



Sustainability Databook 2025

Social FY2025 Data

Metric Name	Sub-Category	Unit	FY2025 Value	Source Page	Framework Tag
Workforce & talent					
Total employees (end of 2025)	Workforce	Number	~351,600	p.4	GRI 2-7
Employees in India	Workforce	Number	256,900	p.4	GRI 2-7
Employees in North America	Workforce	Number	41,600	p.4	GRI 2-7
Employees in Continental Europe	Workforce	Number	14,600	p.4	GRI 2-7
Employees in United Kingdom	Workforce	Number	7,800	p.4	GRI 2-7
Employees in other locations	Workforce	Number	30,700	p.4	GRI 2-7
Percentage of workforce — Male	Workforce	%	~61%	p.4	GRI 405-1
Percentage of workforce — Female	Workforce	%	~39%	p.4	GRI 405-1
Senior VP+ level — Male	Leadership	%	85%	p.51	SASB TC-SI-330a.3
Senior VP+ level — Female	Leadership	%	15%	p.51	SASB TC-SI-330a.3
Senior Manager+ level — Male	Leadership	%	82%	p.51	SASB TC-SI-330a.3
Senior Manager+ level — Female	Leadership	%	18%	p.51	SASB TC-SI-330a.3
New associates hired in 2025	Talent Acquisition	Number	>87,500	p.13	GRI 401-1
People engagement survey responses	Engagement	Number	>240,000	p.13	Current Sustainability and Corporate Citizenship Report
Employees receiving performance reviews	Performance Management	%	>98%	p.13	GRI 404-3
Great Place To Work® certified countries	Workplace Certifications	Number of countries	31	p.4	Current Sustainability and Corporate Citizenship Report
Learning & development					
Average training hours per FTE	Learning & Development	Hours/FTE	~55	p.12	GRI 404-1
Senior manager+ utilizing L&D opportunities	Learning & Development	Number	>13,000	p.12	Current Sustainability and Corporate Citizenship Report
Associates in Gen AI Learning Program	Skilling	Number	259,000	p.12	Current Sustainability and Corporate Citizenship Report
Milestone leadership program completions	Leadership Development	Number	>28,000	p.12	Current Sustainability and Corporate Citizenship Report
Health, safety & wellbeing					
Eligible global facilities covered by ISO 45001:2018 OHS	OHS Certification	%	100%	p.14	GRI 403-8
Social impact & philanthropy					
Unique volunteers worldwide	Volunteering	Number	>45,000	p.17	GRI 203-1
Total volunteer hours contributed	Volunteering	Hours	>244,000	p.17	GRI 203-1
Countries with volunteer activities	Volunteering	Number	>30	p.17	Current Sustainability and Corporate Citizenship Report
Philanthropic grants and gifts awarded	Philanthropy	USD	>\$13.4 million	p.8	Current Sustainability and Corporate Citizenship Report
Organizations receiving grants and gifts	Philanthropy	Number	>100	p.8	Current Sustainability and Corporate Citizenship Report
Synapse: people served by aligned grantees	Synapse Program	Number	>1.2 million	p.11	Current Sustainability and Corporate Citizenship Report
Synapse: Outreach volunteer reach	Synapse Program	Individuals	>22,800	p.11	Current Sustainability and Corporate Citizenship Report
Students coached via Skilling-Impact program (India)	Synapse Program	Number	>20,000	p.16	Current Sustainability and Corporate Citizenship Report
Students/professionals upskilled via APJ GenAI Skills program	Synapse Program	Number	2,700	p.17	Current Sustainability and Corporate Citizenship Report
Volunteers for APJ GenAI Skills program	Synapse Program	Number	>240	p.17	Current Sustainability and Corporate Citizenship Report
AMF1 Idea-thon mentor volunteer hours	Synapse Program	Hours	>880	p.16	Current Sustainability and Corporate Citizenship Report
GenAI proficiency improvement (APJ program respondents)	Synapse Program	%	99%	p.17	Current Sustainability and Corporate Citizenship Report

Environment FY2025 Data

Metric Name	Sub-Category	Unit	FY2025 Value	Source Page	Framework Tag
GHG Emissions — Scope 1 & 2					
Scope 1 emissions (direct)	GHG Emissions	MtCO ₂ e	6,393	p.25	GRI 305-1 / TCFD
Scope 2 emissions — Location-based	GHG Emissions	MtCO ₂ e	1,12,371	p.25	GRI 305-2 / TCFD
Scope 2 emissions — Market-based	GHG Emissions	MtCO ₂ e	55,026	p.25	GRI 305-2 / TCFD
GHG Emissions — Scope 3					
Scope 3 emissions	GHG Emissions Scope 3	MtCO ₂ e	4,66,298	p.25	GRI 305-3 / TCFD
Scope 3 Cat.1 — Purchased goods & services	GHG Emissions Scope 3	MtCO ₂ e	2,17,148	p.25	GRI 305-3 / TCFD
Scope 3 Cat.2 — Capital goods	GHG Emissions Scope 3	MtCO ₂ e	56,152	p.25	GRI 305-3 / TCFD
Scope 3 Cat.3 — Fuel & energy-related activities (FERA)	GHG Emissions Scope 3	MtCO ₂ e	41,140	p.25	GRI 305-3 / TCFD
Scope 3 Cat.6 — Business travel	GHG Emissions Scope 3	MtCO ₂ e	50,470	p.25	GRI 305-3 / TCFD
Scope 3 Cat.7 — Employee commuting	GHG Emissions Scope 3	MtCO ₂ e	86,271	p.25	GRI 305-3 / TCFD
Scope 3 Cat.8 — Upstream leased assets	GHG Emissions Scope 3	MtCO ₂ e	13,479	p.25	GRI 305-3 / TCFD
Scope 3 Cat.4 — Upstream transport & distribution	GHG Emissions Scope 3	MtCO ₂ e	1,040	p.25	GRI 305-3 / TCFD
Scope 3 Cat.5 — Waste generated	GHG Emissions Scope 3	MtCO ₂ e	188	p.25	GRI 305-3 / TCFD
Scope 3 Cat.15 — Investments	GHG Emissions Scope 3	MtCO ₂ e	410	p.25	GRI 305-3 / TCFD
Supply chain share of total footprint (Cat.1+2)	GHG Emissions Scope 3	%	52%	p.24	GRI 305-3 / TCFD
Business travel share of total emissions	GHG Emissions Scope 3	%	10%	p.24	GRI 305-3 / TCFD
GHG Emissions — Scope 1, 2 & 3					
Total Scope 1, 2 (market-based) & 3 emissions	GHG Emissions Total	MtCO ₂ e	5,27,717	p.25	GRI 305-3 / TCFD
Emissions intensity (per \$M revenue)	GHG Intensity	MtCO ₂ e / \$M revenue	25	p.24	GRI 305-4
Total emissions reduction vs. 2019 baseline	GHG Performance	%	-48%	p.8 / p.24	GRI 305-5 / TCFD
Emissions intensity improvement vs. 2019 baseline	GHG Performance	%	-59%	p.24	GRI 305-4
Outside of scopes — R22 refrigerant	GHG Emissions	MtCO ₂ e	0.01	p.25	GRI 305-1 / TCFD
Suppliers (top 150 by emissions) with science-based emissions reduction targets	Supply Chain	%	51%	p.8 / p.24	GRI 308-1 / TCFD
Energy					
Diesel/gas oil consumption	Energy — Non-Renewable	GJ	15,663	p.26	GRI 302-1 / SASB TC-SI-130a.1
Liquid Petroleum Gas (LPG) consumption	Energy — Non-Renewable	GJ	9,050	p.26	GRI 302-1
Natural gas consumption	Energy — Non-Renewable	GJ	14,043	p.26	GRI 302-1
Gasoline (mobile fuels) consumption	Energy — Non-Renewable	GJ	12,290	p.26	GRI 302-1
Captive diesel generators consumption	Energy — Non-Renewable	GJ	2,656	p.26	GRI 302-1
Non-renewable electricity consumption	Energy — Non-Renewable	GJ	3,14,691	p.26	GRI 302-1 / SASB TC-SI-130a.1
Renewable electricity (onsite) consumption	Energy — Renewable	GJ	7,561	p.26	GRI 302-1 / SASB TC-SI-130a.1
Renewable electricity (purchased) consumption	Energy — Renewable	GJ	2,97,694	p.26	GRI 302-1 / SASB TC-SI-130a.1
District heating and cooling	Energy — Other	GJ	3,935	p.26	GRI 302-1

Metric Name	Sub-Category	Unit	FY2025 Value	Source Page	Framework Tag
Total energy consumption	Energy Total	GJ	6,77,583	p.26	GRI 302-1 / SASB TC-SI-130a.1
% electricity from renewable sources	Energy Mix	%	49%	p.8 / p.26	GRI 302-1 / SASB TC-SI-130a.1
Energy intensity	Energy Intensity	GJ/m ²	0.35	p.26	GRI 302-3
Energy intensity improvement vs. 2019 baseline	Energy Intensity	%	-44%	p.26	GRI 302-4
Weighted avg. Power Use Effectiveness (PUE) — 2 largest data centers	Energy Efficiency	Ratio	1.73	p.26	Current Sustainability and Corporate Citizenship Report
Office space owned in India with LEED certification	Green Buildings	%	>78%	p.26	Current Sustainability and Corporate Citizenship Report
Owned campuses with LEED EB O&M Platinum (USGBC)	Green Buildings	Number	5	p.26	Current Sustainability and Corporate Citizenship Report
EV fleet for associate commuting	Clean Transport	Number	>550	p.24	Current Sustainability and Corporate Citizenship Report
Owned office locations with EV charging stations (India)	Clean Transport	Number	6	p.24	Current Sustainability and Corporate Citizenship Report
Water					
Total water withdrawal — all Cognizant sites	Water	Million liters	864	p.27	GRI 303-3 / SASB TC-SI-130a.2
Total water withdrawal intensity	Water	Liters/m ²	458	p.27	GRI 303-3
% water withdrawal in high/extremely high water-stressed regions	Water	%	72%	p.27	GRI 303-3 / SASB TC-SI-130a.2
Water from rainwater harvesting (% of withdrawal met)	Water — Conservation	%	~4.6%	p.27	GRI 303-3 / SASB TC-SI-130a.2
AHU condensate recovery (% contribution to water need)	Water — Conservation	%	1.6%	p.27	GRI 303-3, 303-5
Water withdrawal reduction at aerator sites	Water — Conservation	%	~4.1%	p.27	GRI 303-3, 303-5 / SASB TC-SI-130a.2
Cooling tower recycled water offset at 3 sites	Water — Conservation	%	~3.8%	p.27	GRI 303-3, 303-5
Reduction in total water withdrawal vs. 2024	Water — Performance	Million liters	26	p.8	GRI 303-3, 303-5 / SASB TC-SI-130a.2
Waste					
IT e-waste generated globally	Waste — E-Waste	Tonnes	328	p.27	GRI 306-3
IT e-waste diverted from landfill	Waste — E-Waste	%	98%	p.27	GRI 306-4
Laptops donated to local communities (India)	Waste — Reuse/Donate	Number	>3,400	p.27	GRI 306-4
Laptops refurbished for internal reuse (India)	Waste — Reuse/Donate	Number	>3,700	p.8 / p.27	GRI 306-4
Battery waste generated (India)	Waste	Tonnes	68.99	p.27	GRI 306-3
Biomedical waste generated (India)	Waste	Tonnes	0.20	p.27	GRI 306-3
Hazardous waste generated (India)	Waste	Tonnes	30.16	p.27	GRI 306-3
Non-hazardous waste generated (India)	Waste	Tonnes	878.47	p.27	GRI 306-3
Operational e-waste generated (India)	Waste	Tonnes	62.48	p.27	GRI 306-3
Total waste generated (India)	Waste	Tonnes	1,040.30	p.27	GRI 306-3
Waste reused or recycled (India)	Waste — Reuse/Donate	%	94%	p.27	GRI 306-4
Climate Risk and Certifications					
FAHRA assessments conducted at global delivery centers	Climate Risk Management	Number	52	p.21	TCFD
Overall sustainability risk rating (2025)	Climate Risk Management	Rating	Medium	p.23	TCFD
Average physical climate risk rating — all sites	Climate Risk Management	Rating	Moderate to Medium	p.23	TCFD
Eligible global facilities with ISO 14001 EMS	Environmental Certification	%	100%	p.19	GRI 302-1

Governance FY2025 Data

Metric Name	Sub-Category	Unit	FY2025 Value	Source Page	Framework Tag
Ethics and Compliance					
Mandatory Ethics & Compliance training completion	Ethics Training	%	~100%	p.9 / p.34	GRI 205-2
New associates completing Code of Ethics within 30 days	Ethics Training	Policy	Required within 30 days	p.34	Current Sustainability and Corporate Citizenship Report
Responsible and Innovative AI					
ISO/IEC 42001:2023 AI Management System — additional locations certified	Responsible AI Certification	Number of new locations	7	p.35	GRI 2-23
Responsible AI skill-building program — proficiency levels offered ((Foundational / Role-based / Tool-based)	Responsible AI Training	Levels	3	p.35	GRI 404-1
ISO 42001 AI Management System (AIMS) certification held	AI Certification	Binary	Yes	p.37	GRI 2-23
Data Security and Privacy					
ISO/IEC 27001:2022 certification valid through	Cybersecurity Certification	Date	July 2027	p.37	GRI 2-23
ISO 22301:2019 business continuity certification valid through	Cybersecurity Certification	Date	June 2027	p.37	GRI 2-23
ISO/IEC 27701:2019 Privacy Information Management System — scope	Privacy Certification	Scope	Managed Services (CIS — PII processor)	p.37	GRI 2-23
Mandatory Acceptable Use and Data Security training completion	Privacy Training	%	~100%	p.9 / p.37	GRI 2-23
Board and Governance Structure					
Board committees with sustainability oversight	Governance	Number	3 (Audit, Comp. & HC, Gov. & Sustainability)	p.30	GRI 2-9
Governance and Sustainability Committee 2025 review focus	Governance	Activity	GHG emissions progress, net zero targets, sustainability reporting requirements	p.31	GRI 2-14
Supply chain and human rights					
Supplier Diversification Policy revised	Supply Chain	Year	2025	p.38	GRI 414-1
Modern slavery statements published (jurisdictions)	Human Rights	Number	3 (UK, Australia, Norway)	p.39	GRI 409-1
Financial and Operational overview					
Total revenue FY2025	Financial	USD Billion	\$21.1B	p.4	GRI 201-1
Years serving clients	Business Metrics	Years	>30	p.4	GRI 2-1
Countries of operation	Business Metrics	Number	~50	p.4	GRI 2-1,2-6
Business segments	Business Metrics	Number	4	p.4	GRI 2-6

For more information refer our [Current Sustainability and Corporate Citizenship Report](#)

