FRANCISCO D’SOUZA
Vice Chairman and CEO
Cognizant

Our ambition is to play a central role in building the digital economy. To realize this ambition, we rely on the insights, imagination and innovation that emerge from our culture of diversity and inclusion. By fully embracing the many dimensions of difference and inclusion, we’re better able to connect with and understand our clients as well as nurture a stimulating environment in which all of our associates can build rewarding careers.”

CEO Commitment

As the CEO and vice chairman of Cognizant, a community of 260,000 employees in 40 countries, I’m convinced that a diverse and inclusive organization helps us all learn, improve and grow. Our company is fortunate to have been born global, nearly a quarter-century ago. We’re in the habit of viewing the world through multiple perspectives. Working with diverse people challenges our brains to overcome traditional ways of thinking, sharpens our performance and enables us to be constantly future ready.

The best way we know to serve our clients and help them transform their businesses is to bring together people of diverse backgrounds, cultures and experiences. As our own history teaches us, companies that are welcoming to a multicultural workforce are far better at understanding and responding to an increasingly diverse set of clients and thus tend to thrive over the long term.

We also recognize that integrating diversity and inclusion (D&I) into a culture requires constant focus. So, we’re determined to continue to drive greater D&I throughout our organization. To that end, we’ve woven D&I into our operating plan and growth agenda. As a leading global professional services company, Cognizant is a people-intensive business. D&I are at the heart of our ability to execute successfully and consistently over the long term.

Here are a few dimensions of our companywide effort to advance D&I:

**Our People:** Our associates are ambassadors of diversity. They embody a multitude of backgrounds, perspectives, disciplines and languages. To further inclusiveness, we launched our Global Diversity & Inclusion Council earlier this year, which complements the work of our regional and local Diversity Councils. Cognizant runs on talent, so we cast a broad net for skilled professionals. Last fall, for example, we established the Cognizant Bronx Training Center, which is designed to help New Yorkers access career opportunities in the growing information technology, digital and tech sectors. Our program will train 650 individuals recruited from communities in the five boroughs of New York at no cost to the students. We’re also proud to
partner with organizations such as FourBlock, which equips veterans with the professional development and network needed to make strong career choices.

Our Culture: The people of Cognizant are bound together by six core values: customer focus, transparency, integrity, passion, empowerment and collaboration. Consider collaboration. For us it’s about learning from colleagues and building strong relationships across levels, functions and borders. That’s one way our culture encourages associates to value and promote diversity. Our culture is also about performing with purpose and being a force for good in the world. We express our purpose, in part, through the generous global volunteerism of our associates, who typically devote more than half a million volunteer hours each year. And Cognizant Outreach, our employee-led volunteer organization, partners with about 160 schools in India to teach science, technology, engineering and math (STEM) subjects, holding nearly 100 classroom sessions every week.

Our Clients: By helping us bridge cultural and social differences, Cognizant’s diversity enables us to stay relevant to our global clients and their evolving needs. For example, through Women Empowered, or WE, our program to engage with more women at Cognizant, we’ve raised the profile of our women leaders by having them interact directly with hundreds of our clients and partners across the globe. The shared learning that takes place in these meetings is a great source of continuing education for all involved.

Our Community: We are committed to creating educational opportunities that will strengthen and develop a diverse global workforce. In early 2018, Cognizant announced a new MAKERS sponsorship and publically pledged to help close the gender gap in technology. We’re doing so by encouraging more girls to take STEM education and by equipping 12,000 Cognizant women across North America this year with the digital skills needed to advance their careers. Cognizant is acutely aware of the growing shortage of qualified workers with the skills needed to help businesses succeed in the digital economy. In May 2018, we launched the Cognizant U.S. Foundation, a nonprofit organization formed with an initial $100 million in funding to focus on supporting STEM and other technical education programs. The Foundation enables initiatives that will open new opportunities for those already in the workforce and introduce students to careers in technology, while keeping an eye out for D&I talent.

Spotlight on our gender diversity progress

Gender diversity is so important to our long-term success that we’ve incorporated it into our annual operating plan measures, which are tracked and discussed monthly by the company’s executive leadership.

One of the ways we’re elevating the experience of work for women is through our global WE program. WE is committed to developing more women leaders at all levels of our company, providing career growth and leadership development opportunities, and building a community of women focused across all industries in business and technology.

In 2018, we launched Cognizant’s first companywide women’s Global Leadership Development initiative, Propel: Accelerating a Diverse Leadership Pipeline. Propel is designed to strengthen the leadership capabilities of our senior manager- through vice president-level leaders, enabling them to further develop their strategic business acumen and expand their sphere of
influence.

Here’s a sample of the additional progress we’re making in our broader diversity efforts:

- Two women serve on Cognizant’s Board of Directors.
- 50 percent of the board members of the Cognizant U.S. Foundation are women.
- 50 percent of our entry-level associates are women, and we continue to make progress across all levels.
- We have a network of regional Business Resource Groups worldwide that include WE; Cognizant Veterans; EMBRACE (LGBTQUIA), which is known as ALTA in the Philippines; and our African American/Latino group, leading to strategic partnerships with the Hispanic IT Executive Council and the National Black MBA Association. We are also in the process of establishing a resource group for people with disabilities.
- We have a strategic alliance partnership with the National Society of Black Engineers through FIRST Robotics.
- We’ve strategically partnered with leading organizations in this space such as Fairygodboss, Forte Foundation, Catalyst, Million Women Mentors, Women in Technology Institute and Anita Borg Institute.

**External acknowledgment of our D&I efforts**

We know that the work of fully unleashing the power of a diverse and inclusive workforce is never done, yet we’re gratified by the recent recognition we’ve received for our efforts. A few examples include:

- Forbes named Cognizant to its Best Employers for Women 2018 rankings, the magazine’s first-ever top 300 ranking based on an independent survey of 40,000 Americans that included 25,000 women. Respondents were asked to rate their organizations on criteria such as working conditions, diversity and how likely they’d be to recommend their employer to others. Cognizant ranked #74 out of 300.
- Cognizant Hungary was awarded first prize as Best Women’s Workplace 2016 among 58 companies that participated in the category of employers with more than 250 employees in the country.
- The Australian Workplace Gender Equality Agency recognized Cognizant as an Employer of Choice for Gender Equality for 2018.
- CareNine was awarded The Best Maternity Program at the 2017 World HRD Congress. (In India, our CareNine program provides expectant mothers with free gynecology advice, diet, wellness and well-being packages).
- On International LGBTIQ+ Pride Day 2018, Cognizant Costa Rica signed the San José Declaration, highlighting our commitment to respect 10 principles against discrimination based on sexual orientation, identity and gender expression and in favor of the promotion of the human rights of LGBTIQ people.
- Cognizant received the Military Friendly® Employer designation by MilitaryFriendly.com in 2018.

www.cognizant.com/about-cognizant/diversity-and-inclusion