



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

April 10, 2023

Vinutan Naik
2109286
Sr. Associate
Senior Associate

Dear Vinutan,

We are pleased to recognize your performance and reward you with a merit increase based on your important contributions to our team.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your new compensation is effective from **April 01, 2023**. Please see your updated compensation details at the end of this e-Letter.

Thank you once again.

Best wishes,

Cognizant Executive Management

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Annexure

ID: 2109286

Name: Vinutan Naik

Effective Date: April 01, 2023

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	75,425	905,100
2	House Rental Allowance	45,255	543,060
3	Special Allowance	84,514	1,014,168
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	9,051	108,612
6	Annual Gross Compensation		2,585,940
7	Incentive**		70,000
8	Annual Total Compensation		2,655,940
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)		23,000
10	Total Remuneration		2,678,940

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

****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 payout of the incentive.

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

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Cognizant Technology Solutions India Private Limited.