



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

December 12, 2020

Shazima Naaz
762740
Associate - Projects

Dear Shazima,

Congratulations on your merit increase. As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

Your new compensation is effective from **October 01, 2020**. Please refer *Annexure A* for your updated compensation details. All other terms and conditions of your employment remain unchanged.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For **Cognizant Technology Solutions India Private Limited**

Annexure A**Effective Date:** October 01, 2020**Name:** Shazima Naaz**Designation:** Associate - Projects

| S.NO | DESCRIPTION | MONTHLY | ANNUALIZED |
|------|--|---------|------------|
| 1 | Basic | 24,975 | 299,700 |
| 2 | House Rental Allowance | 14,985 | 179,820 |
| 3 | Special Allowance | 24,326 | 291,912 |
| 4 | Medical Reimbursement | 1,250 | 15,000 |
| 5 | Advance Statutory Bonus#* | 2,000 | 24,000 |
| 6 | Conveyance Allowance | 800 | 9,600 |
| 7 | Company's Contribution to PF* | 2,997 | 35,964 |
| 8 | Annual Gross Compensation | | 855,996 |
| 9 | Incentive** | | 45,000 |
| 10 | Annual Total Compensation | | 900,996 |
| 11 | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 19,500 |
| 12 | Total Remuneration | | 920,496 |

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

*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).

#*Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

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