

March 14, 2022

894524

J Balaji

Dear Balaji,

We are pleased to reward your contributions to Cognizant in 2021 with an annual, performance-based bonus of **INR 18,338**.

Thank you for bringing your best to work every day and creating value for our clients, colleagues and communities. We wish you continued success in 2022.

If you have any questions, please talk with your manager.

Best wishes,

Cognizant Executive Management

**Notes:**

- Your bonus reflects any merit increase /promotion and is pro-rated for your period of employment with Cognizant-India during 2021
- Your payment after appropriate taxes will be deposited into your bank account. All payments are subject to prevailing tax legislations applicable to you.
- The above amount is a profit-linked bonus / incentive and is deemed a settlement under Section 11 of the Payment of Bonus Act, 1965.

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Cognizant Technology Solutions India Private Limited

## **Bonus Annexure - 2021**

Name : J Balaji  
India Eligible Days : 365  
Bonus for Eligible Days : INR 22,363/-  
BU Recommended Bonus : INR 18,338/-  
Bonus Change Effective Date : December 12, 2021

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