



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Cognizant Technology Solutions Corporation and its affiliated U.S. entities (“Cognizant”) are committed to Equal Employment Opportunity (EEO) and compliance with all U.S. federal, state and local laws. Such laws prohibit employment discrimination on the basis of age, sex, color, race, ethnicity, creed, national origin, religion, marital status, citizenship status, ancestry, sexual orientation, gender identity or expression, disability, transgender status, veteran status, genetic information, pregnancy, or any other characteristic protected by applicable U.S. federal, state or local law (“Protected Category”).

It is the policy of Cognizant to take affirmative action to employ and to advance in employment of all persons regardless of any Protected Categories. This policy shall apply to all employment actions at all levels of employment, including but not limited to recruitment, hiring, upskilling, company sponsored training, promotion, transfer, demotion, layoff, recall, termination, social and recreational programs, rates of pay, or other forms of compensation and selection for training, including apprenticeship.

Employees and applicants of Cognizant will not be subject to harassment on the basis of their inclusion in any Protected Categories. Additionally, retaliation, including intimidation, threats or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing; has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or has otherwise sought to obtain their legal rights under any Federal, State, or local law is prohibited.

I have appointed Darleen Nemenz, EEO Director, to take on the responsibilities of the Affirmative Action Plan. As part of that responsibility, she will periodically analyze Company and employee actions and their effects to ensure compliance with our EEO Policy and administer the audit and reporting system.

If an employee or applicant for employment has any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact [Darleen Nemenz](#).

This is also a reminder that employees may disclose their gender, race, ethnicity, veteran status and/or update their disability status at any time via Cognizant’s self-service portal.

I have reviewed and fully endorse our Affirmative Action Plan and EEO Policy. I ask the continued commitment and support of all Cognizant employees to attain our objective of equal employment opportunity for all and creating conditions where every person can thrive.

A handwritten signature in black ink that reads "Becky Schmitt".

Becky Schmitt  
Chief People Officer  
April 2021