

# LEVELING



## the Playing Field for Women in Tech



Cognizant is committed to **advancing Diversity & Inclusion** in our workplace — creating a more “belonging” environment inside Cognizant.

One focus area is **supporting gender diversity**, and **leveling the playing field** for women in tech careers around the world.

We are proud of the strides we’ve made **over the past 18 months:**

**40%** of total Cognizant new hires — approximately **30,000** — were women.



# “100,000 strong”



**Women** now represent approximately **one-third of our global workforce.**

### MAKERS

At the 2019 MAKERS conference, Cognizant pledged to employ at least

# 100,000

women around the world by 2020.



This milestone was reached well ahead of our stated 2020 goal with **100,000 women**

in **48** countries.

### ACCELERATING GENDER DIVERSITY

in our leadership pipeline



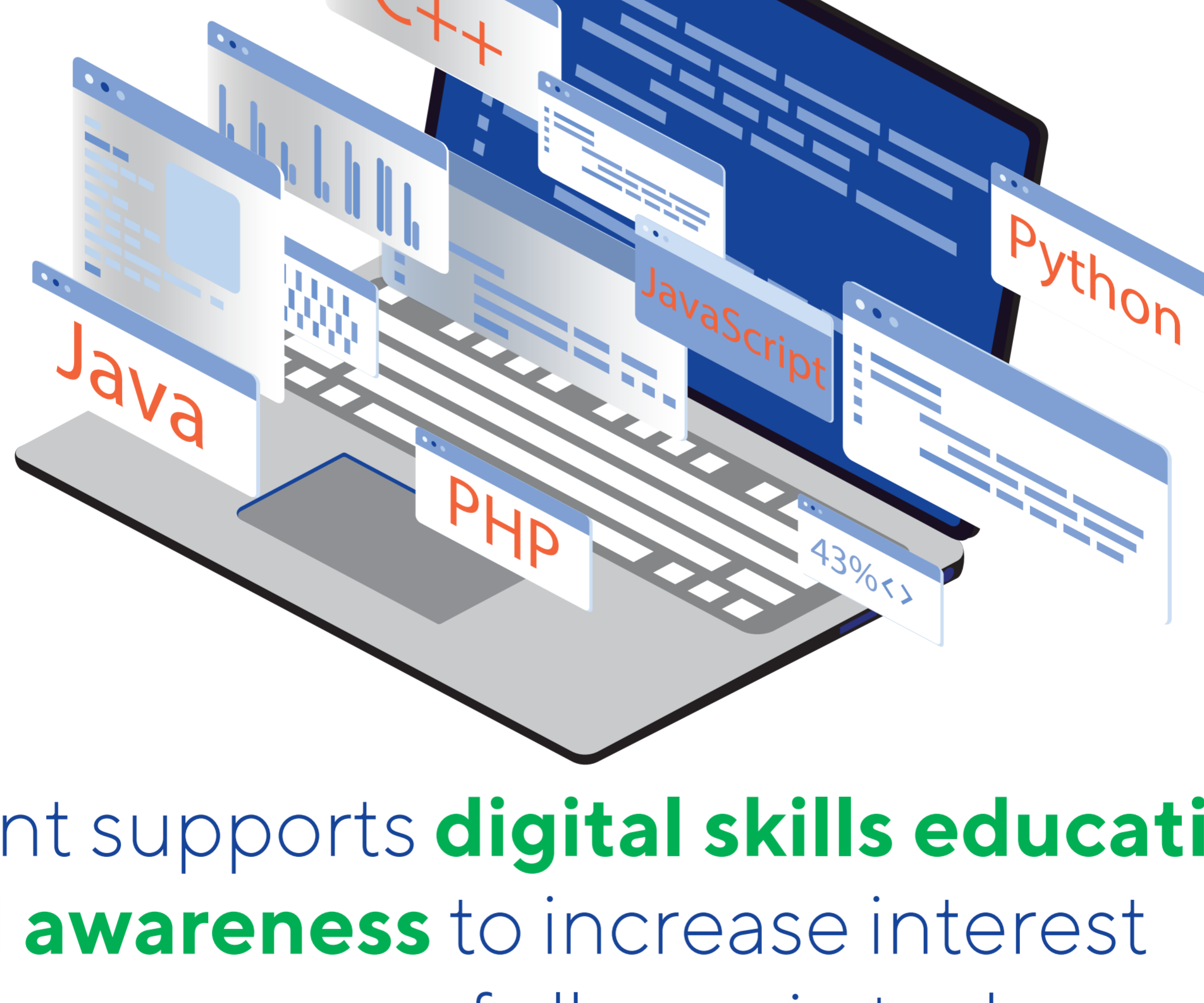
**400** women will graduate by December 2019 from “Propel,” our women’s global leadership development program **launched in 2018.**

### INVESTING IN WOMEN IN TECH

# \$4.1 million

grant to **National Center for Women & Information Technology (NCWIT)**

by the Cognizant U.S. Foundation in December 2018.



Grant supports **digital skills education and awareness** to increase interest among women of all ages in tech careers.

### PROMOTING GENDER PARITY



Focusing on governance:

Two women now serve on Cognizant’s Board of Directors, and **half of the Cognizant U.S. Foundation’s board of directors is female.**

*Forbes* names Cognizant to its list of **“America’s Best Employers for Diversity 2019”** and to **“Best Employers for Women 2018.”**

We’re **Completely Cognizant — Celebrating Inclusion. Advancing Diversity.**

To learn more about our commitment to creating a more diverse, inclusive and belonging workplace, visit us at [cognizant.com/diversityinclusion](http://cognizant.com/diversityinclusion).