



Capgemini Technology Services India Limited No.14,
Rajiv Gandhi Infotech Park, Hinjawadi Phase III,
MIDC - SEZ, Village Man, Taluka Mulshi,
Pune- 411 057, Maharashtra,
India Tel: +91.20.6699 1000 | Fax: +91.20.6699 5050
www.in.capgemini.com

March 30, 2024

Name : Saurabh Kandhway
Employee ID : 46148362

Dear **Saurabh,**

Thank you for your efforts and contribution which enables us to position ourselves as a business and technology transformation partner and deliver strategic value to our clients. Let us continue our focus on value creation while becoming more agile, more simple, and more scalable in the future.

Your revised compensation effective **April 01, 2024** post completion of the pay review exercise is as below:

Total Fixed Compensation	Variable Compensation	Total Cash Compensation
INR 2,221,461	INR 222,143	INR 2,443,604

A break-up of your revised compensation is detailed in the **Annexure 1**. We recommend you to go through the Compensation Policy and OAAR Video to have more clarity on your salary structure.

Congratulations and wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited

Aarti Srivastava
Chief Human Resources Officer - Capgemini India



As an important part of our Capgemini Family, please find the following benefits and opportunities that you are eligible for.

FINANCIAL BENEFITS

Tax Saving Benefits: You can choose from the array of tax saving benefits through the Other Allowances & Reimbursements (OAAR – I and II) Component in the Compensation structure.

Policy Link: OAAR Document

Some of the allowances being offered to you under OAAR - I and II are to defray special expenses which you would incur during your employment with Capgemini.

Employee Share Option Plans: ESOP scheme enables employees to purchase Capgemini shares at discounted prices. The scheme ensures that the investments made are protected and gains are multiplied.

The scheme is being offered to employees on a discretionary basis as an investment opportunity and to provide you the chance to grow with the company. Rules around eligibility to participate in the scheme and level and extent of participation will be determined from time to time at the Boards/Remuneration Committee's discretion.

EMPLOYEE RECOGNITION

Rewards & Recognition (R&R): Capgemini has multiple reward initiatives like CLAP-Come Lets Appreciate, Pat on the Back and multiple individual and team awards to recognize your contribution and efforts. Policy Link: Rewards and Recognition Policy

HEALTH AND WELLNESS BENEFITS

In addition to your Total Cash Compensation, the Company also extends the following discretionary insurance benefits to its employees. All benefits will always be governed by the Company policy:

Group Medical, Term and Accident Coverage: Capgemini has tied up with insurers to provide medical attendance for you and your family in case of any medical exigency. In addition, employees are protected via Term and Accident insurance.

Policy Link: Group Medical, Term and accident coverage document

Voluntary Medical Insurance: Employee have a choice for opting for additional coverage for medical insurance via Top up plan and life insurance via term life plan. Capgemini is also dedicated towards offering the most suitable plan for your parents and parents-in-law via the Parental medical insurance. In 2021, we have also launched additional Covid insurance for any employees who want to secure their family.

Policy Link: Voluntary Insurance

Employee Assistance Program: EAP provides personalized and confidential counselling and support to employees and their families to cope successfully with a variety of minor and major life events. You can reach EAP services on the toll-free number 1800 102 7293.

Leave: Employees are entitled to leaves in accordance with Capgemini's policy, which may be updated from time to time. As per the current policy you will be provided 10 days of public holidays with an option to choose 2 Optional Holidays as per personal preference, 22 days of Privilege leave, 5 days of Bereavement leave, Sabbatical Leave for a 6 to 24 months' duration and other available leave options to support individual needs. Policy Link: Leave Policy

Inclusivity and Diversity

Flexi Work Options: Employees who require flexibility in work arrangements can opt for flexible work option or Part Time option. Employees now may even opt for a Half Day Leave at any official day to seek a right balance between work schedule and personal commitments. Capgemini also has provision for Sabbatical leave for those who want a long term break from work. Policy Link: Flexi Work Policy; Policy Link: Half Day Leave



Parent Support: Capgemini offers array of program to support parents eg.- Supporting parents during maternity via FareWelcome- buddy system & Parents@CG network, Childcare support via in-house Creche facility and CAPtivate for supporting women to join back the organization post a break.
Program Highlights: Diversity and Inclusion

CAREER GROWTH & DEVELOPMENT OPPORTUNITIES

Accelerated Career Progression: Employees have the opportunity to grow, take up new roles and provided access to various platforms to understand business better.

Internal Job Postings: In order to ensure that employees meet their career aspirations Capgemini has an IJP Policy which enables employees' transition to a new role in a shorter period of 45 days. To enable easy transition in case of an intercity transfer all the transfer benefits are also provided.

Name : Saurabh Kandhway

Employee ID : 46148362

ANNEXURE 1

Components	Amount in INR (per annum)
Basic	777,511
House Rent Allowance	466,507
Other Allowance & Reimbursements - 1	339,600
Other Allowance & Reimbursements - 2	507,144
Capgemini contribution of PF	93,301
Gratuity (Accrual only)	37,398
Total Fixed Compensation	2,221,461
Variable Pay*	222,143
Total Cash Compensation	2,443,604
Insurance Premium (Mediclaime, Personal Accident, Group Term Life)	12,820
Total Cost To Company	2,456,424

*The actual pay out of Variable pay will be based on the plan communicated to you. Your indicative pay-out is mentioned above and your actual pay out of Variable pay is subject to the overall terms and conditions of the Company policy, including but not limited to your conduct, performance achievements and the Company's performance. You will not be eligible for Variable pay if you are serving notice period or have exited the Company at the time of pay-out and/or if you subject to any inquiry or a performance improvement plan.

Please further note that you shall continue to be bound by all Capgemini Policies and all provisions of employment contract 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. For more clarity on your salary structure you can check the following link: [Compensation Policy](#)



Aarti Srivastava
Chief Human Resources Officer - Capgemini India