

## Completely Cognizant: Our commitment to advancing diversity and inclusion (D&I)

At Cognizant, we are working every day to create conditions for everyone to thrive. It's a commitment that extends far beyond our own workplaces. When all of us show up as inclusive leaders—deeply aware of and empathetic to others, with the courage to harness the power of diversity in everything we do—we elevate our work and create a powerful ripple effect on our teams, clients, and communities.

Cognizant is a company with immense reach across industries and geographies. The Executive Committee continues commitments on behalf of our global organization. We aspire to:

- **Hold ourselves accountable.** We call out instances of bias when we see them, change ways of working that aren't inclusive or equitable, and model inclusive behaviors in our everyday work. We encourage the same from all of our associates.
- **Be courageous.** We aim to lead and not follow. We set aspirations and are transparent about our progress against them. We lean in to tough topics and bold solutions.
- **Continually learn and adapt.** We partner with others to open our minds, expand our understanding and accelerate our path to a more inclusive Cognizant. We embrace best practices from organizations that are leading the way.
- **Create change within and beyond Cognizant.** Our role in creating a more inclusive world extends to our associates, clients and communities. We use our influence and resources to make an impact on social inequities in the places we live and work.
- **Stay focused.** D&I must be critically and relentlessly moved forward. We persist in working toward creating an environment where each and every person feels welcome, heard and equal.

We've got much more work ahead of us, but we're on our way. We're improving levels of diversity at Cognizant and creating thriving, more inclusive teams and champions.

*Cognizant Executive Committee in sponsorship with Affinity Groups and the Global Heads of ESG and D&I.*