

LEVELING



the **Playing Field** for **Women in Tech**



Cognizant is committed to **advancing Diversity & Inclusion** in our workplace — creating a more “belonging” environment inside Cognizant.

One focus area is **supporting gender diversity**, and **leveling the playing field** for women in tech careers around the world.

We are proud of the strides we’ve made **over the past 18 months:**

40% of total Cognizant new hires — approximately **30,000** — were women.



“100,000 strong”



Women now represent approximately **one-third of our global workforce.**

MAKERS

At the 2019 MAKERS conference, Cognizant pledged to employ at least

100,000

women around the world by 2020.



This milestone was reached well ahead of our stated 2020 goal with **100,000 women**

in **48** countries.

ACCELERATING GENDER DIVERSITY in our leadership pipeline

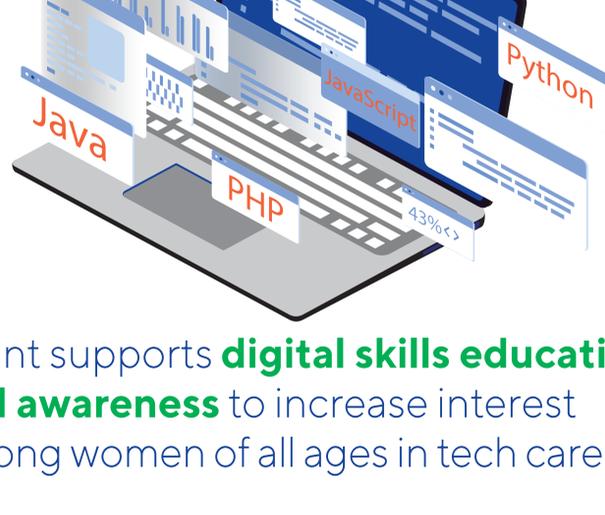


400 women will graduate by December 2019 from “**Propel**,” our women’s global leadership development program **launched in 2018.**

INVESTING IN WOMEN IN TECH

\$4.1 million

grant to **National Center for Women & Information Technology (NCWIT)** by the Cognizant U.S. Foundation in December 2018.



Grant supports **digital skills education and awareness** to increase interest among women of all ages in tech careers.

PROMOTING GENDER PARITY



Focusing on governance:

Two women now serve on Cognizant’s Board of Directors, and **half of the Cognizant U.S. Foundation’s board of directors is female.**

Forbes names Cognizant to its list of **“America’s Best Employers for Diversity 2019”** and to **“Best Employers for Women 2018.”**

We’re **Completely Cognizant — Celebrating Inclusion. Advancing Diversity.**

To learn more about our commitment to creating a more diverse, inclusive and belonging workplace, visit us at cognizant.com/diversityinclusion.