



Sustainability at Cognizant: **A Message from our CEO**

At Cognizant, one of the world's leading professional services firms, our commitment to sustainability grows out of our core values, especially our emphasis on putting clients' priorities first and operating with the highest levels of transparency and integrity. Our company's purpose is to help clients around the world reimagine, redefine, and transform their businesses to create new sources of value in today's digital era.

To fulfill our mission, we think globally, locally, and far into the future. We also consider our many interdependencies with the world's social and natural systems, and our responsibility to protect resources. Within that context, we focus on three areas:

1

We help people achieve their potential by supporting access to education, community outreach programs, and a diverse, inclusive, safe, and rewarding workplace that invests in continuous learning.

2

We are stewards of the environment to help reduce the impact of climate change on the planet, conserve vital resources, and enhance the quality of all lives.

3

We maintain the highest standards of ethical conduct and corporate governance, which are the bedrock of our trusted relationships with clients, employees, shareholders, suppliers, partners, and others.

Unlocking Potential through Education.

The digital economy is expanding rapidly and changing the way businesses, organizations and governments operate. We believe this new economy should create opportunities for everyone. Unfortunately, there are far more open jobs for technical work than there are trained workers to fill them. Proficiency in science, technology, engineering and math (STEM) has become essential for navigating the world and securing a good job in a range of fields. In response, Cognizant makes investments in STEM education globally, and has done so for more than a decade.

In India, Cognizant Foundation has been supporting STEM projects that have affected the lives of more than 190,000 students. The Foundation supports dozens of education projects, such as creating smart classrooms and computer and science laboratories to serve underprivileged students in rural areas. And through Cognizant Outreach, our employee-led volunteer organization, we've partnered with about 160 schools in India to teach STEM subjects, holding nearly 100 classroom sessions every week.

In 2017, Cognizant associates devoted more than half a million hours to Outreach activities in 21 countries. Our volunteers worked to improve the pass-rate at schools in India, renovate damaged school facilities, and provide on-site and virtual tutoring and mentoring, and scholarships for less-advantaged students.

In the U.S., Cognizant's commitment to education starts with the "Making the Future" STEM initiative, which is designed to stimulate a passion for these disciplines by encouraging young learners to use both their heads and their hands to create and design innovative tangible products. This initiative fosters curiosity, interdisciplinary problem-solving, risk-taking, adaptability, and collaboration—all of which can translate into employability skills for today's digital economy.

Since its 2011 launch, Cognizant's "Making" program grants have funded 225 programs, providing 2.5 million hours of activities to approximately 40,000 young people. Over 95 percent of these programs are awarded to nonprofit organizations that serve underrepresented and underserved populations.

Last fall, we established the Cognizant Bronx Training Center in New York City, which is designed to help New Yorkers access career opportunities in the growing IT, digital, and tech sectors. This program will train 650 individuals recruited from communities in the five boroughs of New York at no cost to the students.

In addition, in February 2018 we announced our intent to form a new non-profit foundation to support STEM and digital education and skills initiatives for U.S. workers and students. Cognizant U.S. Foundation, which we expect to establish in mid-2018 with an initial grant of \$100 million, will focus on funding education and skills programs at the local level in multiple cities and states to help improve opportunities for U.S. workers and students.

And for our own associates, we make substantial annual investments in their continuous skilling and training. We also offer a range of professional development programs to strengthen our talent base, cultivate the skills to meet clients' ever-changing needs, and provide an attractive career path.

Preserving Our Environment

As stewards of the environment, we're working to conserve energy, reduce waste, and build awareness of environmental issues. Back in 2008, we set a goal to reduce our energy consumption and emissions by 40% per capita within India

by 2015. We reached our goal ahead of time and exceeded our target by attaining a 53% per capita reduction. We have now adopted even more ambitious goals for 2020, which include zero waste to landfill, sourcing 20% of our energy from green sources, attaining zero waste effluent discharge, and reducing fresh water consumption to 20 liters per day per associate.

Taking a hands-on approach to environmental stewardship, our "Green Brigade" employee volunteers planted trees, cleaned up waterways and public spaces, collected e-waste, encouraged green commuting, and educated students about conservation.

We are proud to be named to the first-ever Barron's "100 Most Sustainable Companies" list, which was published in February 2018. Cognizant ranks No. 16 on this leading financial publication's analysis of the environmental, social, and governance practices of large U.S. publicly traded companies.

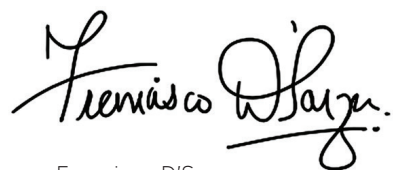
Maintaining a Culture of Integrity.

For us, achieving the highest standards of ethical conduct is fundamental to sustainability. Ethical behavior is of course essential to earning the trust of clients and meeting our commitments to them and to other stakeholders. Our ethical practices are spelled out in our Code of Ethics, as well as in policies about corporate governance, anti-corruption, occupational health and safety, supplier conduct, and data privacy. And completing ethics and compliance training is mandatory for all associates.

Our work with prominent global enterprises also helps us practice sustainability, since many client engagements relate to environmental, social, and governance issues. For example, we help utilities apply smart grid and smart meter technology. We assist healthcare providers and payers in using big data to improve the delivery and effectiveness of care. In addition, we work with clients to develop data privacy solutions to help secure their own data and that of their customers.

I'm deeply grateful to Cognizant associates for volunteering their time, energy, and passion to advance our sustainability initiatives. All of us are committed to pursuing a sustainable agenda. And we appreciate this opportunity to share highlights of our sustainability progress.

Sincerely,



Francisco D'Souza
Chief Executive Officer

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