



# Cognizant Ireland 2023 Gender Pay Gap Report

At Cognizant, we celebrate diversity and inclusion across our workforce, in our communities and in our partnerships. We are committed to supporting gender diversity across the workplace and elevating the experience of women in the workplace.

Our employees are our foundation, and we recognise that our people are our most important asset. Our people drive our exceptional client service and industry-leading growth. We strive to cultivate an inclusive work environment in which all employees feel valued, are engaged, and can develop and succeed.

We are continuing to drive inclusion via our Women Empowered programme throughout Cognizant.

## Overview

Cognizant helps companies modernise technology, reimagine processes and transform experiences so they stay ahead in a fast-changing world. At Cognizant, we are working every day to create conditions for everyone to thrive. We are an employer who is committed to providing an inclusive and positive work environment for all our employees. We offer the flexibility, support, and opportunities our employees need to elevate their careers.

Our commitment to diversity and to our employees is widely recognised:

- Top Employer in Ireland for 2022
- On the Annual Fortune Global 500 List for 14 years running
- Finalist in two categories for the 2023 Diversity in Tech Awards—LGBTQ+ Inclusion Award & Cultural Inclusion Award

The Cognizant Agenda, launched in 2020, encompasses our Purpose, Vision, Bold Moves and Values, one of which is to continue to develop our talent by building a world class, diverse and inclusive team. Our values expressly state that we will create conditions for everyone to thrive and to ensure that Cognizant and all employees are including and investing in everyone around them.

Our Leadership Team has committed to improve levels of diversity and create more inclusive teams and champions within the organisation, via the Cognizant Agenda. Cognizant's Global Diversity Team continues to lead our progress in this area.

We established a UK&I Diversity Council in 2023 to improve diversity and inclusion across the whole employee experience. It has worked on a number of initiatives to increase female representation at all levels through attraction, retention, engagement and development of our female talent.

Our affinity group, Women Empowered (WE) exists to elevate the experience of work for women. The WE group is committed to recruiting more women to positions at all levels throughout Cognizant, providing career growth and leadership development opportunities and building a strong female-led community within the technology industry. The group is a valuable resource for women within Cognizant, offering mentoring and development resources, and is a key talent pool for all Cognizant lines of business and our clients.

Our local Women Empowered group has grown, evolved and expanded in the last year and continues to support these overall aims working across four key pillars—Attract, Retain, Network and Develop.

## Gender pay gap reporting

As Cognizant Ireland has over 250 employees, we are required to comply with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. This report, published in December 2023, sets out the figures for Cognizant Ireland at the snapshot date of 30 June 2023.

The gender pay gap is the difference between the average mean and median earnings (hourly pay, as well as bonus pay) of all men and women across the organisation. The mean and median hourly rate of pay for men and women is calculated in relation to all employees, regardless of level and whether they are full or part time employees. The gender pay gap is not to be confused with equal pay, which means that men and women in the same employment performing equal work must receive equal pay.

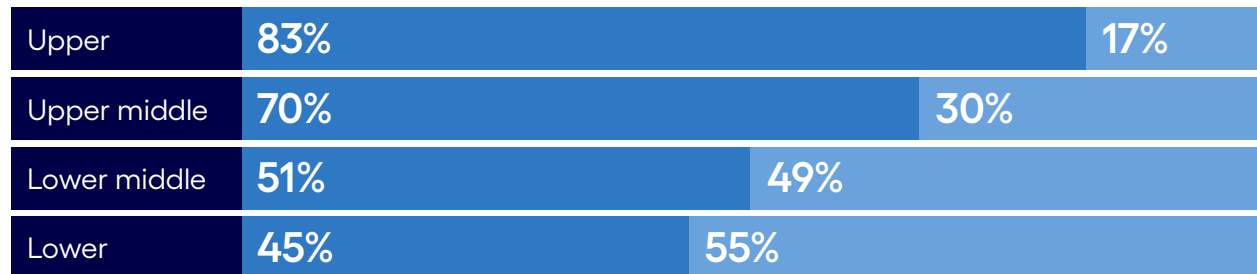
## Gender pay gap results

These illustrations outline the pay distribution for male and female employees at Cognizant Ireland across the four pay quartile bands and the gaps between the mean and median of their bonuses.

### Gender breakdown (as at 30 June 2023):

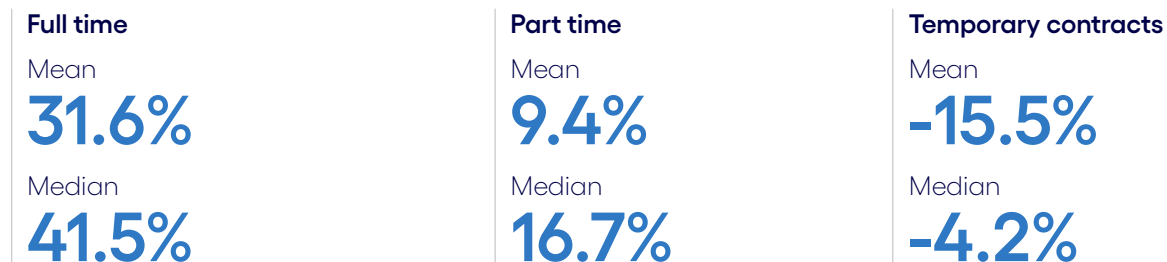


### Proportion of employees in each pay quartile band

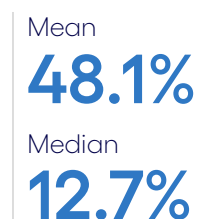


Our Cognizant Ireland mean hourly gender pay gap is 31.6%, and median hourly gender pay gap is 41.5%.

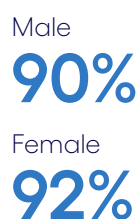
### Hourly gender pay gaps:



### Bonus pay gap:



### Receiving a bonus:



### Mean

Combined female pay ÷ # female employees = Mean female pay  
 Combined male pay ÷ # male employees = Mean male pay

Mean male pay - Mean female pay = **Mean pay gap**

### Median

Middle pay point of all female employees = Median female pay  
 Middle pay point of all male employees = Median male pay

Median male pay - Median female pay = **Median pay gap**

“As the leader of UK&I, I am fully committed to improving gender diversity and fostering a more diverse and inclusive work environment. Not only is this the right thing to do, it is also essential to helping us win in the market and get the most from our talented employees.”

**Rohit Gupta**

UK & Ireland Country Head

## Addressing the gender pay gap

The underrepresentation of women in the science, technology, engineering and mathematics (STEM) fields continues to be an industry-wide issue and impacts the demographics of our organisation’s population. Our overall gender breakdown has seen a 2% improvement in terms of proportion of female employees.

Our mean hourly pay gap of 31.6% is consistent with the previous year and is primarily driven by a combination of an underrepresentation of women in both our higher grades and in those roles requiring niche technical skills that command a premium in the market.

The proportion of women and men receiving a bonus has increased since last year due to the integration of an acquired business into Cognizant’s bonus plans, and both the mean and median bonus pay gaps have improved.

We are continually striving to balance our gender profile and provide support and opportunities for women to progress their careers to higher grades within Cognizant.

Cognizant’s Talent Acquisition Team continues to create strategies for developing a diverse talent pipeline for now and for the future.

Our Women Empowered (WE) community will receive the support and engagement required to see it continue to go from strength to strength. The members of the WE community are keen advocates of women and gender equality in all areas. The WE community is open to all employees who are interested in gender diversity, regardless of their gender, and we welcome allies, of whom there is a growing number. During 2023, the WE community continued to organise events and activities, bringing the issues of gender diversity to the attention of all employees.

Our Working Families programme, originally launched in October 2019, continues to provide seminars and engagement to support employees and their managers in meeting the competing demands of work and family. The Working Families programme provides support via interactive online sessions on a number of important issues.

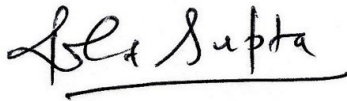
Outreach is part of Cognizant’s ESG programme. Outreach mobilises our employees’ expertise and enthusiasm through volunteer work. We focus on supporting inclusion in technology and support community projects that help advance technology education, training and inclusion. We aim to increase the use of technology for good and use technology to deliver improved social, economic and environmental outcomes.

Cognizant is committed to work on addressing the gender imbalance in our Irish workforce and the gender pay gap, and part of this commitment is to implement actions that will make

a real difference to closing the gap. Our action plan includes carrying out more audits of our current pay by gender and setting actions driven by the results. We will work towards greater pay transparency and continue to educate those with responsibility for recruiting and promoting our teams on unconscious bias and understanding and reducing the gender pay gap. We are on a journey and recognise that there is more to do, but through our action plan we are taking responsibility for change.

## Declaration

We confirm the gender pay gap data contained in this report for Cognizant Technology Solutions Ireland Limited is accurate and has been calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.



**Rohit Gupta, SVP**  
UK & Ireland Country Head



**Susie Gahan, AVP HR**  
UK & Ireland



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 are improving everyday life. See how at [www.cognizant.com](http://www.cognizant.com) or [@cognizant](https://twitter.com/cognizant).

### World Headquarters

300 Frank W Burr Blvd.  
Suite 36, 6th Floor  
Teaneck NJ 07666  
Tel: (201) 801-0233

### European Headquarters

280 Bishopsgate  
London EC2M 4AG  
United Kingdom  
Tel: +44 (0)207 297 7600

### India Operations Headquarters

Cognizant Corporate Office  
Menon Eternity  
165 St Mary's Road  
Alwarpet  
Chennai 600 018  
Tamil Nadu  
Tel: 1800 208 6999