

Capgemini Technology Services India Limited  
No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III,  
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February 25, 2017

**Name: Manish Kumar**  
**Emp ID:83856**

Dear Manish,

We are pleased to inform you, that your compensation is being revised effective January 1, 2017 as below:

| Fixed Compensation | Variable Compensation | Annual Total Compensation |
|--------------------|-----------------------|---------------------------|
| Rs. 18,97,644      | Rs. 3,78,144          | Rs. 22,75,788             |

A break-up of your revised compensation is as detailed in the salary annexure 1 & salary annexure 2. Applicable arrears will be paid to you (if any).

We sincerely appreciate your contributions to the organization and look forward to the same in the future.

Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual etc.

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

Wishing you a happy and rewarding career with Capgemini!

With Best wishes,  
For Capgemini Technology Services India Limited



**Ekta Singh**  
**Vice President, People Care Head – India**  
**Financial Services SBU**

February 25, 2017

**Manish Kumar**  
**83856**
**SALARY ANNEXURE 1 (Effective January 1, 2017 to March 31, 2017)**

| Monthly Component             | Amount(Rs.)     | Yearly Component               | Amount(Rs.)      |
|-------------------------------|-----------------|--------------------------------|------------------|
| Basic                         | 50,420          | Co's contribution to Prov Fund | 72,600           |
| House Rent Allowance          | 25,210          | Annual Variable Compensation** | 3,78,144         |
| Personal Allowance            | 46,259          | Group Gratuity Scheme          | 29,100           |
| Food Allowance                | 2,200           | Insurance Premium              | 6,876            |
| Flexible Benefit Expense Plan | 25,000          |                                |                  |
|                               |                 |                                |                  |
| <b>Monthly Gross</b>          | <b>1,49,089</b> | <b>Annual CTC</b>              | <b>22,75,788</b> |

You will continue to be covered under Group Medclaim Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

\*\* The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.



**Ekta Singh**  
**Vice President, People Care Head – India**  
**Financial Services SBU**

February 25, 2017

**Manish Kumar**  
**83856**
**SALARY ANNEXURE 2 (Effective April 1, 2017)**

| Component                          | Annual Rs. |
|------------------------------------|------------|
| Basic                              | 6,05,040   |
| House Rent Allowance               | 3,02,520   |
| Personal Allowance                 | 6,76,908   |
| Other Allowance & Reimbursements # | 2,04,600   |

|                                |        |
|--------------------------------|--------|
| Co's contribution to Prov Fund | 72,600 |
| Group Gratuity Scheme          | 29,100 |

|                          |           |
|--------------------------|-----------|
| Total Fixed Compensation | 18,90,768 |
|--------------------------|-----------|

|                                |          |
|--------------------------------|----------|
| Annual Variable Compensation** | 3,78,144 |
|--------------------------------|----------|

|                   |       |
|-------------------|-------|
| Insurance Premium | 6,876 |
|-------------------|-------|

|                           |           |
|---------------------------|-----------|
| Annual Total Compensation | 22,75,788 |
|---------------------------|-----------|

You will continue to be covered under Group Mediciam Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

\*\* The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.

# Other allowances and reimbursements (OAAR) is a head under which tax saving elements are included. You may choose any of the optional components, subject to the limit of the OAAR amount mentioned in your salary breakup above. Please refer the details on OAAR components in the following link (except Business Services employees, will be communicated separately): <\\ntbomfs001\DATAPUB\HR\Policies\Compensation & benefits>


**Ekta Singh**  
**Vice President, People Care Head – India**  
**Financial Services SBU**