



United Kingdom

Our approach to tax

Integrity, compliance with laws, ethical behaviour, and good conduct are central to our values and our approach to tax.

Cognizant is committed to:

- Acting in accordance with applicable tax law in all jurisdictions in which we operate.
- Maintaining an open and constructive working relationship with tax authorities.
- Supporting efforts to increase trust and understanding of the tax system.
- Ensuring effective tax management processes and controls.

Scope

This document applies to Cognizant Worldwide Limited and other UK companies (referred collectively as “Cognizant UK”) which are direct or indirect subsidiaries of Cognizant Technology Solutions Corporation (“CTSC”). CTSC and its consolidated group of companies, including Cognizant UK, are referred to herein as “Cognizant”.

This document has been published in accordance with paragraphs 16(4) and 20(1) of Schedule 19 to the Finance Act 2016. It covers both direct and indirect taxes, including corporate tax, PAYE and VAT, and relates to the financial year ended 31 December 2024.

Governance

Cognizant is committed to responsible corporate behaviour and as such maintains internal governance policies to support its tax control framework. Our goal is to ensure that we comply with all applicable tax laws. All tax returns and payments are expected to be submitted to the respective tax authorities by the applicable deadlines.

At Cognizant, the global tax team is part of the finance function and reports to the Chief Financial Officer (CFO) of CTSC. The CFO receives frequent updates throughout the year from the tax team. Cognizant's Group Head of Tax leads a team of experienced tax professionals, who hold a combination of accounting, tax and legal qualifications, based predominantly in the USA, UK, India and Singapore.

Management of tax risk

In an increasingly complex international business environment, some degree of risk and uncertainty is inevitable. Cognizant manages risks in a proactive manner and seeks to minimise risk. In the event of uncertainty regarding interpretation of a tax law, Cognizant may seek specialist advice to ensure the correct application of the law.

Cognizant manages tax risks and compliance with tax laws through people, processes, controls and systems. In situations where, despite our best efforts, a tax risk is identified, Cognizant's governance procedures require its escalation and prompt notifications to the appropriate senior personnel.

Tax planning

Cognizant may consider different tax outcomes when deciding how to structure commercial transactions. Cognizant never willfully engages in any tax

arrangements that go against the intent of tax laws in any of the jurisdictions in which it operates. Tax decisions are always made with sound judgment, in the context of the substantive business transactions with which they are concerned and in full compliance with applicable laws in the UK and all other relevant jurisdictions.

Cognizant's tax positions and reporting reflect the business activities undertaken in the UK and elsewhere. Cognizant does not enter into artificial, contrived or abusive tax arrangements, nor do we seek to exploit shortcomings within the relevant law in order to reduce its liability to UK, or any other jurisdiction.

Transparency

We support and comply with initiatives to increase trust and understanding of the tax system and improve transparency on taxation matters.

Cognizant does not engage in, nor tolerate, any form of behaviour that facilitates the evasion of tax, whether in the UK or in any other jurisdiction. Cognizant is also committed to ensuring that it has procedures in place at all times aimed at preventing tax evasion by anyone acting on its behalf.

Engagement with tax authorities

Given the increasing complexity of tax laws and regulations around the world, local tax authorities may challenge some of the judgements which Cognizant has made or our interpretation of local tax law. We therefore believe in an open, proactive and cooperative dialogue with tax authorities to ensure agreement on interpretation of law. We will be transparent in all our dealings with tax authorities and other regulators.

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Cognizant (Nasdaq-100: CTSH) engineers modern businesses. We help our clients modernize technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Together, we're improving everyday life. See how at www.cognizant.com or @Cognizant.

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