

Cognizant Brazil Transparency and Pay Equality Report

Cognizant is a global company with over 350,000 employees in more than 40 countries, leading in providing information technology services, consulting, and business processes, dedicated to designing modern solutions to improve the daily lives of companies and people, being a strategic partner in the digital transformation of its clients.

Cognizant cultivates a professional ecosystem where inclusion is an extremely important topic and underpins our corporate culture. Doing the right thing the right way is one of our values, and it is the responsibility of all employees and leaders to maintain the highest levels of integrity.

The hiring, retention, and development of talents from the most diverse groups, regardless of race, ethnicity, color, gender, religion, national origin, sexual orientation, disability, or age, is observed and monitored through recognition of rankings and institutions that evaluate our practices, procedure manuals, policies, and representation numbers. Some examples to mention are the seals, "Great Place to Work," "Top Employer," and "Human Rights Campaign." We would also like to highlight the recognition in the GPTW Best Companies for Women ranking.

We have several initiatives with our employees to foster a workplace where all people are equally valued and respected. Our code of ethics and global anti-harassment, discrimination, and bullying policies can be accessed [here](https://www.cognizant.com/enus/about/documents/code-of-ethics.pdf). (<https://www.cognizant.com/enus/about/documents/code-of-ethics.pdf> and <https://www.cognizant.com/enus/about/documents/global-harassment-discrimination-and-bullying-policy.pdf>).

We are committed to maintaining a safe and ethical work environment, where we strongly recommend that any irregularity should be reported through our various internal reporting channels, in accordance with our non-retaliation policy (https://www.cognizant.com/en_us/about/documents/whistleblower-and-non-retaliation-policy.pdf).

To maintain our collaborative and vibrant culture, where everyone feels welcome, we carry out different initiatives, such as:

WE Women's Empowerment Affinity Group: We have increased female representation in our leadership, created opportunities, retained talents, and encouraged female presence in the technology sector.



Cognizant Job Moves: We are committed to helping our employees progress in their careers and developing new skills through job changes within our organization. Internal tools and resources allow the team to explore open positions.

Flexibility: Cognizant promotes a hybrid work environment, with the possibility of flexible work arrangements that assist with personal demands.

Differentiated Benefits Package: Cognizant stands out for a competitive compensation and benefits package. In addition to benefits commonly practiced in the market, we offer a daycare plan, assistance for children with disabilities, and extended maternity/paternity leave. Cognizant provides exclusive support through our medical area for pregnant women, as well as a welcoming program upon returning from maternity leave.

Adherence to Legal Standards and Transparency: Cognizant Brazil CNPJ 08.323.041/0001-20 adopts the Pay Equality Law (Law No. 14.611/2023) and follows the guidelines of the Ministry of Labor and Employment, disclosing the transparency and pay equity report.

Notes on the report data: The data presented in the report refer to the year 2024. The current governmental methodology does not consider factors of pay differentiation such as differences in activities, seniority, or technical specificities of functions. Cognizant's premise is fair and competitive compensation, which differentiates by performance and skills that add to its business, resulting in a merit and incentive plan based on these premises. Our compensation team works with internal and market data research and collection to ensure adherence to policies, reinforcing our commitment to diversity, equity, and inclusion.

Click [here](#) to access the report.

São Paulo, March 20, 2025.