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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.

Cognizant provides Affirmative Action in employment for qualified Individuals with a Disability and Protected Veterans, in compliance with Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act ("VEVERRA.") I have appointed Darleen Nemenz, EEO Director, to take on the responsibilities of these Affirmative Action Plans. 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 those Affirmative Action Plans, please contact Darleen Nemenz.

Employees and applicants of Cognizant will not be subject to harassment. 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 reviewed and fully endorse our 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.

DocuSigned by:
Kathryn Diaz
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Kathy Diaz
Chief People Officer