



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

March 12, 2021

285059
Naveen Kumar Sambandan

Dear Naveen Kumar,

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 20,300**. 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 : Naveen Kumar Sambandan
India Eligible Days : 366
Bonus for Eligible Days : INR 45,000/-
BU Recommended Bonus : INR 20,300/-
Bonus Change Effective Date : --

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