



Modern Slavery Statement

FY 2025

Introduction

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015, section 14 of the Australian Modern Slavery Act 2018 (Cth) and the Norwegian Transparency Act 2022 (the Statement). The Statement constitutes the joint modern slavery and human trafficking statement for Cognizant Worldwide Limited (CWW), Cognizant Technology Solutions Australia Pty Ltd (CTS Australia), Cognizant Technology Solutions Norway AS (CTS Norway) and Cognizant Oil and Gas Consulting Services Norway AS (CO&G Norway) for the financial year ending December 31, 2025. The ultimate parent entity of CWW, CTS Australia, CTS Norway, CO&G Norway and all other entities within the group is Cognizant Technology Solutions Corporation (CTS Corporation), a Delaware corporation listed on the Nasdaq Global Select market in the US. CTS Corporation, including all its subsidiaries, is collectively referred to as Cognizant.

Business Operations

Cognizant is one of the world's leading professional services companies, transforming clients' operating and technology models for the digital era. CWW and CTS Australia are the primary contracting entities for Cognizant's UK and Australian businesses respectively. CTS Norway and CO&G Norway form part of CWW's supply chain for Norwegian clients. Cognizant entities may utilize the services of other group companies from around the globe, in particular, use of Offshore Delivery Centers (ODCs) in India, Malaysia and the Philippines. ODCs are an essential part of Cognizant's supply chain as they allow us to provide cost effective services, access to global talent and capability, as well as 24/7 worldwide support to clients regardless of geographic location. Cognizant had approximately 351,600 employees worldwide as of December 31, 2025.

Cognizant is fundamentally a "people business." We do not manufacture any tangible products for direct sale, nor do we usually directly procure tangible products for clients. As an exception to this, Cognizant may enter into software and hardware resale or licence agreements for clients. We monitor this continuously and, in our view, such arrangements do not have a material effect on the level of our exposure to the risk of violations of fundamental human rights and decent working conditions. Where a client requires services to be provided offshore, these activities are generally carried out by other entities in the Cognizant corporate group rather than being performed directly or contracted out.

Cognizant's supply chain relationships include, but are not limited to, suppliers of the following goods and services: Admin and infrastructure, corporate security, financial services, human resources, information technology, learning and development, professional services, sales and marketing services, and travel and global mobility.

Modern Slavery, Human Trafficking, Forced Labor and Child Labor Position

Cognizant opposes all forms of slavery, human trafficking and forced labor in its operations and the operations of its suppliers. Cognizant's management of modern slavery risks falls within its overall approach to protecting human rights and equal opportunity and upholding business ethics.

Alignment with External Initiatives

In February 2021, Cognizant joined the United Nations Global Compact (UNGC), a worldwide network of companies and non business participants that are committed to building a sustainable future. In October 2021, we deepened our commitment by joining the United Nations Global Compact Network India (UN GCNI), a country-level leadership platform for strengthening sustainable business practices. Our commitment to membership of the UNGC/UN GCNI demonstrates our focus on the UNGC's Ten Principles including supporting the protection of human rights and ensuring that we are not complicit in human rights abuses. In keeping with these principles, we also shape our sustainability initiatives to support a number of the United Nations Sustainable Development Goals (UN SDGs), and report regularly on our progress toward their achievement.

In 2025 and 2026, we were recognized by Ethisphere as one of the World's Most Ethical Companies further demonstrating our commitment to integrity, trust and transparency. When assessing nominees, Ethisphere evaluates human rights through the "Social" and "Corporate Citizenship" pillars of their proprietary Ethics Quotient® survey. These criteria require companies to prove they actively protect fundamental rights across their entire enterprise and supply chain.

Governance and Oversight

The Ethics and Compliance (E&C) team is responsible for owning and driving the Modern Slavery program and providing assurance to the Board of Directors with respect to Cognizant's modern slavery risks. Our Chief Ethics & Compliance Officer (CECO) leads the E&C program, and accordingly the Modern Slavery program, reporting directly to our General Counsel. Additionally, the CECO has an independent reporting line to the Audit Committee of the Board of Directors. The Audit Committee is responsible for the review and evaluation of the company's compliance program, enterprise risk management, and management of third parties and contractual risks.

Policies and Practices

Cognizant's goal is to engineer modern businesses to improve everyday life. We do this based on three key ethical principles:

1. We earn trust by continually striving to be a trusted business partner, following not just the letter but the spirit of the law and incorporating ethical standards into our day-to-day business activities
2. We respect people and the environment by being committed to a safe and healthy work environment and good corporate citizenship
3. We live up to our responsibilities by committing to doing business ethically and being accountable to each other and our stakeholders, from making sound financial choices to safeguarding information and assets

Cognizant's Code of Ethics (Code) sets out our core values, builds on the key principles mentioned above and emphasizes the standards of conduct that we expect from managers and associates to ensure that they promote our culture of integrity. The Code serves as a roadmap to Do the Right Thing, one of our core values.

Our Code is publicly available and 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**).

Our Code requires that Associates must be committed to upholding Cognizant's core values and highlights Cognizant's focus on respecting people and the environment. Specifically in relation to labor practices, we uphold human rights in all our global operations. All Associates worldwide are entitled to fair wages and hours, consistent with local laws and are entitled to work in an environment free from discrimination. Cognizant 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.

In support of our Code and our principle of Respecting People and the Environment, we have a number of corporate policies and supply chain management policies which include:

- Our Human Rights Policy, most recently enhanced in July 2025, commits Cognizant to respect internationally recognized human rights, align with the UN Declaration of Human Rights and International Labour Organisation's principles, comply with local law and expect suppliers, business partners and clients to uphold similar standards. Key expectations include preventing human trafficking and forced or child labor, maintaining safe and healthy workplaces, protecting freedom of association, ensuring fair and non discriminatory employment practices and treating all individuals with dignity and respect. It also contains detailed requirements on responsible AI, governance, training and modern slavery.

- Our Whistleblower and Non-Retaliation Policy supports a speak-up culture by encouraging concerns to be reported confidentially, and anonymously where permitted, through designated channels including the Ethics & Compliance Helpline. Cognizant prohibits retaliation, investigates reports through trained personnel and requires associates to escalate concerns promptly rather than handling them independently.
- Our Supplier Diversification Policy supports a resilient, competitive, and innovative supply chain by broadening the supplier base while maintaining procurement standards, delivering value to clients and communities, and requiring alignment with Cognizant's Supplier Standards of Conduct. Supplier selection remains based on business criteria such as competitiveness, value, performance, and, where relevant, third-party certification.
- Our Supplier Standards of Conduct, updated in Q1 2026, apply across our supplier base and require compliance with anti discrimination, child labor and forced labor prohibitions, responsible recruitment, no worker-paid recruitment fees, health and safety standards, fair wages and working hours, freedom of association, respect for human rights, and responsible sourcing practices. Suppliers are expected to cascade similar standards to relevant subcontractors and next-tier suppliers where appropriate.

These standards are incorporated into supplier agreements and are mandatory. Cognizant may monitor compliance through documentation reviews, audits, and fact-finding inquiries, and suppliers are expected to cooperate. Failure to meet these requirements may result in corrective action, up to and including termination of the supplier relationship.

Risk Assessment and Management

We assess our overall risk profile using external data indices and sources, including the Global Slavery Index and the World Bank Governance Indicators. We focus on various risk factors such as geographical location of our operations and our supply chain and the sectors in which our suppliers operate within. Our risk assessment to date has focused on our tier 1 supply chain; however, we are continuously looking to improve our risk assessment methodology including its possible expansion to include further tiers of our supply chain. Due to the nature of the industry in which Cognizant operates, at a high level, the risk of modern slavery being present within our sphere of influence is lower than in some other industries. However, we remain vigilant in applying procedures to ensure modern slavery is not occurring in our operations or our supply chain, focusing on those areas of greater risk.

Within our own operations, the relative risk of exposure to modern slavery practices is higher with respect to ODCs compared with Cognizant's operations in the UK, Australia and Norway. This may in part be attributable to the higher level of legal protections and regulatory enforcement mechanisms within those countries, relative to other countries in the Asia-Pacific region where some of Cognizant's ODCs are located. For example, India and the Philippines are identified as higher-risk countries under the OECD Guidelines for Multinational Enterprises and the Global Slavery Index.

Baseline reviews across our organization have been conducted to identify Cognizant's higher-risk purchase activities and therefore our high-risk suppliers. Generally, the greatest risk of potential exposure to modern slavery practices arises through the purchase of office consumables (e.g., food and stationery), cleaning and security services arranged by building owners or facility managers of premises occupied by Cognizant and outsourced printing.

Due Diligence

Cognizant undertakes targeted modern slavery due diligence across tier 1 of our global supply chain. Risk-based modern slavery due diligence is included as part of our supplier onboarding process and Cognizant annually reassesses suppliers deemed to have a high risk of modern slavery. We continue to review the appropriate scope of our mapping efforts within our global supply chain, as well as the depth of the due diligence itself.

All new suppliers are reviewed based on their inherent risk profile. Cognizant leverages publicly available globally recognized slavery risk indices to assign country and purchase commodity-level risk to suppliers, which determines the appropriate due diligence to perform on relevant suppliers. For those suppliers that are deemed to be of higher risk—for example, because they provide labor-intensive goods or services in countries of high incidence of modern slavery or child labor—Cognizant carries out a detailed questionnaire-based review. The questionnaire requires suppliers to provide information regarding the practices they have implemented within their own organization as well as their supply chains to prevent and detect modern slavery, and to upload evidence of their policies, procedures and processes. The questionnaire includes questions such as whether the suppliers have taken any steps to eliminate acts of modern slavery from their own organizations and supply chains and, if so, what those steps are.

Those suppliers that do not submit sufficient evidence of their program to address modern slavery and provide assurance to the level of Cognizant's satisfaction, may be prevented from doing business with Cognizant.

We continue to reassess and enhance our due diligence process on a periodic basis.

Awareness and Training

All our tenured Associates are required to undertake our mandatory Code of Ethics training on an annual basis. New Associates are required to undergo mandatory training within 30 days of joining. To date, specific modern slavery training takes place for targeted high-risk functions and/or regions. For example, this training takes place annually for all CTS Australia personnel. In 2026, Cognizant is implementing a modern slavery component within our mandatory Code of Ethics training to ensure all Associates globally are aware of what modern slavery is, how to avoid it, and how to report any suspicion of modern slavery. Rolling out this training globally is particularly important to raise awareness within our ODCs, rather than principally focusing on targeted high-risk functions and/or regions as has been done in the past.

In addition, raising awareness within our tier 1 suppliers has also been a focus in 2025. By updating our Supplier Standards of Conduct, we are highlighting to our supply chain our requirement that suppliers align with our human rights standards as well as their obligation to report any suspected or known breaches of the legislation to our Ethics & Compliance Helpline.

Assessment and Monitoring

Cognizant assesses the effectiveness of its modern slavery control measures incorporated within its processes against best practices set out by external bodies and our supporting external counsel. Cognizant reserves the right to monitor and audit each Supplier's compliance with the Supplier Standards of Conduct, and accordingly their compliance with our modern slavery requirements.

At the time of preparing this statement, Cognizant has not been charged with or convicted of any criminal offences relating to modern slavery or slavery-like practices. Neither

have concerns relating to slavery or human trafficking within Cognizant's operations or supply chain been raised through our Ethics & Compliance Helpline. As such, we have not had to initiate any remediation action to rectify the effects of any modern slavery practices in our operations or supply chains. Our Whistleblowing and Non-Retaliation Policy provides the foundation for our whistleblowing and investigations process. Any suspected or known incidence of modern slavery would be reviewed, investigated and, where substantiated, remedial actions put in place. This process would be followed whether the concerns were raised from within our own organization or from our business partners, including our supply chain.

Raising Concerns

We encourage our Associates and business partners, including suppliers, to raise ethical and legal concerns, including potential human rights issues, by providing various channels to do so confidentially, and, where allowed by law, anonymously. As set out in our Whistleblowing and Non-Retaliation Policy, we have zero tolerance for retaliation. Cognizant's Ethics & Compliance Helpline is accessible by phone or web, allowing individuals to raise concerns 24 hours a day, 7 days a week. Information provided through the Helpline is documented in detail and forwarded to the Helpline Office. Our Chief Ethics & Compliance Officer can also be contacted directly on email: chiefcomplianceofficer@cognizant.com or by mail: Cognizant Technology Solutions, Attn: Chief Ethics & Compliance Officer, Glenpointe Centre West, 300 Frank W. Burr Boulevard, Suite 36, 6th Floor Teaneck, New Jersey 07666 USA.

Continuous Improvement

Cognizant will continue to work actively to limit risk of violations of fundamental human rights and decent working conditions in our own business and supply chains. We will continue to monitor the effectiveness of our actions against modern slavery and human trafficking, striving to activate new measures to support our zero-tolerance stance on modern slavery. Our proposed next steps include:

Awareness and training: The continued education and dialogue with our new and tenured associates on the issues and implications of modern slavery.

Risk assessment: Leveraging third party risk intelligence to ensure a proportionate and appropriate risk-based approach to our risk mapping and our identification of high-risk suppliers and aligning to best practices.

Due diligence: The continued reassessment of our high-risk suppliers to review compliance with our standards and expectations in respect of modern slavery and the introduction of new contractual requirements for high-risk suppliers.

Consultation

In previous reporting periods, Cognizant has provided individual modern slavery statements for each of CWW, CTS Australia, CTS Norway and CO&G Norway. All previous modern slavery statements are located on this webpage: [Sustainability and Corporate Citizenship | Cognizant](#). We confirm that any subsidiary entities of the above companies were consulted while preparing this statement.

In drafting the report for 2025, relevant stakeholders in each company were consulted to ensure accuracy of the report. The board of directors of each of the companies listed above has reviewed and approved this statement to be signed on their behalf by a director and has confirmed that the information in this statement is accurate as of that date.

In accordance with relevant local laws, this statement shall be published on the relevant country home websites, the Sustainability and Corporate Citizenship page and with relevant registries as required. Any queries regarding our statement can be directed to ChiefComplianceOfficer@cognizant.com.

Signed by:

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