



Global climate action plan

Cognizant Technology Solutions
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Introduction

This Climate Action Plan sets out our approach to reducing Greenhouse Gas (GHG) emissions, managing climate-related risks, and supporting client decarbonization, in line with our Net Zero ambition.

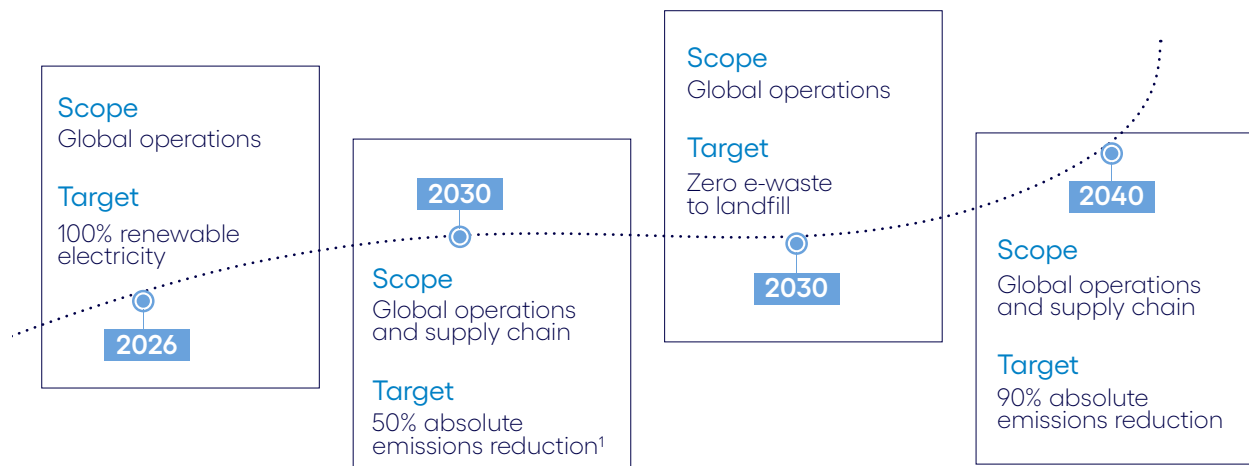
Governance and Board oversight

Cognizant embeds climate-related governance within its broader corporate governance structure. The Board's Governance & Sustainability Committee provides oversight over sustainability strategy, receives annual updates on emissions-reduction progress, and is committed to supporting our Net Zero ambition, drawing on the sustainability expertise from within the Governance & Sustainability Committee.

Climate risk governance is incorporated into Cognizant's global Enterprise Risk Management (ERM) program. Senior executives, including the Chief Ethics and Compliance Officer, implement climate initiatives and report progress to the Board and its committees.

Climate ambition and targets

Cognizant has set a net zero GHG emissions target for 2040. We prioritize absolute emissions reductions. Our targets are science-based, aligned with a 1.5°C pathway and validated by the Science Based Targets initiative (SBTi).



¹ The 2030 target reflects a 77% reduction in Scope 1 and 2 market-based emissions from direct operations and a 47% reduction in Scope 3 value chain emissions.

High-quality, credibly certified, carbon offsets are used only when further reductions are not physically or financially feasible.

GHG emissions performance

Cognizant follows the GHG Protocol and uses a 2019 baseline year. Current emissions data, including Scope 1, 2 and 3 performance, baseline figures, year-on-year progress and third-party limited assurance statements, are published annually in the Cognizant Sustainability and Corporate Citizenship Report and the Sustainability webpage.

GHG inventory covers:

- Scope 1: direct emissions
- Scope 2: location- and market-based
- Scope 3 categories: purchased goods and services (Cat. 1), capital goods (Cat. 2), fuel- and energy-related activities (Cat. 3), upstream transportation (Cat. 4), waste in operations (Cat. 5), business travel (Cat. 6), employee commuting (Cat. 7), upstream leased assets (Cat. 8), investments (Cat. 15)

Downstream transportation and distribution are excluded as Cognizant does not produce or distribute physical goods. Included gases are CO₂, CH₄, N₂O and HFCs; remaining Kyoto gases (SF₆, PFCs, NF₃) are not emitted or nonsignificant. Exclusions and methodology details are published on the Cognizant Sustainability webpage.

Carbon reduction initiatives

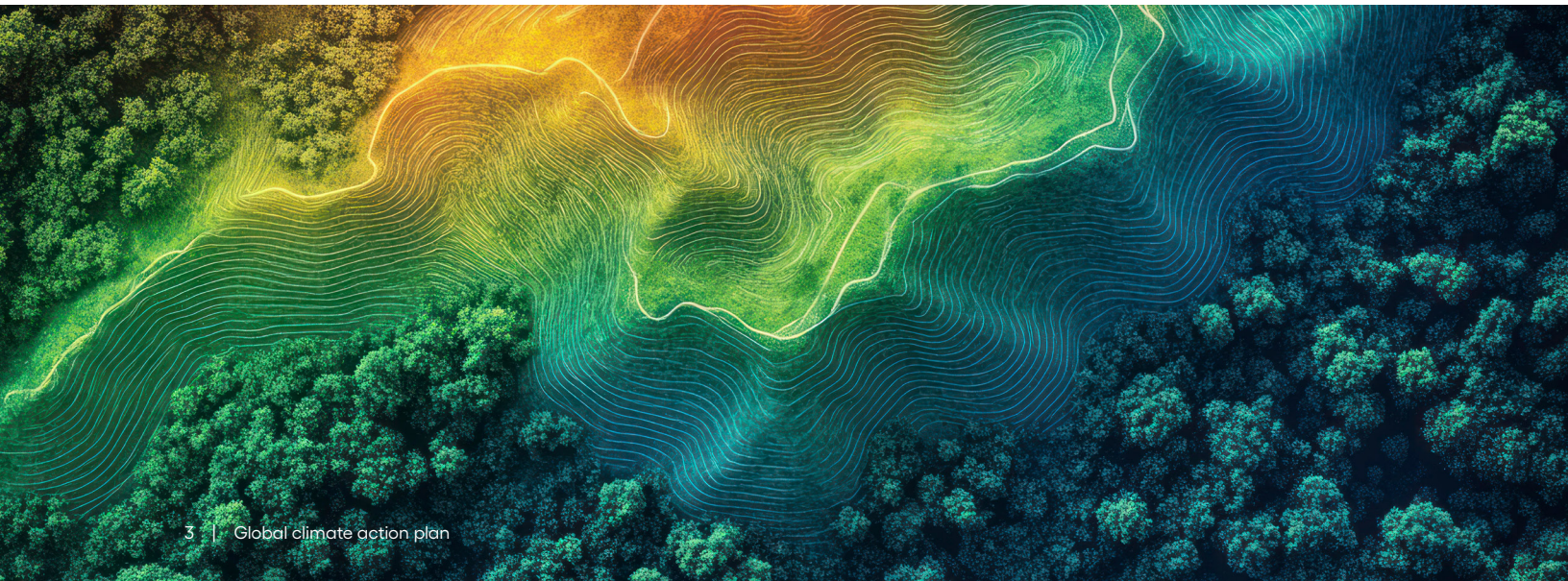
Our decarbonization strategy is implemented through six key initiatives:

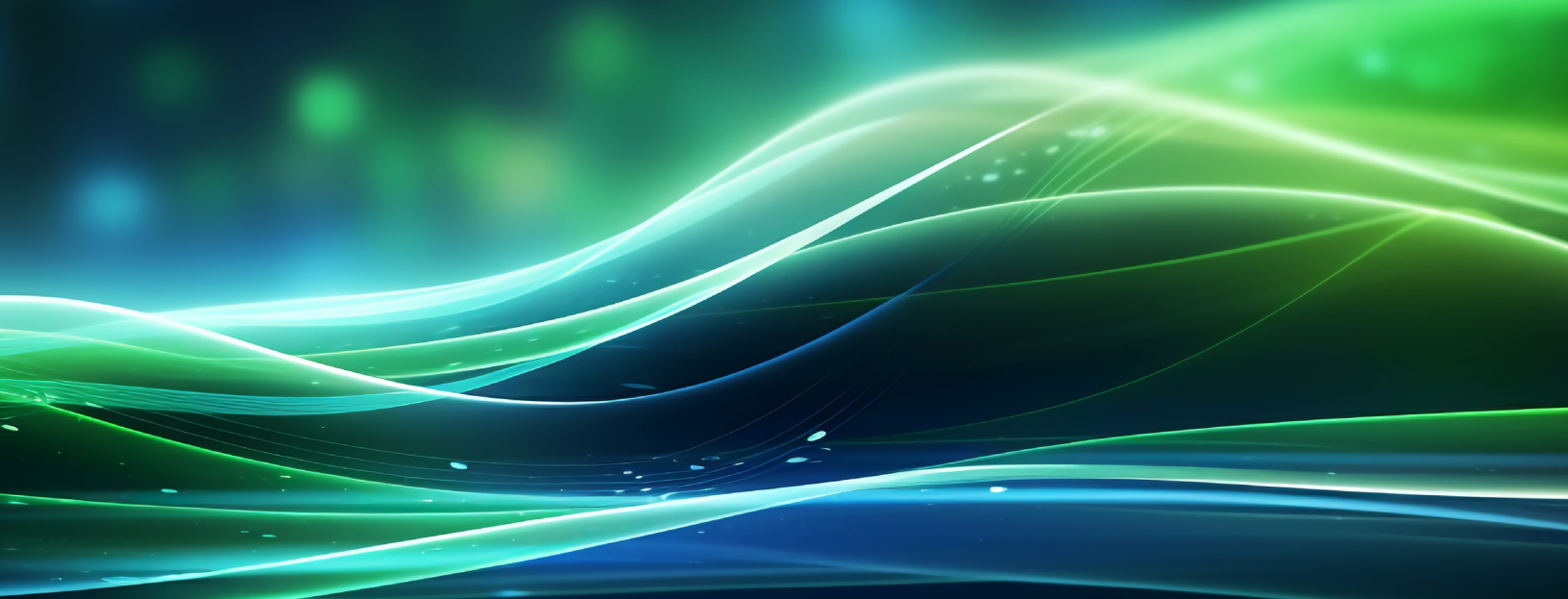
- Delivering on our renewable electricity sourcing goal
- Improving the energy efficiency of our offices and data centers
- Engaging our suppliers to set their own science-based emissions reduction targets
- Optimizing our approach to business travel and employee commuting
- Sourcing high-quality, credibly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

Renewable electricity sourcing

Cognizant is committed to 100% renewable electricity by 2026 through a diversified sourcing approach:

- Power Purchase Agreements (PPAs) for solar and wind-generated electricity at owned properties in Tamil Nadu and Maharashtra, India
- Onsite solar generation at properties in Tamil Nadu and Kerala
- Green tariff electricity procurement
- Landlord engagement for renewable sourcing at leased properties
- Energy Attribute Certificates (EACs)





Energy efficiency

We continue to improve energy performance across our facilities, prioritizing operations in India:

- Upgrading HVAC systems, including AI-based chiller plant automation piloted in Chennai and now scaling across additional owned facilities
- Server virtualization efforts to reduce energy demand
- Migrating workloads from internal data centers to cloud service providers
- Upgrading data center hardware

Business travel and commuting

Business travel, primarily air travel, is managed through carbon budgets, economy-class defaults, rail-over-air preferences and trip consolidation, with sustainable aviation fuel under exploration. For commuting, we operate EV fleets, pooled electric shuttles and EV charging at select offices, while flexible work arrangements support associates during extreme weather. Remote work emissions are factored into our broader emissions management approach.

Supply chain engagement

Our supply chain, driven by goods, services and capital goods procurement, is our largest emissions source. We address this by focusing on high-impact procurement areas, embedding climate clauses in supplier contracts, and requiring emissions reporting and science-based targets from key suppliers, a growing number of whom have now committed to them. Data on the proportion of key suppliers by spend that have set or committed to science-based targets is published annually in the Cognizant Sustainability and Corporate Citizenship Report.

Carbon offsetting

We intend to use carbon offsets for residual emissions from 2030. Cognizant's preference is to procure credits aligned with leading international standards such as the Gold Standard or the Verified Carbon Standard (VCS).

Climate training

Our associates play a critical role in delivering our net zero goal. Our enhanced global climate training program is available to all associates and covers climate and biodiversity science.

Climate risk strategy

Climate risk reporting follows the TCFD recommendations, covering physical risks from extreme weather and transition risks from the shift to lower-carbon economies. Risks are identified through stakeholder engagement and third-party expert review, prioritized via the ERM framework by likelihood, velocity and impact, and assessed across short (up to five years), medium (six–15 years) and long (16–30 years) timeframes.

Scenario analysis

Risks are assessed under three scenarios:

- Scenario 1—Orderly transition (1.5°C): high policy ambition aligned with the Paris Agreement
- Scenario 2—Disorderly transition (1.8°C): rapid, late-breaking policy action
- Scenario 3—Hothouse World (3°C): limited climate action, greatest physical risk stress test

Key priority risks and opportunities across these scenarios include:

- Physical risks (3°C): extreme weather, heatwaves and flooding affecting property, operations and associate well-being
- Transition risks (1.5°C): reputational exposure from unmet commitments, rising low-emission technology costs and increasing client expectations
- Technology risks (3°C): power disruption from extreme weather events
- Opportunities (1.5°C): growing demand for climate solutions, sustainable technologies and energy efficiency services

Climate risk management and business continuity

Climate risks are assessed quarterly through the global ERM program and via annual Facilities All Hazards Risk Assessments (FAHRA), using IPCC Interactive Atlas and WRI Water Risk Atlas data. High-rated risks are escalated to the Audit Committee, with mitigation actions tracked through a risk scorecard. ISO 22301-certified delivery centers span India, North America, Latin America, the EU and Asia-Pacific.

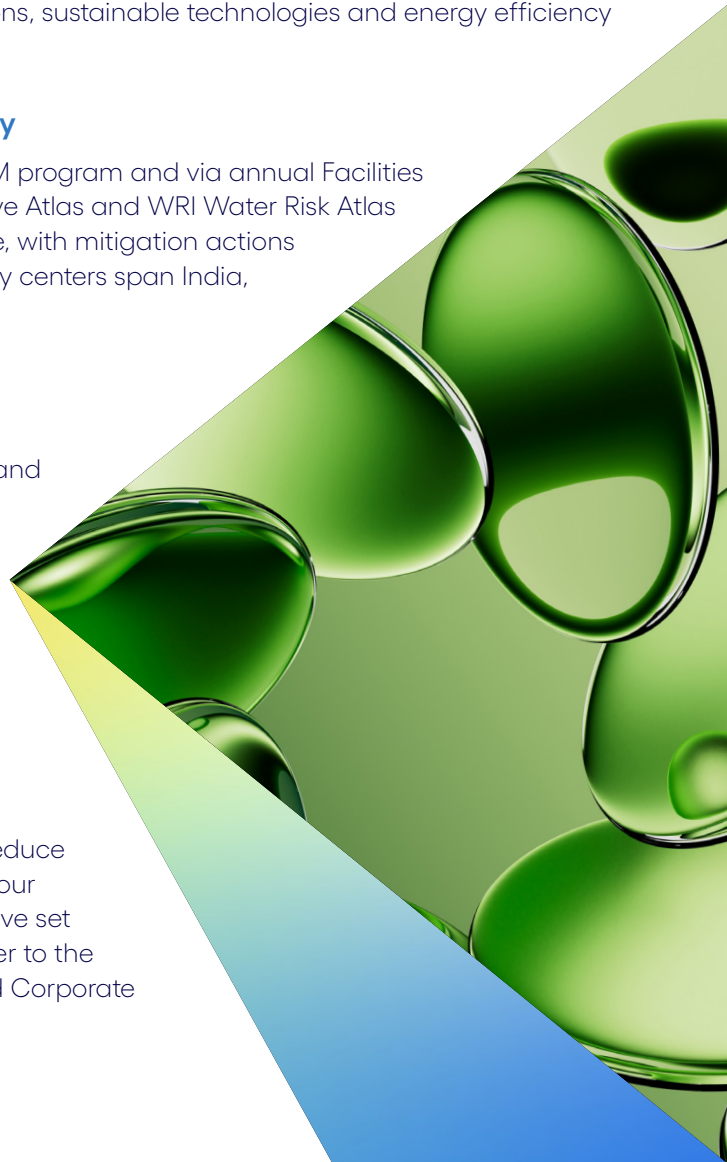
Environmental management system

Cognizant holds ISO 14001 certification for environmental management and ISO 45001:2018 for occupational health and safety, covering most global facilities.

For further details, refer to the Climate Risk section of the Cognizant Sustainability and Corporate Citizenship Report.

Nature impacts

Cognizant's nature-based impacts generally fall into two categories: water consumption and waste generation. We have undertaken initiatives at our owned facilities to help reduce water withdrawal. Given that Cognizant is an IT company, our primary focus for waste management is on e-waste. We have set a goal of zero e-waste to landfill by 2030. For full details, refer to the Nature Impacts section of the Cognizant Sustainability and Corporate Citizenship Report.



Low-carbon products and services

Cognizant is expanding its portfolio of climate-aligned and low-carbon digital solutions that help clients reduce emissions, enhance energy efficiency and build climate resilience.

For further details, refer to the Sustainability Services section of the Cognizant Sustainability and Corporate Citizenship Report.

Reporting and disclosure

This plan is published alongside the following disclosures:

- Cognizant Sustainability and Corporate Citizenship Report (GRI 2021, SASB, TCFD)
- CDP Climate Change questionnaire
- EcoVadis Environment assessment

Full methodologies, emission factors and the Report of Independent Accountants are published in the Cognizant Sustainability and Corporate Citizenship Report and the Sustainability webpage

Review cadence

This plan is reviewed periodically and updated in response to regulatory, strategic or operational changes. The emissions data in the Sustainability and Corporate Citizenship Report is updated annually.

Version history

Revision date	Description of change	Approval
May 12, 2026	Initial publication	Governance & Sustainability Committee



Cognizant (Nasdaq: CTSH) is an AI Builder and technology services provider, building the bridge between AI investment and enterprise value by building full-stack AI solutions for our clients. Our deep industry, process and engineering expertise enables us to build an organization's unique context into technology systems that amplify human potential, realize tangible returns and keep global enterprises ahead in a fast-changing world. See how at www.cognizant.com or [@cognizant](https://twitter.com/cognizant).

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