

Cognizant Brazil Salary Equality and Transparency Report

Cognizant is a global company, with more than 350 thousand employees and present in more than 40 countries, a leader in providing information technology, consulting, business process services, dedicated to engineer modern business to improve the day-to-day lives of people and companies.

Cognizant cultivates a professional ecosystem where diversity, equity and inclusion are critically important issues and underpin 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.

Hiring, development and retention of talent from the most diverse groups, regardless of race, ethnicity, color, gender, religion, nationality of origin, sexual orientation, disability or age, is observed and monitored, through the recognition of rankings and intuitions 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 in 2019, 2020 and 2022.

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/en_us/about/documents/code-of-ethics.pdf and https://www.cognizant.com/en_us/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 irregularities 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)

Actions to achieve the values of equality and diversity, so relevant in our corporate culture, are carried out through the following initiatives:

WE affinity group: We increase female representation in our leadership, create opportunities, retain talent and encourage female presence in the technology sector.

Cognizant Job Moves: We are committed to helping our employees advance their careers and develop new skills through job moves within our organization. Built-in tools and resources allow the team to explore open positions.



Cognizant Propel: Our exclusive global development program for women leaders working at different levels of expertise, reinforces and encourages female leadership to thrive and succeed in the digital age.

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

Competitive benefits package: Cognizant stands out for its competitive remuneration and benefits package, in addition to benefits normally offered by the market, we offer a daycare plan and assistance for children with disabilities. Cognizant offers exclusive monitoring with our medical area for pregnant women, in addition to a welcoming program upon returning from maternity leave.

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

Observations on the report data: The data presented in the report refers to the year 2023. The current government methodology does not consider salary differentiation factors such as differences in activities, seniority, or technical specificities of the functions. Cognizant's premise is fair and competitive remuneration, which differentiates based on performance and skills that add to your business, resulting in a merit and incentive plan based on these premises. Our compensation team works with research and collection of internal and market data to ensure adherence to policies, reinforcing our commitment to diversity, equity, and inclusion.

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

São Paulo, September 30, 2024