



Cognizant Ireland Gender Pay Gap Report 2024

Introduction

Our purpose: We engineer modern businesses to improve everyday life.

As one of the largest global professional services companies we help clients across the globe modernise technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Our diverse community of associates are working together to help transform the companies the world relies on.

Statement from Rohit Gupta

Our purpose, vision and values guide us. Our diverse community of associates work together to help transform the companies the world relies on and are central to Cognizant's exceptional client service and industry-leading growth.

At Cognizant, we aim to foster an inclusive work environment where all employees are valued, engaged, and empowered to succeed. We focus on diversity by maintaining a culture that respects the unique characteristics of each individual. This approach supports business success and incorporates new perspectives for overall improvement.

We celebrate diversity and inclusion across our workforce, in our communities and in our partnerships. We are committed to supporting gender diversity and elevating the experience of women in the workplace. Through initiatives such as our Women Empowered employee resource group and our UK & Ireland Diversity & Inclusion (D&I) council, which I serve as executive sponsor, we are committed to enhancing the work experience for women.

Statement from Susie Gahan

At Cognizant, we are working every day to create conditions for everyone to thrive. We are an employer committed to providing an inclusive and positive work environment for all. We offer the support, and opportunities our associates need to elevate their careers.

We have several programmes and initiatives designed to foster an inclusive future including our Cognizant Propel Programme for women at mid and senior levels to help accelerate diverse leadership and empower women to excel in the digital age.

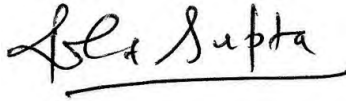
We are focused on recruiting more female talent for positions at all levels. Gender equality is a key priority for our organisation. We are actively addressing the gender imbalance, and the gender pay gap within our Ireland workforce. We are implementing a range of initiatives designed to effectively close these gaps. Read more about these later in the report.

Our commitment to diversity and to our associates continues to be widely recognised:

- Forbes List of the World's Best Employers 2024
- One of America's Greatest Workplaces for Diversity by Newsweek for the second consecutive year
- Top Employer Across 20 countries in 2024
- Placed on the Annual Fortune Global 500 List in 2024
- Winner of the LGBTQ+ Inclusion Award 2024 at the annual Ireland Diversity in Tech Awards

Declaration

We confirm the gender pay gap data contained in this report for Cognizant Technology Solutions Ireland Limited is accurate and has been calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.



Rohit Gupta, SVP
UK & Ireland Country Head



Susie Gahan, AVP HR
UK & Ireland

Gender Pay Gap Reporting

As Cognizant Ireland has over 250 employees, we are required to comply with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. This report, published in December 2024, sets out the figures for Cognizant Ireland at the snapshot date of 30 June 2024.

The gender pay gap is the difference between the average mean and median earnings (hourly pay, as well as bonus pay) of all men and women across the organisation. The mean and median hourly rate of pay for men and women is calculated in relation to all employees, regardless of level and whether they are full or part time employees. The gender pay gap is not to be confused with equal pay, which means that men and women in the same employment performing equal work must receive equal pay.

Gender Pay Gap Results

These illustrations outline the pay distribution for male and female employees at Cognizant Ireland across the four pay quartile bands and the gaps between the mean and median of their bonuses.

Gender breakdown (as at 30 June 2024):



Our Cognizant Ireland mean hourly gender pay gap is 29.9%, and median hourly gender pay gap is 39.4%.

Mean hourly xpay gap

29.9%

Mean bonus pay gap

35.6%

% men receiving a bonus

94%

Median hourly xpay gap

39.4%

Median bonus pay gap

22.8%

% women receiving a bonus

96%

Proportion of employees in each pay quartile band

Upper	85%	15%
Upper middle	70%	30%
Lower middle	56%	44%
Lower	42%	58%

Part-time employees

Mean hourly pay gap

23.5%

Median hourly pay gap

31.7%

Employees on temporary contracts

Mean hourly pay gap

-6%

Median hourly pay gap

-9.6%

Addressing our gaps

Our mean hourly pay gap of 29.9% is primarily driven by a combination of an underrepresentation of women in both our higher grades and in those roles requiring niche technical skills that command a premium in the market. The underrepresentation of women in the Science, Technology, Engineering and Mathematics (STEM) fields continues to be an industry-wide issue and impacts the demographics of our organisation's population

We recognise that there is more to do. Jim Lehane (VP & Global Leader of Life Sciences Manufacturing) is committed to continuing work on addressing the gender imbalance and the gender pay gap in our Ireland workforce. Through our action plan we are taking responsibility for change.



Highlights of our most recent actions:

- Our **leadership is dedicated to promoting gender diversity**. The UK & Ireland Country Head conducts regular forums for senior women within the organisation to identify key challenges and support initiatives for change in this regard.
- This year, we conducted **Gender Pay Gap focus groups** across Ireland sites to gather insights on influencing factors. We focused on five areas (1) Inclusive Culture (2) Networking & Mentorship (3) Benefits & Flexible Working (4) Recruitment (5) Promotion. We developed a series of initiatives including programmes focused on networking and mentoring.
- Annually, we celebrate **International Women’s Day**. Our events this year included keynote speakers, networking forums, panels and workshops.
- The **Women Empowered employee resources group** is continuously growing and building momentum. Our associate led group engage internally with employees and externally with clients and partners with a focus on three pillars: attract, hire and engage. Members are actively working on supporting wellbeing, providing networking opportunities and driving personal and professional development initiatives. The community plays a key role in bringing the issues of gender diversity to the attention of all associates.
- We launched our **Women Empowered speaker series**: Sessions this year have discussed breaking through biases, leading with authenticity and the power of networking, resilience in life and in the workplace.
- To support the underrepresentation of women in STEM fields, we provide graduate support through our **grantee programme**: We support technology and community projects that help advance education, training and inclusion.
- **Our D&I council** established in 2023, is an active group supporting diversity and inclusion across the whole employee experience. A primary objective of the council is to focus on attracting, developing and engaging women at senior management levels. The council ensures transparent communication of progress and challenges. It is spearheading a learning initiative designed to educate all associates on diversity and inclusivity through targeted learning pathways, which demonstrate the advantages of a diverse and inclusive work environment, foster confidence, and encourage proactive and positive participation.



- We continue to run cohorts of our **internal global leadership development programme, Propel** - a programme designed to help women thrive in the digital age. Each Propel participant is paired with an experienced mentor.
- Our **Talent Acquisition team** continues to create strategies for developing a diverse talent pipeline for now and for the future. We publish inclusive job descriptions leveraging available tools (via Get Optimal). We offer training for all hiring managers to assist them in making informed decisions.
- Our **Outreach Programme** leverages our associates' expertise and enthusiasm through volunteer work. This year, we volunteered at 'Cherry Orchard Community Gardens' and 'Team Hope Shoebox Appeal'. Additionally, we participated in 'Darkness Into Light 2024' for Pieta House and the 'Big Pink Breakfast' for Breast Cancer Ireland.
- This year's **National Inclusion Week** focused on 'Impact Matters,' which involved understanding, identifying, and measuring the impact on marginalized groups, and implementing actions that lead to sustainable change. A session for associates titled "Role of Allies in Empowering Gender Equity" was held, where experts shared their experiences and strategies for fostering gender equity.



Cognizant (Nasdaq:100; CTSH) engineers modern businesses. We help our clients modernize technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Together, we're improving everyday life. See how at www.cognizant.com or follow us [@Cognizant](https://twitter.com/Cognizant).

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