



March 12, 2021

761602
Istvan Varadi

Dear Istvan,

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 **PLN 1,808 Gross**. This amount is determined by a combination of the company's and your performance during the year.

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 revision/promotion, loss-of-pay days and is pro-rated for your period of employment with Cognizant-Europe during 2020. Your payment after appropriate taxes will be credited to your bank account. All payments are subjected to prevailing tax legislations applicable to you. Please note bonuses are entirely at the discretion of the Company and payment of a bonus in one year does not give rise to a bonus in any other year.

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Performance Pay Calculation - 2020

Associate ID : 761602
Eligible Days in Europe : 366
Eligible Country in Europe : Poland
Last Drawn Salary as on 31st Dec2020 : PLN 72,312
Prorated Salary for Eligible Days : PLN 72,312 (Annual Salary/366*Eligible Days)
Performance Pay % : 2.5 %
BU Approved Gross Bonus Amount : PLN 1,808

Start Date	End Date	LOP (Loss of Pay)	Eligible days	Country
01 Jan 2020	30 Sep 2020	0	274	POL
01 Oct 2020	31 Dec 2020	0	92	POL

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