

Thank you

Date: 01-December-2022

Name: Sudipto Saha

CS ID: 10104287

PRIVATE AND CONFIDENTIAL

Dear Sudipto Saha,

Thank you for your excellent contribution to 2022, a milestone year for the company that would not have been possible without your hard work.

This is a particularly exciting year, as it is the first time we have been able to offer a bonus to our associates and senior associates, reflecting the talent and impact you are bringing to our clients, teams, and company. It is hugely important that our business and our people grow together, so I hope you will see this bonus as confirmation of our commitment to grow the best talent in the industry: you.

The details of your bonus are included for your reference. Please reach out to your People Manager or People Strategist with any questions.

Thank you for your continued support on our journey.

A handwritten signature in black ink, reading "Nigel Vaz". The signature is fluid and cursive, with the first name "Nigel" and last name "Vaz" clearly distinguishable.

Nigel Vaz

CEO, Publicis Sapient

Name: Sudipto Saha
CS ID: 10104287

Your 2022 Fixed Pay Bonus Payout

2022 Total Fixed Pay Bonus Payout (pre-tax): INR 50,255.00

Your 2022 Fixed Pay Bonus payout considers the following:

- The **Fixed Pay Bonus Plan Period** is from January 1, 2022 to December 31, 2022.
- Your **2022 Total Fixed Pay Bonus payout** is subject to proration rules applied throughout the year in the following cases (as applicable):
 - Date of joining
 - Base Salary changes
 - Bonus Plan changes
 - Promotion or lateral job change
 - New entry into this plan
 - Relocation
 - Qualified LOA or disability

2022 Fixed Pay Bonus FAQ's Global

[Click on this link](#) to view the most frequently asked questions about the bonus payout approach, calculations, or how to access bonus statements.

Questions? Please speak to your People Manager or log a [Help Desk](#) ticket under People success.