



Capgemini Technology Services India Limited
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Private & Confidential

June 16, 2021

Name : Sudipto Saha
Global Group ID : 1428927

Dear Sudipto,

Capgemini is very happy to inform you that your knowledge, efforts & contribution to our priorities have been fruitful in the success of the unit. As part of our commitment to value and reward individuals, we are pleased to let you know that you will receive a **"Skill Based Special Monetary Reward (SMR)"** of **INR 100000**, which will be paid to you in **June 2021**.

We look forward to your continued commitment and contribution for the growth and success of the Organization.

Please note the following:

1. You will be eligible for this reward if you remain on the rolls of the organization as on **May 31, 2022**. Hence this amount is recoverable in full, if you leave the organization on or before **May 31, 2022**.
2. Payout is subject to your performance and continuity in the organization.
3. The amount is a gross figure and will be subject to taxes as applicable.
4. You shall receive this amount if you are on rolls of the company and not serving notice on the date of disbursement.
5. There will be no prorated payout of this reward in case of resignation.
6. This amount does not form a part of your CTC.

For Capgemini Technology Services India Limited

Aruna Anantha Padmanabhan
Executive Vice President, CHRO
Financial Services SBU