



Cognizant,
No. 5/535, Old Mahabalipuram Road,
Okkiyam, Thoraipakkam, Chennai - 600 097, India.

March 14, 2024

2106898
Charana M

Dear Charana,

We are pleased to reward you for your contributions to Cognizant in 2023 with a bonus of **INR 8,438**.

You will receive your bonus payout, less any tax withholdings

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 2024.

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

Best wishes,

Cognizant Executive Management

Notes:

- Your bonus reflects any incentive change and is pro-rated for your period of association with Cognizant-India during 2023.
- The above amount is a profit-linked bonus / incentive and is deemed a settlement under Section 11 of the Payment of Bonus Act, 1965.
- if you wish to use your bonus statement as proof of income, please contact your manager for authorization.

For Internal Circulation only; not valid for other purpose unless duly authorized.

Cognizant Technology Solutions India Private Limited

Bonus Annexure - 2023

Name : Charana M
India Eligible Days : 365
Bonus for Eligible Days : INR 22,500/-
BU Recommended Bonus : INR 8,438/-
Bonus Change Effective Date : -

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Cognizant Technology Solutions India Private Limited