

# Capgemini employee share ownership plan LOCAL SUPPLEMENT FOR INDIA



You are invited to invest in the shares of Capgemini SE by subscribing to units of an employee shareholding fund, a Fonds Commun de Placement d'Entreprise ("FCPE"), under the Capgemini Group Employee Share Ownership Plan 2025 ("ESOP 2025"). Below is a summary of ESOP 2025 and specific terms applicable to employees in India, including principal tax and social security consequences relating to ESOP 2025.

For a complete description of ESOP 2025, please refer to the Employee Information Brochure, the Key Information Document "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE provided together with this supplement, and available on <https://esop.capgemini.com/2025>.

Please note that the decision to participate in ESOP 2025 is yours, considering your situation and any independent advice you may require. Please also note that ESOP 2025 and its terms will not form part of your employment relationship with your Employer. Neither your Employer nor Capgemini SE will give you investment advice concerning ESOP 2025. You are encouraged to consult Capgemini SE's Registration Document and any interim financial reports containing important information on its activities, strategy, financial results, and certain risks associated with its business and investment in Capgemini SE shares.

This ESOP 2025 relies on the exemption from publishing a prospectus provided for in Article 1.4(i) of the EU Regulation 2017/1129/EC.

## General description of ESOP 2025

### Eligibility

All current employees of Capgemini Group companies in India, including the employees of the direct or indirect majority-owned (Indian) subsidiaries of Capgemini SE, the French parent company of the Capgemini Group, are eligible to participate in ESOP 2025, provided they have completed a minimum employment period of three (3) months in the Capgemini Group since January 1, 2024, up to November 14, 2025 (date of the closing of the revocation period), and who has also been employed with Capgemini Group companies in India (including the direct or indirect majority-owned (Indian) subsidiaries of Capgemini SE) for at least one day between November 12 and November 14, 2025.

## Reservation/Subscription Period

The reservation/subscription period begins on September 12, 2025, and ends at 5:00 p.m. on October 1, 2025 (inclusive). During the reservation/subscription period, you can submit your subscription orders to subscribe to Capgemini SE shares (through the compartments of the "ESOP Capgemini" FCPE<sup>1</sup>).

## Subscription/Revocation Period

The subscription price for the Capgemini SE shares will not be known during the reservation/subscription period. Capgemini SE will set the subscription price on November 6, 2025.

The revocation period begins on November 12, 2025, and ends at 5:00 p.m. on November 14, 2025 (inclusive). You can cancel or revoke your subscription order in its entirety during the revocation period. Partial cancellation, however, is not possible. Upon the expiration of the revocation period, the outstanding orders shall become final, irrevocable, and binding on you.

## Subscription Price

The CEO of Capgemini SE will set the subscription price and communicate it to you on November 6, 2025, via postings in your workplace and on the dedicated ESOP 2025 website (<https://esop.capgemini.com/2025>).

The subscription price for Capgemini SE shares will be at a discount of 12.5% from the 'reference price'. The reference price will be determined based on the arithmetic average of the daily volume-weighted average of the Capgemini SE share price over the 20 consecutive trading days ending November 5, 2025. As a result, the subscription price will equal the reference price, less a 12.5% discount.

You will pay for your investment in Rs. (₹). For your investment purposes, the amount of your payment in Indian Rupees will be converted into euros (€) by your Employer because Capgemini SE shares are listed in euros (€). The exchange rate used to determine the amount of your investment in euros (€) will be communicated to you before the revocation period. In all circumstances other than those referred to above, exchange rates may affect the value of your investment as the market governs it and is not guaranteed. The amount in euros (€) corresponding to your investment in Rs. will be invested in Capgemini SE shares via the FCPE on the date of the capital increase. Any variation between the exchange rate determined by Capgemini and the exchange rate in effect on the date of the actual remittance of funds abroad will not affect the amount of your investment.

***Important Note:*** During the life of your investment, the value of Capgemini SE shares subscribed through the FCPE will be affected by fluctuations in the currency exchange rate between the euro (€) and Rs.. As a result, if the euro strengthens relative to the Indian Rupee, the value of the shares expressed in local currency will increase. On the other hand, if the value of the € weakens relative to Rs., the value of the shares expressed in Rs. will decrease. Afterwards, exchange rate fluctuations between the € and Rs. can positively or negatively impact your investment.

## Method of Payment – What are the payment methods available for my subscription?

The following payment methods are made available to subscribe to Capgemini SE shares:

- Deduction by a single disbursement from your monthly salary for December 2025, or
- Availing of the finance facility offered by your Employer and repayment in four (4) equal monthly instalments deducted from your salary, commencing from December 2025<sup>2</sup>.

The choice of payment method must be indicated in the Reservation/Subscription Form.

<sup>1</sup> ESOP Capgemini" FCPE (Fonds Commun de Placement d'Entreprise) is an employee shareholding vehicle (commonly used by French companies) through which employees can own Capgemini SE shares. As such, you will be issued units of the ESOP Capgemini" FCPE corresponding to the shares you subscribe to, which will be held on your behalf by the FCPE.

<sup>2</sup> As per the Companies Act, 2013, where your employer company is a public limited company (including a private company which is a subsidiary of a public company), your employer can provide a finance facility/assistance to its employees to subscribe to Capgemini SE shares (under ESOP 2025), provided shareholders' approval has been obtained. Accordingly, under ESOP 2025, wherever relevant, the shareholders' approval has been obtained in accordance with the law.

## Financing by Employer

Your Employer will offer you financing for the full subscription price upon request. Financing would be in the form of a short-term 'interest-free' loan, which would be repayable/recoverable from you over four (4) months through the monthly payroll commencing from December 2025.

Although the said financing would be interest-free, under the Income-tax Act, a notional interest as per the Income-tax Act would be chargeable and treated as a perquisite, which is taxable in your hands until repayment<sup>3</sup>.

## Maximum & Minimum Subscription Amount

During the reservation/subscription period (**September 12 to October 1, 2025**), you will be able to submit your subscription orders to subscribe to Capgemini SE shares (through the compartments of the "ESOP Capgemini" FCPE) for a maximum of 2.5% of your estimated gross annual salary for 2025. However, if you could not subscribe during the reservation/subscription period, in that case, you may still subscribe during the subscription/revocation period (**November 12 to 14, 2025**), wherein your subscription order shall be limited to 0.25% of your estimated gross annual salary for 2025. Gross yearly salary is defined as your Annual Total Cash Compensation (including Variable Pay at target for 2025).

Your responsibility is to ensure that the investment does not exceed the above limits, calculated based on the 2025 calendar year (January 1, 2025, to December 31, 2025). In making the calculation, you must estimate the remuneration you expect to receive by the end of the year. Therefore, we suggest estimating your remuneration without including variable pay elements and other benefits that are not guaranteed to be received. If the amount of your subscription exceeds the limit, your subscription may be reduced accordingly.

The minimum subscription amount is **Rs. 9,000**.

## Currency Exchange Control

All Indian resident individuals who are employees or executive directors of Indian participating companies are permitted to acquire foreign securities under ESOP (Employee Stock Ownership Plan) or other employee benefit schemes without any monetary limit. However, the maximum subscription amount per employee for ESOP 2025 is given above.

Please note that your participation in ESOP 2025, including your contributions, must comply with applicable Indian laws, including the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder, as amended from time to time. The remittance of the subscription amount by your Employer on your behalf under the Liberalised Remittance Scheme<sup>4</sup> (LRS) must be within the limit of USD 2,50,000 or otherwise be in accordance with and subject to the applicable exchange control laws and regulations in force. Your Employer may not be aware of your other remittances under the LRS; hence, you are solely responsible for ensuring that your subscription is within the limit of USD 2,50,000. You agree to be solely responsible for any breach of the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder. If it is later found that such remittance has led to a breach of the prescribed limit, i.e., USD 2,50,000 per financial year (or otherwise), you will be responsible for repatriating the excess funds to India and shall, of your own accord, apply for compounding.

Your local Employer will handle all matters related to foreign exchange under ESOP 2025 in accordance with applicable laws and regulations. To participate in ESOP 2025, you have authorised your Employer to make a relevant application or file it with the appropriate authority on your behalf to implement ESOP 2025. Additionally, you may need to complete and submit any documents as required by law, regulation, or relevant authorities in connection with ESOP 2025.

Subject to the terms of ESOP 2025, you may transfer/sell Capgemini SE shares acquired under ESOP 2025, provided the proceeds are repatriated immediately upon receipt and, in any case, not later than 180 days from the date of sale.

When you redeem your investment, your Employer will file the claim with the relevant governmental authorities (if required) and follow all procedures requested by the banks, which may delay payment of your proceeds. Since your capital gain from ESOP 2025 may be affected by the foreign exchange rate between the Indian rupee and the euro, your proceeds in Indian rupees may be materially impacted by fluctuations in the foreign exchange rate resulting from such a payment delay.

Please refer to the Tax Note for the applicability of the tax collected at source ("TCS"). TCS will apply if your international/overseas transfers (including ESOP 2025) under the LRS exceed Rs. 10,00,000 for the financial year 2025-26.

<sup>3</sup> Further details are provided in the section on taxation.

<sup>4</sup> The Liberalised Remittance Scheme of (Indian) foreign exchange control regulations allows an Indian resident employee to buy securities of a foreign company for an amount not exceeding USD 250,000 in a financial year (i.e., from 1 April of one calendar year to 31 March of the following calendar year). This limit is the aggregate amount an employee can remit in a financial year (April-March), including his remittances towards all permissible current and capital account transactions.

## Securities Notices

This document and the offer made herein are addressed only to Capgemini Group employees eligible to participate in the ESOP 2025. No Indian securities law or other filing or reporting requirements apply to this ESOP 2025.

## Custody of your Units/Shares

Your units/shares will be subscribed to and held on your behalf by a collective shareholding vehicle, known as a *Fonds Commun de Placement d'Entreprise* (FCPE), which is commonly used in France for the custody of shares held by employee investors. The FCPE will make the subscription to Capgemini SE shares on your behalf. You will be issued units of the FCPE corresponding to the shares you have subscribed to and held on your behalf by the FCPE. Thus, for each amount invested corresponding to the subscription price of one share, you will receive one unit of the FCPE. The units of FCPE will not be listed on a stock exchange and are not transferable to a third party. The units can be redeemed only in the manner provided herein.

## Dividends

You will not be entitled to receive any dividend on the units you hold through the FCPE "ESOP Capgemini" in exchange for units of the "ESOP Leverage P 2025" Compartment.

## Voting Rights

The Supervisory Board of the FCPE will exercise the voting rights attached to your Capgemini SE shares on your behalf.

## Early Exit Events - In which cases may I ask for early redemption?

In consideration of the benefits granted under ESOP 2025, your investment must be held for a five-year lock-up period ending on December 18, 2030, except in the case of early exit events listed below, wherein you may request the redemption of your units before the end of the five-year lock-up period:

- termination/resignation/superannuation of the employment contract,
- disability of the employee (resulting in a permanent or temporary (of at least 6 months) disability to exercise professional activity), **and**
- death of the employee.

It is clarified that in the event of a change of employer (within Capgemini Group), where the new employer is an entity that has participated in or is participating in the ESOP in a country under the same structure as India, i.e. the FCPE's "**ESOP Leverage P**" compartments, it shall not constitute an early exit case. On the other hand, a change of employer (within Capgemini Group), where the new employer is an entity that has participated in or is participating in the ESOP in a country under a different structure or in a non-participating country, may constitute, upon Capgemini SE's sole decision, an early exit case. In addition, at Capgemini SE's sole discretion, early redemption may also apply if your Employer ceases to be a Capgemini SE subsidiary.

In these circumstances, you (or your personal representatives/executors) would need to request an early redemption/exit, as this would not be automatic. In the event of death, your nominee, as recorded with the Employer under the statutory regulations (PF, etc.), shall be entitled to request redemption. The above summarises the current early exit provisions permitted under French laws. However, it would be helpful if you did not conclude that an early exit event is applicable unless you have described your specific situation to your Employer in the prescribed form and your Employer has confirmed that it applies to your situation, subject to you providing the requisite supporting documents. While processing your request for an Early Exit Event, your Employer will make an independent decision at its discretion, which shall be final and binding. For further information on the early exit events and/or the redemption procedure, please contact your Human Resources Department.

If you submit an early exit request, the FCPE manager will execute your request after your Employer has validated it and transfer the value of your investment to you. Please refer to the relevant FCPE information notice regarding the timing of executing early exit requests.

## Redemption

Your investment becomes available for redemption upon the expiry of the 5-year lock-up period (ending on December 18, 2030) or earlier in the event of an early exit, as set out above. At the end of the lock-up period, you will be notified of the expiration, the availability of your investment, and the redemption process.

Just before the lock-up period expires, you may either request the redemption of your investment (1) in cash payment or (2), wherever permitted, elect to transfer the units into another FCPE offered within the employee group savings plan (Capgemini Classic).

## Labour Law Disclaimer

Please note that this ESOP 2025 is provided to you by the French company, Capgemini SE, not your local Employer. The decision to include a beneficiary in this or any future ESOP 2025 is taken by Capgemini SE at its sole discretion. ESOP 2025 does not form part of your employment agreement and does not amend or supplement such an agreement. Participation in ESOP 2025 does not entitle you to future benefits or payments of a similar nature or value, or entitle you to any compensation if you lose your rights under ESOP 2025 due to the termination of your employment. Benefits or payments you may receive or be eligible for under ESOP 2025 will not be considered in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in employment termination cases).

## Change of Date or Cancellation/Termination

Please note that the dates provided in the documentation regarding ESOP 2025 are indicative and may be subject to change at any time by Capgemini SE. Furthermore, at its discretion, Capgemini SE may also choose to cancel ESOP 2025.

## Further Information

- The securities offered for sale under the 2025 ESOP have not been recommended by any governmental securities commission or regulatory authority, nor has any authority confirmed the accuracy or determined the adequacy of this document or any other materials being distributed or made available to you.
- You understand that your investment value is tied to Capgemini SE's share price changes. Therefore, you risk the amount of your personal contribution invested in the ESOP 2025 and understand the importance of diversifying your investments. Neither Capgemini SE nor your Employer nor any of its subsidiaries, directors, officers, or employees provide financial, investment, tax, or other advice related to ESOP 2025.
- Capgemini SE or your Employer shall not be liable for any act done or omitted to be done in connection with ESOP 2025 except for its willful misconduct or as expressly provided by the law.
- Although a general tax summary is provided as part of this Country Supplement, neither Capgemini SE nor your Employer offers any tax advice. Therefore, you should consult your tax advisor for advice regarding the tax consequences of participating in ESOP 2025.
- ESOP 2025 is subject to the laws of the Republic of France and shall be interpreted in accordance with these laws. These laws have been chosen to apply because Capgemini SE is a company organised under the laws of France. In the event of any dispute regarding the interpretation, validity, or application of ESOP 2025, the relevant parties will strive to find a mutually amicable solution. However, if such a solution cannot be found, the dispute shall be heard by a competent court in France.
- You should contact your local Plan Officer with any questions regarding this offer. Their details appear on <https://esop.capgemini.com/2025>.

## Tax Information for Employees resident in India

*This document aims to answer some of your questions about the consequences of income tax and social charges for participating in the Capgemini Group Employee Share Ownership Plan 2025 ("ESOP 2025").*

*This summary sets forth general principles that are expected to apply to employees who (i) are residents of India under the tax laws of India and the Convention between India and the French Republic for the avoidance of double taxation signed on September 29, 1992 (the "Treaty"), and (ii) are entitled to the benefits of the Treaty; and who would continue to remain, residents of India, until their rights to the units in ESOP 2025 will have ended. The tax consequences listed below are described under India and specific French tax laws, tax practices and the Treaty, all of which are applicable as of the date.*

*Please note that this Country Supplement is based on the laws in force as of July 15, 2025. These laws, practices, and the Treaty are subject to change, which may affect your tax position. For more specific and definitive personal advice and to take care of any possible changes in the personal tax legislation, it is recommended that you consult your tax advisors regarding the tax consequences of subscribing to Capgemini SE shares through the compartment "ESOP LEVERAGE P 2025" of the Fonds Commun de Placement d'Entreprise ("FCPE") "ESOP CAPGEMINI".*

*This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. While every effort has been made to provide precise information, the employing company ("Employer") does not take responsibility for its accuracy.*

*This tax note should be read in conjunction with the brochure and other materials distributed to you, which are available at <https://esop.capgemini.com/2025>. Please note that the TCS (Tax Collected at Source) provisions described below apply to individuals who have made outward remittances from India exceeding Rs. 10,00,000 during FY 2025-26.*

### Upon subscription

#### I. Will I be required to pay any tax or social security charges at subscription?

##### (i) Taxation in France - at the time of Subscription

Provided your investment is held through the FCPE "ESOP CAPGEMINI" in exchange for units of the "ESOP Leverage P 2025" Compartment, you will not be subject to tax or social charges in France.

##### (ii) Taxation in India – at the time of Subscription

###### **In the hands of Employees:**

Your investment in Capgemini SE shares will be contributed and held in a collective employee shareholding vehicle (FCPE) called FCPE "ESOP CAPGEMINI" in exchange for units of the "ESOP Leverage P 2025" Compartment.

Share price discounts available at the time of subscription will be subject to taxation as a perquisite in your hands. Therefore, for the financial year 2025-2026, at the time of allotment, you would be liable to pay tax on the difference between the fair market value (FMV) of Capgemini SE shares (which will be determined by a Category I Merchant Banker) and the subscription price paid. Accordingly, such amount shall be treated as a "perquisite" and taxable in your hands under section 17(2) of the Income-tax Act, 1961.

The valuation of perquisite is calculated on the difference between:

**(i) the "fair market value" of the shares on the specified date (under the Indian tax regulations), as determined by a "category I merchant banker" registered with the Security and Exchange Board of India<sup>5</sup>; and**

**(ii) the subscription amount paid by you.**

Under ESOP 2025, the Capgemini SE shares are offered at a 12.5% discount. Therefore, the proposed discount on the fair market value (FMV) of the shares would be treated as a perquisite under Section 17 of the Income-tax Act, 1961 and, as a result, would form part of your compensation and be liable to be taxed in your hands as income under the head "Salaries". Accordingly, tax on perquisite applies to the discount on the units/shares subscribed with your own contribution.

Consequently, a share valuation certificate issued by a category I merchant banker would be required to determine the FMV of the Capgemini SE share. The difference between the FMV of the Capgemini SE share and the subscription amount you paid will be treated as perquisite income and taxed at the applicable tax rate. Your Employer will procure such a share valuation certificate.

<sup>5</sup> The merchant banker will consider the listed price of Capgemini SE share on the Euronext Paris (the Paris stock exchange) on the specified date as per the India tax regulations (i.e., date of subscription or any date within 180 days prior to the date of subscription) as one of the considerations.

**Illustration:**

<b>Fair Market value of 1 Capgemini SE share</b>	Rs. 100.00
<b>Subscription price paid by you @ 12.5% discount</b>	Rs. 87.50
<b>Discount</b>	Rs. 12.50

**The discount of Rs. 12.50 will be treated as “perquisite” income and added to your taxable salary.**

The Employer will withhold taxes as per the applicable slab rates (and applicable tax regime) from you and remit such taxes withheld to the tax authorities (for applicable tax rates, please refer to the table below). In addition, your Employer may collect the applicable tax collected at source (“TCS”) from you under the Liberalised Remittance Scheme<sup>6</sup> (“LRS”) and deposit the tax with the tax authorities<sup>7</sup>, wherever applicable.

Please note that TCS on LRS is a requirement introduced and applies to all outward remittances under the LRS exceeding Rs. 10,00,000 per person per financial year. Effective April 1, 2025, the applicable TCS rate is 20% of the remitted amount above Rs. 10,00,000. If your total remittances under the LRS in FY 2025-26 (including the remittance under ESOP 2025) do not exceed Rs. 10,00,000, you will not be subjected to TCS. However, if your remittances exceed Rs. 10,00,000 and TCS applies, TCS will be collected/recovered by your Employer from your January 2026 payroll (in a single instalment) and deposited with the tax authorities (through the Authorised Dealer/banker (AD) which would appear as a credit in your Form 26AS. The TCS collected can be adjusted against your actual tax liability, payable at the end of the year<sup>8</sup>. If you have no such tax liability, you can claim a refund at the end of the year. Please consult your tax advisor. The Employer will not bear these taxes.

When subscribing to shares, you would have no social tax consequences.

If you participate in the ESOP 2025 Plan, the applicability of TCS would depend on the value of the total outward remittance made by you outside India during FY 2025-26. In this regard, the TCS, if applicable, would be recovered from you as per the bankers’ advice. Additional regulatory guidance on TCS’s scope, application, and recovery could impact its application as described above.

**In the hands of the Employer**

There will be no separate liability on the Employer to pay any tax other than withholding taxes as mentioned above.

Apart from the above, currently, there are no social security taxes or other charges payable.

**II. Will the interest-free loan be taxable?**

Under Section 17(2)(vi) of the Income-tax Act, 1961, read with Rule 3 of Income-tax Rules, 1962, perquisite includes the value of any benefit or amenity granted or provided free of cost or at a concessional rate. As per the provisions of Rule 3(7)(i) of the Income-tax Rules, 1962, an interest-free loan or loan provided at a concessional rate qualifies to be taxed as a perquisite. Therefore, the benefit or concession extended by the Employer to you (if you so opt) would take the form of perquisite and be liable to tax in your hands.

**Valuation of Perquisite (in the form of an interest-free loan)**

Since financing by the Employer would be free of interest, the Indian tax law requires a charge of a notional rate of interest on the loan amount, which would be treated as a perquisite granted to you and subjected to tax. Perquisite value would be calculated based on the maximum outstanding monthly balance method. However, no perquisite value would be charged if the loan amount is less than INR 20,000 in the aggregate in one particular financial year.

According to Rule 3(7)(i) of the Income-tax Rules, 1962, the value of the benefit to the employee resulting from the interest-free or concessional loan (above INR 20,000) for any purpose by the Employer shall be determined as the sum equal to the interest computed at the rate charged per annum by the State Bank of India as on the first day of the relevant previous year in respect of loans for the same purpose advanced by it, on the maximum outstanding monthly balance as reduced by the interest, if any, actually paid by him with respect to the loans above INR 20,000.

<sup>6</sup> Under the LRS scheme, a resident person can remit funds outside India up to US\$ 2,50,000 without prior permission from RBI for the financial year from 1st April to 31st March. This scheme is available only to individuals.

<sup>7</sup> From April 1, 2025, the Tax Collection at Source (TCS) for outward foreign remittance under LRS is 20% (beyond the threshold limit of Rs. 10,00,000). Employers must seek guidance from the bank on the applicability of TCS.

<sup>8</sup> Under the Income-tax Act, the provisions dealing with the deduction of TDS on salary income are now amended to factor in any TDS or TCS credit available to employees when computing the amount of tax to be deducted from their salary income.

The rate the State Bank of India charges for a similar type of loan is 14.30<sup>9</sup> per annum (which is subject to change from time to time). As the value of perquisite in the hands of the employee would be the difference between the interest rate charged by the State Bank of India and the rate offered by the Employer (in the present case, zero, since the Employer will not charge interest), the value of perquisite will be 14.30% on the maximum outstanding monthly balance. Since the perquisite value on account of an interest-free or concessional loan would be taxable in your hands, the Employer would withhold tax thereon at the appropriate rate on the perquisite amount calculated. Such perquisite will be disclosed separately under the Salaries Schedule 'S', "Value of Perquisites."

You would have no social security tax consequences if you received financing from the Employer.

**Illustration:**

1. Sameer took a loan of Rs. 18,000 from his Employer on December 1, 2025, to subscribe to ESOP 2025. As the loan amount is less than Rs. 20,000, no perquisite would be applicable (provided this loan (or other outstanding interest-free loans) does not exceed, in the aggregate, Rs. 20,000 in one particular financial year).
2. Sameer took a loan of Rs. 1,00,000 from his Employer on December 1, 2025, to subscribe to ESOP 2025. The loan is repayable through monthly payroll deductions over four (4) months. The perquisite is not exempt from tax as the loan amount is higher than Rs. 20,000. The perquisite is calculated based on the entire loan value of Rs. 1,00,000.

**Perquisite calculation: The perquisite value for the financial year 2025-26 is calculated as follows:**

On 01-December-2025, Sameer was provided with an interest-free personal loan of Rs. 80,000, recovered across four instalments. The repayment, through payroll deduction, happens on the last day of each month, with the first loan instalment falling due on 31-December-2025. The SBI interest rate as of 01-April-2025 is assumed to be 14.30% per annum.

<b>Interest-Free/concessional Loan to Employee - Valuation of Perquisite - Financial Year 2025-26</b>		
<b>SBI Interest as of 01.04.2025</b>		14.30% <sup>10</sup>
<b>Actual Interest Charged by Employer (in Rs.)</b>		0
<b>Loan Outstanding on 01.12.2025 (Rs.)</b>		80,000
<b>Monthly Repayment instalment (Rs.)</b>		20,000
<b>Month</b>	<b>Maximum amount outstanding on the Last Day of the Month</b>	<b>Perquisite Value<sup>11</sup> (Interest as per SBI rate)</b>
Dec-25	60,000	715
Jan-26	40,000	477
Feb-26	20,000	238
Mar-26	0	0
<b>Total Interest / Perquisite Value</b>		<b>1430</b>
<b>Less: Recovered</b>		<b>0</b>
<b>Valuation of Perquisite</b>		<b>1430</b>

For FY 2025-26, the perquisite value added to Sameer's income is Rs. 1,430, and taxes will be recovered on this perquisite value at the applicable slab rates.

<sup>9</sup> Provisional Rate. The interest rate changes periodically and is to be reconfirmed by the Employer.

<sup>10</sup> SBI rate of interest (provisional) as of 1st April 2025 (for personal loans).

<sup>11</sup> Perquisite value = Maximum Outstanding Monthly Balance (Closing Balance) x 14.30% / 12.

## During the life of the plan

### III. Will I be required to pay any tax or social security charges on dividends?

Under ESOP 2025, you will not be entitled to receive a dividend from the units/shares. Therefore, you do not benefit from dividends paid to the FCPE "ESOP CAPGEMINI".

#### (i) Taxation in France

No withholding tax will be levied in France in the absence of distribution to employees by the FCPE "ESOP CAPGEMINI" of the dividends received from Capgemini.

#### (i) Taxation in India

Your investment will be held through the FCPE "ESOP CAPGEMINI" (in exchange for units of the "ESOP Leverage P 2025" Compartment), and you will not be entitled to dividends. Hence, no Indian tax will be levied during the lock-up period.

### V. Will I be required to pay any wealth tax on the units I own?

It is not applicable as the Wealth Tax Act is abolished.

### V. What are my reporting obligations concerning the subscription, holding and redemption of the FCPE units, and paying dividends?

If you are a resident and ordinarily resident as per the provisions of the Income-tax Act, 1961, in that case, you will be subject to taxation on your global income in India, subject to benefits available, if any, under the Treaty between India and France. Therefore, you must disclose your investment under ESOP 2025 in Capgemini SE during the holding period (starting from the year of subscription), receipt of dividend (if any, after the lock-up period) and the capital gains earned at the time of redemption in your income tax return (Form ITR-2) in the relevant financial year.

#### **Tax Reporting in your ITR**

As per the law, disclosing foreign assets in the ITR is mandatory for resident taxpayers who own specified foreign assets at any time during the entire accounting year. Thus, while filing your income-tax return (in **Form ITR-2**), you must report the units you hold in the FCPE "ESOP Capgemini" (during each relevant financial year) (and the units held by you under the earlier subsisting Capgemini ESOPs or other plans), and the foreign-sourced income earned therefrom. Such reporting is necessary (regardless of the value) in the tax return, using the appropriate ITR Form (ITR-2). In addition, apart from the value/cost of Capgemini SE shares, the income earned (in rupees) from the units/shares, the nature of the income, and the head of income under which such income is being offered to tax must be reported. Please note that you must provide details of the foreign assets held (units in the FCPE "ESOP Capgemini") in Schedule FA [Details of Foreign Assets and Income from any source outside India] of the ITR form and fill the Schedule Foreign Source Income (FSI), Schedule AL<sup>12</sup> and Schedule Tax Relief (T.R.) of the return of income, wherein details such as the taxpayer's identification number in the overseas country (if applicable), the type of foreign income earned, the amount of income, the foreign tax paid thereon, and the Indian tax payable on such income are required to be disclosed. You must consult your tax advisor to ensure compliance with applicable reporting obligations.

When it comes to disclosing foreign investments and stocks for tax purposes in India, specific guidelines must be followed. These investments (which are units held in FCPE and hence classified as "**any other capital asset held**") should be reported in Table D under Schedule FA in your ITR form (ITR-2), and the value of these assets should be declared in Rs. after converting them from foreign currency.

Dividends should be declared as income from other sources in the year they are paid, and the employees must pay the applicable tax on dividends. Dividends are taxable in the year they are credited to the foreign bank account, regardless of whether they are remitted to India or reinvested.

The ITR-2 Form requires disclosure of assets held at any time during the calendar year for employees holding foreign assets or investments. For this purpose, the accounting period followed by the foreign country for closing their accounts is considered the accounting period for reporting the assets. For instance, if you are filing ITR for the assessment year 2026-27, you must disclose all the foreign assets you held from January 1, 2025, to December 31, 2025, as most countries follow the calendar year for assessment, unlike India, where the financial year is from April 1 to March 31, i.e., if you purchased foreign stocks/units in December 2025, they still need to be declared in Schedule FA in FY 26. Moreover, stock/units or any asset acquired between January 2026 and March 2026 will no longer be required to be disclosed in the current ITR filing; instead, they will be disclosed in the subsequent assessment year, 2027-28.

<sup>12</sup> Schedule AL - Assets and Liabilities at the end of the year (applicable in a case where the total income exceeds Rs. 50 lakhs).

A similar case would apply to stocks/units sold. However, the capital gains tax liability, if any, on the sale of such stocks/units must be paid in the same FY in which such gains arise. Please note that the calendar year is relevant for reporting purposes, while the financial year is relevant for tax purposes. Income earned from assets held outside India will be taxable as per the provisions of the Income-tax Act, even if it is not required to be disclosed in any of the schedules. In other words, this means that the income earned in the financial year 2025-26 (April 1, 2025, to March 31, 2026) shall be reported for tax purposes, but for disclosure (in Schedule FA), the calendar year 2025 shall be followed in the ITR for the FY 2025-26.

**Who needs to fill the Foreign Asset Schedule in the Income Tax Return?**

If you were a tax resident of India in the previous year, own foreign assets or bank accounts, or earned foreign income during the previous year, you must fill out the FA Schedule A. The following details are required to be disclosed in Schedule FA:

- Income from any source outside India, such as dividends, interest, or capital gains.
- Any asset held outside India, including shares or other capital assets.
- Financial or beneficial interest in any overseas entity.
- Reporting in this schedule is mandatory regardless of the asset’s ownership type, whether legal or beneficial.

Irrespective of the slab rate applicable, you must file an ITR if you hold any foreign assets at any time in the financial year.

Employees resident in India must fill the foreign asset schedule for the foreign assets held on December 31, 2025, even if:

- You have no taxable income or fall within the basic exemption limit. The same information is captured in any other schedule, like schedule AL.
- The foreign asset is created/acquired from disclosed foreign or domestic income sources.

Failing to disclose an asset in the FA Schedule could trigger a penalty, while not reporting any income for tax could also result in a penalty.

Format of declaration in Form ITR-2 when you invest in units of FCPE ESOP CAPGEMINI<sup>13</sup> :

Details of any other capital asset held (Including any beneficial interest) at any time during the calendar year ending as on December 31, 2024 <sup>14</sup>											
SN	Country Name and Code	Zip Code	Nature of Asset	Ownership-Direct/ Beneficial Owner/ Beneficiary <sup>15</sup>	Date of Acquisition	Total investment (at cost) (in Rs) <sup>16</sup>	Income Derived from the asset	Nature of Income	Income Taxable and Offered in this return		
									Amount <sup>17</sup>	Schedule where offered	Item number of schedule
1	(2)	2b	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	France FR	75017	Units under Capgemini ESOP 2025 of Capgemini SE.	Beneficial owner	19/12/2025  (If you hold units under earlier ESOP plans, please insert the relevant details separately). Please consult a tax advisor.	(See Footnote 16)	NIL (if there is no sale of units from 19/12/2025 to 31/12/2025).  Whenever sold during CY 25, please state the sale price multiplied by the SBI TT buying rate of the last day of the month immediately preceding the month in which the sale takes place minus (-) the investment cost in Cl 6 in proportion to the shares sold. Please consult a tax advisor.	NA. Please fill only in case of the sale of units and choose between long-term or short-term capital gains depending on the period of holding.	NIL (if there is no sale of units during the CY 25).  Please fill in the capital gains income (taxable) only in case of the sale of units. See Footnote 17. Please consult a tax advisor.  Sales during the period Jan to Mar 26 must not be included in this Cl 9, while the same must be included in Cl 7 of the table.	NIL. Please write 'Schedule CG' only in the case of unit sales.  Sales during the period Jan to Mar 26 should not be reflected in this Cl 9.	NIL. Please write B(9) – From the sale of assets where B1 to B8 above are not applicable- only in the case of the sale of units and a long-term capital gain (In case of short-term, please fill the A5 schedule in the Capital Gains section).  Sales during the period Jan to Mar 26 should not be included in this Cl 9.

\* Disclosure in this schedule is mandatory until you hold/redeem the units

<sup>13</sup> Format of the declaration is illustrative only. Please bear in mind that you may have to make additional disclosures if you hold units under other ESOP Plans. Please consult your tax advisor before filing your tax return.

<sup>14</sup> Similar to ESOP 2023, please fill in details (separate line items) of your holdings/capital gains earned under each of the earlier Capgemini ESOP plans (subject to your participation).

<sup>15</sup> Subscription to Capgemini SE shares is by FCPE ESOP Capgemini acting on behalf of employees.

<sup>16</sup> Please use your cost of acquisition (in INR) plus (+) 12.5% discount you received at subscription (in INR). [Multiply FMV of share in € at subscription

(reference price) \* number of units allotted to you (refer to the Amundi Portal) \* the exchange rate between the Euro and INR fixed by Capgemini SE].

<sup>17</sup> Please insert the capital gains (long-term or short-term) earned, i.e., column 7 minus (-) column 6.

Please also complete Schedule AL, part of ITR-2, which requires disclosing all assets and liabilities held by a taxpayer at the end of every financial year. Individuals must fill Schedule AL mandatorily if their total income exceeds Rs. 50 lakhs after all deductions and they have not engaged in any business or profession during the financial year. Individuals with a total income below Rs. 50 lakhs are not required to file Schedule AL.

Repatriation of sale proceeds to India upon redemption: Subject to the terms and conditions of ESOP 2025, you may ask for the redemption of your FCPE units acquired under ESOP 2025, provided that all cash proceeds from the redemption of the unit are repatriated to India by the Indian resident employees and in any case within one hundred eighty (180) days of such redemption. A person resident in India to whom any foreign exchange is due or has accrued must take all steps to realise and repatriate such foreign exchange to India. Upon realisation of foreign exchange due, a person must repatriate it to India by transferring the proceeds to or receiving them in India and, inter alia, sell them to an authorised person in India in exchange for rupees. A person is deemed to have repatriated the realised foreign exchange to India when they receive payment in rupees in India from the account of a bank or an exchange house situated in any country outside India, maintained with an authorised dealer. The gross proceeds from the redemption of units/shares must be reported in your ITR and tax paid at the applicable slab rates, plus the surcharge and health and education cess.

## Upon redemption

**VI. Will I be required to pay any tax or social security charges when, at the end of the lock-up period (or in the event of an authorised early exit event), I ask the FCPE to redeem my units for cash?**

### (i) Taxation in France

You will not be subject to income taxes in France on the gain realised on the redemption of your units.

### (ii) Taxation in India

In India, you are subjected to capital gains tax on the profit or gain realised on the redemption of your units. Other than income tax, no social security taxes or other charges are payable.

### Nature of the tax (e.g. income, capital gain or another form of tax)

Under the Income-tax Act, 1961, any profits or gains arising from transferring a capital asset (herein redemption or sale of units/shares) are chargeable to income tax under the head "Capital Gains". Any gain or loss you accrue upon the redemption/sale of shares will be treated as capital gain or loss. In other words, capital gains tax would be levied only on profit or gain made at the time of redemption/sale of shares. Accordingly, you will be responsible for declaring any capital gains (or losses) you realise upon selling the shares and paying applicable taxes due to such gains. Your Employer will not have any withholding tax obligation at the time of redemption/sale of shares.

### Method by which the taxable amount is to be calculated

Capital Gain is calculated as the difference between the sale consideration<sup>18</sup> at redemption/sale and the Fair Market Value (FMV) of Capgemini SE shares at the time of subscription. Thus, if the selling price is higher than the FMV at the time of purchase, it results in a capital gain; conversely, if the selling price is lower than the FMV at the time of purchase, it leads to a capital loss. In other words, capital gains tax would be attracted only to the profit or gain made when the shares are redeemed/sold (actual amount recovered plus the amount of perquisite mentioned in Form 12BA in the year of subscription). Therefore, capital gains will be computed using the FMV of the shares at the time of subscription (regardless of the 12.5% discount) as the acquisition cost.

The income chargeable as long-term capital gains will be computed by deducting from the value of the sale consideration received from the redemption/sale of the shares, the FMV of the shares at subscription and any expenditure incurred wholly and exclusively in connection with the transfer of the shares.

*Example: In case you are a tax resident in India at the time of redemption of units/shares, the capital gain will be calculated in the following manner:*

	<b>Amount (INR)</b>
<b>Redemption price of units/shares</b>	<b>X</b>
<b>FMV of shares at subscription as the cost of acquisition<sup>19</sup></b>	<b>Y</b>
<b>Expenditure incurred in connection with the redemption/sale of units/shares</b>	<b>Y1</b>
<b>Capital gain (Z)</b>	<b>Z = X - (Y + Y1)<sup>20</sup></b>

<sup>18</sup> The SBI TT buying rate of EUR (€) as of the last day of the month preceding the month of redemption/sale should be considered for converting the sale consideration at redemption/switch into Rs.

<sup>19</sup> The fair market value of shares at the time of subscription will be considered as the 'cost of acquisition'.

<sup>20</sup> You should consult your personal tax advisor for additional information regarding the calculation of any gain or loss attributable to the sale of shares and to consider the alternatives available to you.

Since Capgemini SE shares are not listed on a stock exchange in India, the tax treatment of the shares would be similar to that of unlisted shares in India. The nature of capital gain, i.e., long-term or short-term, would depend on the holding period of units/shares. If units/shares are held for a period exceeding twenty-four (24) months, the capital gain will be treated as long-term; otherwise (i.e., held for twenty-four (24) months or less), the capital gain will be treated as short-term and taxed accordingly. The holding period is calculated from the date of unit allotment to the date of redemption or sale.

**Illustration:**

1. Sameer is a salaried employee of Capgemini India. In December 2025, he subscribed to ESOP 2025. Sameer redeemed all units at the end of the lock-up period in December 2030. Since the period of holding Capgemini SE shares exceeds 24 months, the shares will be treated as long-term capital assets, and any capital gain earned will be taxed as long-term capital gains.
2. Sameer is a salaried employee of Capgemini India. In December 2025, he subscribed to ESOP 2025. Due to an early exit event, Sameer sold the units in July 2027, i.e., after holding them for less than 24 months. Hence, the units under ESOP 2025 would be treated as short-term capital assets, and any capital gain earned would be taxed as short-term capital gains.

Long-term and short-term capital gains are taxed differently. The section below provides further details on the tax rates applicable to long-term and short-term capital gains

**Rate of Taxation**

- **Long-term capital gain:** The present applicable tax rate for Long-Term Capital Gains is 12.5%<sup>21</sup>, plus the applicable surcharge and health and education cess.
- **Short-term capital gain:** Short-term capital gains are included in income and are taxed according to the slab-wise income tax rates specified below.

**Let's take an example to make it clear:**

**A. LONG-TERM CAPITAL GAINS**

Sameer subscribed to Capgemini SE shares in December 2025, whose fair market value (FMV) was Rs. 1,50,000 (i.e., the FMV of the shares subscribed through his contribution). Sameer sold all the shares at the end of the lock-up period in December 2030 for Rs. 3,30,000. Since these are shares of an unlisted (Indian) company, the tax payable by Sameer would be 12.5% of the long-term capital gains.

**Calculation of Capital Gains:**

**Purchase price of shares = Rs. 1,50,000**

**Sale price of shares = Rs. 3,30,000**

**Capital gains earned by Sameer will be Rs. 1,80,000, as per the following calculation:**

**Sale Value – FMV of shares at subscription as cost of acquisition = Rs. 3,30,000 – 1,50,000 = Rs. 1,80,000.**

**Therefore, the Long-term Capital Gains tax at 12.5% would be Rs. 1,80,000 x 12.5/100 = Rs. 22,500, plus the applicable surcharge, health, and education cess**

**B. SHORT-TERM CAPITAL GAINS**

Sameer is a salaried employee of Capgemini India. In December 2025, he subscribed to ESOP 2025. Due to an early exit event, Sameer sold the shares in July 2027, i.e., after holding them for fewer than 24 months. Hence, the units under ESOP 2025 would be treated as short-term capital assets, and any capital gain earned would be taxed as short-term capital gains.

In this case, the income from the sale of the shares will be added to Sameer's regular income and taxed according to the slab rates applicable (based on his total taxable income), plus the applicable surcharge and health and education cess.

**VII. Tax or social security charges that may be applied if my assets are transferred from the “ESOP LEVERAGE P 2025” compartment to another compartment if I do not immediately choose to redeem my investment upon the expiry of the lock-up period.**

Ordinarily, there is no difference in taxation regardless of whether the units are redeemed for units of another FCPE compartment or

<sup>21</sup> Long-term Capital Gains arising on the transfer of shares is taxed at 12.50% effective July 23, 2024. No indexation benefit is available on the transfer of a long-term capital asset.

in cash. Long-term capital gains tax would be attracted on any profit or gain arising at the time of such redemption/switch for units of another FCPE. Please refer to the above illustration for tax computation arising from the switch of units.

In the case of redemption for cash, the redemption price would be treated as the sale consideration to calculate the long-term capital gains tax. However, in the case of redemption or switching to units of another FCPE, the value of the switched units as of the switching date shall be treated as the sale consideration.

Switching units from one FCPE compartment to another would be considered a redemption from Leveraged (and a new purchase in the other FCPE) and is likely to have tax implications (capital gains) for you. Since you will switch from Leveraged, capital gains will be treated as long-term and taxed at 12.5%, plus the applicable surcharge and health and education cess.

**Subsequent sale of units held in switched into FCPE (of units switched from Leveraged to another FCPE compartment after the lock-up period):** Any profit or gain arising from redemption/sale of the units in the switched into an FCPE compartment would be chargeable to income tax under the head “**Capital Gains**”. The difference between the sale consideration and the price of the units at the time of switching<sup>22</sup> can be described as a capital gain or loss. Thus, if the selling price is higher than the price at which the units were switched into another FCPE, it results in a capital gain. Conversely, when the selling price is lower than the switching price, it leads to a capital loss. In other words, capital gains will be computed by deducting the value of the units at the time of switching as the acquisition cost from the sale consideration.

The nature of capital gain, i.e., long-term or short-term, would depend on the holding period of units. For example, if units in another FCPE are held for a period exceeding twenty-four (24) months, the capital gain will be treated as long-term; otherwise (i.e., held for twenty-four (24) months or less), the capital gain would be treated as short-term in nature. The holding period will be calculated from the switching date up to the date of sale.

Long-term and short-term capital gains are taxed differently. The present tax rate for long-term capital gains is 12.50%, plus applicable surcharge and health and education cess. On the other hand, the short-term capital gains are taxed as per your applicable slab-wise income tax rate based on your total taxable income.

### Income-tax slab rates

Income tax is levied on the income earned by all individuals as per the Income-tax Act of 1961. If an individual’s income exceeds the minimum threshold limit (the basic exemption limit), the tax is assessed according to the slab system.

### Income tax slabs & rates for ay 2026-27 (fy 2025-26)

(Individuals less than 60 years)

Effective from the financial year 2020-21, the government announced an alternative method of levying taxes, allowing individual taxpayers to choose between two tax regimes: the **old tax regime** and the **new, concessional one**. The old tax regime permitted taxpayers to retain their existing tax exemptions, including the house rent allowance, leave travel allowance, and deductions under various sections of the Income-tax Act. While those opting for the new tax regime would pay taxes at lower rates, they would have to forego most tax exemptions and deductions under the Income-tax Act<sup>23</sup>. The old tax regime refers to the system of income tax calculation and tax slabs that existed before the introduction of the new tax regime, effective April 1, 2020. The law proposes that the new tax regime is the default regime, with the option for an assessee to choose the old regime. The new tax regime offers more tax slabs, accompanied by an increase in the tax exemption limit. The comparison of the **Old Tax Regime** (taxpayers aged less than 60 years) vs **New Tax Regime** slab rates for FY 2025-26 (AY 2026-27) is as follows:

Income Tax Slab	New Tax Regime (in Rs.)	Old Tax Regime
NIL	0 – 4,00,000	0 – 2,50,000
5%	4,00,001 to 8,00,000	2,50,001 to 5,00,000
10%	8,00,001 to 12,00,000	
15%	12,00,001 to 16,00,000	
20%	16,00,001 to 20,00,000	5,00,001 to 10,00,000
25%	20,00,001 to 24,00,000	
30%	Above 24,00,000	Above 10,00,000

<sup>22</sup> The price of the units (in €) at the time of switching will be communicated to you.

<sup>23</sup> Please see guidance from your tax advisor.

**Notes:**

1. The basic exemption limit is Rs. 2,50,000 (old regime) / Rs. 4,00,000 (new regime) for every individual below 60; the new tax regime slab rates are not differentiated based on age group.
2. Surcharge of 10% of such income tax if a person has a total income exceeding Rs. 50 lakhs but not exceeding Rs. 1 crore.
3. Surcharge of 15% of such income tax if a person has a total income exceeding Rs. 1 crore but not exceeding Rs. 2 crore.
4. Surcharge of 25% of such income tax if a person has a total income exceeding Rs. 2 crore.
5. The Health and Education Cess is 4% of the income tax and surcharge.
6. The surcharge rate is capped at 15% for long-term capital gains, short-term capital gains covered under section 111A and dividend income.
7. The following are the thresholds and the rates of surcharge applicable in the case of Individuals having income:

Total Income	Old Tax Regime	New Tax Regime
	Rate of Surcharge / MMR	
Up to Rs. 50 lakhs	Nil	Nil
Between Rs. 50 lakhs to 1 crore	10%	10%
Between Rs. 1 and 2 crore	15%	15%
Between Rs. 2 and 5 crore	25%	25%
Above Rs. 5 crore	37%	25%

**Notes:**

- Under the new tax regime, the maximum surcharge levied on an individual's tax liability has been limited to 25%.
8. Under the new tax regime, the standard deduction is Rs. 75,000. There is no change in the old tax regime concerning the standard deduction. Thus, salaried taxpayers are eligible for the standard deduction of only Rs. 50,000 under the old regime.
  9. The new tax regime has been made the default personal tax structure, though taxpayers can still opt for the old tax regime. The new tax regime is optional and will coexist with the old one, featuring three tax slabs and various exemptions and deductions available to taxpayers. Individuals opting to be taxed under the new tax regime must give up certain exemptions and deductions. On the other hand, individuals opting for the old tax regime will continue to pay tax on their income in FY 2025-26, just as they did in FY 2019-20.
  10. From April 1, 2025, in case the taxable income of a resident individual is equal to or below Rs. 12,00,000, the tax payable shall be zero on account of tax relief u/s 87A of the Income Tax Act, 1961, if opting for the new tax regime. In other words, a resident individual (whose net income does not exceed Rs. 12,00,000) can avail themselves of a rebate under Section 87A of the Act. The same is deductible from income tax before calculating the education cess. Effectively, this would mean that individual taxpayers with a net taxable income of up to Rs. 12,00,000 (excluding special income, such as capital gains) will continue to pay no tax under the new regime. In other words, no tax slab will apply for an annual income of up to Rs. 12,00,000 (Rs. 12,75,000 for salaried taxpayers with a standard deduction of Rs. 75,000) under the new tax regime. Hence, the tax liability under the new tax regime for incomes up to Rs. 12,75,000 is zero for salaried individuals.

Please note that the above tax rates may change, as they are fixed by the Finance Act of the assessment year in which the disposal/redemption occurs.

**Time and method of payment of tax**

Share price discount available at subscription will be subject to taxation as a perquisite in your hands. The Employer will withhold tax at the rate applicable to you and remit the withheld tax to the authorities.

Liability to pay tax on dividends and capital gains tax vests with you, and your Employer is not liable to withhold tax or pay the same. You will pay the tax when filing your income tax return for each financial year by the due dates mentioned in the Income-tax Act, 1961. Advance tax is paid in instalments. For example, for the financial year 2025-26, instalments are due on June 15, 2025; September 15, 2025; December 15, 2025; and March 15, 2026. Advance tax rules require that your tax dues (estimated for the whole year) be paid in advance. While your Employer deducts tax at source at subscription, you may have to deposit advance tax if you have earned capital gains or dividend income. By March 15, 2026, 100% of your taxes must be paid. Non-payment or delayed advance tax payment may result in a penal interest levy. However, it may be hard to estimate tax on capital gains and deposit advance tax in the first few instalments if the redemption or sale occurs later in the year. As per the income tax provisions, the entire tax liability on the capital gains is to be paid by advance tax in instalments, which fall due immediately after the capital gains have arisen. Therefore, when advance tax instalments are paid, no penal interest is charged when the instalment is short due to capital gains. The remaining instalment (after the sale of shares) of advance tax, whenever due, must include the tax on capital gains. Please consult your tax advisor regarding the tax consequences.