



Capgemini Technology Services India Limited  
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March 13, 2021

**Name** : Sudipto Saha  
**Global Group ID** : 1428927

Dear Sudipto,

Thank you for your efforts and dedication over the past year. Together, we have demonstrated the value technology can bring to people and reinforced our commitment to act as a responsible company putting sustainability, diversity, and inclusion at the core of our organization.

Further, we are pleased to inform that your Pay Review has been concluded. We also take this opportunity to inform you that you have been promoted to grade **B1** as **Associate Consultant** effective **April 1, 2021**. We are confident that you will be able to take on and deliver greater responsibilities in your new role. The organization will support you through the learning needs required for you to succeed in your new role.

Your salary (Total Cost to Company - CTC) has been increased to **INR 525000** per annum effective **April 1, 2021**. This includes a Total Fixed Compensation (TFC) of **INR 517198** per annum.

Your revised CTC above includes – Basic, House Rent Allowance, Other Allowance & Reimbursements, Personal Allowance, Advance Statutory Bonus, Company Contribution of PF, Gratuity (accrual), Annual Variable Compensation/Sales Incentive, Medical, Accident & Life Insurance Premium and Company Contribution of ESIC. Please note that some of the above components may not be applicable to you depending on your grade and compensation.

Please expect detailed breakup of your compensation in April 2021. The Indian Government has proposed new wage code in 2021. And we are awaiting clarifications from the government authorities. This could alter the overall salary distribution. However, there will be no change to CTC.

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

With Best wishes,  
For Capgemini Technology Services India Limited

**Aruna Anantha Padmanabhan**  
**Executive Vice President, CHRO**  
**Financial Services SBU**