



# MyRewards Summary

Cognizant provides a comprehensive total rewards package to recognize your contributions in return for the success we achieve together. This goes far beyond your paycheck; we care about you and your family and continuously invest in you professionally and personally. Cognizant is committed to your whole wellbeing and provides benefits and programs in your work and home life that support your physical, mental, financial and family needs.

## Annual Target Compensation

As of 11-Dec-2025

[Learn more >](#)

**₹618,000**

## 2025 Time Off Benefits

As of 11-Dec-2025

[Get the details on your annual entitlement >](#) [Request Time Off >](#)

Accrued Days (Earned Leave)

**34.5**

Days Taken

**0**

Days Remaining

**34.5**

## Life and Accident Insurance Coverages

As of 11-Dec-2025

[Learn more \(term life\) >](#) [Learn more \(personal accident\) >](#)

**₹4,000,000**

## Cognizant's Contributions to Benefits

As of 11-Dec-2025

See "Benefit Contributions," below, for details

**₹19,500**

# My Total Rewards

## Annual Gross compensation

₹573,000

### My Annual Target Gross Compensation As of 11-Dec-2025

My Annual Target Gross Compensation

₹573,000

## Understanding Your Pay

Annual Gross Compensation is the fixed portion of your pay and the foundation of your total rewards package.

### My Year-to-Date Earnings as of 02-Dec-2025

Pay Type	Value
Basic Pay	₹118,800
Conveyance Allowance	₹25,675
House Rent Allowance	₹71,280
Special Allowance	₹92,312
Advance Statutory Bonus	₹16,000

The value displayed for the Mobile Reimbursement, Car Running Expenses and Driver component is for the period from March to February which is applicable based on grade eligibility and / or your selection of components.

The Year-to-date Earnings displayed are for the period April to March in line with India taxation period.

[Learn more](#)

## Target Annual Incentives

₹45,000

Your contributions have a direct impact on Cognizant's success. That's why, in addition to your base pay, we provide variable incentive pay opportunities to share in the achievement of Cognizant's financial goals and strategic objectives.

Annual Incentive Compensation	Target Award	Actual Amount Paid
Incentive in 2025	₹45,000	N/A

#### Learn more

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.

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## Benefit Contributions ₹19,500

To support your health and financial wellbeing, Cognizant provides competitive benefits for you and your family.

Costs paid by Cognizant for these benefits may not be as visible to you in your paycheck, but they make up an important part of your total rewards package.

Insurance Benefit Contributions	Cognizant's Contributions
Annual Insurance (Medical, Term Life, Personal Accident & EDLI)	₹19,500

Use the following links to review your benefit elections and contributions:

- Group Medical Coverage
- Superannuation, National Pension Scheme, Voluntary Provident Fund: One Cognizant >> MyPay App
- Term Life & Personal Accident Insurance: Beneficiary Nomination Centre

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## Income Protection Benefits ₹4,702,000

It is important to plan for your family's financial security in case the unexpected happens. That's why Cognizant provides you with Term Life, Personal Accident Insurance & Employees' Deposit Linked Insurance (EDLI).

## Term Life and Personal Accident Insurance

Plan	Coverage Amount
Term Life Insurance	₹2,000,000
Personal Accident Insurance	₹2,000,000
Employees' Deposit Link Insurance (EDLI)	₹702,000

## Retirement Benefits ₹59,313

Cognizant is committed to supporting your financial wellbeing — today and tomorrow. That's why we offer a comprehensive retirement program that includes several components that include tax advantages, company contributions, and a variety of investment choices to help you save and plan for a secure retirement.

	Company Contributions	Your Financial Benefit Contributions
Gratuity (Year to date accumulation)	₹28,947	NA
Provident Fund - Employer Contribution (Year to Date)	₹15,183	₹15,183 <a href="#">View details of your contributions (log in using your UAN and password)</a>

- Gratuity value is an accrual amount, this will be applicable only if the associate meets the eligibility criteria as per the Laws which are in force
- The value of PF and NPS contributions excludes interests
- Cognizant contribution of PF is also included in Annual gross salary
- Employer PF value includes contributions towards pension funds
- NPS values are based on the individual definition
- For more information on accumulated corpus visit the respective websites

- The Year-to-date contributions displayed are for the period April to March in line with India taxation period

[\*\*Learn more\*\*](#)

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## **My Career & Learning**

We are committed to helping you to build your best you. You own your journey, and Cognizant provides the resources and support to help you shape the career you want here.

### **Always Improving**

[Learn about Performance Management >](#)

### **Always Learning**

[Learning at Cognizant >](#)