

March 14, 2022

2106898
Charana M

Dear Charana,

We are pleased to reward your contributions to Cognizant in 2021 with an annual, performance-based bonus of **INR 203**.

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.

For Internal Circulation only; not valid for other purpose unless duly authorized.
Cognizant Technology Solutions India Private Limited

Bonus Annexure - 2021

Name : Charana M
India Eligible Days : 4
Bonus for Eligible Days : INR 247/-
BU Recommended Bonus : INR 203/-
Bonus Change Effective Date : -

For Internal Circulation only; not valid for other purpose unless duly authorized.
Cognizant Technology Solutions India Private Limited