



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

December 31, 2021

Suki Subramaniam Ganapathy Sundaram
606422

Manager - Projects

Dear Suki Subramaniam,

We would like to inform you of your pay restructure, which is effective **January 01, 2022**. Your Annual Total Compensation (ATC) would continue to be **INR 1,928,352/-** which includes an annual performance-linked incentive of **INR 150,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, all the other terms and conditions of your employment remain unchanged.

Thank you for your contributions to Cognizant. We look forward to your contributed expertise as we lead our clients on their digital transformation journeys.

Thank You.

Best wishes,

Cognizant Executive Management
For **Cognizant Technology Solutions India Private Limited.**

Annexure A

Effective Date: January 01, 2022

Name: Suki Subramaniam Ganapathy Sundaram

Designation: Manager - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	51,875	622,500
2	House Rental Allowance	31,125	373,500
3	Special Allowance	57,721	692,652
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	6,225	74,700
6	Annual Gross Compensation		1,778,352
7	Incentive**		150,000
8	Annual Total Compensation		1,928,352
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)		23,000
10	Total Remuneration		1,951,352

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

****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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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