cognizant
intuition engineered

2023 Sustainability and
Corporate Citizenship Report

Forward-looking statements

This Report includes statements which may constitute forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the accuracy of which are necessarily subject to risks, uncertainties and assumptions as to future events that may not prove to be accurate. The forward-looking statements in this Report and the materials or websites cross-referenced include, but are not limited to, express or implied forward-looking statements relating to our expectations regarding our vision, strategy, goals, initiatives, commitments, risks and opportunities, including with respect to our Synapse initiative and other skilling efforts; Shakti and other diversity and inclusion efforts; climate strategy and other climate change goals, including efforts to change the climate behaviors of our suppliers and provision of solutions to help clients advance their sustainability goals; the effectiveness of our governance structures; our efforts to help clients harness the power of artificial intelligence (AI) in a flexible, secure, scalable and responsible way; data privacy and security; and the impact of our sustainability offerings and efforts on our business, our future financial results, our clients, our associates and our communities. These statements are neither promises nor guarantees, but are subject to a variety of risks and uncertainties, many of which are beyond our control, which could cause actual results to differ materially from those contemplated in these forward-looking statements. Existing and prospective investors are cautioned not to place undue reliance on these forward-looking statements, which are based on the current and reasonable expectations of our management, but are inherently subject to uncertainties and changes in circumstances and their potential effects and speak only as of the date hereof. Factors that could cause actual results to differ materially from those expressed or implied include general economic conditions, the competitive and rapidly changing nature of the markets we compete in, changes in the regulatory environment, including with respect to climate matters, immigration and taxes, legal, reputational and financial risks resulting from cyberattacks, the effectiveness of business continuity plans, energy prices, lack of technological innovations, climate-related conditions and weather events, and the other factors

discussed in our most recent Annual Report on Form 10-K and other filings with the US Securities and Exchange Commission ("SEC"). Further, these statements may be based on standards for measuring progress that are still developing and on assumptions that are subject to change in the future. Forward-looking statements are also aspirational and not guarantees or promises that goals or targets will be met. Cognizant undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as may be required under applicable securities law. The information included in, and any issues identified as material for purposes of, this document should not be construed as being material for SEC or financial reporting purposes. Website references and hyperlinks throughout this Report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this Report, nor does it constitute a part of this Report.

Basis of Presentation

Numerical figures included in this Report have been subject to rounding adjustments. Accordingly, numerical figures shown as totals in various tables may not be arithmetic aggregations of the figures that precede them. In addition, we round certain percentages presented in this Report to the nearest whole number. As a result, figures expressed as percentages in the text may not total 100% or, as applicable, when aggregated may not be the arithmetic aggregation of the percentages that precede them. Unless specified otherwise, (i) amounts in this Report are presented in United States dollars and (ii) figures are provided as of December 31, 2023.

Overview

Cognizant is one of the world's leading professional services companies with a vision to become the preeminent technology services partner to the Global 2000 C-Suite.

Snapshot of Cognizant

In January 2024, we celebrated

30 years
of serving our clients

approximately
347,700
employees

133,600
women employees

$19.4B
revenue in 2023

Operations in nearly
50 countries

Four business segments

Financial services

Health services

Products and resources

Communications, media and technology

Three strategic pillars

Accelerate growth

Become an employer of choice

Simplify our operations

Cognizant celebrated 25 years as a public company by ringing the opening bell at Nasdaq in 2023

About this report

The information in this report covers Cognizant's Fiscal Year 2023 from January 1 to December 31 and our global sites, offices and associates, unless stated otherwise.

We have reported the information cited in this report with reference to the 2021 Global Reporting Initiative (GRI) Standards, used the Sustainability Accounting Standards Board's (SASB) Software and IT Services standard and followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). See our content indices in this report.

As a global company and participant of the United Nations Global Compact (UNGC), our approach to sustainability supports a number of the United Nations Sustainable Development Goals (UN SDGs), as detailed on .

Topics addressed and terms used in this report may be different from those terms as used in the context of our filings with the US Securities and Exchange Commission (SEC). Issues and topics deemed relevant for the purpose of this Report or our referenced stakeholder assessment should not be construed as being material for purposes of SEC filings, financial statements or other financial reporting.

Sustainability priorities

Cognizant determined priority topics for sustainability reporting by conducting a stakeholder assessment in 2021 with the help of a qualified third party. We review the assessment regularly by examining stakeholder input and any relevant market shifts, risks and opportunities. In our most recent assessment of the stakeholder priorities, we defined our priorities as follows:

People and communities

- Diversity and inclusion
- Associate health, safety and wellbeing
- Talent and associate expectations on sustainability

Environment and climate action

- Energy, greenhouse gas (GHG) emissions and climate
- Opportunities in green IT

Corporate governance

- Integration of Environmental Social Governance (ESG) into business
- Systematic risk management
- Ethical business practice
- Responsible sourcing
- Responsible AI
- Data security and privacy

Assurance

To hold our sustainability reporting to high standards we:

- Utilize the COSO[1] Framework to support our objective of delivering complete, accurate and reliable reporting for our stakeholders
- Conduct validation procedures for reported data, utilizing documented governance and control processes created in cooperation with our Finance team
- Perform an internal audit to evaluate effectiveness of management's controls over ESG reporting
- Commission an external third party to perform attestation procedures for certain of our greenhouse gas (GHG) emissions and energy consumption metrics

[1] The Committee of Sponsoring Organizations (COSO) Framework is a globally recognized system businesses use to establish internal controls to promote data accuracy and completeness. COSO was developed to help companies ensure accurate public financial reporting.

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Message from our Chief Executive Officer

In January 2024, Cognizant celebrated its 30th year in business. In the space of three decades, the company has evolved from an entrepreneurial start-up with one client and fewer than 200 associates to one of the world's leading professional services companies, serving thousands of clients and employing approximately 347,700 talented professionals.

From the start, we have strived to be aware of what is coming and focused on helping our clients and communities build for the long-term.

In my view, Cognizant is a people company first and a technology company second. Everything we do hinges on the quality, dedication and scale of our talent.

Therefore, Cognizant launched our Synapse initiative, through which we've committed to skilling one million people around the world in the next three years with cutting edge skills for the digital age and creating employment pathways that meet the needs of tomorrow's employers. To reach our goals, we are investing in growing our existing talent development programs and partnerships as well as looking to create new collaborations between governments, academic institutions and strategic partners to create career pathways to success that otherwise might be unreachable for many. In 2023 alone, nearly 78% of our own associates invested time in acquiring skills from training, upskilling and leadership development.

We also believe that the drive to innovate lives within all of us. In 2023, we launched an initiative called Bluebolt to serve as Cognizant's innovation engine. As of April 25, 2024, Bluebolt has yielded more than 130,000 ideas from our associates.

From day one, my commitment to our associates has been to cultivate a diverse organization that reflects the world we live and work in. In 2023, more than 41% of our new hires were women and the representation of women at the Senior Vice President level and higher rose from 11.1% in 2022 to 19.4%. We are committed to building on this progress to promote opportunity across the business.

As one of the largest U.S. employers in India, women comprise nearly 40% of our workforce as compared to the IT industry gender diversity average of 36%. To maintain our momentum, in December 2023, Cognizant partnered with NASSCOM to unveil Project Shakti, a unified framework of women-centric programs and policies to accelerate careers and boost female leadership in technology.

Cognizant's philanthropic and outreach efforts allow us to contribute to the betterment of the communities where we operate. Through Cognizant's Synapse outreach program, associates volunteer their expertise to teach business, software and technology skills. In 2023, approximately 50,500 volunteers devoted 162,000 hours to this type of volunteering.

Delivering value to our diverse stakeholders also requires addressing the global challenge of climate change. Cognizant has a net zero goal to reduce total emissions by 50% by 2030 and 90% by 2040. We are on track to meet our milestones: our 2023 emissions footprint was 47% lower than our 2019 net zero baseline. Our suppliers, associates and clients all have a role to play in this progress. In 2023, we focused on engaging our suppliers on the need for emissions reduction, 39% of our top suppliers have now set

science-based reduction commitments. We are also continuing to develop solutions that help our clients advance their sustainability goals.

We do this not only because it's the right thing to do, but also because it is necessary for the long-term stability of our business.

We are intent on helping our clients harness the tremendous power of generative artificial intelligence (gen AI) in a flexible, secure, scalable and responsible way. We believe that gen AI, in sharp contrast to prior waves of advanced technology, could significantly boost social mobility by bridging the longstanding digital divide between those who have access to modern IT and those who do not.

In this report, you will find the details of our sustainability commitments and activities as well as the ways they align with our business strategy of growing responsibly, serving our clients and responding to the emerging needs of our communities and world.

Best regards,

Ravi Kumar
Chief Executive Officer
June 27, 2024

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Awards and recognition

Cognizant is proud of the recognitions we have received as we advance our sustainability programs and aim to be the employer of choice. For information on all our awards and recognitions, visit our website, www.cognizant.com.

Recognized as having a **Top 10 CEO** by Sustainability Magazine

Awarded **America's Most Innovative Companies** by Fortune

Awarded Sustainable Initiative of the Year by UBS Forums

Awarded **I&D Team of the Year** by World 50 I&D

Named one of America's Greatest Workplaces by Newsweek

Recognized as a **Gold Employer** by the India Workplace Equality Index

Awarded the **Equality 100 Award** by the Human Rights Campaign Foundation

Named a **Top Employer in Canada and Portugal** by LinkedIn

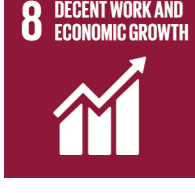Named on the Top 25 Most Innovative Boards by Fortune

Organizations of Good Award (Large Enterprise), National Volunteer & Philanthropy Centre

Shameka Young, Global Head of Diversity & Inclusion, winning World 50's Inclusion & Diversity 'Leader of the 'Year'

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Alignment with the United Nations Sustainable Development Goals

UN SDGs	Cognizant alignment	Page
4 QUALITY EDUCATION	We provide STEM education and fill the technology skills gap by investing in training for talented individuals from underserved and underrepresented communities.	Page 23
5 GENDER EQUALITY	Our diversity and inclusion efforts targeting gender equality extend from our associates to our suppliers and aim at better understanding how we can support the various needs of our associates.	Page 15
13 CLIMATE ACTION	Our climate approach seeks to reduce our emissions by aligning our actions to our net zero goal and related targets, while helping our clients and suppliers reduce their emissions through lower-carbon technology and skilling.	Page 26
17 PARTNERSHIPS FOR THE GOALS	We leverage our strategic technology partnerships to achieve positive social impacts. For example, we work with Amazon Web Services to equip youth with cloud-based technology skills and mentor them in building solutions to help their communities.	Page 21
8 DECENT WORK AND ECONOMIC GROWTH	We employ approximately 347,700 people around the globe, and we develop our programs for training and development, diversity and inclusion and well-being to become an employer of choice. Providing strong economic growth for the communities in the regions where we operate is a byproduct of our business strategy.	Page 14

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Our commitments and actions

Progress on our commitments

Our commitments align with our business strategy of growing responsibly and serving the needs of our clients, associates and the communities where we conduct business. Throughout 2023, we continued to progress towards our goals and targets.

UN SDGs	Commitments and targets	Progress	2023 actions	Page
People and Communities (SDG 4 QUALITY EDUCATION, SDG 5 GENDER EQUALITY, SDG 8 DECENT WORK AND ECONOMIC GROWTH)	**Diversity and inclusion** Continue our commitment to increasing associate diversity through inclusive hiring practices and a welcoming environment Continue the use of a goal for directors and above to improve female representation in mid- and senior-level roles	ON-TRACK	• As of December 31, 2023, nearly 133,600 of our associates were women and 41.6% of our new hires were women globally, while 40.1% in India were women • In 2023, our gender diversity rate grew from 17.2% to 17.8% at the senior manager and above level, and from 11.1% to 19.4% at the senior vice president and above level	Page 15
	Talent management **New target:** Train 1 million people over 3 years in digital skills with our Synapse Initiative Program through skill acceleration, technology partnerships, apprenticeships, community engagement and upskilling our existing workforce	ON-TRACK	• 139K+ associates trained in at least one digital skill • Supported 270K+ associates in acquiring at least one skill through our learning ecosystem • Rolled out Google Cloud AI University in partnership with Google Cloud to train 70,000 Cognizant clients and associates to use Google Cloud AI	Page 12, 14, 41
	People development, outreach and philanthropy Continue to address the skills gap between what people can do today and expectations for the jobs of tomorrow through internal associate training as well as by facilitating volunteer opportunities for our associates to provide technology skills training to others in underrepresented communities	ON-TRACK	• Approximately 50,500 Cognizant volunteers devoted more than 162,000 hours volunteering and supporting our communities • Total corporate philanthropy reached nearly $70M in 2023 and benefited almost 100 leading global organizations and nonprofits helping individuals make successful career transitions into technology • Launched Bluebolt innovation engine for associates to contribute innovative ideas for client solutions, develop their entrepreneurial skills and receive recognition	Page 20, 22

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UN SDGs	Commitments and targets	Progress	2023 actions	Page
Environment and Climate Action 13 CLIMATE ACTION	**Emissions reduction** Reduce our absolute emissions by 50% by 2030 and 90% by 2040 Source 100% of our electricity from renewable sources by 2026 Establish principles for ensuring that the offsets we purchase meet our requirements and align with credible global standards Train 100,000 associates by 2024 on climate change	ON-TRACK	• Reduced our total emissions by 47% since our baseline year of 2019 • Sourced 52% of our electricity in India from renewable sources • Established our carbon offsetting principles and engaged vendors on potential carbon offset projects that meet our criteria • Trained nearly 29,000 associates on climate change	Page 26, 27, 28
	Supplier climate engagement Engage our top 150 suppliers to help them set science-based emissions reduction targets[2]	ON-TRACK	• Engaged 39% of our top 150 suppliers to set science-based reduction targets • Included expectations on target setting and emissions data disclosure in all new contracts signed with suppliers	Page 28
Corporate Governance 17 PARTNERSHIPS FOR THE GOALS	**Stakeholder engagement** Continually engage our stakeholders on a wide range of ESG issues	ON-TRACK	• Conducted our annual People Engagement Survey and received responses from 232,000+ associates • Conducted a global survey of our associates regarding the impacts of extreme weather events and their expectations regarding company protections associated with such events • Initiated our inaugural ethical culture associate survey to enable richer assessment of our ethics and compliance program and culture of integrity	Page 19, 30, 39
	Achieve 100% timely completion of mandatory ethics and compliance training for all associates	ON-TRACK	• Nearly 100% timely completion of mandatory ethics and compliance training for all tenured associates • All new associates required to complete our Code of Ethics course within 30 days of joining	Page 39
	Risk management Put data to work improving risk management around ESG topics	ON-TRACK	• Our Global Business Resilience group consolidated its various risk assessment tools into a new Facilities All Hazards Risk Assessment process	Page 29
	Supply chain Expand tools and outreach to engage more suppliers in setting ESG standards and best practices	ON-TRACK	• Formalized and operationalized global risk-based assessment criteria to identify suppliers that should be subject to our modern slavery due diligence process • Operationalized annual modern slavery risk reassessments of qualified suppliers	Page 37
	Data security and privacy Continuously improve policies and practices to stay current with regulations and best practices	ON-TRACK	• Achieved successful accreditation of ISO/IEC 270001:2013 for cloud services • Updated training and guidance on data transfer management provided to key stakeholders across the organization • Expanded our portfolio of training and guidance materials to include more role-based trainings for key stakeholders on topics like supplier risk management and security incidents • Reviewed and continued to update existing privacy controls on topics like data privacy by design and AI	Page 42

[2]   As of December 31, 2023, Suppliers are their own entities and data are accurate as of Report publication.

Our people and communities

Cognizant's people and communities strategies focus on investing in, leveraging and maximizing our greatest assets, our people.

In this section:

- Synapse: Skilling for the future
- Diversity and inclusion
- Wellbeing of our people
- Community engagement: improving everyday life

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Synapse: Skilling for the future   Diversity and inclusion   Wellbeing of our people   Community engagement: improving everyday life

Synapse: Skilling for the future

Our goal is to train

one million

individuals by the end of

2026

and we are seeking to work with governments, academic institutions, businesses and strategic partners to create pathways to success that may otherwise be unreachable for many.

Skilling highlights

139K+

associates skilled in at least one digital skill

We believe our ability to fully realize the potential of generative AI hinges on a workforce that is equipped with the skills to adapt to a new way of working.

Cognizant is leading the way in skilling with the launch of Synapse, our commitment to skill one million people around the world with cutting-edge technology skills for the digital age and open employment pathways that meet the needs of tomorrow's employers. We are investing in growing our existing talent programs and partnerships as well as aiming to create new collaborations between government, academic institutions and strategic partners to create pathways to success.

Our Synapse initiative is a collaborative effort across the business. The program centers on five main pillars, aiming to equip participants with the essential skills needed to succeed in the digital age:

Readying tomorrow's workforce

Our Skills Accelerator initiative is anticipated to train **200,000** job seekers to perform high-demand tech skills. Candidates complete online courses and assessments and get experience working with top clients in major industries.

Expanding the talent pool

Cognizant is partnering with technology ecosystem leaders like India's National Association of Software and Service Companies (NASSCOM) and Google Cloud AI University. Through these channels, we are helping boost women leaders in technology and expect to train **200,000** people on the latest technologies.

Driving community impact

By reaching out to universities, community colleges and workforce development groups, we support thousands of entry-level and mid-career professionals as apprentices in the US and UK. Partnering with a new employer consortium, Cognizant is building a talent pipeline service that helps enhance workers' skills and drive community impact.

Making tech training inclusive

Cognizant's corporate social responsibility efforts reach hundreds of organizations worldwide, impacting millions of individuals. Through philanthropic grants, education partnerships, volunteerism and mentoring, this focused effort is expected to reach **300,000** individuals.

Learning at Cognizant

As part of our award-winning Learning and Development platform, Cognizant expects to upskill more than **200,000** of our approximately **347,700** associates. The program uses the latest technologies to enhance our employees' technology expertise and career trajectories—while advancing our capabilities in the tech arena.

Our approach underscores our commitment to empowering a large number of individuals with valuable skills to advance education and technology within our communities. Through these efforts, we aim to equip individuals with skills that prepare them for careers in a fast-changing world and enrich communities by expanding access to training.

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Pre-employment and apprenticeships

As part of our Cognizant Skills Accelerator initiative, we enable entry-level talent to develop into highly skilled professionals and spur career growth. Starting in the US, our program has expanded to include pilot training cohorts in Canada and Latin America.

Pre-employment program highlights:

33%

of emerging talent was hired through programs like apprenticeship and train-to-hire models

With our Cognizant's Skills Accelerator initiative we target underrepresented individuals in technology and

1.6K+

individuals have enrolled from a range of talent pools

Internship program in India

Given our large presence in India, we work to create opportunities to engage some of the country's brightest minds from universities and colleges. Our internship program includes internal and external facilitators as well as business unit mentors, all dedicated to steering interns towards a successful completion of their first year.

Internship program highlights:

4.4K+

interns worked with Cognizant in 2023

3.2K+

of these interns received offers after successfully completing their internship

89%

of those offered full-time positions joined Cognizant

Expanding the talent pool: workforce re-entry

Our Returnship program helps technology professionals with more than five years of experience and career breaks of at least 18 months reintegrate into the workforce through immersive training aimed at facilitating a successful transition into a full-time position with Cognizant.

Returnship program highlights:

86%

placement rate in 2023

95%

of 2023 program participants were women

75%

retention rate for associates who completed the program as of December 31, 2023

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Investing in associates

Investing in the learning and development of our associates is integral to the success of Synapse. We focus on growth opportunities for our workforce at each stage of their professional development to promote career advancement and fulfillment.

Entry-level: Specific skills and general training for non-leadership roles

Ongoing: Tools, platforms and learning environments for associates

Leading: Ongoing and regular process of assessment and development for future leaders

Workforce development in 2023:

Associate development

270K+

associates supported in acquiring at least one skill through our learning ecosystem

1.3K+

associates completed one or more modules in sales and consulting focused programs

Leadership development

14K+

leaders at the senior manager level and above leveraged learning and development opportunities to elevate their leadership capabilities

19K+

associates completed career milestone programs to elevate their leadership capabilities

Our Bluebolt innovation engine

In 2023, Cognizant launched Bluebolt, an innovation engine powered by generative AI in collaboration with Microsoft to enable co-innovation with our clients and capture the cooperative brilliance of our teams across the world. At its heart, this initiative provides a dedicated platform for our associates to explore their unique ideas and pursue projects that not only nurture their entrepreneurial spirit, but also unlock a wealth of ideas that could enhance our services and benefit our clients. To achieve this, we support our associates with Bluebolt tutorials and Bluebolt Garage, a space where groups can bring ideas to life through agile experimentation and rapid prototyping. This effort helps us incorporate diverse perspectives into our ideation, further invest in associate skills and experiences and supports our strategy for creating conditions for everyone to thrive.

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Diversity and inclusion

Through our diversity and inclusion (D&I) program, "Completely Cognizant", we are dedicated to integrating D&I at all levels of our workplace and throughout every stage of our talent management approach. We recognize that characteristics such as gender, gender identity, generation, race, ethnicity, geographic location, disability, belief, religion, sexual orientation and veteran status are all important contributors to diversity.

Wheelchair Cricket League in Karnataka State

Fostering community to enable women to share ideas and create opportunities

Women Empowered affinity group walk in London to help create a breast cancer-free world

By the numbers[3]

Each one of our approximately 347,700 associates brings different thoughts, experiences and skills that enrich our organization and directly contribute to meeting our clients' diverse needs.

Global gender diversity[4]

Number of women associates nearly

133,600

Gender split[5]

38.6% Women

61% Men

New female hires
41.6%

Gender representation of associates

Senior Vice President+

19.4% Women

80.6% Men

Senior Manager+

17.8% Women

82.2% Men
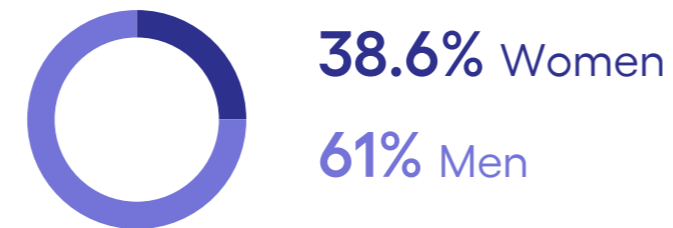
Generational demographics

0.8% Baby Boomers
9.8% Gen X
56.6% Gen Y
32.8% Gen Z
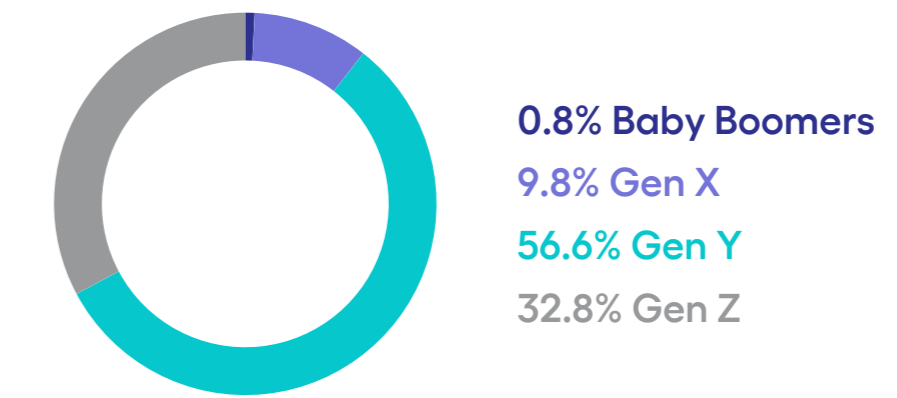
US associates' racial / ethnic group representation[6]
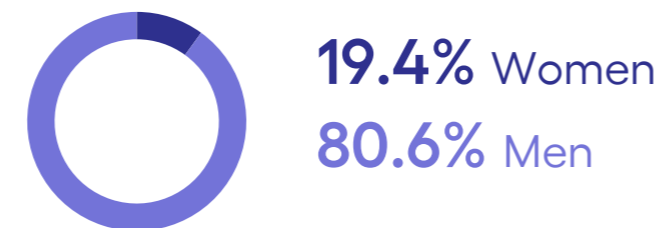
60.4% Asian
27% White
6% Black
4% Hispanic
2.3% Two or more races
0.13% Native Americans
0.07% Pacific Islander
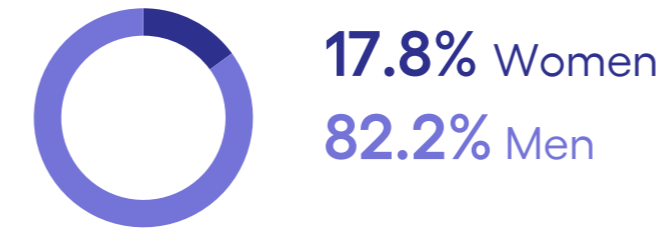
Board of Directors' diversity as of April 23, 2024

3 Asian
7 White
1 Black
1 Veteran
1 2 or more races or ethnicities

3 Women
9 Men

[3] Gender diversity metrics are reported as of December 31, 2023 and calculated on the basis of those associates who responded as female or male.

[4] Our Workforce Insights team tracks the hiring, development and retention of women. Data on progress is then shared with Cognizant's Board as part of quarterly and annual reporting on talent.

[5] We disclose binary gender information to provide the most complete data available at time of publication. In 2022, we began offering associates the option to self-identify as non-binary.

[6] Outside the US, our ability to collect racial and ethnic information is limited by local laws and regulations.

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Cultivating a diverse workforce

We believe that by actively seeking diverse talent, we strengthen our ability to develop creative solutions for our clients. Our Diverse Candidate Pipeline initiative promotes increased diversity among candidates, interviewers and viewpoints across all associate levels. The initiative includes hiring manager training with a focus on understanding unconscious bias, enabling diversity within our hiring panels and creating gender-neutral job descriptions for our recruitment process.

Attracting female talent

Cognizant is committed to enhancing gender representation and equality in our organization.

Since 2020, leaders at the director level and above have had a goal to recruit and retain women at the senior manager and above levels. In 2022, we introduced a metric in our executive compensation program focused on global gender diversity development and talent retention. With the help of these initiatives, we saw our gender diversity rate at the senior manager and above level grow to 17.8% in 2023.

In partnership with the National Association of Software and Services Companies (NASSCOM), Cognizant launched Shakti, a unified framework of women-centric programs and policies to help accelerate careers and boost women leadership in technology. This partnership will establish and prioritize best practices with a shared goal of making D&I a key differentiator in India's tech sector.

Advancing broader diversity

People with disabilities

As a global organization committed to D&I, we are dedicated to championing disability inclusion and promoting a global business landscape that better embraces such populations by associating with Business Disability Forum's Global Task Force, a non-profit organization working with businesses to improve working opportunities and conditions for people with disabilities, partnering with the Valuable 500 to improve disability inclusions and being certified as Disability Confident Committed by the UK government which actively promotes inclusive recruitment practices and cultural change within their organization and networks.

BIPOC

Through initiatives tailored for Black, Indigenous and People of Color (BIPOC), Cognizant strategically partners with organizations and events such as the National Black MBA Association that awards the Steven Skinner Scholarship Award (an endowed scholarship funded by Cognizant) and the Salesforce Dreamin' In Color Conference.

Veterans

Our veteran programs aim to provide support, including opportunities for upskilling through career advancement, technology advancement boot camps, mentoring and scholarships, emphasizing the transferable skills from military to civilian careers.

Our Cognizant affinity groups

Overall affinity group membership grew to almost

19%

of our total workforce in 2023

from approximately

16%

in 2022.

- BLING
- Embrace
- Pan-Asian Group
- Race Equality Network
- Unite
- Veterans Network
- Women Empowered
- Working Families

Women in tech and financial services forum

Participating in the Dublin pride charity run

Ladies Professional Golf Association (LPGA) - Founders Cup representation in golf and in technology

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Advancing inclusion through training

In line with our Equal Employment Opportunity Policy in the US, we commit to providing a work environment free from discrimination, harassment and retaliation. All of our associates are entitled to fair wages and working hours as well as reasonable accommodations consistent with applicable laws and regulations.

Our mandatory annual training for D&I includes:

- Cognizant's Code of Ethics training, which includes a module on diversity and preventing discrimination and harassment

- The Preventing Harassment and Discrimination Training for associates in the US, India and Latin America covers protected categories, gender identity and expression, accommodations and other topics related to harassment and discrimination

39,000+

associates completed voluntary inclusive leadership training.

Cognizant executives with fellows from The Marcy Lab School at our NYC offices

BLING affinity group outing

Embrace affinity group

Women Empowered networking event

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Synapse: Skilling for the future | Diversity and inclusion | **Wellbeing of our people** | Community engagement: improving everyday life

Wellbeing of our people

Our people are a vital asset. We value our associates' perspectives on what matters most to them in the workplace and we routinely engage with them to deliver on our promise to be an employer of choice.

Associate wellbeing

Our wellbeing program, "Be Cognizant, Be Well," is agile and flexible to meet the diverse definitions of "what wellbeing means to me" for our workforce. We achieve this through a holistic wellbeing strategy and programs spanning a multitude of life experiences. Our programs consider four dimensions of wellbeing: physical, mental, financial, as well as life and work.

We communicate with and engage associates using relevant programs to address various experiences affecting our associates' lives such as family building, caregiving, grief, stress and resilience, education, retirement planning and other areas. We also enable a "family feel" of belonging through our storytelling campaigns, social channels and onsite events, which build connection in light of our organization's broad geographic reach.

Some examples of the specific programs offered in many of our geographies include:

Physical wellbeing

- Preventive health promotion
- Virtual health and telehealth
- Country applicable health plans
- Maternity programs
- Cancer awareness and prevention
- Nicotine cessation support
- Menopause in the workplace guidelines
- Ergonomic resources

Financial wellbeing

- Educational resources through partnerships for retirement and budget planning
- Voluntary benefits

Mental health wellbeing

- Employee Assistance Program
- Mental health resources generally and by demographic: women, maternal, LGBTQ+, kids and pets
- Certified mental health allies
- Cognitive behavioral therapy
- Suicide awareness campaigns
- Grief and loss resources for associates and managers

Life and work wellbeing

- Flexible work
- Time off policies and encouragement to take time
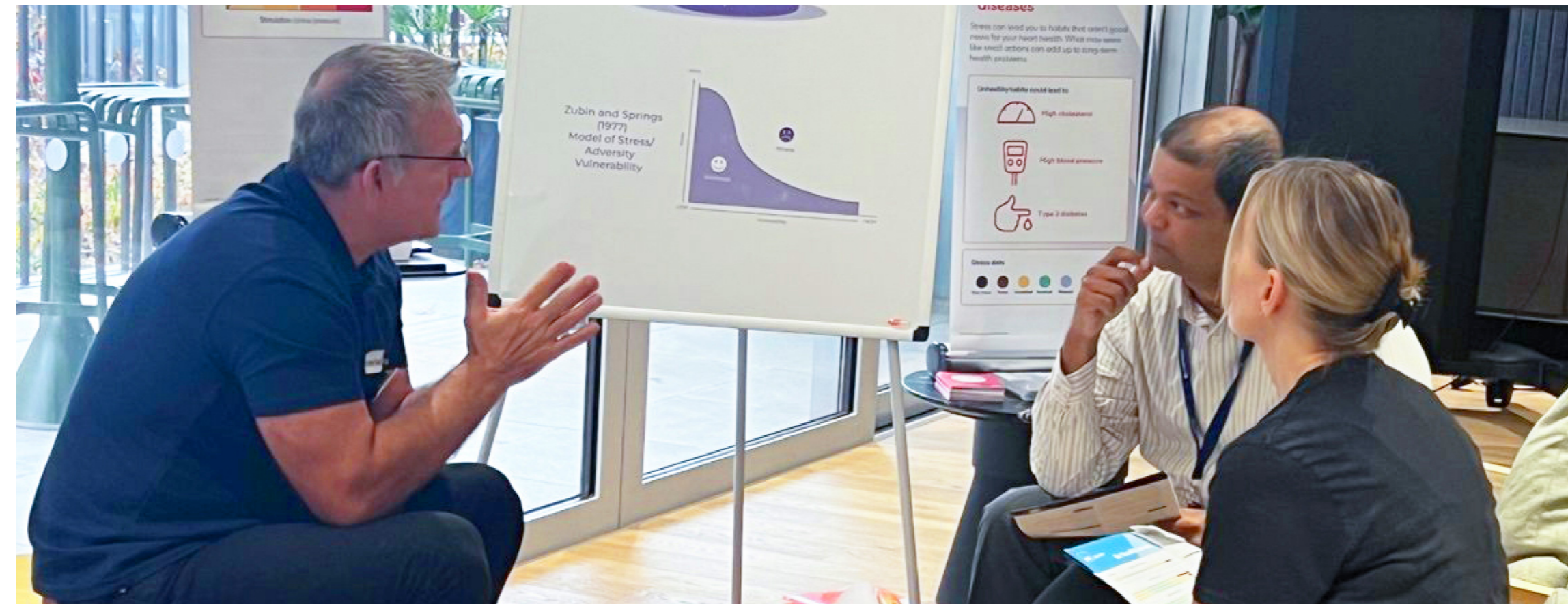
Mental health wellbeing campaign held in our London Office

Wellbeing program highlights

400+

events with

78,000+

participants spanning four wellbeing dimensions.

22,000+

wellbeing challenge participants and

220+

wellbeing champions

in more than

20

countries.

In 2023, we started the mental health allyship program. It is being rolled out in phases and aims to help people managers carry out their significant role in supporting associate mental health and wellbeing.

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Accessibility

We offer reasonable accommodations or adjustments for our associates with disabilities or medical conditions. Our Accessibility Concierge Services includes a dedicated phone line and live chat for associates in India with disabilities to access accommodating applications and assistive technologies.

Cognizant offers the following accessibility services to clients: initial gap analysis (finding accessibility defects), remediation and revalidation. We also support clients in building their own centers of excellence and making them self-reliant.

Over the past three years, Cognizant has been partnering with Workday to embed AI into the core of our system, giving our organization the power to adapt quickly to a changing world. This work should produce:

- A single inclusive experience for all users regardless of abilities
- Technology updates with accessibility in mind
- A foundation for our designers to create accessible experiences

Associate engagement

We value and respect the views of our associates, and routinely engage them on important issues including D&I and a culture of belonging. When associates feel seen and heard, it leads to positive results such as stronger client outcomes, talent retention, improved work performance and organization-wide growth.

How we engage

Annual People Engagement Survey

Community, volunteer and mentoring engagement programs

Year-round D&I engagement through training, affinity groups, external partnerships and sponsorships

Small group listening sessions led by top leadership with Q&As and feedback review

People engagement survey

We measure engagement through our yearly Cognizant people engagement survey and communicate the results to associates.

People engagement survey highlights

232,000+

associate responses.

Our scores this year were consistently higher than global and IT industry benchmarks across most drivers.

See our engagement activities with associates regarding climate risks on and our engagement on ethical culture on

Chief People Officer engaging with associates in India

Diwali celebrations in Amsterdam
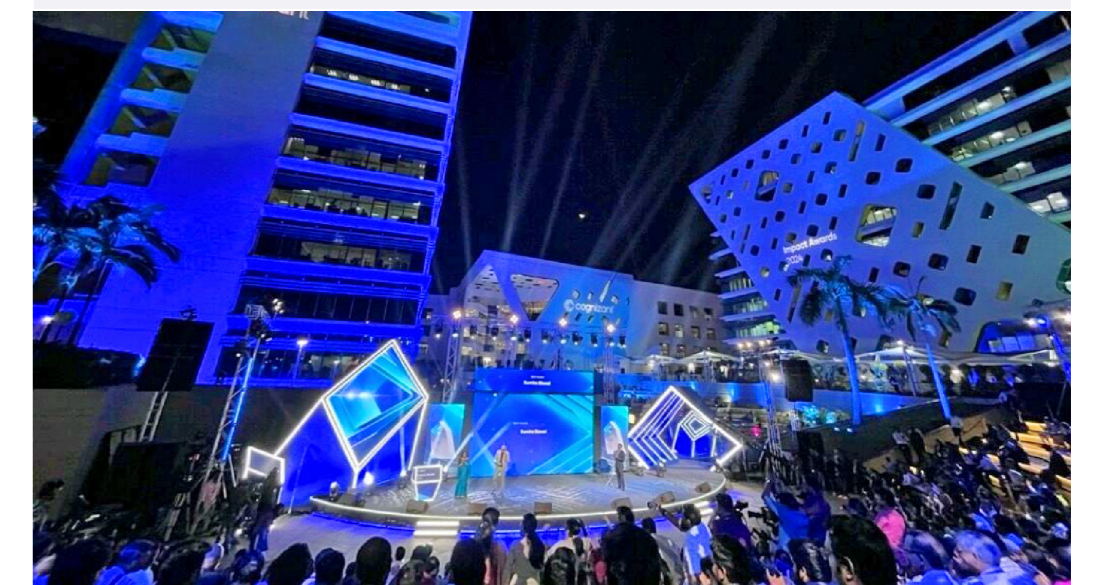
Inaugural Global Impact Awards celebration - recognizing excellence across our business

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Community engagement: improving everyday life

We believe our award winning programs empower people to succeed in tomorrow's job and shape a more sustainable future. We invest in people and communities to advance opportunities for economic advancement through skilling, volunteerism and our community partners.

See our Synapse Initiative on for details on our newly launched digital skills training initiative.

Outreach

Strengthening communities through our volunteer programs

Cognizant associates across the globe dedicate their time to volunteering through virtual and in person programming to support

- Inclusion in tech
- Broad community impact around the world

Our associates volunteer their time, talent and technology expertise to teach diverse, underrepresented communities data analytics, AI and other marketable job-relevant skills.

In 2023, our volunteers contributed to the efforts of local blood banks and food banks, and engaged with community organizations.

More than

11,200

volunteers contributed to global virtual volunteering programs which leveraged AI for breast cancer research and climate action.

approximately

50,500

unique volunteers worldwide collectively contributed more than

162,000

hours to various volunteering initiatives.

This includes over

1,960

associates supporting nature and biodiversity conservation projects around the world.

Ravi Kumar, Chief Executive Officer, planting a tree at Coimbatore

Biodiversity Volunteering in APAC

Volunteers support breast cancer research during Breast Cancer Awareness month

Volunteering on World Cleanup Day in Frankfurt

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Our award winning programs empower people to succeed in tomorrow's jobs and shape a more sustainable future.

Support inclusion in tech   Community impact

	DIGITAL ENABLER (K-12)	**FUTURE ACCELERATOR**	**DIGITAL CAPACITY BUILDING**	**CONSERVATION AND AWARENESS**	**COMMUNITY AND PEOPLE ENGAGEMENT**
Vehicles	• STEM workshops • School career talks, learning journeys • Scholarship programs • Girls in tech programs	• Technology boot camps, hackathons • 1:1 skills mentoring programs • Career readiness workshops and bootcamps	• Digital skilling workshops, clinics • Mentoring programs • Technology advisory and consulting services	• Volunteering and advocating for local environmental organizations • Climate education • AI for climate action volunteering	• Volunteering and fundraising support for local community organizations • AI for health volunteering
Supported communities	• Students and teachers from public and under-funded schools and communities	• Youth • Mid-career job seekers • Women • Persons with disabilities • Veterans	• Non-governmental organizations • Charities • Public sector	• Local and global environmental organizations	• Local and global community impact organizations

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Global philanthropy

We engage in philanthropy to help improve community resilience and promote economic opportunity and digital skilling. We partner with our grantees to rethink the pathways into and through the technology sector, grow more diverse talent pipelines and fundamentally reimagine the education and workforce systems in which we operate. While our work is far from over, we are proud of the positive impact our investments have made

nearly

$70 million

invested since 2018

to nearly 100 leading global organizations and nonprofits helping individuals make successful career transitions into the technology sector.

2023 philanthropy

Awarded

$7.5 million

in grants and gifts to over

125

organizations around the world.

Cognizant partners with Girlstart to share career journeys

Blood drive in Chennai, India

Penguin Virtual Volunteering session in Singapore - Training an AI model

Volunteering at ATG Montana Food Bank

Kids' Day at Cognizant Mobility - Practice early to write the future later

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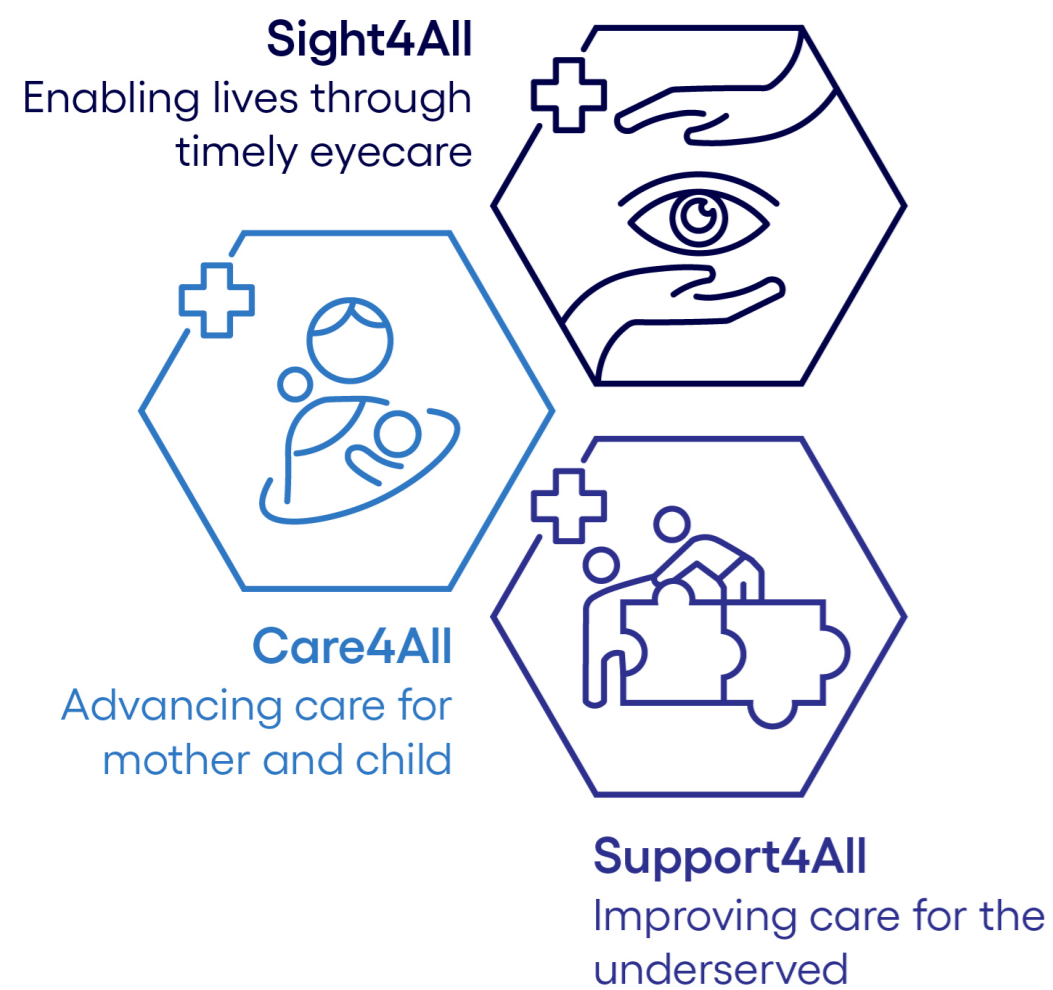
Cognizant Foundation India

Since 2005, Cognizant Foundation India, one of the channels of Cognizant's corporate responsibility initiatives, has partnered with non-profit organizations across the subcontinent. The Foundation's interventions are focused on empowering people with disabilities, promoting holistic child development and fostering gender equality:
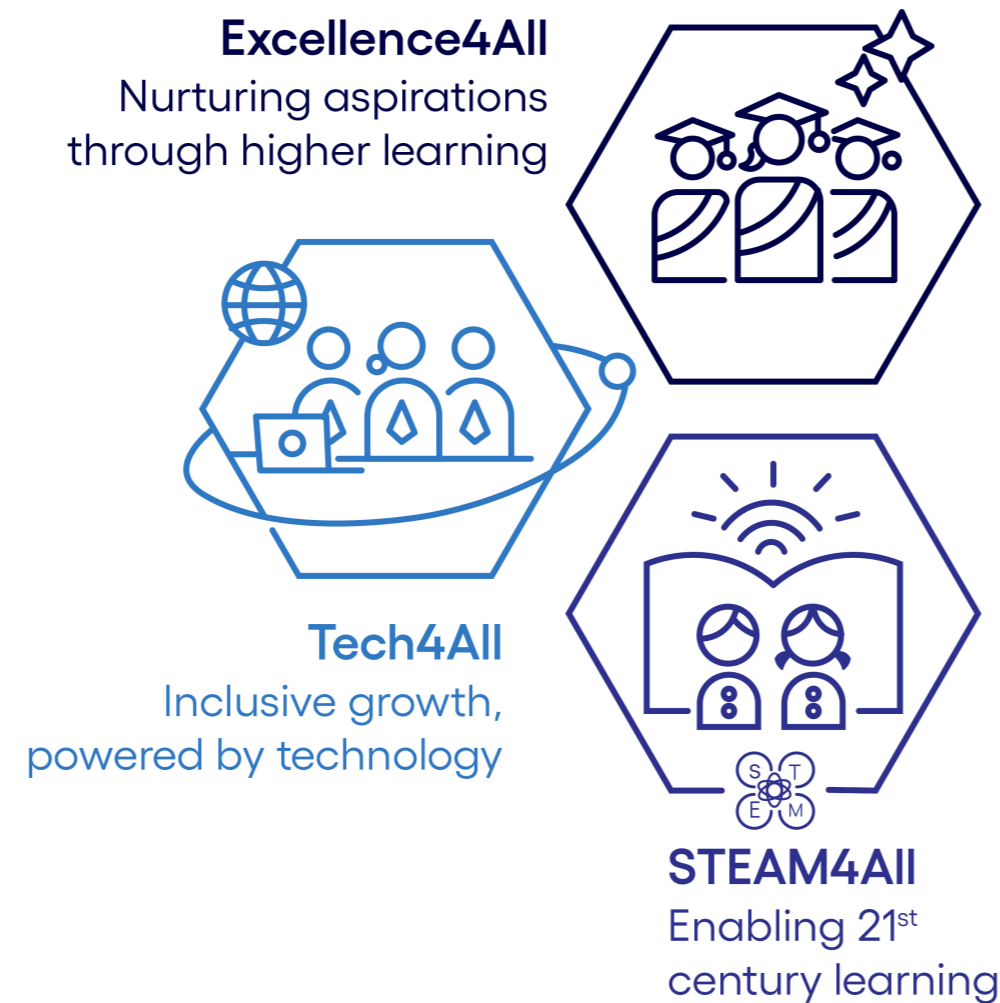
Themes and programs:

Health4All

Enhancing accessibility to quality healthcare

Sight4All
Enabling lives through timely eyecare

Care4All
Advancing care for mother and child

Support4All
Improving care for the underserved

Future4All

Creating a better tomorrow through education and skilling

Excellence4All
Nurturing aspirations through higher learning

Tech4All
Inclusive growth, powered by technology

STEAM4All
Enabling 21st century learning

Our projects are increasingly focused on enabling access to quality health, technology skilling, gainful employment, higher education in STEAM fields and digital, inclusive learning in schools.

In 2023, Cognizant Foundation India supported 101 projects with 40 not-for-profit organizations reaching hundreds of thousands of individual beneficiaries. Examples include:

- **Partnering with EnAble India** to build Blimey, a cloud-based learning platform to help make digital learning accessible for people with visual impairments, better preparing them for today's jobs

- **Collaborating with Help The Blind Foundation** to provide visually impaired students with smart vision glasses, a wearable device powered by AI and machine learning. The students supported by the Foundation are also eligible for scholarships, mobility and employability training

- **Partnering with reputed healthcare non-profit organizations** to prevent avoidable childhood blindness from retinopathy of prematurity among infants born prematurely in underserved communities

- **Collaborating with local non-profit organizations to train underserved women** through our flagship skilling program Tech4All. Our program trains persons with disabilities, and women, for careers in technology and tech-enabled services

Sight4All - Eye care program

Excellence4All - Growth powered by technology

Access to digital learning for improving learning outcomes in schools

Environment and climate action

Cognizant is committed to reducing its emissions and building resilience in the face of future environmental challenges. We embed this work in our business, operations, associate training and risk management.

In this section:

- Our strategy
- Our net zero goal
- Climate risk
- Nature impacts
- Client sustainability solutions

Our strategy

Cognizant's environmental sustainability strategy is multifaceted. We are focused on reducing our greenhouse gas (GHG) emissions and managing climate-related risks and opportunities.

Our emissions reduction strategy is focused on the energy footprint of the buildings we occupy, the business travel undertaken by our associates and the suppliers we source from. Our climate risk focus is on the physical threat posed to our people and operations by extreme weather.

We also recognize the ways climate change affects other environmental resources, including water, waste and biodiversity. For this reason, we manage our water and waste in alignment with our climate strategy. See our "Nature impacts" section on for more details.

Across each of these areas, we have developed solutions that are helping our clients manage their environmental impact more sustainably.

Our environmental sustainability strategy contains four pillars:

Reduce

our emissions with a net zero goal and science-based reduction targets

Manage

the impact of physical and transitional climate risks and opportunities

Expand

our sustainability strategy by integrating water, waste and biodiversity management

Solve

climate challenges for our clients by developing products and services to help them achieve their own environmental goals

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Our net zero goal

Cognizant's science-based net zero emissions goal is comprised of the following targets:

- Obtain 100% of our electricity from renewable sources by 2026

- Reduce absolute GHG emissions by 50% by 2030

- Reduce absolute GHG emissions by 90% by 2040

Our reduction targets are set against a baseline year of 2019 for our Scope 1, 2 and 3 emissions. Beginning in 2030, we will compensate for all remaining emissions through the purchase of credibly certified carbon offsets. Our near-term and long-term targets have been validated by the Science-based Targets initiative (SBTi).

Progress toward our science-based targets

In 2023, our emissions were 47% lower than emissions in our 2019 net zero baseline year. Our emissions intensity for 2023 was 27.54 MtCO2e per million $ of revenue, 54% lower than 2019. We changed our methodology for calculating supplier-generated emissions (spend-based) in 2023. The same change was applied to annual emissions totals for 2019-2022. [1]

(1) This entailed switching from Quantis to United States Environmental Protection Agency emission factors.

(2) We commissioned an external third party to perform attestation procedures for all emissions data contained in this table for the years ended December 31, 2019 to December 31, 2023, excluding the percentage change from 2019 baseline. Full details and data methodology are available in the Report of independent accountants and management assertion.

Carbon dioxide equivalent (metric tons) reporting year 2023 for Cognizant globally

	2019	2020	2021	2022	2023	% increase / (decrease) in 2023 compared to 2019 baseline
Scope 1						
Scope 1 [2]	15,789	10,542	10,600	9,999	9,420	(40.34%)
Scope 2						
Location-based [2]	315,544	149,209	97,882	101,402	119,364	(62.17%)
Market-based [2]	249,773	101,756	62,903	66,624	67,146	(73.12%)
Scope 2 (referencing market-based) [2]	249,773	101,756	62,903	66,624	67,146	(73.12%)
Scope 3						
Purchased goods and services [1][2]	181,179	170,778	171,200	156,113	190,530	5.16%
Capital goods [1][2]	73,729	78,720	65,626	61,164	69,726	(5.43%)
Fuel and energy related activities (FERA) [2]	74,334	51,508	40,533	40,498	49,105	(33.94%)
Business travel [1][2]	251,346	66,121	28,371	72,925	95,230	(62.11%)
Employee commuting [2]	103,139	50,117	57,232	14,635	28,967	(71.91%)
Upstream leased assets [2]	61,838	26,577	26,998	24,491	21,888	(64.60%)
Upstream transportation and distribution [1][2]	1563	1,417	1,253	688	527	(66.28%)
Waste generated in operations [2]	242	242	162	232	203	(16.12%)
Investments [2]	1,351	1,296	1,235	1,068	312	(76.91%)
Total Scope 1, 2 (referencing market-based) and 3	1,014,283	559,074	466,113	448,437	533,054	(47.45%)
Outside of scopes (R22 refrigerant)	2,033	907	1,589	1,045	340	(83.28%)

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Our strategy **Our net zero goal** Climate risk Nature impacts Client sustainability solutions

Overview

In 2023, we used analytical tools to forecast future emissions in view of different commercial growth scenarios for our business. This enabled us to pinpoint emissions "hot spots" as part of our global decarbonization plan.

We focus on the following reduction levers to achieve our targets:

- Delivering on our renewable electricity sourcing goal
- Improving the energy efficiency of our offices and data centers
- Engaging our suppliers to set their own science-based emissions reduction targets
- Optimizing our approach to business travel and employee commuting
- Sourcing high quality, credibly certified carbon offsets
- Creating a climate competent workforce

Solar power from Maharashtra, India to enhance our renewable electricity sourcing

Renewable electricity sourcing

We have committed to achieving 100% renewable electricity sourcing by 2026. In 2023, 52% of the electricity we consumed in India came from renewable sources, compared to 44% in 2022.

To meet our renewable electricity target, we are focusing on the following:

1. Long term Power Purchase Agreements (PPAs) to source solar and wind-generated electricity for the properties that we own in the states of Tamil Nadu and Maharashtra

2. Engagement with landlords to agree to source renewable electricity where we lease property

3. Sourcing electricity on a green tariff

4. Purchasing Energy Attribute Certificates (EACs)

Energy efficiency

We are focused on reducing energy consumption and delivering energy efficiency across our offices and IT infrastructure.

Total energy consumption in 2023 was 61% lower than our 2019 Net Zero baseline year. Our energy intensity in 2023 was 34.69 gigajoules per million $ of revenue, 66% lower than 2019.

For the offices we own in India, we have continued our focus on upgrading:

- Heating, ventilation and air conditioning equipment, including:
  - Replacement of conventional Air Handling Unit (AHU) motors with electronically commutated motors
  - Retrofitting of chillers and other refrigeration systems
  - Installation and commissioning of variable refrigerant volume units
- Fluorescent to LED lighting
- Conventional to Modular Uninterrupted Power Supply (UPS) systems

Over half of the properties owned by Cognizant in India are Leadership in Energy and Environmental Design (LEED) certified for new construction by the Indian Green Building Council (IGBC).

We have also implemented a new Enterprise Building Management System Platform in our Chennai office that can leverage AI solutions for real time data insights, predictive maintenance and improvement in operational efficiency.

For our IT infrastructure, we focus on improving the energy performance of our data centers. Key deliverables in 2023 included:

- 18% decrease in the number of hypervisors in use
- Hosting over 80% of the apps we use across the business in the cloud, which is more energy efficient
- An average Power Use Effectiveness (PUE) of 1.34 for the data centers we manage at third-party owned sites for our clients

	2019	2020	2021	2022	2023
Energy [2]					
Energy consumption in gigajoules (for Scope 1 and 2 activities)	1,707,498	901,620	645,162	623,351	671,445
% electricity from renewable sources (India)	24%	42%	47%	44%	52%

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Supplier engagement

Our sourcing of purchased goods and services and capital goods accounted for 49% of our total emissions footprint in 2023, making it a priority for our reduction plan.

We have identified those areas of purchasing that generate the most emissions and the top 150 suppliers most relevant to this sourcing. These 150 suppliers account for 72% of Cognizant's total supplier-generated emissions and are therefore the focus of engagement. In 2023, we identified which have committed to emissions reductions targets and which have not. We then engaged the latter group directly to discuss the potential for reduction commitments. We are committed to engaging 90% of our top 150 suppliers to set a science-based emissions reduction target by 2026.

In 2023, 39% of these suppliers had met this expectation, up from 18% in 2022.

To support this objective, we have introduced expectations on target setting and emissions data disclosure in contracts signed with new suppliers.

Travel and remote work

The majority of our business travel emissions are attributable to air travel. In 2023, emissions from business travel was 62% lower than our 2019 net zero baseline year.

Our approach is to encourage more thoughtful travel. Our travel booking systems enable us to identify reasons for travel, routes taken, airlines used and any obviously inefficient journeys. We use this data to provide advice and guidance to associates on ways to avoid unnecessary travel. Our ongoing investment in advanced video-conferencing tools has supported our push toward travel avoidance. In 2023, our associates undertook over 11.5 million virtual meetings.

Associate work commutes are another source of emissions that we monitor. In 2023, we added 176 electric vehicles to the transport provided to associates commuting outside of normal working hours. Emissions from associate commuting in 2023 decreased by 72% compared to 2019.

We also surveyed associates on their home working practices. This enabled us to calculate total emissions generated through remote work at 168,757 MtCO2e for the year ended December 31, 2023.

Carbon offsetting

As part of our net zero goal, we are committed to offsetting all emissions that are unavoidable from 2030 onwards using credibly certified carbon offsets.

Rather than delaying, we are taking early action by investigating specific projects that meet our needs. We began this process in 2023 by establishing a set of principles to ensure that the offsets we purchase meet our requirements and align with credible goal standards. We are using these principles to identify specific projects that fit this criteria.

Addition of electric vehicles at our Coimbatore facility

Climate training

We want our associates to possess the climate skills necessary to support our clients in meeting their environmental commitments.

In 2023, Cognizant introduced climate training for associates through our Learning and Development studio. We established an objective for 100,000 of our associates to undertake this training by the end of 2024. In addition to providing basic information on climate and biodiversity science, our training gives information to specific teams on how their roles relate to sustainability.

By the end of 2023, nearly 29,000 associates from 40+ countries have completed the training, reflecting almost 30% progress towards our target.

Associates pledged to undertake climate training by the end of 2024 at a Malaysia Digital Climate Action Pledge event

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Climate risk

Reporting of our management of climate-related risks is aligned with the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations.

This report explains our approach to governance, strategy, management and measurement, relating to:

1. Physical risks generated by the increased frequency and intensity of extreme weather
2. Transition risks and opportunities generated through the global transition to lower carbon economies

The oversight role of the Board of Directors and responsibilities of management in relation to these risks are discussed on .

Enterprise risk management

Climate risk governance is incorporated into Cognizant's larger global Enterprise Risk Management (ERM) program. The impact of climate risk on Cognizant's delivery capability is assessed and given a risk rating on a quarterly basis. This rating feeds into an overall rating for sustainability risk management and is documented via a risk scorecard that contains an update on the status of key mitigation actions. Risks identified to be high are reported to the Audit Committee.

ERM process

Step 1: Identify and prioritize
Periodically review and select the top risks to focus on for the organization

Step 2: Assess
Measure and monitor the risk levels of the top risk focus areas

Step 3: Respond
Coordinate risk mitigation actions by working with business and functional risk owners

Step 4: Report
Report our top risks to management and the Audit Committee of the Board

Global business resilience

Our GBR team is responsible for maintaining continuous operations while keeping our people safe. It monitors many risks, including physical climate risk. In 2023, GBR consolidated its various facilities risk assessment tools into a new Facilities All Hazards Risk Assessment (FAHRA) process which is conducted on an annual basis.

The Sustainability Team supports risk control through the provision of quantitative and qualitative physical climate risk data acquired from credible external sources which is fed into the annual FAHRA. In 2023, we diversified our sourcing of climate data away from a single external third party to a range of publicly available sources offering greater specificity on climate and water risk factors. These sources include the Intergovernmental Panel on Climate Change's Advanced Interactive Atlas and the World Resources Institute's (WRI) Water Risk Atlas.

GBR also manages our incident response planning, which is designed to increase the resiliency of our infrastructure. GBR's controls are designed to predict and prepare the business for acute and chronic physical shocks.

We follow ISO standard 22301, globally recognized as a tool to aid business continuity management during unexpected disasters. We have achieved certification for our India, North America (US and Canada), Latin America, European Union and Asia-Pacific regions covering our Global or Regional Delivery Center operations.

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Facility All Hazard Risk Assessment (FAHRA) process

Step 1

- Establish facility security classification based on a number of factors, such as:
  - Whether the building is owned or leased
  - Number of occupants

Step 2

- Conduct risk assessment using historical trend data on natural hazards and forward-looking climate risk data covering:
  - Temperature extremes
  - Pluvial flooding
  - Coastal flooding
  - Riverine flooding
  - Water stress
  - Tropical cyclones
  - Wildfire

Step 3

- Assess physical security controls such as perimeter controls and security guarding, among others, including escalatory factors such as the socio-political environment

Step 4

- Establish a final risk rating using the Cognizant Risk Management Scoring Framework for the facility thereby completing the FAHRA for that facility

Climate risk strategy

Evolution of our climate risk management

Phase 1:
Identify priority risks and locations

Phase 2:
Assess financial impact and survey associates

Phase 3:
Maintain and introduce long-term adaptation plans for people and operations

In 2021, we began Phase 1 of our climate strategy. We undertook an assessment of the types of long-term physical and transition climate risks and opportunities facing our organization. This enabled us to identify our priorities.

Financial impact assessment

In 2023, we shifted to Phase 2 of our strategy to conduct a more detailed assessment of risks by location. This involved converting the risk priorities identified in Phase 1 into a set of hypotheses that we tested according to different timeframes and global response scenarios. From this, we were able to estimate the financial impact of future climate risks likely to impact the business. Three risks emerged as having a potential financial impact:

1. Extreme heat and flooding impacting associates' wellbeing and the likelihood of electricity grid outages in Chennai, Bangalore and Pune.

2. Coastal flooding in Chennai through rising sea levels, storm surges, high tides and oceanic events.

3. The increased global cost of carbon due to the transition to renewable energy and the continued generation of emissions.

Associate survey

In 2023, we conducted a global survey to determine the impact of extreme weather events on our associates. The findings from the survey showed us that poor air and water quality, extreme temperatures and nuisance flooding are the biggest climate risk concerns for our associates. There are some associates who are motivated to move locations as a consequence of extreme weather. Associates identified flexibility and resources to support remote work as key priorities for the near future.

This information will help the business to follow risk mitigation and adaptation strategies that align with associate interests.

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Climate risk management

Phase 3 of our climate strategy involves determining how to build long-term adaptation and resilience to future potential climate risks. From the analysis conducted in Phase 2, we designed an action plan. The specific areas of our plan include:

1. Support and guidance for associates on managing heat and flooding while working remotely, commuting and in the office

2. Regular monitoring of back-up power provision, and engagement with public authorities and power suppliers on grid stability measures to mitigate the impact of any electricity grid outages

3. Regular monitoring of building flood defense and drainage measures

4. Continued focus on our Net Zero goal to minimize emissions and exposure to carbon costs

Some of our adaptation strategies are applicable to multiple areas of risk. These include:

- Applying climate assessment tooling to determine physical climate risks impacting potential new office locations

- Potentially relocating operations away from high risk areas

- Engaging with landlords to create flexible lease options

- Maintaining climate risk questions for relevant suppliers in procurement processes

Short-term physical climate risks

To supplement the mitigation and adaptation efforts identified as necessary through our scenario analysis, our FAHRA process also identified some short-term physical climate risks requiring attention.

These included:

- Excessively poor air quality impacting our people in Noida and Gurgaon, in India

- The need to connect Cognizant drainage facilities with public drainage systems in the event of flooding in Chennai, India

- Back-up power capacity for our facilities in Europe, North America and Latin America

These physical risks will be continually monitored, alongside all emerging physical risks globally, through our FAHRA process.

Climate opportunities

Effective risk management also provides opportunities to our business in three areas.

- **Engaging our associates:** Through conversations with our associates about how climate can impact them, we are able to better understand and respond to their concerns around future wellbeing, enabling us to improve retention levels

- **Reducing operating costs:** Responding to transition risk through our net zero goal involves developing a long-term renewable electricity sourcing and energy efficiency plan

- **Reducing client emissions:** As companies seek to deliver on their net zero goals, the market for Cognizant's decarbonization services and solutions is expected to grow

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Nature impacts

Cognizant's operations and people impact nature and biodiversity through the water we consume and the waste we generate across our facilities. Our impacts are highest in India where the majority of our facilities are located.

For our facilities in India, we are able to track and monitor environmental resource consumption data and invest in improvement measures.

In 2023, we incorporated standard contract provisions for landlords to provide water and waste data as part of our procurement processes.

Water[7]

In 2023, total water withdrawal[8] for our owned facilities in India was 282,744 kiloliters. Using the WRI's Water Risk Atlas, we have calculated that a high percentage of the water we consume in India is in areas of high water stress. This enables us to prioritize better water stewardship in these areas.

At our owned facilities we:
- Continued to harvest rainwater, meeting nearly 7% of water withdrawal requirements
- Recovered condensate from AHUs that added over 1% to meeting our water withdrawal needs

- Reused all the treated water for horticulture, toilets and cooling towers across some of our owned sites

Water data (India)	2022	2023
Total water withdrawal (owned facilities) in kiloliters	188,336	282,744
Total water withdrawal per associate (owned facilities) in liters per day	101.41	51.92
% water withdrawal in high or extremely high baseline water-stressed regions	79%	81%

Waste[7]

In 2023, total waste[9] disposal is 1,403.91 tonnes in 2023 , of which the majority was reused or recycled. As an IT company, we regard e-waste management as an important area of environmental impact for our business. Consequently, we have set a goal of delivering zero e-waste to landfill by 2030.

Waste data (India)[9]	2022 (tonnes)	2023 (tonnes)
Battery waste	199.40	348.44
Bio-Medical waste	2.21	0.28
Hazardous waste[10]	35.51	29.03
Non-Hazardous waste[11]	611.50	587.62
E-Waste	211.02	438.54
Total waste[9]	1,059.64	1,403.91
Waste reused or recycled	96%	97%

IT equipment deployed to communities

In 2021, we pledged to divert 80,000 computers away from landfill. By the end of 2023, we had donated over 78,000 laptops and remain focused on our commitment.

7 This data has not been subject to external assurance.

8 Total water withdrawal refers to the water sourced through local water supply authorities, tankers, AHU condensate, rainwater and drinking water.

9 At Cognizant, waste collection from bins in our facilities and organic waste is disposed of through an authorized local vendor and is not reported in this table. Organic waste in some of our owned campuses was converted to manure for use in landscaping in 2023.

10 Hazardous waste includes used oil, coolant, oil filter, and oil-soaked cotton.

11 Non-Hazardous waste includes paper, packaging material, plastics, sanitary waste, construction & demolition waste, and mixed waste containing wood, glass, metal etc.

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Our strategy   Our net zero goal   Climate risk   Nature impacts   **Client sustainability solutions**

Client sustainability solutions

We help organizations reduce their environmental footprint and turn sustainability commitments into achievable milestones.

Solving for sustainability in business

The shift towards climate and sustainability-linked transition efforts is impacting the kind of solutions our clients seek. As a result, we are seeing increased demand for robust sustainability data management and analytical tools, as well as low carbon, circular operating models.

Cognizant is developing sustainability solutions that help address these evolving needs. From insights to implementation, our Solving for Sustainability Services offer our clients advisory services and innovative solutions that empower them to move toward effectively operationalizing sustainability in their businesses.

Empowering sustainability

Our five capabilities to drive positive change:

Net zero pathways:
Propelling clients toward net zero emissions by identifying and implementing effective digital tools such as machine-learning, data mining, digital twins, IoT and robotic automation

Sustainable manufacturing and operations:
Optimizing organizations in their manufacturing and operations processes to reduce their environmental impact

Sustainability and ESG reporting:
Providing organizations with the tools and expertise to measure, report and improve their sustainability performances

Sustainable supply chains:
Supporting organizations in building sustainable value chains that minimize their environmental footprint and promote circularity

Sustainable products and circular economy:
Assisting organizations in designing and developing future-ready products and services that reduce waste and promote circularity

Sustainability and digital transformation with Microsoft

In late 2022, we launched our Cognizant Sustainability Accelerator, powered by the Microsoft Cloud and Microsoft Cloud for Sustainability, by showcasing the solution together with Microsoft at COP27 in Egypt. Our Sustainability Accelerator automates data collection and provides valuable analytics for our clients to track, monitor and progress toward their sustainability goals. Through its use of Microsoft Sustainability Manager, the Sustainability Accelerator delivers end-to-end capabilities for sustainability data collection automation, analysis and reporting. This service meets a growing client need for digital solutions to streamline sustainability reporting, so our clients can devote more time to developing and implementing their sustainability strategies.

Cognizant's proprietary carbon footprint calculator

Cognizant uses its proprietary carbon footprint calculator to more accurately measure emissions generated by Cognizant operations when delivering projects and services to our clients. It is equipped to compute emissions using Cognizant's corporate inventory and is aligned to the GHG Protocol across all 3 scopes and categories, providing relevant and specific emissions calculations at a project, account or proposal level. This enables clients to avoid spend-based estimates of emissions totals and utilize more accurate data in their decarbonization plans.

Recognizing the importance of continuous improvement, we review our calculator methodology periodically to help us stay at the forefront of leading practices.

Corporate governance

Our corporate governance policies and practices reflect our core values, and our corporate governance initiatives are compliant with applicable requirements.

In this section:

- Our governance structure
- Policies and guidelines
- Sustainability governance
- Ethics and compliance
- Supply chain
- Workplace health and safety
- Responsible AI
- Data security and privacy

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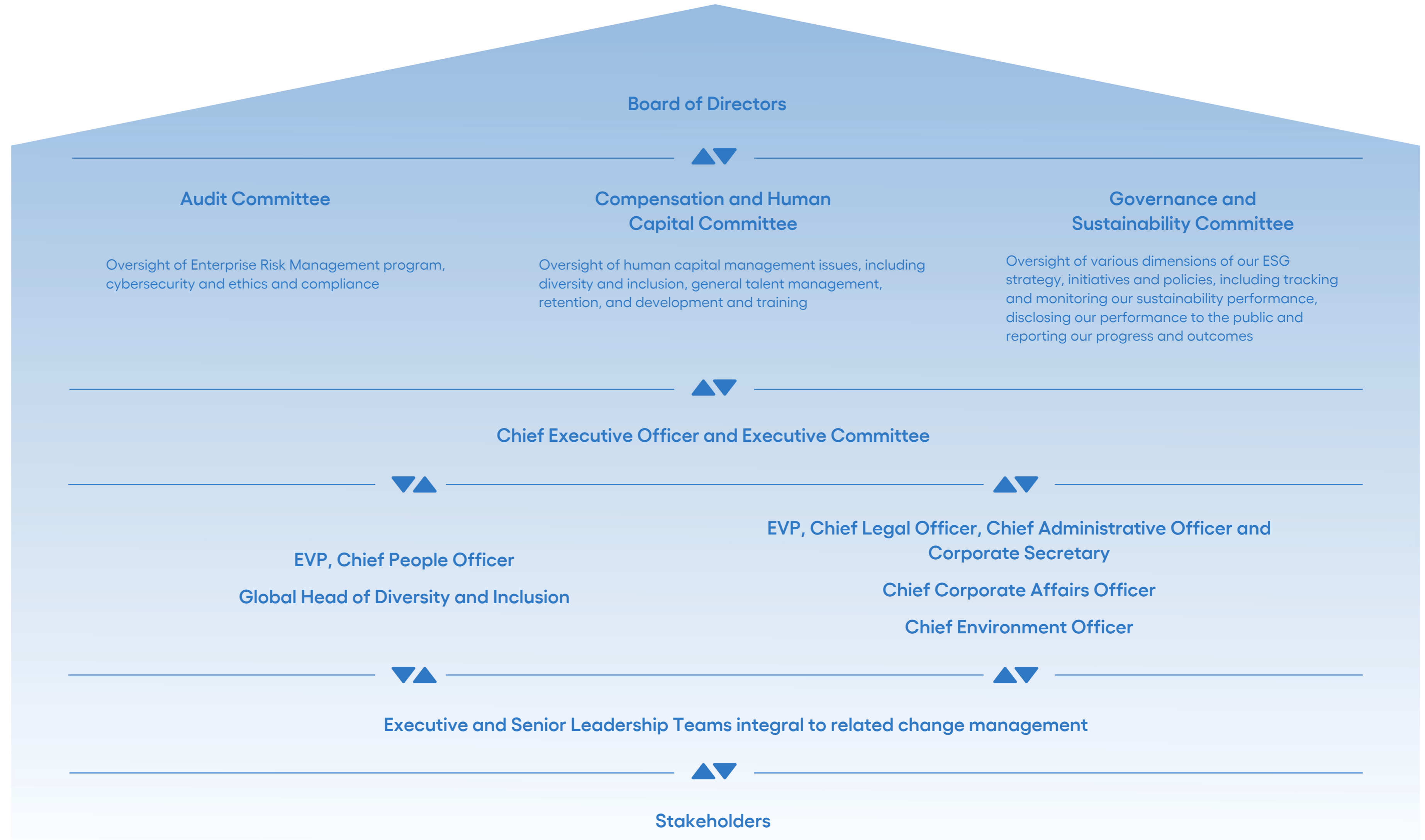
Our governance structure

Our commitment to strong corporate governance practices enables us to deliver sustained value. We regularly assess our governance practices, which play a fundamental role in our ability to achieve our longer term sustainability and business objectives.

Sustainability oversight

Our Chief Corporate Affairs Officer spearheads our programs, with frequent reviews and input from our Chief Executive Officer and other senior leaders, as well as regular independent reviews by our Board and its Committees.

In 2023, we repositioned our environmental lead, elevating the role to Chief Environment Officer. This change reflects our commitment to sustainability and our efforts to engage environmentally conscious partners. Please see our governance structure for sustainability matters in the following graphic.

Board of Directors

Audit Committee

Oversight of Enterprise Risk Management program, cybersecurity and ethics and compliance

Compensation and Human Capital Committee

Oversight of human capital management issues, including diversity and inclusion, general talent management, retention, and development and training

Governance and Sustainability Committee

Oversight of various dimensions of our ESG strategy, initiatives and policies, including tracking and monitoring our sustainability performance, disclosing our performance to the public and reporting our progress and outcomes

Chief Executive Officer and Executive Committee

EVP, Chief People Officer

Global Head of Diversity and Inclusion

EVP, Chief Legal Officer, Chief Administrative Officer and Corporate Secretary

Chief Corporate Affairs Officer

Chief Environment Officer

Executive and Senior Leadership Teams integral to related change management

Stakeholders

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Stakeholder engagement

Our clients, associates, investors, suppliers and communities are integral to our business. Serving their diverse needs is central to our purpose. By prioritizing understanding and support among our organization and our stakeholders, we hope to create enduring partnerships that drive shared success and progress.

Stakeholder group	Our approach	How we engage	Stakeholder engagement in 2023
Clients	We strive to empower our clients in achieving sustainable business outcomes and fulfilling their sustainability commitments.	• Regular interactions with clients in the ordinary course of business • Client satisfaction surveys • Client information requests	See Diversity and inclusion page 15, Client sustainability services page 33, Responsible AI page 41 and Synapse page 12
Associates	We work to involve our associates, fostering their contributions to both the company and its culture, and amplifying their individual influence on the world.	• Annual engagement survey • D&I training and development programs • Affinity groups • External D&I partnerships and sponsorships • Community volunteering and mentoring opportunities • Small group listening sessions and Q&As led by top leadership	See People development and management: Associate engagement page 19 and Climate risk: Associate survey page 30, Synapse page 12 and Bluebolt page 14
Investors	We seek to meet investor expectations by actively demonstrating the relationship between sustainability and our business.	• Quarterly earnings calls with investors • Annual shareholder meeting • Periodic investor engagement throughout the year • Annual form 10-K report and other SEC filings	Ongoing investor engagement on sustainability
Suppliers	We endeavor to partner with our suppliers in setting sustainability expectations and fostering progress throughout our value chain, while communicating requirements through our Supplier Standards of Conduct.	• Pre-qualification, due diligence and risk assessment • Net zero emissions engagement • D&I engagement • Training and resources	See Our net zero goal: Supplier engagement page 28 and Supply chain: Supplier diversity page 40
Communities	We aspire to prepare our associates and communities for the future of work, sharing our Learning & Development content and harnessing our technology expertise to drive the resilience and advancement of the communities in which we operate.	• Associate volunteering • Training and development • Funding NGO partners and program deployment	See Community engagement page 20, Synapse page 12

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Our governance structure | **Policies and guidelines** | Sustainability governance | Ethics and compliance | Supply chain | Workplace health and safety | Responsible AI | Data security and privacy

Policies and guidelines

Policy	Principles and values guiding our approach
Anti-Corruption Policy	We have a zero-tolerance approach to bribery and corruption in all of its forms. Cognizant commits to operating ethically and in compliance with relevant anti-corruption laws in the areas in which we operate. Our policy is accessible on our corporate website and available in eight languages.
Code of Ethics	Our Code of Ethics sets forth our guiding principles and values that establish a standard of conduct everyone in our organization is expected to uphold. Our Code of Ethics training course, which must be completed annually by all associates, includes a module on diversity and preventing discrimination and harassment.
Environmental Health & Safety (EHS) Policy	Cognizant is committed to protecting the environment, health and safety of our associates, vendors, visitors, clients and the global communities where we live and work. Our policy outlines five main commitments: (1) meeting all applicable environmental, health and safety, legal and regulatory requirements; (2) adopting our own standards where laws and regulations do not provide adequate controls; (3) operating our facilities and continuing conservation efforts in a manner to reduce our environmental footprint and adhere to our environmental (energy, water, and climate change) policies; (4) encouraging our contractors, vendors, suppliers and partners to adopt EHS best practices; and (5) communicating EHS programs to Cognizant associates and encouraging them to report any environmental, health or safety concerns.
Global Security and Acceptable Use Policies	Cognizant's Acceptable Use Policy sets forth guidelines for the appropriate use of data from our and our clients' organizations within our information technology services. Our policy enables us to comply with legal and contractual obligations, provide for the delivery of services, protect confidential Information, and safeguard the integrity of data. It applies to all Cognizant information users, including our associates, consultants, partners, suppliers, service providers, interns, volunteers and clients, who work at Cognizant facilities, Cognizant client sites, and/or any other locations where the technology is accessed.

Policy	Principles and values guiding our approach
Human Rights Policy	There is no place in our supply chain for human trafficking in any form. We do not make use of child labor or forced labor, and we seek to never work with third parties that engage in such practices.
Modern Slavery Statement	We have implemented risk-based modern slavery assessment criteria to help confirm that our partners share our values and standards. These criteria help us identify which suppliers present the highest levels of risk of exposing Cognizant and our supply chain to slavery-related practices and therefore will be subject to our heightened modern slavery due diligence process.
Public Policy Engagement	Cognizant actively engages in public policy advocacy on issues that are important to our business operations, clients and communities. In the US, Cognizant's Political Action Committee strives to donate equally to major political parties.
Supplier Diversity Policy	Cognizant is committed to providing business opportunities to underrepresented diverse businesses such as minority-owned, women-owned, disabled-owned, LGBTQ+-owned and veteran-owned companies.
Supplier Standards of Conduct	We extend our policies across our supply chain ecosystem. Our suppliers must abide by our Supplier Standards of Conduct, Code of Ethics and Anti-Corruption Policy. We collaborate with our suppliers on due diligence, transparency and continuous improvement. Our suppliers can then in turn extend these principles to their own suppliers.
Whistleblower and Non-Retaliation Policy	We encourage associates to report concerns or questions, without fear of retaliation, whenever they observe potential instances of unethical behavior in our operations. Our associates have multiple channels to report concerns or ask questions about our ethics and policies. Reports of suspected improper or unethical activity are investigated and treated with confidentiality in compliance with local laws. Subject to local laws and regulations, a violation of our policies could result in disciplinary action, up to and including termination.

We have made these policies and guidelines publicly available on our website. Our corporate policies are refreshed at minimum on a triennial basis with an emphasis on continuous simplification and learning.

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Sustainability governance

Board of Directors

The Board of Directors' Governance and Sustainability Committee is responsible for the oversight of our sustainability efforts. A copy of the Committee's charter is available on the Cognizant website. In 2023, members of this Committee met to review developments on our progress in managing climate risks and delivering on the targets determined by our net zero goal.
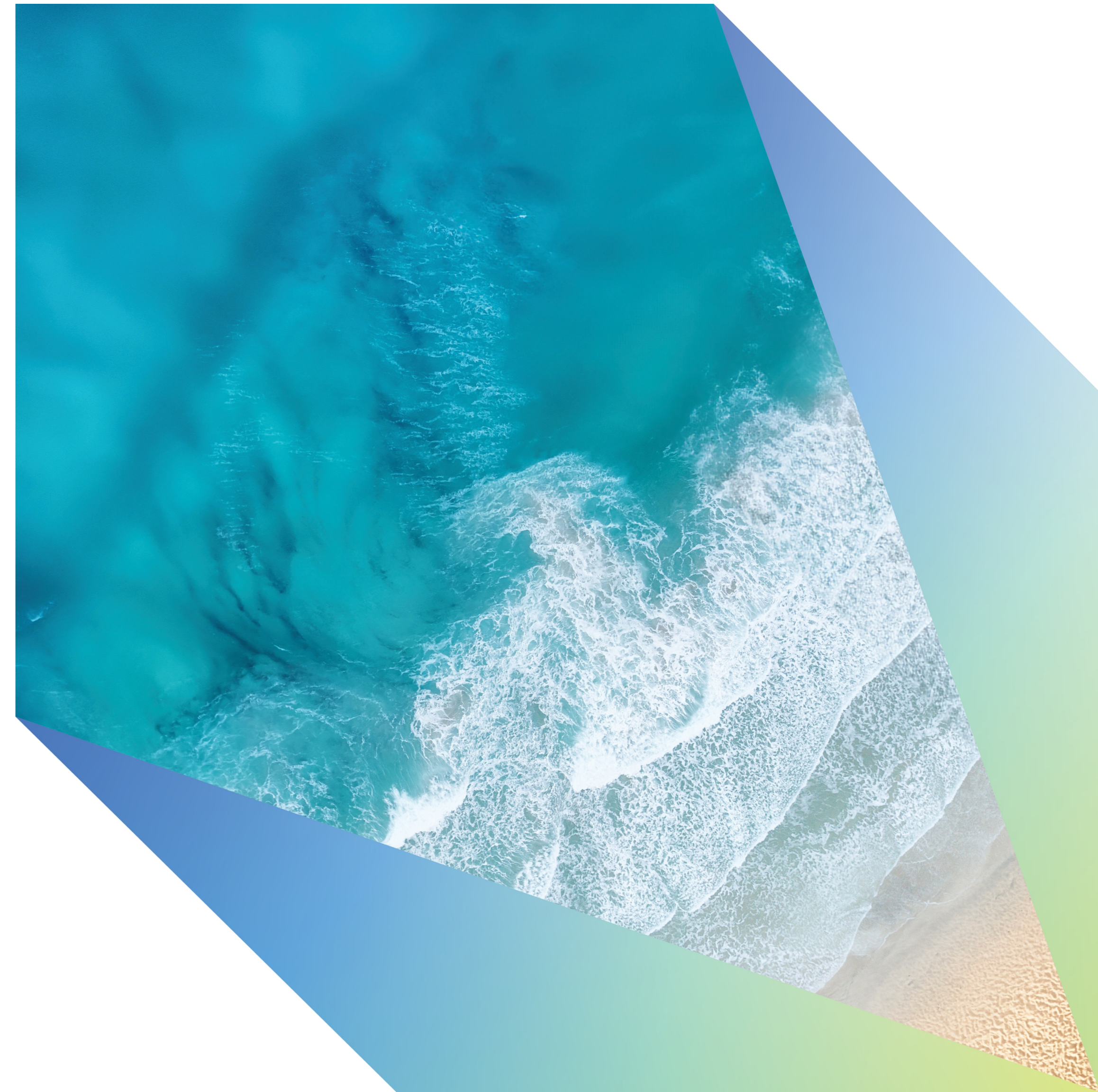
Our Audit Committee is responsible for overseeing the company's enterprise risk assessment and management framework, including the company's processes for identifying, assessing, monitoring and mitigating climate risks. In addition, the Audit Committee monitors Cognizant's Global Business Resilience (GBR) program, which determines our response to extreme weather events.

- See Climate Risk section on pages 29-31 for additional information on our climate risk management process and GBR program

- An overview of our governance structure can be found on page 35

Management

Cognizant has dedicated resources to oversee climate and sustainability at the leadership and operational levels. Our CEO has overall responsibility. This includes responsibility for alignment between climate risk management and the development of the company's wider business strategy and overseeing any trade offs. Day-to-day responsibility sits with our Chief Corporate Affairs Officer (CCAO), who works closely with the CEO and reports to the EVP, Chief Legal Officer, Chief Administrative Officer and Corporate Secretary.

The CCAO and Sustainability Team are responsible for embedding climate considerations throughout Cognizant's business by facilitating the execution of our climate and net zero programs. They are also responsible for monitoring developments in sustainability-related disclosure requirements. To accomplish these objectives, the CCAO works cross-functionally with operational leads, including our Chief Environment Officer, who is responsible for implementing our climate action plans.

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Ethics and compliance

We integrate ethics and compliance into our day to day operations through a resilient governance structure that safeguards our integrity and provides that ethics and compliance are fundamental pillars of our business decision-making and actions.

Our Chief Ethics and Compliance (E&C) Officer spearheads the day-to-day operation of the E&C organization while maintaining a direct reporting line to our EVP, Chief Legal Officer, Chief Administrative Officer and Corporate Secretary. To further reinforce our commitment to compliance, we established the following pillars:

Ethics and Compliance risk management model

Prevent

- Standards & Procedures
- Training & Education
- Oversight & Governance

Detect

- Monitoring & Auditing
- Reporting

Respond

- Internal Enforcement & Discipline
- Remediation, Response and Prevention

The Global E&C Committee spans all our operating segments. Our Audit Committee receives regular updates on our E&C programs.

The E&C team leverages policies and processes specifically designed to reinforce ethical behavior throughout our business operations. Our Code of Ethics embodies our core values and empowers our associates to make principled choices, even and especially when confronted with complex challenges.

Tone at the top and middle

Our leaders are responsible for setting the ethical tone at the top and exemplifying the values we uphold. Our associates are held to the same high standards we set for our leaders. Setting an ethical tone at the top requires us to provide associates with clear statements of our values, policies and processes. This begins with the Executive Leadership Team sharing required ethics and compliance messaging with their respective teams.

This year, we introduced our tone at the middle program to promote our values and ethical culture so that all may continue to do the right thing, the right way. By making the principles of our Code of Ethics more accessible to all associates, we will help position Cognizant as an employer of choice. The program is part of a broader multi-year E&C initiative to enhance ethical tone and leadership from the middle of the organization.

E&C program highlights

Achieved virtually 100% timely completion of mandatory ethics and compliance training for all tenured associates.

All new associates are required to complete our Code of Ethics course within 30 days of joining.

We took four strategic steps to establish our tone at the middle program:

- **Launched a global E&C Ambassador Program**, fostering a network of advocates across the business who champion ethical practices across the organization. Ambassador responsibilities include raising awareness of compliance issues and serving as a resource for reporting concerns, influencing behavior and positively impacting corporate culture by operationalizing ethics into how associates do their jobs, as well as providing feedback to E&C to aid continuous improvement of our program

- **Spearheaded the inaugural ethical culture associate survey**, enabling richer evaluations of our program effectiveness and the integrity of our organizational culture

- **Revamped our Code of Ethics course**, including a dedicated leadership version that emphasizes ethical decision-making for middle management

- **Organized interactive ethical workshops** during market visits in Australia, New Zealand, Malaysia, Singapore, Philippines and India, encouraging associate participation to help nurture our culture of integrity

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Supply chain

Our supply chain plays a critical role in our sustainability strategy. It is essential that our suppliers meet the requirements of Cognizant's Supplier Standards of Conduct, Code of Ethics and Anti-Corruption Policy. We engage our suppliers on due diligence, transparency and continuous improvement to support their alignment with Cognizant's policies and to enable them to uphold the same principles with their own vendors.

Our net zero goal includes targets for supplier emissions, and we actively engage our suppliers to reduce their own emissions. Read about our related activities in Our net zero goal: supplier engagement on .

Supplier diversity

Cognizant is committed to providing opportunities for qualified businesses owned by people from historically underrepresented groups to supply products and services. In the US, 26% of our 2023 spend was with diverse-owned businesses.

Our Supplier Diversity Program has matured since its launch in 2021. The work is led by a steering committee comprised of experts across functional areas including Procurement, Diversity and Inclusion, Delivery Operations, Human Resources, Training and Development and Sustainability. Cognizant's commitment to supplier diversity includes expanding the pool of diverse suppliers, especially for large sourcing engagements.

% of US domestic spend on diverse suppliers

2021	2022	2023
32%	**36%**	**26%**
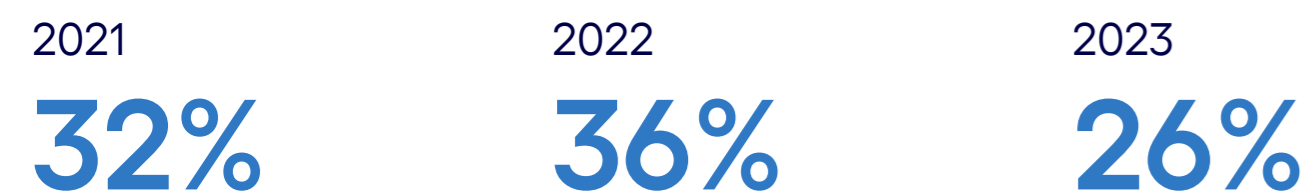
Spend with diverse-owned suppliers in the US declined from 36% to 26% as a result of an overall decline in sourced procurement spend year over year.

Supplier diversity highlights

In 2023, we implemented several strategic initiatives aimed at promoting supplier diversity within our value chain. These initiatives include:

- **Conducting business with new diverse-owned suppliers:** We actively sought out new diverse-owned suppliers across various demographic groups, including women-, LGBTQ+- and veteran-owned suppliers to assess their capabilities

- **Leading a quarterly training program for employees of diverse-owned suppliers:** Recognizing the importance of continuous learning and development, we provide associates from diverse-owned suppliers with valuable insights, skills and knowledge to enhance their professional growth and success

- **Extending the reach of our supplier diversity program:** We have extended our program into Canada and the UK, enabling us to tap into a wider pool of suppliers to enhance our supply chain resilience and add valuable perspectives

Workplace health and safety

At Cognizant, we prioritize the health and safety of everyone involved with our organization, including our associates, contractors, business partners, vendors and the community at large. To achieve this, we work to integrate the principles and practices of our environmental, health and safety management system across our value chain. Through our efforts, we hope to create a healthy and safe working environment for everyone in order to improve productivity, promote sustainability and protect the wellbeing of all stakeholders.

In 2023, we took a step forward by updating our global EHS Policy to strengthen our Cognizant leadership inputs. Specifically, we enhanced periodic management reviews of performance against objectives and targets by including reviews from the EVP, Chief Legal Officer, Chief Administrative Officer and Corporate Secretary. This approach enables our top executives to actively contribute to driving Cognizant's EHS performance and overall success, and it echoes our efforts to set the tone at the top.

Workspace coverage

ISO 45001:2018 Occupational Health and Safety Management System

2022	2023
92%	**95%**

ISO 14001:2015 Environmental Management System

2022	2023
90%	**95%**
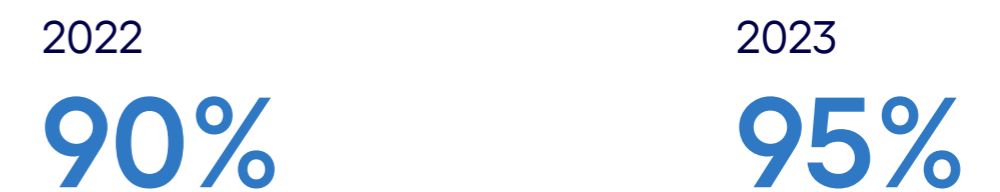
We anticipate the majority of eligible global facilities to be certified to the ISO 14001 and 45001 standards by the end of 2025.

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Responsible AI

Better decision-making means faster business growth. Trusted intelligence can help us get ahead of the curve by better anticipating change—as if guided by intuition, complex data-driven strategies and effective AI implementation enhance speed, scale and insight.

AI technologies are transforming the way people and technology interact and empowering businesses to work more efficiently. We believe the ethical implementation of AI requires strong governance principles to guide its development and use toward positive outcomes.

As we move into an increasingly AI-driven world, we are dedicated to continuous learning and improvement. We recognize the importance of ongoing multi-stakeholder dialogue—with experts, organizations, partners and communities—to refine our responsible AI practices. This collaborative approach will help us incorporate various perspectives that shed light on how our technology affects people and help provide inputs needed to uphold the tenets of responsible AI like trust, ethics and safety.
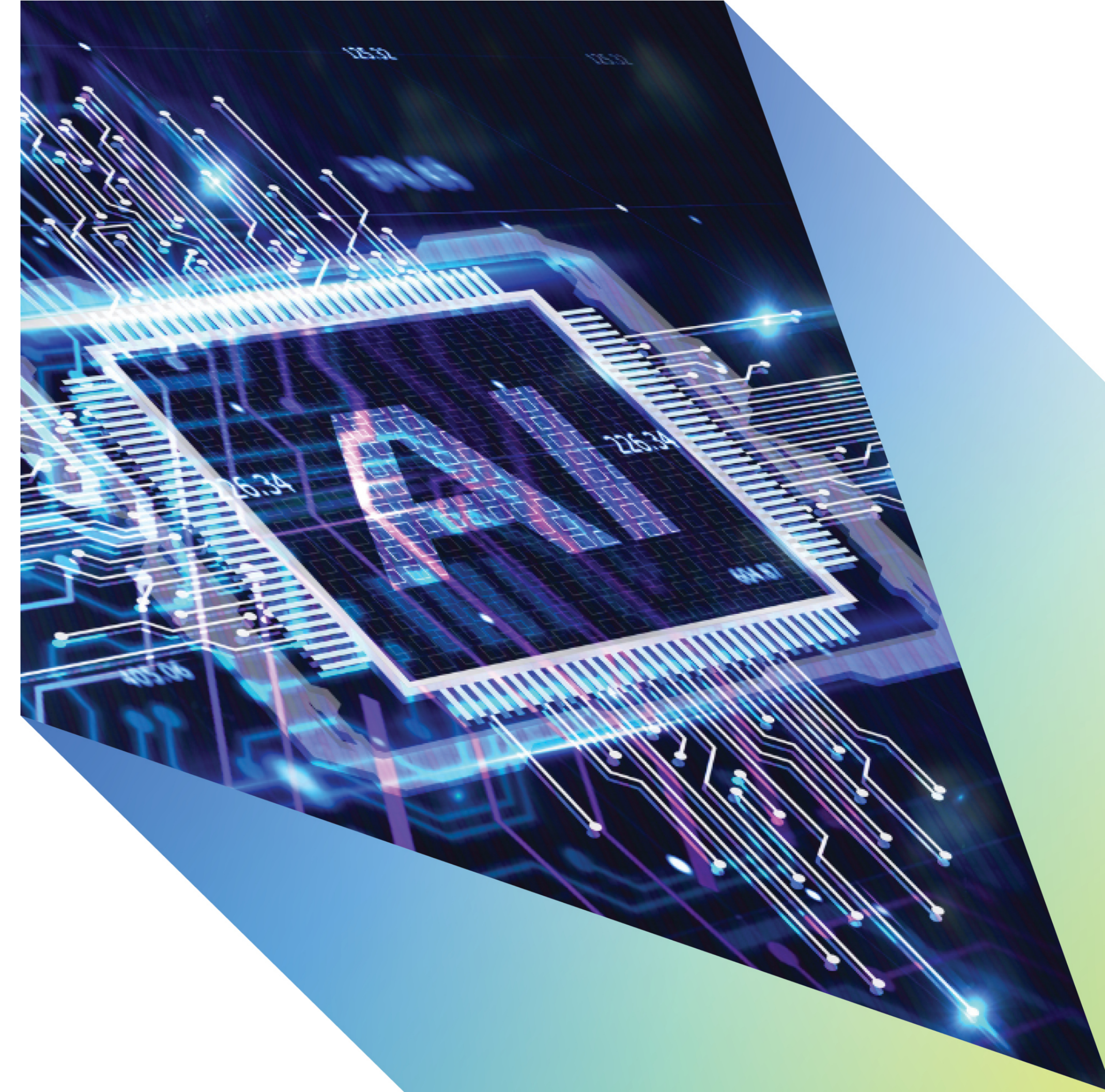
In 2018, Cognizant published a report titled "Making AI Responsible and Effective" which presented structured organizational strategies for ethically incorporating AI into business applications. Since then, AI adoption has grown exponentially across sectors, and our commitment to responsible principles has remained a priority.

In 2023, Cognizant developed and published our Generative AI Security Standard after convening a cross-functional team of cybersecurity, policy and technology ethics experts. This standard aims to minimize potential risks associated with the use of generative AI.

Future-ready means AI-ready

We prioritize opportunities for growth by developing AI solutions for our clients and skilling opportunities that incorporate our ethical approach.

- In 2023, we launched an enterprise-wide platform, Cognizant Neuro® AI, to help our clients harness the business value of this technology in a flexible, secure, scalable and responsible way. Cognizant was among the first to launch an enterprise-wide generative AI platform designed to help clients better understand, consume and customize AI models that drive better business outcomes

- We expanded our partnership with Google Cloud to launch our Cognizant Google Cloud AI University, a new program available to both Cognizant associates and clients. We plan to train 70,000 Cognizant professionals on Google Cloud AI technologies through this initiative

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Data security and privacy

Cognizant works hard to achieve strong cybersecurity and data privacy risk management practices on behalf of our clients, associates and other stakeholders. Our data security and privacy governance, policies and modernization initiatives create opportunities for enhancing value for our clients.

We remain committed to upholding world-class standards for managing privacy and the security of our digital systems through regular audits and certifications. Cognizant has designed and implemented its Information Security Management System in accordance with standard industry security frameworks such as ISO/IEC 27001 and the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). These frameworks and standards provide the guidelines and requirements for establishing, implementing, maintaining and continually improving our information security management system.

Our cross-functional teams work to provide rigorous reviews and ongoing controls of our cybersecurity systems. The Board's Audit Committee has oversight responsibility for the activities of our data security and privacy teams, which also routinely report to senior leadership.

Team	Responsibilities
Corporate Security Team	• Defends Cognizant and its clients by identifying, assessing, responding to, and managing cybersecurity threats and incidents • Tracks and report metrics related to cybersecurity risks, risk remediation plans, infrastructure modernization, and security maturation programs
Security and Technology Risk Committee (S&T) composed of management	• Routinely monitors cybersecurity trends, key modernization activities and residual risk posture for key security controls domains • Holds regular cross-functional meetings between S&T senior executives and relevant partners from Enterprise Risk Management, Internal Audit, Legal, Privacy and Procurement
Global Privacy Team	• Reports risk management and progress • Works with partners across the business to assess risks, define standards, support the implementation of privacy policies and compliance programs and provide company-wide guidance
Internal Audit Team	• Supports compliance and risk management through assessments of our privacy program
Corporate Security Integrated Risk Management Team	• Conducts audits across the enterprise, including control testing to evaluate the design and operating effectiveness of controls to help maintain and strengthen our cyber security posture across all control domains • Ensures audits are closely aligned to Cognizant policies, standards and processes • Tracks and reports key findings through the issue management system

We remain committed to understanding and complying with national privacy policies and regulations. To effectively engage on emerging issues, we continue to participate in industry groups such as the Information Technology Industry Council, the Information Accountability Foundation and the Data Security Council of India.

Engaging our associates

Our associates must adhere to our Global Security and Acceptable Use Policies for security controls and other requirements. We review and update these policies and standards at least once a year. We continue to refine our risk assessment and management processes to support ongoing security modernization and maturity enhancement efforts across the enterprise under the governance of our Security Integrated Risk Management group, which oversees and drives our organization's security practices.

We conduct mandatory security training for all associates annually, and new hires must complete this training within 30 days of joining Cognizant. Additionally, our Business Information Security Team collaborates with clients to deliver security training programs.

Privacy training for associates covers critical topics like Privacy By Design and Privacy Impact Assessments. To further strengthen our privacy initiatives, we continued to build out support of our company-wide Privacy Champion Network by hosting Privacy Champion Summits and privacy office hours.

Data security and privacy program highlights

External audits and certifications

• Cognizant has been ISO/IEC 27001 certified since 2002 and we are currently certified for ISO27001:2013 through 2024

• Our enterprise certification program is not limited to ISO. Multiple geography requirements are met, e.g., Spain National Security Framework (ENS), Trusted Information Security Assessment Exchange (TISAX), Cyber Essentials Plus, HITRUST, etc.

Data transfer management

We continue to review our internal controls and security measures to help address global data transfer requirements and guidance by national regulators. Updated training and guidance have been provided to key stakeholders across the organization.

Training and awareness

In 2023, we expanded our portfolio of training and guidance materials to include a wider range of role-based trainings for key stakeholders on topics like supplier risk management and security incidents.

Privacy by design

Existing privacy controls have been reviewed and will continue to be updated as the global regulatory landscape on topics like data privacy by design and AI continue to evolve.

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About our reported information   GRI index   SASB index   TCFD index   GHG methodologies and verification

Our content indices

About our reported information

The information in our content indices covers Cognizant's Fiscal Year 2023 (January 1 through December 31, 2023) unless stated otherwise. It also covers our facilities and associates globally unless stated otherwise. We reference publicly available information found in our Cognizant 2023 Sustainability and Corporate Citizenship Report (2023 Sustainability Report), 2023 Cognizant Annual Report, Proxy Statement 2024, 10-K and relevant policy and statement documents.

We provide our GRI content index for the period of our Fiscal Year 2023 with reference to the 2021 GRI Standards. In addition, we have used the Sustainability Accounting Standards Board (SASB) Software and IT Services standard and followed the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

To hold our ESG reporting to high standards, we:

- Commission an external third party to perform attestation procedures over our GHG emissions

- Leverage the COSO[16] Framework to support our goal of transparent, accurate and complete reporting

Topics addressed and terms used in our reported information and content indices may be different from those terms as used in the context of filings with the US Securities and Exchange Commission (SEC). Issues deemed relevant for the purpose of this Report or our ESG stakeholder assessment may not be deemed material for SEC filings.

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[16] The COSO Framework is a globally recognized system businesses use to establish internal controls to promote data accuracy and completeness. (COSO, as it is most commonly known, or the Committee of Sponsoring Organizations, was developed to help companies ensure accurate public financial reporting.)

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GRI index

Statement of use

Cognizant has reported the information cited in this GRI content index for the period January 1 through December 31, 2023 with reference to the GRI Standards.

GRI 1 used   GRI 1: Foundation 2021

GRI Standard	Disclosure	Response and Location
GRI 2: General Disclosures 2021	**2-1 Organizational details**	**Name of the organization:** Cognizant Technology Solutions Corporation
		Ownership and legal form: 2023 Form 10-K
		Location of headquarters: Teaneck, New Jersey, United States
		Location of operations:
		2023 Sustainability Report, Overview, page 3 2023 Form 10-K, page 25 2023 Proxy Statement, page 5
	2-2 Entities included in the organization's sustainability reporting	2023 Sustainability Report, About this report, page 4
		2023 Form 10-K, pages 5-7
	2-3 Reporting period, frequency and contact point	**Reporting period:** Fiscal Year 2023 (January 1 through December 31, 2023)
		Reporting cycle: Annual
		Publication date: June 27, 2023
		Contact: sustainability@cognizant.com
	2-4 Restatements of information	2023 Sustainability Report, page 26
		In 2023 Cognizant changed its methodology for calculating supplier-generated emissions, moving from Quantis to U.S. Environment Protection Agency factors. We applied this change to annual emissions totals for 2019-2022.
	2-5 External assurance	Commissioned an external third party to perform attestation procedures over our GHG emissions (see Report of Independent Accountants).
	2-6 Activities, value chain and other business relationships	2023 Sustainability Report, page 3; page 28; page 40
		2023 Form 10-K, pages 5-8
		2024 Proxy Statement, page 5

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About our reported information   **GRI index**   SASB index   TCFD index   GHG methodologies and verification

GRI Standard	Disclosure	Response and Location
GRI 2: General Disclosures 2021	**2-7 Employees**	Total number of employees: approximately 347,700 as of December 31, 2023 2023 Sustainability Report, page 3 2023 Form 10-K, pages 9-11 Methodologies and assumptions: Applies to all Cognizant directors, officers and employees worldwide as well as all Cognizant business units, subsidiaries and joint ventures over which Cognizant has operational control (collectively "associates").
	2-9 Governance structure and composition	2023 Sustainability Report, page 35 2024 Proxy Statement, pages 7-8, 15-16, 17-33
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement, page 14
	2-11 Chair of the highest governance body	Mr. Stephen J. Rohleder has served as independent Chairman of the Board since 2022.
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report, page 35 2024 Proxy Statement, pages 31-33
	2-13 Delegation of responsibility for managing impacts	2023 Sustainability Report, page 35 2024 Proxy Statement, pages 35-38
	2-14 Role of the highest governance body in sustainability reporting	Our Governance and Sustainability Committee formally reviews and approves our sustainability report.
	2-15 Conflicts of interest	Board of Director qualification standards 2024 Proxy Statement, pages 12 and 40
	2-16 Communication of critical concerns	2024 Proxy Statement, pages 94-97
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, pages 15-16 Corporate Governance Guidelines, page 8
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, pages 14, 45 Corporate Governance Guidelines, pages 7-8; page 10
	2-20 Process to determine remuneration	2024 Proxy Statement, pages 45-48 Corporate Governance Guidelines, pages 7-8
	2-21 Annual total compensation ratio	2024 Proxy Statement, pages 14, 45 Corporate Governance Guidelines, page 7-8; page 10
	2-22 Statement on sustainable development strategy	2023 Sustainability Report, pages 25

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GRI Standard	Disclosure	Response and Location
GRI 2: General Disclosures 2021	**2-23 Policy commitments**	2023 Sustainability Report, page 37
		2024 Proxy Statement, page 103
	2-24 Embedding policy commitments	2023 Sustainability Report, page 37
		2024 Proxy Statement, page 37
	2-25 Processes to remediate negative impacts	2023 Sustainability Report, pages 28-32; page 37
		Reports of suspected improper or unethical activity are investigated and treated with confidentiality in compliance with local laws.
	2-26 Mechanisms for seeking advice and raising concerns	2023 Sustainability Report, page 37
		Code of Ethics
		Supplier Standards of Conduct
		Whistleblower and Non-Retaliation Policy
		Cognizant's Ethic & Compliance Helpline
	2-27 Compliance with laws and regulations	2023 Form 10-K, page 22
		We commit significant financial and managerial resources to comply with our internal control over financial reporting requirements, but we have in the past identified and may in the future identify material weaknesses or significant deficiencies in our internal control over financial reporting that cause us to incur incremental remediation costs in order to maintain adequate controls.
	2-28 Membership associations	2023 Sustainability Report, page 4 - United Nations Global Compact (UNGC)
	2-29 Approach to stakeholder engagement	2023 Sustainability Report, pages 18, 19 and 36
	2-30 Collective bargaining agreements	We are not party to any significant collective bargaining agreements.
		2023 Form 10-K, page 9
GRI 3: Material Topics 2021	**3-1 Process to determine material topics**	2023 Sustainability Report, page 3
		In 2021, we worked with a third party to gauge which Environmental, Social and Governance issues various stakeholders thought were most relevant to our business. We review the assessment regularly by examining stakeholder input and any relevant market shifts, risks and opportunities.
	3-2 List of material topics	2023 Sustainability Report, page 4
		Social: Diversity and inclusion; associate health, safety and wellbeing; talent and associate expectations on sustainability
		Environmental: Energy, greenhouse gas (GHG) emissions and climate; opportunities in green IT
		Governance: Integration of Environmental Social Governance (ESG) into business; systematic risk management; ethical business practice; responsible sourcing; responsible AI; data security and privacy

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GRI Standard	Disclosure	Response and Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Sustainability Report • Social, pages 11-23 • Environment, pages 24-33 • Governance, pages 34-42 2024 Proxy Statement, pages 35-38 2023 Form 10-K, pages 10-12 Other policies and reports such as: Code of Ethics Supplier Standards of Conduct Whistleblower and Non-Retaliation Policy Environmental, Health and Safety Policy Global Diversity and Inclusion Policy Global Harassment, Discrimination & Workplace Bullying Prevention Policy
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	**Revenues:** $19.4B 2024 Proxy Statement, page 5
	201-2 Financial implications and other risks and opportunities due to climate change	2023 Sustainability Report, pages 29-31 2023 Form 10-K, pages 20-22
	201-3 Defined benefit plan obligations and other retirement plans	2023 Form 10-K, page F-37 Under the plans, employees contribute up to 12.0% of their eligible compensation, which is matched by an equal contribution by the Company 2024.
	201-4 Financial assistance received from government	2023 Form 10-K, pages F-27 to F-29
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2023 Sustainability Report, pages 20-23 In 2022, we awarded over $7.5 million in grants and gifts to 125 organizations around the world, furthering our mission to improve economic mobility and community resilience through strategic programmatic giving, local community support and disaster response. Grants and gifts through philanthropy as well as pro bono engagement through our Outreach volunteer program.
	203-2 Significant indirect economic impacts	2023 Sustainability Report, pages 20-23 2023 Proxy Statement, page 38

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GRI Standard	Disclosure	Response and Location
GRI 206: Anti-competitive Behavior 2016	**206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	We comply with antitrust and competition laws of every country where we do business.
GRI 302: Energy 2016	**302-1 Energy consumption within the organization**	2023 Sustainability Report, page 26 UK Government GHG Conversion factors for Company Reporting (2021) 2023 Content Indices, page 56
GRI 303: Water and Effluents 2018	**303-1 Interactions with water as a shared resource**	2023 Sustainability Report, page 32
	303-2 Management of water discharge-related impacts	2023 Sustainability Report, page 32
	303-3 Water withdrawal	2023 Sustainability Report, page 32
	303-5 Water consumption	2023 Sustainability Report, page 32
GRI 305: Emissions 2016	**305-1 Direct (Scope 1) GHG emissions**	2023 Sustainability Report, page 26 2023 Content indices: GHG methodologies and verification, pages 56-66
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report, page 26 2023 Content indices: Restatement of information, page 45 2023 Content indices: GHG methodologies and verification, pages 56-66
	305-3 Other indirect (Scope 3) GHG emissions	2023 Sustainability Report, page 26 2023 Content indices: GHG methodologies and verification, pages 56-66
	305-4 GHG emissions intensity	2023 Sustainability Report, page 26
	305-5 Reduction of GHG emissions	2023 Sustainability Report, page 26
GRI 306: Waste 2020	**306-1 Waste generation and significant waste-related impacts**	2023 Sustainability Report, page 32
	306-2 Management of significant waste-related impacts	2023 Sustainability Report, page 32
	306-3 Waste generated	2023 Sustainability Report, page 32
	306-4 Waste diverted from disposal	2023 Sustainability Report, page 32

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GRI Standard	Disclosure	Response and Location
GRI 401: Employment 2016	**401-1 New employee hires and employee turnover**	2023 Sustainability Report, page 15 2023 Form 10-K, page 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report, page 18 2023 Form 10-K, page 12 2024 Proxy Statement, page 36
GRI 403: Occupational Health and Safety 2018	**403-1 Occupational health and safety management system**	2023 Sustainability Report, page 40 Environmental, Health and Safety Policy
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report, page 40
	403-3 Occupational health services	2023 Sustainability Report, page 40
GRI 403: Occupational Health and Safety 2018	**403-4 Worker participation, consultation, and communication on occupational health and safety**	2023 Sustainability Report, page 40 Communicate environmental, health and safety programs to Cognizant Associates and encourage them to report any environmental, health or safety concerns.
	403-5 Worker training on occupational health and safety	EHS e-learning courses were rolled out on our EHS intranet page, and we implemented a Hazard and Aspect Identification and Assessment of Risk and Opportunity program.
	403-6 Promotion of worker health	2023 Sustainability Report, page 18 2024 Proxy Statement, page 36
GRI 403: Occupational Health and Safety 2018	**403-8 Workers covered by an occupational health and safety management system**	2023 Sustainability Report, page 40 As of 2023, 95% of our workspace was covered by ISO 45001:2018 Occupational Health and Safety Management System and 95% was covered by ISO 14001:2015 Environmental Management System.
	403-9 Work-related injuries	We do not disclose this information.
	403-10 Work-related ill health	We do not disclose this information.

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GRI Standard	Disclosure	Response and Location
GRI 404: Training and Education 2016	**404-1 Average hours of training per year per employee**	2023 Sustainability Report, page 12 and 14
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, pages 5, 12-14, 15-17, 28, 41-42 2023 Form 10-K, page 11 2024 Proxy Statement, pages 35-36
	404-3 Percentage of employees receiving regular performance and career development reviews	Periodic talent processes such as talent reviews aim to help individuals develop in role and prepare for the future, while strengthening our leadership pipeline overall. 2023 Form 10-K, page 11
GRI 405: Diversity and Equal Opportunity 2016	**405-1 Diversity of governance bodies and employees**	2023 Sustainability Report, pages 15-17 2024 Proxy Statement, pages 7-8; page 36 2023 Form 10-K, page 10
GRI 408: Child Labor 2016	**408-1 Operations and suppliers at significant risk for incidents of child labor**	Our Company does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking, and will not work with third parties who engage in such practices.
GRI 409: Forced or Compulsory Labor 2016	**409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor**	Our Company does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking, and will not work with third parties who engage in such practices. Following a risk assessment we undertook across all aspects of our business and supply chain, we have updated our process to include targeted modern slavery due diligence within our global supply chain. Cognizant's focus has been ensuring that its standards and expectations are clearly communicated to existing and prospective suppliers. High risk suppliers are required to provide details of their own practices and their supply chain in relation to modern slavery. These suppliers are required to provide evidence that they have implemented modern slavery prevention mechanisms. See Modern Slavery Statement
GRI 414: Supplier Social Assessment 2016	**414-1 New suppliers that were screened using social criteria**	2023 Sustainability Report, page 40 We have implemented risk-based Modern Slavery assessment criteria to ensure that our partners share our values and standards. These criteria help us identify which suppliers present the highest levels of risk of exposing Cognizant and our supply chain to slavery-related practices and therefore will be subject to our modern slavery due diligence process. Suppliers can specify which international human rights standards they follow and provide information on relevant topics such as health and safety, freedom of association and collective bargaining, child labor and modern slavery, and standards for vulnerable populations. During 2022, we began a process of proactively reassessing our high-risk suppliers. Cognizant's 24/7 whistleblower portal allows suppliers to report grievances confidentially. Reports of suspected improper or unethical activity are investigated and treated with confidentiality in compliance with local laws.
GRI 415: Public Policy 2016	**415-1 Political contributions**	2023 Annual Political Spend Report

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GRI Standard	Disclosure	Response and Location
GRI 418: Customer Privacy 2016	**418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data**	We do not disclose this information.

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SASB index

Industry: Software and IT Services

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Response and Location
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	2023 Sustainability Report, page 26 (1) Total energy consumption (for Scope 1 and 2 activities): 671,445 (3) Percentage renewable (India) 52%
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	TC-SI-130a.2	2023 Sustainability Report, page 32
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	n/a	TC-SI-130a.3	2023 Sustainability Report, pages 25-33 Integration of environmental considerations into strategic planning for data center needs is discussed in the "Environment and climate action" section.

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Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Response and Location
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	n/a	TC-SI-220a.1	2023 Sustainability Report, page 42 Description of policies and practices relating to behavioral advertising and user privacy is discussed under "Data privacy" on page 42.
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	We do not disclose this information.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	TC-SI-220a.3	We do not disclose this information.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-SI-220a.4	We do not disclose this information.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	n/a	TC-SI-220a.5	We do not disclose this information.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Number, Percentage (%)	TC-SI-220a.5	We do not disclose this information.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2	2023 Sustainability Report, page 42 Disclosures can be found under "Data security" on page 42 of the Sustainability report.

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Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Response and Location
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SI-330a.1	2023 Form 10-K, page 9
	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	2023 Sustainability Report, page 20 Our 2023 Cognizant People Engagement Survey, conducted via third party platform with 232,000+ associate responses.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	TC-SI-330a.3	2023 Sustainability Report, page 16 We integrate D&I at all levels of our workplace and throughout every stage of our talent management approach.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TC-SI-520a.1	We do not disclose this information.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	TC-SI-550a.1	We do not disclose this information.
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	TC-SI-550a.2	2023 Sustainability Report, pages 29-31 2023 Form 10-K, pages 20-22 Different risks are discussed in the "Climate Risk" section of the ESG report and in the Form 10-K.

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Response	Location
(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative	Number, Percentage (%)	TC-SI-000.A	We do not disclose this information.	
(1) Data processing capacity, (2) percentage outsourced	Quantitative	See note	TC-SI-000.B	We do not disclose this information.	
(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	We do not disclose this information.	

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TCFD index

Topic	Recommended Disclosure	Response and location
Governance: Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	2023 Sustainability Report: Climate risk, pages 29-31
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	2023 Sustainability Report: Climate risk, pages 29-31
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 Sustainability Report: Climate risk, pages 29-33
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 Sustainability Report, pages 25, 31-33 2023 Form 10-K, pages 14-21
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 Sustainability Report, pages 29-31
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	2023 Sustainability Report: Climate risk, pages 29-31
	b. Describe the organization's processes for managing climate-related risks.	2023 Sustainability Report: Climate risk, page 31
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2023 Sustainability Report: Climate risk, pages 29-31
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2023 Sustainability Report: Climate risk, pages 29-31
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2023 Sustainability Report, page 26
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report, page 29 2024 Proxy Statement, page 37

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GHG methodologies and verification

GHG emissions assessment criteria (unless otherwise indicated, the assessment criteria are applicable to all reporting years presented)

1. Cognizant considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard* (together the "GHG Protocol"), to guide the criteria to assess, calculate and report GHG emissions and energy consumption.

2. Organizational boundary relates to Cognizant's sites over which it had operational control during the reporting year.

3. Emissions associated with the following sites are not included: those under construction, not operational, on short-term leases, co-working sites, or non-integrated companies (those in process of being or recently acquired). Emissions associated with the companies acquired in 2021, 2022 and 2023 are incorporated prospectively in the reporting year following integration.

4. As it relates to reported Scope 1 and Scope 2 emissions, carbon dioxide equivalent (CO_2e) emissions are inclusive of carbon dioxide (CO2), nitrous oxide (N_2O), methane (CH_4), and industrial gases, which include hydrofluorocarbons (HFCs). The other GHGs of sulfur hexafluoride (SF_6), perfluorocarbons (PFCs) and nitrogen trifluoride (NF_3) are not emitted by Cognizant's sites. Emissions data by individual gas is not disclosed as a majority of CO_2e relates to CO_2. CO_2e emissions

utilize Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change's (IPCC) Fourth Assessment Report (AR4 – 100 year) (2019, 2020, 2021, and 2022 reporting years) or the IPCC's Fifth Assessment Report (AR5 – 100 year) (2023 reporting year), unless a different Assessment Report is already embedded in the emission factor source. CO_2e emissions are calculated by multiplying actual or estimated activity data (e.g., energy, fuel, refrigerant usage) by the relevant emission factor and/or GWP. All emission factors are updated annually where applicable.

5. GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

6. $MTCO_2e$ = Metric tons of carbon dioxide equivalent, GJ = Gigajoules.

7. Related to Scope 1 emissions:

- Scope 1 stationary fuels include diesel fuel used for backup generators and liquid petroleum gas (LPG) and natural gas used by Cognizant sites.
  - Diesel powered backup generators are in use at certain sites in Argentina (beginning in the 2023 reporting year), Brazil (beginning in the 2021 reporting year), France, Hungary, Ireland (beginning in the 2022 reporting year), India, Lithuania, Mexico (2019, 2020, and 2021 reporting years), the Philippines, Poland, and the United States (U.S.). Diesel consumption (volume) was obtained from third-party invoices or property owners' reports, where available. Stationary diesel is adjusted for stockpiling for sites in India.
    - Where diesel consumption was not available:
      - For 2019, 2021, 2022, and 2023: Consumption was estimated using the intensity method (liters/square foot) based on actual consumption for comparable Cognizant sites.
      - For 2020 (excluding Hungary): Consumption was estimated using the intensity method (liters/square foot) based on actual consumption for comparable Cognizant sites. For Mexico and the countries in Europe, Cognizant assumed the same number of diesel powered backup generators were in service during 2020 as in 2021 as a proxy.
      - For 2020 (Hungary): Estimated using 2021 emissions from diesel generators as a proxy.

  - Food vendors on-site at fully leased or owned sites in India consume LPG.
    - For 2019: Consumption was estimated using Q1 2020 consumption as a proxy.
    - For 2020, 2021, 2022, and 2023: Actual consumption data was obtained from third-party invoices or vendors' reports. No estimates were necessary as actual data was available.
  - U.S. and Canadian sites, and certain European sites consume natural gas. Natural gas consumption was obtained from third-party invoices or property owners' reports, where available.
    - Where natural gas consumption was not available:
      - For 2019 and 2020: For sites where consumption data was not available for certain months of the reporting year or the full reporting year, natural gas consumption was estimated using the U.S. Energy Information Administration (EIA) 2012 Commercial Buildings Energy Consumption Survey (CBECS) intensity factor for U.S. "Office".
      - For 2021: For sites where consumption data was not available for certain months of the reporting year, natural gas consumption for the missing month(s) was estimated using an average monthly consumption that was calculated based on the third-party invoices received for that site. For sites where consumption data was not available

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for the full reporting year, natural gas consumption was estimated using the U.S. EIA 2012 CBECS intensity factor for U.S. "Office".

– For 2022 and 2023: For all sites where consumption data was available for at least six months of the reporting year, natural gas consumption for the missing month(s) was estimated using an average monthly consumption that was calculated based on the third-party invoices received for that site. For sites where consumption data was available for less than six months of the reporting year, natural gas consumption was estimated using the U.S. EIA 2018 CBECS intensity factor for U.S. "Office" for sites in the U.S. or Canada, or was estimated based on actual consumption for comparable Cognizant sites for sites outside the U.S. or Canada.

• Scope 1 mobile fuels include diesel and gasoline fuels used for the Cognizant vehicle fleet in Belgium, Brazil, Germany, Hungary, India, the Netherlands, and Portugal.

– Mobile fuel consumption was obtained from third-party invoices or vendors' reports, where available.

• Where mobile fuel consumption data was not available:

– For 2019 and 2022: Consumption was estimated using the intensity method which was based on the annual average liters from other Cognizant vehicles.

– For 2020: Estimated using the 2021 average annual emissions by vehicle as a proxy.

– For 2021: For vehicle fleets where consumption data was not available for certain months of the reporting year, consumption for the missing month(s) was

estimated using an average monthly consumption that was calculated based on the third-party invoices received for that vehicle fleet. For vehicle fleets where consumption data was not available for the full reporting year, consumption was estimated using the intensity method which was based on the annual average liters from other Cognizant vehicles.

– For 2023: For all countries (excluding Brazil), consumption was estimated using 2022 actual or estimated consumption as a proxy. For Brazil, consumption was estimated using the intensity method which was based on the annual average liters from other Cognizant vehicles.

• Scope 1 emissions from refrigerants apply to Kyoto Protocol refrigerants used in the operation of sites in India and the Philippines. All other refrigerant emissions are outside of Cognizant's operational control and are excluded from reporting. Refrigerant top ups were obtained from third-party invoices.

• Energy associated with on-site solar panels (not connected to a third-party grid) is generated and consumed on-site at sites in India. Cognizant categorized emissions from on-site solar panels within its Scope 1 emissions with zero emissions.

• Estimated emissions from the sources above account for approximately 37%, 36%, 21%, 14%, and 11% of reported Scope 1 emissions for the 2019, 2020, 2021, 2022, and 2023 reporting year, respectively.

• Refrigerant emissions from HCFC-22/R22 are excluded as per the GHG protocol and reported separately.

• Cognizant does not have any biogenic emissions.

8. Related to Scope 2 emissions:

• Scope 2 purchased electricity applies to electricity used at Cognizant sites and purchased a) from the grid, or b) from the property-owner for Cognizant's direct use on-site.

– Cognizant captured actual electricity consumption from the grid, including renewable power, from third-party invoices or property owners' reports, where available.

• Where consumption data was not available:

– For sites where consumption data was not available for certain months of the reporting year, consumption for the missing month(s) was estimated using an average monthly consumption that was calculated based on the third-party invoices received for that site.

– For all other sites (except the U.S. and Canada) where consumption data was not available for the full reporting year, consumption was estimated using the intensity method (kWh/square foot) based on actual consumption for comparable Cognizant sites.

– For sites in the U.S. and Canada where consumption data was not available for the full reporting year:

• For 2019, 2020, and 2021: Consumption was estimated using the U.S. EIA 2012 CBECS intensity factor for U.S. "Office".

• For 2022 and 2023: Consumption was estimated using the U.S. EIA 2018 CBECS intensity factor for U.S. "Office".

– Electricity purchased from a property owner and generated through captive diesel generators in India is based on third-party invoice data and categorized under Scope 2 as purchased electricity.

– In certain countries, Cognizant has sites that house on-site data centers or Cognizant operated (infra-managed) data centers. Electricity used by these data centers is included in Scope 2.

• For 2019, 2020 and 2021:

– Consumption was calculated based on contracted power, the share of power utilization provided by the partner data centers and operating hours per year. Data centers operate 24 hours per day, 7 days per week, 365 days per year (366 days in 2020).

– Where information was not available, calculated using:

• For 2019 and 2021: The average contracted power, power utilization and days operating in the year of all other on-site data center sites where this information was available.

• For 2020: An average intensity factor estimated based on the total emissions per on-site data center in 2021 and the number of on-site data centers managed in 2020.

For 2022 and 2023:

– Consumption was obtained from third-party invoices or vendors' reports.

– Where consumption was not available, consumption was either:

• Calculated based on contracted power, the share of power utilization provided by the partner data centers and operating hours per year. Data centers operate 24 hours per day, 7 days per week, 365 days per year.

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- Estimated using consumption from a prior reporting year as a proxy.

- Scope 2 district heating and cooling is used for certain sites in Hungary and Lithuania (beginning in the 2023 reporting year).

  – For 2019 and 2020: Consumption was estimated based on the 2021 consumption as a proxy.

  – For 2021: Consumption was obtained from third-party invoices.

  – For 2022 and 2023: Consumption was obtained from third-party invoices, where available, or where consumption was not available for certain months of the reporting year, consumption was estimated using an average monthly consumption that was calculated based on the third-party invoices received for that site.

- Scope 2 electricity consumption by electric vehicles charged offsite for Cognizant's vehicle fleet (beginning in the 2020 reporting year) in Germany and the Netherlands.

  – For 2019: Not calculated for as there were no electric vehicles used.

  – For 2020: Estimated using 2021 emissions as a proxy.

  – For 2021: Estimated using the intensity method which was based on the annual average distance traveled (km) per vehicle from other Cognizant vehicles.

  – For 2022: Obtained from third-party invoices or vendors' reports. No estimates were necessary as actual data was available.

  – For 2023: Estimated using 2022 consumption as a proxy.

- Estimated emissions from the sources above account for approximately 67%, 14%, 15%, 3%, and 2% of reported Scope 2 emissions (location-based) for the 2019, 2020, 2021, 2022, and 2023 reporting year, respectively, and approximately 70%, 20%, 18%, 5%, and 5% of reported Scope 2 emissions (market-based and referencing market-based) for the 2019, 2020, 2021, 2022, and 2023 reporting year, respectively.

9. Related to GHG emissions from Scope 3, category 1: purchased goods and services, category 2: capital goods, and category 4: upstream transportation and distribution:

   - Calculated based on annual spend data obtained from Cognizant's Enterprise Resource Planning (ERP) system.

   - In 2023, Cognizant changed the source of the emission factors applied from the 2016 Quantis emission factors to the 2023 U.S. Environmental Protection Agency (EPA) Environmentally-Extended Input-Output (EEIO) emission factors. This change was retrospectively applied to the 2019 to 2022 emissions included herein.

10. Related to GHG emissions from Scope 3, category 3: fuel and energy related activities (FERA):

    - Calculated based on activity data (diesel, LPG, natural gas, gasoline, electricity, district heating and cooling, and electric vehicles charged offsite) from Scope 1 and 2 emissions.

11. Related to GHG emissions from Scope 3, category 5: waste generated in operations:

    - For 2019, 2020, and 2021: Calculated using an average GHG emissions intensity factor by headcount (MTCO$_2$e/headcount) that was based on publicly available data, as reported to CDP Climate Change for 2020, for Infosys, as a peer

benchmark, and the headcount obtained from the HR system as of December 31 of the applicable reporting year.

- For 2022 and 2023: Calculated using an average GHG emissions intensity factor by headcount (MTCO$_2$e/headcount) that was based on publicly available data, as reported in the most recent sustainability (or equivalent) report for Infosys and WiPro, as peer benchmarks, and the headcount obtained from the HR system as of December 31 of the applicable reporting year.

12. Related to GHG emissions from Scope 3, category 6: business travel:

    - Air and rail travel: The data used in the calculation is obtained from reports provided by a third-party commercial travel manager, which includes total distance per trip for business travel booked:

      – Air travel covers domestic and international travel by Cognizant employees globally.

      – Rail travel covers commuter train, national rail, and international rail by Cognizant employees globally.

    - WTT emissions associated with fuel from air and rail travel were calculated based on air and rail travel activity as described within this footnote.

    - Other business travel categories: Calculated based on annual spend data (accommodation, car lease, relocation services, transportation, travel management, and visa & immigration services) obtained from Cognizant's ERP system. In 2023, Cognizant changed the source of the emission factors applied from the 2016 Quantis emission factors to the 2023 U.S. EPA EEIO emission factors. This change was retrospectively

applied to the 2019 to 2022 emissions included herein.

13. Related to GHG emissions from Scope 3, category 7: employee commuting:

    - Includes employees commuting between their homes and their worksites.

    - For 2019, 2020, and 2021: Calculated using an average GHG emissions intensity factor by headcount (MTCO$_2$e/headcount) for commuting that was based on publicly available data, as reported to CDP Climate Change for 2020, for IBM, Infosys, and Wipro, as peer benchmarks, and the headcount obtained from the HR system as of December 31 of the applicable reporting year.

    - For 2022: Calculated using an average intensity factor by headcount (MTCO$_2$e/headcount) for commuting that was based on publicly available data, as reported in their most recent sustainability (or equivalent) report for IBM, Infosys, and WiPro, as peer benchmarks, and the headcount obtained from the HR system as of December 31.

    - For 2023: For employees at certain sites in India who utilize Cognizant's travel portal to schedule vehicular transportation to work, calculated using the distance traveled per employee and vehicle fuel type as recorded in the travel portal. For the remaining employees globally, calculated using an average intensity factor by headcount (MTCO$_2$e/headcount) for commuting that was based on publicly available data, as reported in their most recent sustainability (or equivalent) report for IBM, Infosys, and WiPro, as peer benchmarks, and the remaining headcount not using Cognizant's travel portal obtained from the HR system as of December 31.

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- WTT emissions associated with vehicular fuel (beginning in the 2023 reporting year) from travel were calculated based on vehicular travel activity as described within this footnote.

14. Related to GHG emissions from Scope 3, category 8: upstream leased assets:

- Third party data centers:

  – For 2019, 2020, and 2021:

    - Consumption was calculated based on contracted power, the share of power utilization provided by the partner data centers, and operating hours per year. Data centers operate 24 hours per day, 7 days per week, 365 days per year (366 days in 2020).

    - Where information was not available, calculated using:

      – For 2019 and 2020: An average intensity factor estimated based on the total emissions per third-party data center in 2021 and the number of third-party data centers in 2019 or 2020.

      – For 2021: The average contracted power, power utilization and days operating in the year of all other third-party data center sites where this information was available.

  – For 2022 and 2023:

    – Consumption was obtained from third-party invoices or vendors' reports.

    – Where consumption was not available, consumption was either:

      - Calculated based on contracted power, the share of power utilization provided by the partner data centers, and operating hours per year. Data centers operate 24

hours per day, 7 days per week, 365 days per year.

      - Estimated using the average consumption of all other third-party data center sites where consumption was available.

- Common areas:

  – For 2019: Calculated using the 2019 Global Real Estate Sustainability Benchmark (GRESB) intensity factor (kWh/square foot) for offices, and a common area ratio of 20% of the site's leased square footage.

  – For 2020: Calculated using an average intensity factor that was based on the total common area emissions per square foot in 2021 and the total square footage in 2020.

  – For 2021, 2022 and 2023: Calculated using usage obtained from landlords for certain sites in India. Cognizant used the India data to develop an average intensity factor for the common areas for all other sites, which was then multiplied by the site's square footage.

- T&D losses and WTT emissions associated with electricity from data centers and common areas at sites were calculated based on upstream leased assets activity as described within this footnote.

15. Related to GHG emissions from Scope 3, category 15: investments:

- Includes all minority investments where Cognizant (1) has less than 50% ownership and (2) either has voting rights or a seat on the board (that is not merely an observer position), but (3) does not have operational control of the entity.

- As investment portfolios are dynamic and change frequently throughout the reporting year, Cognizant uses December 31 as the fixed point in the reporting year to determine which investments to include in its emissions for the reporting year (i.e., minority investments owned as of December 31 are included in reporting). In the event that an investment was acquired or divested during the year, a pro rata share for the year has been applied.

- On February 13, 2023, Cognizant divested of an investment representing approximately 94% of the GHG emissions from investments in 2022.

- Calculated using a GHG emissions intensity factor by dollar calculated based on peer benchmarks, the revenue of the minority investment, and Cognizant's percentage ownership as of December 31 of the applicable reporting year.

16. Related to GHG emissions from Scope 3, category 7: work from home (WFH) (2023 only):

- For India, the Philippines, United Kingdom, and U.S.: Estimated based on employee survey data collecting the number of WFH working days and source of emissions used (e.g., electricity, natural gas) in 2022. Consumption was estimated by multiplying the average number of WFH working days by the headcount for these countries as obtained from the HR system as of December 31 and by the average "in use" power load per desk, allowance for lighting (electricity) throughout the year, and for the United Kingdom and U.S, average heating (natural gas) and cooling (electricity) demand sourced from EcoAct's *Homeworking emissions Whitepaper* published in 2020. Average cooling demand for India and the Philippines was sourced from the Energy *Informatics Investigation on air conditioning load patterns and electricity consumption of typical residential buildings in tropical wet and dry climate in India* research paper published in 2022.

- For all other countries: An average intensity factor by headcount (MTCO$_2$e/headcount) was calculated based on survey respondent data for the countries listed above and the remaining headcount globally as obtained from the HR system as of December 31.

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17. Emission factors applied by scope are as follows:

Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
Scope 1	Scope 1	United Kingdom (UK) Government GHG Conversion factors for Company Reporting (2019).	UK Government GHG Conversion factors for Company Reporting (2020).	UK Government GHG Conversion factors for Company Reporting (2021).	UK Government GHG Conversion factors for Company Reporting (2022).	UK Government GHG Conversion factors for Company Reporting (2023).
Scope 2	(Location-based)	*Grid electricity (including electricity from infra-managed data centers):* U.S.: U.S. EPA Emissions & Generated Resource Integrated Database (eGRID) 2018 factors by sub-region (2020). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2018). All other countries: International Energy Agency (IEA) Emission Factors (2019).	*Grid electricity (excluding infra-managed data centers):* U.S.: U.S. EPA eGRID 2019 factors by sub-region (2021). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2018). All other countries: IEA Emission Factors (2020). *Electricity from infra-managed data centers:* U.S.: U.S. EPA eGRID 2020 factors by sub-region (2021). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2021). All other countries: IEA Emission Factors (2021).	*Grid electricity (including electricity from infra-managed data centers):* U.S.: U.S. EPA eGRID 2020 factors by sub-region (2021). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2021). All other countries: IEA Emission Factors (2021).	*Grid electricity (including electricity from infra-managed data centers and electric vehicles charged offsite):* U.S.: U.S. EPA eGRID 2021 factors by sub-region (2023). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2022). All other countries: IEA Emission Factors (2022).	*Grid electricity (including electricity from infra-managed data centers and electric vehicles charged offsite):* U.S.: U.S. EPA eGRID 2022 factors by sub-region (2024). India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2023). All other countries: IEA Emission Factors (2023).

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
		Electricity purchased from property owners: UK Government GHG Conversion factors for Company Reporting (2019) for 100% mineral diesel.	*Electricity purchased from property owners:* UK Government GHG Conversion factors for Company Reporting (2020) for 100% mineral diesel.	*Electricity purchased from property owners:* UK Government GHG Conversion factors for Company Reporting (2021) for 100% mineral diesel.	*Electricity purchased from property owners:* UK Government GHG Conversion factors for Company Reporting (2022) for 100% mineral diesel.	*Electricity purchased from property owners:* UK Government GHG Conversion factors for Company Reporting (2023) for 100% mineral diesel.
		District heating and cooling: UK Government GHG Conversion factors for Company Reporting (2021).	*District heating and cooling, and electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2021).	*District heating and cooling, and electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2021).	*District heating and cooling:* UK Government GHG Conversion factors for Company Reporting (2022).	*District heating and cooling:* UK Government GHG Conversion factors for Company Reporting (2023).
(Market-based); Scope 2 (referencing market-based)		*Grid electricity (including infra-managed data centers):* Solar and wind energy purchased through power purchase agreements (PPAs) or energy contracts or through the property owner: Treated as zero emissions.	*Grid electricity (excluding infra-managed data centers):* Solar and wind energy purchased through PPAs or energy contracts or through the property owner: Treated as zero emissions.	*Grid electricity (including infra-managed data centers):* Solar and wind energy purchased through PPAs or energy contracts or through the property owner: Treated as zero emissions.	*Grid electricity (including infra-managed data centers):* Solar and wind energy purchased through PPAs or energy contracts or through the property owner: Treated as zero emissions.	*Grid electricity (including infra-managed data centers):* Solar and wind energy purchased through PPAs, or green tariffs, or energy contracts or through the property owner: Treated as zero emissions.
			Electricity (i) from infra-managed data centers and (ii) purchased from property owners, district heating and cooling, and electric vehicles charged offsite: Same as location-based factors.	European sites: AIB European Residual Mix 2020 v1.0 (last updated 2021).	European sites: AIB European Residual Mix 2021 v1.0 (last updated 2022).	European sites: AIB European Residual Mix 2022 v1.0 (last updated 2023).
		All other countries: Same as location-based factors.		All other countries: Same as location-based factors.	All other countries: Same as location-based factors.	All other countries: Same as location-based factors.
		Electricity purchased from property owners, and district heating and cooling: Same as location-based factors.		*Electricity purchased from property owners, district heating and cooling, and electric vehicles charged offsite:* Same as location-based factors.	*Electricity purchased from property owners, district heating and cooling, and electric vehicles charged offsite:* Same as location-based factors.	*Electricity purchased from property owners, district heating and cooling, and electric vehicles charged offsite:* Same as location-based factors.

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
Scope 3	Category 1: Purchased goods and services; Category 2: Capital goods; Category 4: Upstream transportation and distribution	*For thirty (30) of Cognizant's top suppliers by spend in 2019:* Based on publicly available data, as reported to CDP Climate Change for 2020, to create supplier-specific emission factors. Given the supplier specific emission factor is created from what is reported by the supplier, for certain suppliers, this did not include all cradle-to-gate emissions as is set forth in the GHG Protocol.	*For thirty (30) of Cognizant's top suppliers by spend in 2020:* Based on publicly available data, as reported to CDP Climate Change for 2020, to create supplier-specific emission factors. Given the supplier specific emission factor is created from what is reported by the supplier, for certain suppliers, this did not include all cradle-to-gate emissions as is set forth in the GHG Protocol.	*For thirty (30) of Cognizant's top suppliers by spend in 2021:* Based on publicly available data, as reported to CDP Climate Change for 2020, to create supplier-specific emission factors. Given the supplier specific emission factor is created from what is reported by the supplier, for certain suppliers, this did not include all cradle-to-gate emissions as is set forth in the GHG Protocol.	*For forty-three (43) of Cognizant's top suppliers by emissions in 2022:* (calculated using 2016 Quantis emission factors): Based on publicly available data as most recently reported to CDP Climate Change (as of May 2023) or sustainability (or equivalent) and corresponding Annual Report, to create supplier-specific emission factors. Given the supplier specific emission factor is created from what is reported by the supplier, for certain suppliers, this did not include all cradle-to-gate emissions as is set forth in the GHG Protocol.	*For ninety-nine (99) of Cognizant's top suppliers by emissions in 2023:* Based on publicly available data as most recently reported to CDP Climate Change (as of April 2024) or sustainability (or equivalent) and corresponding Annual Report, to create supplier-specific emission factors. Given the supplier specific emission factor is created from what is reported by the supplier, for certain suppliers, this did not include all cradle-to-gate emissions as is set forth in the GHG Protocol.
		For all other suppliers and spend categories: 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*For all other suppliers and spend categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*For all other suppliers and spend categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*For all other suppliers and spend categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*For all other suppliers and spend categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).
	Category 3: Fuel and energy related activities	*WTT for diesel, liquid petroleum gas, natural gas, gasoline, electricity:* UK Government GHG Conversion factors for Company Reporting (2019).	*WTT for diesel, liquid petroleum gas, natural gas, gasoline, electricity:* UK Government GHG Conversion factors for Company Reporting (2020).	*WTT for diesel, liquid petroleum gas, natural gas, gasoline, electricity, district heating and cooling and T&D losses for electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2021).	*WTT for diesel, liquid petroleum gas, natural gas, gasoline, district heating and cooling, and T&D losses for electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2022).	*WTT for diesel, liquid petroleum gas, natural gas, gasoline, district heating and cooling, and T&D losses for electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2023).
		WTT for district heating and cooling: UK Government GHG Conversion factors for Company Reporting (2021).	*WTT for district heating and cooling and T&D losses for electric vehicles charged offsite:* UK Government GHG Conversion factors for Company Reporting (2021).		*WTT for electricity:* UK: UK Government GHG Conversion factors for Company Reporting (2022).	*WTT for electricity:* UK: UK Government GHG Conversion factors for Company Reporting (2023).

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
					All other countries: The UK government stopped publishing WTT electricity emission factors for geographies outside of the UK in 2021. Using UK Government GHG Conversion factors for Company Reporting (2021) as a proxy.	All other countries: The UK government stopped publishing WTT electricity emission factors for geographies outside of the UK in 2021. Using UK Government GHG Conversion factors for Company Reporting (2021) as a proxy.
		T&D losses for electricity: IEA Emissions Factors (2019).	*T&D losses for electricity:* IEA Emissions Factors (2020).	*T&D losses for electricity:* IEA Emissions Factors (2021).	*T&D losses for electricity:* IEA Emission Factors (2022).	*T&D losses for electricity:* IEA Emission Factors (2023).
	Category 5: Waste generated in operations	Average GHG emissions intensity factor by headcount based on publicly available data, as reported to CDP Climate Change for 2020, for Infosys, as a peer benchmark.			Average GHG emissions intensity factor by headcount based on publicly available data, as reported in their most recent sustainability (or equivalent) report (as of May 2023), for Infosys and Wipro, as peer benchmarks.	Average GHG emissions intensity factor by headcount based on publicly available data, as reported in their most recent sustainability (or equivalent) report (as of April 2024), for Infosys and Wipro, as peer benchmarks.
	Category 6: Business travel	*Air and rail travel, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2019).	*Air and rail travel, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2020).	*Air and rail travel, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2021).	*Air and rail travel, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2022).	*Air and rail travel, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2023).
		Other business travel categories: 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*Other business travel categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*Other business travel categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*Other business travel categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).	*Other business travel categories:* 2023 U.S. EPA EEIO emission factors available from the U.S. EPA (cited April 2024).

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
	Category 7: Employee commuting	Average GHG emissions intensity factor by headcount for commuting based on publicly available data, as reported to CDP Climate Change for 2020, for three (3) similar companies, IBM, Infosys, and Wipro, as peer benchmarks.			Average GHG emissions intensity factor by headcount for commuting based on publicly available data, as reported in their most recent sustainability (or equivalent) report (as of May 2023), for IBM, Infosys, and WiPro, as peer benchmarks.	Average GHG emissions intensity factor by headcount for commuting based on publicly available data, as reported in their most recent sustainability (or equivalent) report (as of April 2024), for IBM, Infosys, and WiPro, as peer benchmarks. *Employee commuting, and associated WTT:* UK Government GHG Conversion factors for Company Reporting (2023).
	Category 8: Upstream leased assets	*Common area:*	*Common area and data centers:* GHG emissions intensity factor by location based on 2021 data (reported emissions and number of data centers).	*Common area and data centers:*	*Common area and data centers:*	*Common area and data centers:*
		Electricity: India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2019).		*Electricity:* India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power Sector (2021).	*Electricity:* India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power (2022).	*Electricity:* India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power (2023).
		U.S.: U.S. EPA eGrid 2018 factors by sub-region (2020).		U.S.: U.S. EPA eGrid 2020 factors by sub-region (2021).	U.S.: U.S. EPA eGrid 2021 factors by sub-region (2023).	U.S.: U.S. EPA eGrid 2022 factors by sub-region (2024).
		All other countries: IEA Emissions Factors (2019).		All other countries: IEA Emissions Factors (2021).	All other countries: IEA Emission Factors (2022).	All other countries: IEA Emission Factors (2023).
		T&D losses for electricity: IEA Emissions Factors (2019).		*T&D losses for electricity:* IEA Emissions Factors (2021).	*T&D losses for electricity:* IEA Emission Factors (2022).	*T&D losses for electricity:* IEA Emission Factors (2023).
		WTT for electricity: UK Government GHG conversion factors for Company Reporting (2019).		*WTT for electricity:* UK Government GHG conversion factors for Company Reporting (2021).	*WTT for electricity:* UK: UK Government GHG Conversion factors for Company Reporting (2022).	*WTT for electricity:* UK: UK Government GHG Conversion factors for Company Reporting (2023).

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
		Data centers: GHG emissions intensity factor by location based on 2021 data (reported emissions and number of data centers).			All other countries: The UK government stopped publishing WTT electricity emission factors for geographies outside of the UK in 2021. Using UK Government GHG Conversion factors for Company Reporting (2021) as a proxy.	All other countries: The UK government stopped publishing WTT electricity emission factors for geographies outside of the UK in 2021. Using UK Government GHG Conversion factors for Company Reporting (2021) as a proxy.
	Category 15: Investments	GHG emissions intensity factor by dollar calculated from an average emissions per dollar of revenue for a selection of IT & software development companies as reported to CDP Climate Change for 2020. Cognizant collected the 2019 Scope 1, Scope 2, and Scope 3 emissions for twenty-three (23) companies in the IT & software services industry, divided the emissions by the 2019 revenue for these companies to form an average GHG emissions intensity factor by dollar.			GHG emissions intensity factor by dollar calculated from an average emissions per dollar of revenue for a selection of IT & software development companies as most recently reported to CDP Climate Change (as of May 2023). Cognizant collected the 2021 Scope 1, Scope 2, and Scope 3 emissions for twenty-three (23) companies in the IT & software services industry, divided the emissions by the 2021 revenue for these companies to form an average GHG emissions intensity factor by dollar.	GHG emissions intensity factor by dollar calculated from an average emissions per dollar of revenue for a selection of IT & software development companies as most recently reported to CDP Climate Change (as of April 2024). Cognizant collected the 2022 Scope 1, Scope 2, and Scope 3 emissions for twenty-three (23) companies in the IT & software services industry, divided the emissions by the 2022 revenue for these companies to form an average GHG emissions intensity factor by dollar.
Scope 3 (optional category)	Category 7: Work from home	Not included in this management assertion.				*Natural gas:* UK Government GHG Conversion factors for Company Reporting (2023). *Electricity:* India: Government of India Ministry of Power Central Electricity Authority CO2 baseline database for the Indian Power (2023). U.S.: U.S. EPA eGrid 2022 factors by sub-region (2024).

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Scope	GHG Emissions Metric	Emission Factors for Reporting Year 2019	Emission Factors for Reporting Year 2020	Emission Factors for Reporting Year 2021	Emission Factors for Reporting Year 2022	Emissions Factors for Reporting Year 2023
						UK: UK Government GHG Conversion factors for Company Reporting (2023). All other countries: IEA Emission Factors (2023).

Energy consumption assessment criteria (unless otherwise indicated, the assessment criteria are applicable to each reporting year)

18. Direct and indirect energy include gigajoules of direct on-site renewable energy consumption, direct energy purchased, which is comprised of diesel, liquid petroleum gas, natural gas, and gasoline, and indirect energy purchased which is comprised of purchased electricity, district heating and cooling generated offsite, as well as electricity consumption by electric vehicles charged offsite, as applicable, for the respective reporting year.

19. The preparation of the energy consumption metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

20. Renewable electricity includes solar and wind energy purchased through PPAs, or green tariffs (2023 reporting year only), or energy contracts or through the property owner for use at sites in India. Non-renewable electricity includes electricity used at Cognizant sites and purchased a) from the grid, or b) from the property-owner for Cognizant's direct use on-site, electricity purchased from a property owner and generated through captive

diesel generators, and sites that house on-site data centers or Cognizant operated (infra-managed) data centers at sites in India. Refer to footnote 8 for more information.

21. Estimated energy consumption from the sources above account for approximately 66%, 31%, 22%, 10%, and 7% of reported total energy consumption for Scope 1 and 2 activities for the 2019, 2020, 2021, 2022, and 2023 reporting year, respectively.