



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Cognizant Technology Solutions Corporation and its affiliated U.S. entities ("Cognizant") are committed to Equal Employment Opportunity (EEO) and compliance with all U.S federal, state and local laws. Such laws prohibit employment discrimination on the basis of; age, sex, color, race, ethnicity, creed, national origin, religion, marital status, citizenship status, ancestry, sexual orientation, gender identity or expression, transgender status, affection preference, mental or physical disability (and medical condition, for employees in California), military veteran status, genetic information, pregnancy, or other characteristic protected by applicable U.S federal, state or local law ("Protected Category").

Our policies aim for the highest standards of fairness and equal opportunity, covering all personnel actions, but not limited to, hiring, promotions, compensation, benefits, transfers, layoffs, return from layoff, terminations, company-sponsored training, education, tuition assistance, and social and recreation programs. We are committed to compliance with all laws and regulations relating to equal employment opportunity, affirmative action and harassment.

Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination or any form of reprisal because they have (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law requiring EEO; (3) engaged in any activity that is protected by any Cognizant U.S. entity; (4) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; (5) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or (6) engaged in any other activity that is protected by any federal, state or local law.

Invitation to Self-identify

Employees may voluntarily disclose their sex, race, ethnicity, protected Veteran status, disability at any time via Cognizant's self-service portal. Applicants may self-identify during the application process. Applicants with disabilities are encouraged to email CareersNA2@cognizant.com for accommodations during the application process while internal associates are encouraged to contact NA Benefits for reasonable accommodations to perform a job for which they are otherwise qualified.

Local Affirmative Action Plans

The non-confidential portions of our U.S based Affirmative Action Plans are available for review by any employee or applicant for employment upon request, between 8:00 a.m.- 5:00 p.m. central time by contacting Abby Israel. Any applicant or employee should feel free to raise questions or concerns regarding our EEO/AA policies and practices to Abby Israel, HR NA Risk Advisory & Enterprise Programs; Abigail.Israel@cognizant.com.

A handwritten signature in black ink, appearing to read 'Becky Schmitt', is enclosed in a thin black rectangular border.

Becky Schmitt
Chief People Officer

May 2020