



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

September 19, 2021

Pathmanaban Govindhan
660763
Sr. Associate - Projects
Senior Associate

Dear Pathmanaban,

As a part of our Cognizant team, you engineer impact – and in return, we aim to reward and celebrate you for your performance. We are pleased to be able to award 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 **October 01, 2021**. Please refer to *Annexure A* for your updated compensation details.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

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Annexure A

ID: 660763

Name: Pathmanaban Govindhan

Effective Date: October 01, 2021

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	43,650	523,800
2	House Rental Allowance	26,190	314,280
3	Special Allowance	38,702	464,424
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	5,238	62,856
6	Contribution Pay***	9,669	116,028
7	Annual Gross Compensation		1,496,388
8	Incentive**		70,000
9	Annual Total Compensation		1,566,388
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		23,000
11	Total Remuneration		1,589,388

You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)

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

All pay components are applicable as of the effective date above based on eligibility.

***PF Contribution :** Please refer to the PF policy at [1C > Policy Repository App](#)

****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).

*****Contribution Pay** is a reward for your valuable contribution to Cognizant in 2020. This will be paid to you through December 31, 2021. Your monthly contribution pay will merge with your special allowance effective Jan 1, 2022.

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Cognizant Technology Solutions India Private Limited.