



Cognizant,
No. 5/535 Old Mahabalipuram Road,
Okkiyam Thoraipakkam,
Chennai-600097, India

April 11, 2023

Abhishek Charwad
2249484
Programmer Analyst
Programmer Analyst

Dear Abhishek,

We are pleased to recognize your performance and reward you with a merit increase based on your important contributions to our team.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your new compensation is effective from **April 01, 2023**. Please see your updated compensation details at the end of this e-Letter.

Thank you once again.

Best wishes,

Cognizant Executive Management

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Annexure

ID: 2249484

Name: Abhishek Charwad

Effective Date: April 01, 2023

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	30,650	367,800
2	House Rental Allowance	18,390	220,680
3	Special Allowance	30,732	368,784
4	Medical Reimbursement	1,250	15,000
5	Advance Statutory Bonus#*	2,000	24,000
6	Conveyance Allowance	800	9,600
7	Company's Contribution to PF*	3,678	44,136
8	Annual Gross Compensation		1,050,000
9	Incentive**		20,000
10	Annual Total Compensation		1,070,000
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		1,089,500

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

****Incentive** amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of the payout of the incentive.

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).

#*Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

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Cognizant Technology Solutions India Private Limited.