

March 14, 2022

2094145  
Manoj Kumar B T

Dear Manoj,

We are pleased to reward your contributions to Cognizant in 2021 with an annual, performance-based bonus of **INR 1,618**.

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 : Manoj Kumar B T  
India Eligible Days : 32  
Bonus for Eligible Days : INR 1,973/-  
BU Recommended Bonus : INR 1,618/-  
Bonus Change Effective Date : -

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Cognizant Technology Solutions India Private Limited