

Capgemini Technology Services India Limited
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March 29, 2017

Srivastava,Vaishali Abhishek [112081]

Dear Vaishali,

The details of your variable compensation (VC) payout for the performance year ending December 31, 2016 (pro-rated as applicable) are as summarized below:

Annualized Target VC	Pro rata Target VC	VC Payable	Advance VC already paid in 2016	Gross VC Payout *
Rs. 80,319	Rs. 80,319	Rs. 76,701	Rs. 39,864	Rs. 36,837

We look forward to your continued commitment and contribution to the growth and success of Capgemini in the years to come.

Best Wishes,

Sincerely yours,
For Capgemini Technology Services India Limited,



Anil Jalali
Chief Human Resource Officer
Capgemini India

Notes:

- Please note that your Gross VC Payout is computed after taking in to account elements such as LWP, Secondment period etc if applicable in your case.
- The annualized target VC indicated above is the average of your target VC, Pre and Post salary changes (if any) during the year 2016.
- If you have any queries regarding the bonus payment, please raise a ticket on:

India Helpdesk → HR Support → Comp & Benefits

- * Prior to Tax Deductions.