

Dear Colleague,

Cognizant has earned an impeccable reputation for adhering to high standards of compliance, governance, ethics and values in everything we do. To continue this track record, we want to remind you of your obligations as an associate of a publicly traded company.

The U.S. Securities and Exchange Commission (SEC) has stringent fair disclosure rules (Regulation FD) for U.S. public companies that govern communications with the investment community and others outside of the company. According to these rules, we must ensure that all public disclosure is accurate, timely, and widely disseminated.

To meet compliance standards, you should not discuss Cognizant, our competitors, or our industry with anyone in the media or in the investment community, including all investors and securities analysts. Instead, please direct all queries from the investment community to one of these authorized spokespersons:

- ☐ David Nelson, Treasurer and Vice President – Investor Relations
 - ☐ Katie Royce, Senior Director – Finance
 - ☐ Ramkumar Ramamoorthy, Senior Vice President, Corporate Marketing and Communications
- or you can write to GlobalInvRel@cognizant.com.

Additionally, without the consent of corporate communications, you should not engage in any conversations with the media, on or off the record, on any subject related directly and indirectly to Cognizant. If you receive any media inquiries, direct them to:

- ☐ Ramkumar Ramamoorthy, Senior Vice President, Corporate Marketing and Communications;
 - ☐ Harsh Kabra, Senior Director, Corporate Communications
- or write to GlobalInvRel@cognizant.com.

As a reminder, all associates are prohibited from disclosing material nonpublic information to others, as stated in our Insider Trading Policy. This includes discussions with friends, family, clients, former classmates and former colleagues. As a reminder, our Insider Trading Policy states:

Information is considered to be “**nonpublic**” if it has not been disseminated in a manner making it available to investors and the public generally. Under the Insider Trading Policy, information is considered to be public only once it has become publicly available through: (i) the filing of a report with the U.S. Securities and Exchange Commission; (ii) the distribution of a press release through a widely disseminated news or wire service; or (iii) by other means that are reasonably designed to provide broad public access, and two full trading days have passed following Cognizant’s public release of the information.

Information about Cognizant is considered to be “**material**” if (i) it could reasonably be expected to affect the market price of Cognizant’s securities or (ii) a reasonable investor would consider it important in determining whether to buy, sell or hold Cognizant’s securities. Information concerning any of the following is generally considered material:

- projections of future revenues, earnings or losses, or other financial guidance (such as operating margins) or changes in such projections;
- earnings, revenue or other financial results;
- potential restatements of Cognizant’s financial statements, changes in auditors, auditor notification that Cognizant may no longer rely on an auditor’s audit report and issues with Cognizant’s or the auditor’s assessments of Cognizant’s internal controls;
- significant pending or proposed mergers, acquisitions, tender offers, joint ventures or dispositions of significant assets or operations;
- changes in senior leadership, management or the Board of Directors;
- significant actual or threatened litigation, regulatory action or governmental investigations or major developments in such matters;

- significant changes in operations; significant developments regarding products, services, customers, suppliers, orders, contracts or financing sources (e.g., the acquisition or loss of a significant contract or customer);
- changes in dividend policy, declarations of stock splits, stock repurchases or public or private sales of additional securities;
- potential defaults under Cognizant's credit agreements or indentures, or the existence of material liquidity deficiencies; and
- bankruptcies or receiverships.

The Insider Trading Policy contains a more detailed explanation of what activities are prohibited by the policy, including a discussion of certain restrictions on the use of electronic bulletin boards, chat rooms or websites that could lead to inappropriate communications about our company. To view / download a copy of the Insider Trading Policy or for more information on Cognizant's Governance, Risk and Compliance function, please visit the CGRM app on OneCognizant at: <https://onecognizant.cognizant.com/?globalAppid=1467>

Associates who violate U.S. Federal prohibitions on the use of inside information or the communication of such information to others may be subject to civil or criminal liability, injunctions, disgorgement of profits, civil penalties of up to three times the profits realized or losses avoided and criminal penalties of up to \$5,000,000 and up to 20 years in prison. Such persons are also subject to severe disciplinary action by Cognizant, including termination of employment.

When in doubt, information concerning Cognizant and its clients should be presumed to be material and not disclosed to the public.

Thank you for your continued support.

Office of the General Counsel