reference, we will make reasonable efforts to direct such inquiries to an authorized person within our People Strategy Organization, who will state that you are a former employee and will confirm your dates of hire and departure. In return, you agree to not disparage Publicis Sapient, its officers, directors, employees or agents.

Until you complete the required exit formalities, which have previously been communicated to you and attached with this letter for your reference, and sign and return a copy of this letter, Publicis Sapient shall have the right to hold your final settlement of dues.

"For any further queries on your exit processing and full & final settlement, please send an e-mail to: EXITHELPDESKTEAM@publicissapient.com"

We wish you the best of success in the future.

Sincerely,

Kamal Karwal
GVP People Shared Services
Accepted:

Date

Kaushal Kumar, Senior Associate Technology L1

Date

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