



Cognizant,
Ground floor, SDB 1, Plot No. H-4, SIPCOT IT Park,
Padur Post, Siruseri, Chengalpattu District ,
603103, Tamil Nadu, India.

March 12, 2025

2308533
Shiva Sai Vardhan Sheela

Dear Shiva Sai Vardhan,

We are pleased to reward you for your contributions to Cognizant in 2024 with a bonus of **INR 19,125**.

You will receive this bonus payout, less any tax withholdings.

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 2025.

If you have any questions, please talk with your manager.

Best wishes,

Cognizant Executive Management

Notes:

- Your bonus reflects any incentive amount change and is pro-rated for the period of eligibility with Cognizant-India during 2024.
- The above amount is a profit-linked bonus / incentive and is deemed a settlement under Section 11 of the Payment of the Bonus Act, 1965.
- If you wish to use your bonus statement as proof of income, please contact your manager for authorization.

For Internal Circulation only; not valid for other purposes unless duly authorized.

Cognizant Technology Solutions India Private Limited

Bonus Annexure - 2024

Name : Shiva Sai Vardhan Sheela
India Eligible Days : 366
Bonus for Eligible Days : INR 22,500/-
BU Recommended Bonus : INR 19,125/-
Bonus Change Effective Date : -

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Cognizant Technology Solutions India Private Limited