



Date: March 27, 2024

Private & Confidential

Name: Yogesh Shivaji Salunke

Global Group ID: 46103440

Subject: Variable Compensation Payout 2023

Dear **Yogesh Shivaji**,

Capgemini group had another strong 2023 performance year. Thank you for your efforts and contribution which enabled us to position ourselves as a business and technology transformation partner in helping our clients navigate through the twin transition towards a digital and sustainable economy.

We are glad to inform you that your Variable Compensation payout for the year 2023 based on your contribution is **INR 182,241** and the details are summarized in the table below.

| Prorated VCT (INR) | Final Payment (INR) | Final Payment % (of Prorated VCT) |
|-------------------------------|--------------------------------|--|
| 158,471 | 182,241 | 115.0 |

*Amounts in the above table are in INR

Final Payment will be made post adjustment of advance VC of INR 95,082 which is paid to you in 2024.

Your Variable payout will reflect in upcoming pay cycle and will be subject to applicable tax deduction. In accordance with Group Variable Compensation Scheme to be eligible for payment, you should be employed with Capgemini and not serving notice as on the payment date.

We look forward to your continued commitment and contribution to the growth and success of Capgemini!

Notes:

- VCT= Variable Compensation Target
- Proration of target variable pay will depend on any compensation change during the year, loss of pay (if any), secondment period etc.
- Your Variable Compensation payout is based upon a combination of business performance factor, individual contribution outcome and normalization factors.
- In case of transfers within different units during the year, payment will be processed for the tenure in each respective BU and aggregated
- Final payout is adjusted against advance variable (if any) paid for the year
- Final payment including advance Partial payout to be recovered in case of resignations on or before March 31, 2024 and/or 2023 Annual Performance Outcome of "Needs improvement" or "Off-track".

Warm Regards,

For Capgemini Technology Services India Limited,

Chandra Reddy

Executive Vice President & Managing Director - Capgemini Engineering, India, Capgemini Tech Serv India

Your compensation details are strictly personal and confidential and should not be disclosed to others