



Carbon reduction plan

Commitment to achieving Net Zero emissions

Introduction

Cognizant welcomes and supports the UK government's commitment to addressing climate change, including through its world-leading efforts to reduce emissions through the procurement of major UK government contracts. Cognizant looks forward to delivering our Net Zero GHG emissions goal in line with the UK Government's targets as set out in the climate change act 2008 (as amended in 2019), the Procurement Policy Note (PPN) 06/21 and Procurement Policy Note (PPN) 016 (updated in February 2025).

Net Zero commitment

Cognizant is adopting a science-based approach to global Net Zero GHG emissions reduction target-setting. This means that we are aligned with the need to ensure global temperature increases do not exceed 1.5 degrees Celsius. Our Goal includes the following key targets for GHG emissions reduction:

- **2030:** 50% reduction in gross emissions arising from our global operations and supply chain
- **2040:** 90% reduction in gross emissions arising from our global operations and supply chain

We have adopted a philosophy of prioritizing absolute emissions reduction, relying on carbon offsets only when further emissions reduction is physically or financially unachievable. From 2030, we will compensate for emissions that we have been unable to avoid by purchasing high quality, credibly certified carbon offsets.

Executive summary

Cognizant is committed to achieving Net Zero emissions in the UK and globally by 2040. Cognizant will do this through our Net Zero Goal. In line with best practice, our Net Zero Goal:

- Is science-based
- Is third-party validated by the Science Based Targets Initiative (SBTi)
- Uses the Greenhouse Gas (GHG) Protocol accounting standards¹
- Is based on GHG emissions limited assured by our auditor of record
- Includes Kyoto protocol gases reported in units of carbon
- Is inclusive of the Scope 1, Scope 2 and select Scope 3 emission categories required by the technical standard for completion of carbon reduction plans which accompanies the PPN ("Technical Standard")

Supplier Name: Cognizant Worldwide Limited

Publication Date: 30 June 2025

Baseline emissions footprint

Baseline emissions are a record of the emissions that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. Cognizant has chosen to use 2019 as the baseline year for its global Net Zero Goal.

Baseline year: 2019

Additional details relating to the baseline emissions calculations

Cognizant seeks to treat emissions data with rigorous governance. Cognizant’s global 2024 GHG emissions data can be accessed through our annual Global Sustainability & Corporate Citizenship Report². This data has been assured by our auditor of record, PwC, through a limited assurance process.

As required by the technical standard, the reported data for this carbon reduction plan has been established by completing a carbon footprint for Cognizant’s GHG emissions from sources in the UK.

Cognizant’s 2024 GHG emissions reporting does not contain the following Scope 3 emissions requested in the Technical Standard:

Scope 3 emissions type	Exclusion explanation	Future reporting
Downstream transportation & distribution.	Cognizant is a services company and does not manufacture any physical goods. For this reason, Cognizant does not have Scope 3 emissions associated with downstream transportation and distribution of physical goods.	As a services company, we have no immediate plans to report on downstream transportation and distribution in the immediate future.

We will keep the Scope 3 emissions referenced above under review and where applicable these emissions will be included for the reporting year 2024 and future reporting years.

Baseline year UK emissions

Reporting year: 2019	Emissions TOTAL (tCO ₂ e)
Scope 1	27
Scope 2	427 (market based)
Scope 3 (included sources)	14,215 Purchased goods and services Capital goods Fuel and energy related activities (FERA) Business travel Employee commuting Upstream leased assets Upstream transportation and distribution Waste generated in operations Investments
Total emissions	14,669 (market based)

Current UK emissions reporting

Reporting year: 2024	Emissions TOTAL (tCO ₂ e)
Scope 1	0 (zero) ³
Scope 2	263 (market based)
Scope 3 (included sources)	8,313 Purchased goods and services Capital goods Fuel and energy related activities (FERA) Business travel Employee commuting Upstream leased assets Upstream transportation and distribution Waste generated in operations Investments
Total emissions	8,576 (market based)

Carbon reduction initiatives

Cognizant has developed a global approach to emissions reduction which includes emissions generated in the UK. Our plan for decarbonization and the delivery of our Net Zero Goal will be implemented through:

- Delivering on our renewable electricity sourcing goal
- Improving the energy efficiency of our offices and data centres
- 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
- Creating a climate competent workforce

Renewable electricity sourcing

Cognizant has committed to achieving 100% renewable electricity sourcing for its operations by 2026. In 2024, 46% of the electricity we consumed globally came from renewable sources. Our renewable electricity sourcing plan is based on:

- Power Purchase Agreements (PPAs) with developers to source solar and wind-generated electricity for the properties that we own in Tamil Nadu and Maharashtra, in India
- Onsite solar power generation for our properties in Tamil Nadu and Kerala
- Procuring electricity on a green tariff
- Engaging landlords to source renewable electricity where we lease property
- Purchasing Energy Attribute Certificates (EACs)

Energy efficiency

We are working to improve the energy performance of our facilities, prioritizing our operations in India. Our focus has been on upgrading our heating, ventilation and air conditioning (HVAC) systems. This includes the pilot implementation of an AI-based chiller plant operation automation at a facility in Chennai. This initiative is now being expanded and scaled across additional owned facilities.

Over 60% of the office space we own in India is Leadership in Energy and Environmental Design (LEED) certified for new construction by the India Green Building Council (IGBC).

We are also driving energy efficiency across Cognizant's IT infrastructure. Our focus is on:

- Moving from physical to virtual servers, which reduces energy demand. By 2024, 79% of our servers have been virtualized.
- Continuing the migration of workloads from Cognizant's internal data centres to cloud service providers
- Upgrading hardware in our data centres. We achieved a weighted average Power Use Effectiveness (PUE) of 1.84 for our two largest data centres in Chennai and Pune

In the UK, we typically occupy multi-tenanted facilities and so are generally reliant on our landlords for minimizing energy consumption. We are focused on ensuring the following:

- Computer monitors that turn off when not in use; coffee machines and the hot water from water fountains that are turned off over weekends
- Efficient use of lighting using our Zen system which turns off lighting if no movement is detected in a zone for 20 minutes
- Fan Coil Unit (FCU) fans that are auto controlled for maximum efficiency
- Air conditioning units that only operate during business hours
- Server rooms that are held at +/- 21 °C

Our office in Bishopsgate, London has achieved:

- BREEAM2⁴ Outstanding in the Refurbishment category, indicating that the building has been refurbished with environmental performance in mind
- WELL v2⁵ Platinum certification, indicating that the building has been designed with our associates' health and wellness in mind
- Cycling Score Platinum⁶, indicating the building's cycle-friendliness
- Zen lighting that optimizes energy use

Travel and remote work

18% of our global 2024 emissions were attributable to our associates' business travel. We reduced this total by 9% compared to 2023. The main source of these emissions is air travel. The implementation of a new approach to managing our associate travel data enabled us to better identify inefficient travel practices.

We are also focused on encouraging efficient associate work commuting. We maintain a fleet of more than 600 electric vehicles for associate commuting in India. We also continue to monitor emissions generated through associates working remotely. These totalled 154,108 MtCO₂e, which represented an 9% reduction compared to 2023.

Supplier

In 2024, 50% of Cognizant's global emissions footprint was attributable to our purchasing of goods and services and capital goods. Emissions from this sourcing decreased by 7% in 2024 compared to 2023.

Our focus has been on those areas of procurement generating the highest emissions. When applicable, we include a clause in new contracts with these suppliers that requests them to report their emissions data to us through CDP (formerly the Carbon Disclosure Project) and set science-based emissions reduction targets

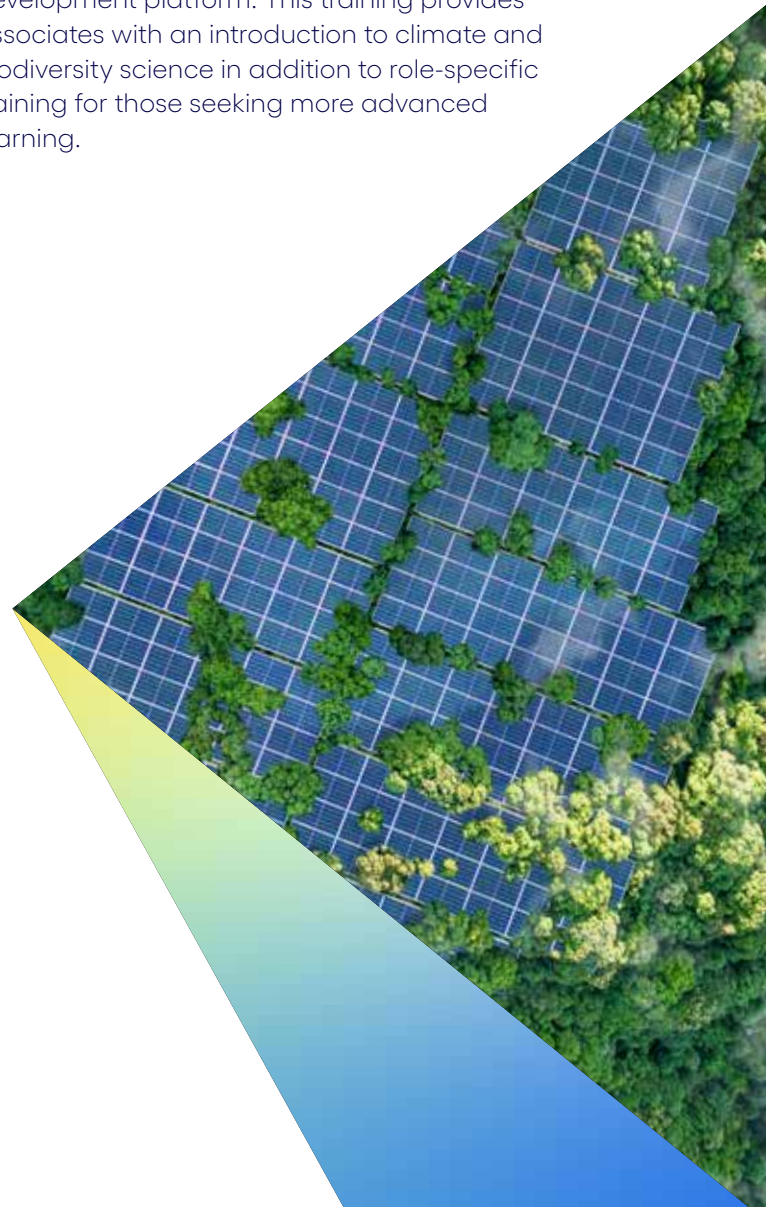
within prescribed time periods. By the end of 2024, 53% of the suppliers representing 150 of the highest emission-generating areas of procurement were set these targets.

Carbon offsets

We aim to offset all unabated emissions by 2030. We have developed a set of principles to guide our purchases of offsets that's aligned with credible standards. We are continuing to monitor the availability of specific projects that fit these criteria.

Climate training

Equipping our associates with climate skills is a critical component of our Net Zero Goal delivery. By the end of 2024, more than 15,800 associates from over 35 countries had undertaken climate training provided through our learning and development platform. This training provides associates with an introduction to climate and biodiversity science in addition to role-specific training for those seeking more advanced learning.



Certification schemes

Cognizant has implemented an ISO 14001-certified Environmental Management System (EMS) to support continued improvement in our management of environmental risks. In 2024, more than 92% of our global facilities were covered by an EMS. Our offices in Bristol and London (Bishopsgate), in the UK have this certification.

Future carbon reduction initiatives

We have identified levers, including in relation to the UK, for targeting the most material aspects of our GHG emissions and delivering against our Net Zero Goal:

Building energy performance including:

- Energy profiling of offices
- Consideration of environmental factors and green building certifications when selecting new real estate space
- Energy efficient usage of heating, ventilation, cooling, lighting (LEDs)
- IoT sensors and connectors

IT energy performance, including:

- Energy efficient IT equipment (e.g., copiers, desktops, monitors etc.)

Renewable energy sourcing:

- Energy Attribute Certificates (EACs)

Operational efficiencies:

- Developing policy and engaging associates for optimal flying
- EV charging points at or near offices

Emissions associated with purchased goods and services:

- Supplier Net Zero commitments
- Providing guidance, support, and engagement opportunities to suppliers

Carbon offsets:

- Certified
- Auditable and verifiable



Declaration and sign off

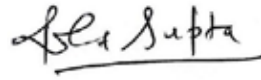
This carbon reduction plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for carbon reduction plans such as PPN 016 (updated in February 2025).

Emissions have been reported and recorded in accordance with the published reporting standard for carbon reduction plans and the GHG reporting protocol corporate standard⁷ and uses the appropriate government emission conversion factors for greenhouse gas company reporting⁸.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for carbon reduction plans and the corporate value chain (Scope 3) standard⁹.

This carbon reduction plan has been reviewed and signed off by the board of directors of Cognizant Worldwide Limited, evidenced by a written resolution of the board dated 25 June 2025.

Signed on behalf of the supplier:



Name : Rohit Gupta

Title : Head of UK & Ireland, Cognizant

Date : 26 June 2025

1. <https://ghgprotocol.org/corporate-standard>

2. https://www.cognizant.com/en_us/about/documents/cognizant-current-sustainability-report.pdf

3. No natural gas was consumed in 2024 which was previously Cognizant's only source of Scope 1 emissions

4. <https://bregroup.com/products/breem/>

5. <https://www.wellcertified.com/certification/v2/>

6. <https://cyclingscore.com/>

7. <https://ghgprotocol.org/standards-guidance>

8. <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

9. <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>.



Cognizant (Nasdaq:100; CTSI) 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](https://www.cognizant.com).

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