



Cognizant Core Values and Code of Ethics Waivers

Our Core Values and Code of Ethics permits waivers of such code under special circumstances. As described in the code, any waivers of such code that are made to accommodate an executive officer or member of the board of directors of the Company must be approved by the board of directors and disclosed as required by law. We promptly disclose any such waivers. Set forth below is a description of any waivers granted to date.

2019

Zein Abdalla has served as a director of Cognizant Technology Solutions Corporation (the "Company") since 2015. On November 29, 2019, Mr. Abdalla made an equity investment in NPComplete Ltd. (doing business as Satalia) ("Satalia"), a small London-based private company that competes with a portion of the Company's business. Prior to such investment, on August 1, 2019, after due consideration of Mr. Abdalla's valuable contributions to the Board of Directors (the "Board") of the Company and the immaterial nature of the potential conflict of interest that may be presented by Mr. Abdalla's investment in Satalia, the Board waived the application of the "Avoiding Conflicts of Interest—Financial Investments and Arrangements" section of the Company's Core Values and Code of Ethics with respect to Mr. Abdalla's ownership of an equity interest in Satalia, not to exceed 10%.