



Capgemini Technology Services India Limited,

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U85110PN1993PLC145950
E: cgcompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1642022/161113,

07/19/2025,
Saptarshi Ganguli.

A306, MAJESTIQUE MEMORIES MD WADI ROAD
PUNE, Maharashtra
India.

Confidential

Dear Saptarshi Ganguli,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from 08/20/2025 (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Consultant/B2**.

B) You will be required to work at the Company's offices in **Pune**.

C) You have to report by 9:00 A.M. at **Pune** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, A-1, Technology Park, MIDC, Talwade, Pune - 411062, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹1,800,006.00 (Rupees Eighteen Lakh Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Consultant

Total Cost to Company (CTC).

₹1,800,006.00

Monthly Components	Per Month	Annualized
Basic	₹52,111.00	₹625,332.00
House Rent Allowance	₹31,267.00	₹375,204.00
Other Allowances and Reimbursements – 1 #	₹26,300.00	₹315,600.00
Other Allowances and Reimbursements – 2 +	₹30,449.00	₹365,388.00
Gross monthly salary	₹140,127.00	₹1,681,524.00
Statutory payments ++		
Company's contribution to PF *	₹6,254.00	₹75,048.00
Gratuity (accrual only)		₹30,084.00
Total Fixed Compensation		₹1,786,656.00
Total Cash Compensation		₹1,786,656.00
Benefits		
Medical, Accident & Life Insurance Premium		₹13,350.00
Total Cost to Company		₹1,800,006.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	₹36,000.00
Books and Journals	₹36,000.00
Professional Pursuit	₹180,000.00
Conveyance Allowance	₹63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	₹60,000.00
Meal Card	₹26,400.00
Vehicle & Driver Reimbursement	₹39,600.00
National Pension Scheme***	87,546.00