



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

March 12, 2021

761024  
Vignesh Arvin G

Dear Vignesh Arvin,

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*. 2020 was both a challenging and an extraordinary year, and we want to thank you for your many contributions through this unprecedented time.

We are happy to award you a payout of **INR 22,000**. This amount is determined by a combination of the company's and your performance during the year.

The above amount is a profit-linked bonus / incentive and is deemed a settlement under Section 11 of the Payment of Bonus Act, 1965.

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 2021.

Best wishes,

Cognizant Executive Management

*Note: Your bonus reflects any bonus change and is pro-rated for your period of association with Cognizant-India during 2020. Your bonus payment, net of appropriate taxes and statutory deductions, will be credited to your bank account.*

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Cognizant Technology Solutions India Private Limited

## Bonus Annexure - 2020

Name : Vignesh Arvin G  
India Eligible Days : 366  
Bonus for Eligible Days : INR 20,000/-  
BU Recommended Bonus : INR 22,000/-  
Bonus Change Effective Date : --

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Cognizant Technology Solutions India Private Limited