



Cognizant,
2nd Floor, Science Hub Tower 4 Campus Avenue,
McKinley Hills Tower Center, Fort Bonifacio,
Taguig City, Metro Manila, Philippines 1634.

March 18, 2025

Annappa Kyatanavar
2145997

Dear Annappa,

We are pleased to recognize your performance and to award you with a promotion to the position of **Associate** at the level of **Associate** effective **January 01, 2025**.

Congratulations, and thank you for all your contributions.

Your compensation increase will be effective on **January 01, 2025**. Please see your updated compensation details at the end of this e-Letter. All other terms and conditions of your employment remain unchanged.

Thank you once again.

Best Wishes,

Cognizant Executive Management

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Annexure

ID: 2145997

Name: Annappa Kyatanavar

Effective Date: January 01, 2025

Designation: Associate

Level: Associate

Country: Philippines

Currency: PHP

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	31,241	374,892
2	Rice Allowance	1,500	18,000
3	Laundry Allowance	300	3,600
4	Clothing Allowance	416	5,000
5	Medical Allowance	125	1,500
6	Other Non-Taxable Allowance	158	1,900
7	Hardship Allowance	61,063	732,756
8	Annual Wage Supplement(AWS)*		31,241
9	Annual Gross Compensation		1,168,889
10	Incentive#		45,000
11	Annual Total Compensation		1,213,889

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

All pay components represent cash compensation only and are applicable as of the effective date above.

*Annual Wage Supplement (AWS) - The AWS/13th month pay is 1/12 of the total basic salary earned within the calendar year. This mandatory payment covers all employees who have worked for at least one (1) month during the calendar year. A calendar year is the period starting from January to December. This is paid out on or before 24th December of the current year.

**Incentive Indication : 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 payment of the incentive

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).

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Cognizant Technology Solutions Philippines, Incorporation