

# FY 2024-25 Total Rewards

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## Overview

Total Rewards at Capgemini provides a personalized overview of the compensation, health and wellness benefits you receive as an employee of Capgemini.

## Your Total Rewards

Your Total Rewards Statement provides information pertaining to the contributions made by Capgemini towards your total compensation package for the FY 2024-25.

The Statement is a snapshot of your annual earnings, variable compensation, bonus and/or incentives paid, and any special awards received in FY 2024-25. The statement also provides a view of the Capgemini paid portion of your health & wellness benefits and wealth accumulation benefits paid during the financial year.

The amounts displayed reflect the period April 01, 2024, through March 31, 2025.

## FY 2024-25 Total Rewards Summary

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<b>I. Total Compensation Paid/Availed : Cash</b>	
Salary Component	₹ 392,820
Other Cash Benefit	₹ 63,775
Tax Saving Option	₹ 54,636
Long Term Retention Plan	Refer Section, as applicable
<b>II. Total Benefits Offered/Availed : Non-Cash</b>	
Leave Days Availed	Refer Section, as applicable
Insurance Coverage Provided	Refer Section, as applicable

## I. Total Compensation Paid/Availed: Cash

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'Total Compensation & Benefits: Cash' gives an overview of all salary, bonus, incentive and other cash payments you received as an employee of Capgemini.

### Salary Component

Basic	₹ 226,200
House Rent Allowance	₹ 135,720
Personal Allowance	₹ 11,100
Advance Statutory Bonus	₹ 19,800
<b>Total</b>	<b>₹ 392,820</b>

## Other Cash Benefit

Shift Allowance	₹ 61,275
Awards	₹ 2,500
<b>Total</b>	<b>₹ 63,775</b>

## Tax Saving Option

Remote Working Allowance	₹ 27,900
Books & Journals Allowance	₹ 20,586
Professional Pursuit Allowance	₹ 6,150
<b>Total</b>	<b>₹ 54,636</b>

## II. Total Benefits Offered/Availed: Non-Cash

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'Total Benefits Offered/Availed: Non-Cash' gives an overview of the health & wellness benefits offered by Capgemini and availed by you as an employee of Capgemini.

### Leave Days Availed (for Calendar Year 2024)

Privilege / Annual Leave	18
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### Medical Benefits Provided

Group Medical Insurance Policy Coverage	₹ 300,000
Group Term Life Policy Coverage*	24 times of Monthly TFC^
Group Personal Accident Policy Coverage**	36 times of Monthly TFC^

*<sup>^</sup> Total Fixed Compensation*

*\* Limited to minimum 9 Lakh and no capping for maximum coverage*

*\*\* For Accidental Death (AD), Permanent Total Disablement (PTD), Permanent Partial Disability (PPD), Temporary Total Disability (TTD) capped at 5 Crore*

## Disclaimer

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While every effort has been made to calculate your earnings and benefits accurately, Capgemini reserves the right to make additions, deletions, or corrections. Any error in this statement does not modify or change the actual earnings/benefits for FY 2024-25.

This statement is neither a contract nor a guarantee of employment at any rate of pay with any particular benefit coverage for any definite period. The statement covers the gross earnings that was paid to you in FY 2024-25.

If there is a conflict between this statement and the applicable program's Policy and/or summary plan description, the Policy document will supersede. Capgemini reserves the right to modify, suspend, change, or terminate the programs described herein at any time. Awards under certain programs are subject to vesting conditions and may be cancelled upon termination of employment or if there is a break in employment.

## Data Privacy Policy

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Capgemini complies with all applicable data privacy laws. Access to your personal information shall be limited to the fullest extent required by applicable law.