



Outlook

Sharing the results of the 2023 associate engagement survey

From Office of the Chief People Officer (Cognizant) <CPOoffice@cognizant.com>

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Human Resources

All associates:

Thank you for sharing your feedback in our 2023 Cognizant People Engagement survey earlier this year. More than 232,000 of you took the opportunity to share your thoughts on what it's like to work at Cognizant – that's 71 percent of all associates and **five points higher** than last year. In addition, we received – *and read* – more than 161,000 written comments. Thank you for this amazing response!

Here is a brief summary of what you told us:

Engagement continues to improve

Our score this year is 82 – **four percentage points higher** than last year.

Our areas of strength

Overall, you rated Cognizant very highly in most categories, but four areas really stood out when compared to other global and industry benchmarked organizations:

- You cited **collaboration** within and between teams as one of our top strengths – fueling our ability to deliver for our clients
- You pointed to our **inclusive environment** where everyone can succeed to their full potential as a real strength
- You singled out our **commitment to innovation** and trying new things as a differentiator in a rapidly changing business landscape
- And you said we provide the **resources you need** to do your jobs well

Our areas of opportunity

You told us what we can do better to improve your experience:

- You told us that you are **looking for increased clarity** on what is expected of you in your role, team, and the organization.
- Similarly, you said that **understanding how you fit into the bigger picture** of Cognizant's success helps you become more focused and motivated.
- You said you want us to **find new and creative ways to recognize and celebrate** work well done and our shared success

What's next

People leaders (with at least five survey respondents in their teams) are starting to review their own results and areas of strength and opportunity and will begin action planning based on those results.

Every associate has the ability to improve the day-to-day experience for someone else. It could be very simple things like, being inclusive, encouraging innovation, facilitating collaboration or simply recognizing good work.

And, please remember that this annual survey isn't the only way you can share feedback. I encourage you to have conversations with your manager year-round to talk about what's on your mind and share your ideas.

Thank you once more for sharing your feedback with us.

Kathy

Kathy Diaz
Chief People Officer

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This message was sent to all associates.