



**Date: December 23, 2022**

Private & Confidential

**Name: ganesh pritam**  
**Global Group ID: 1463277**

**Subject: Advance Partial Variable Compensation Payout 2022**

Dear **pritam**,

We appreciate your commitment and continued efforts during this year. You have shown great passion and commitment in supporting our clients resulting into impressive growth.

As a gesture of gratitude, we are glad to inform you that you will receive an Advance Partial Payment of **INR 43,150** in second week of January 2023.

The payout will be subject to applicable tax deduction. To be eligible for the payment, you should be employed with Capgemini and not serving notice as on the payment date.

Our variable compensation scheme is an outcome of **business performance** and your **individual performance**. Final Payment will be made post adjustment of Advance Partial Payment paid to you in January 2023.

We look forward to your continued commitment and contribution to the growth and success of Capgemini!

**Notes:**

- Proration of target variable pay will depend on any compensation change during the year, loss of pay (if any), secondment period etc.
- In case of transfers within different units during the year, payment will be processed for the tenure in each respective BU and aggregated paid during the year
- Advance Partial payout to be offset against the actual Variable payout in March 2023 post results
- Advance Partial payout to be recovered in case of resignations on or before March 31, 2023 and/or 2022 Annual Performance Rating of 4 or 5

Warm Regards,

**For Capgemini Technology Services India Limited,**

**Aarti Srivastava**  
**CHRO, Capgemini India**

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