

cognizant®

Cognizant Ireland gender pay gap report 2026

Cognizant is an AI Builder and technology services provider, bridging the gap between AI investment and enterprise value by building full-stack AI solutions for our clients. Our deep industry, process and engineering expertise enables us to build an organisation's unique context into technology systems that amplify human potential, drive tangible outcomes and keep global enterprises ahead in a fast-changing world.

Statement from Rohit Gupta

Cognizant's ambition is to be the AI builder for the world's leading enterprises, helping our clients turn rapidly advancing technology into meaningful business outcomes. Achieving that ambition starts with our people. We need diverse perspectives, experiences and skills to challenge established thinking, innovate for our clients and stay competitive. Creating an environment where everyone has the opportunity to contribute, develop and succeed is an important part of building the organisation we need for the future.

Gender pay gap reporting gives us an important measure of where we are today. While there is more work to do, we have continued to invest in leadership development, sponsorship, employee-led communities and initiatives that support the growth and visibility of women across Cognizant.

We remain committed to building a diverse and inclusive organisation that is equipped for the future.

Statement from Susie Gahan

Improving the representation of women across our organisation remains an important priority. For us, that means looking beyond the headline pay gap and understanding where women are represented across different roles and levels.

During the year, we continued to support initiatives that help women build skills, strengthen networks and increase visibility. This included opportunities for development, learning and connection, alongside continuing to review our people practices and understand where we can make a difference.

We are also looking further ahead. By increasing awareness of technology careers and working with partners to broaden access to skills and opportunities, we aim to help strengthen the pipeline of women entering the sector over time.

We know there is more to do, and we will continue to build on the work already underway to improve representation over time.

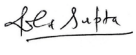
Recognition

Cognizant's commitment to an ethical, inclusive and supportive workplace continues to be recognised externally. Globally, Cognizant was named one of the 2026 World's Most Ethical Companies® by Ethisphere for the second consecutive year and was certified by Great Place To Work® in 31 countries in March 2026. We were also named to TIME's World's Best Companies 2026 list for the fourth consecutive year and recognised by Forbes as one of the World's Best Employers in 2025, reflecting our ongoing focus on creating a culture where people can thrive.

Cognizant UK&I was also named Company of the Year at the WeAreTheCity Rising Star Awards 2026, recognising our work to advance women in the workplace and support the next generation of female leaders.

Declaration

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



Rohit Gupta, SVP, UK and Ireland Country Head



Susie Gahan, AVP, Human Resources, UK and 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 November 2026, sets out the figures for Cognizant Ireland at the snapshot date of 30 June 2026.

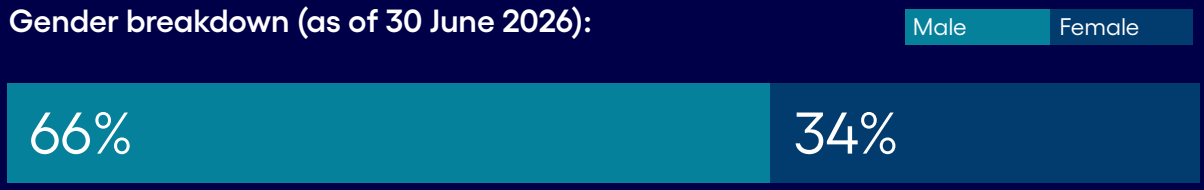
The gender pay gap is the difference between the mean and median earnings (hourly pay and bonus pay) of men and women across the organisation. The mean and median hourly rates of pay are calculated for all employees, regardless of level and whether they are full time or part time.

Understanding our gender pay gap

Our mean gender pay gap now stands at 23.1% and our median at 33.2%, with both measures improving compared with the previous year. Women now represent 34% of our Ireland workforce, a slight increase year on year.

These illustrations show the distribution of male and female employees across the four pay quartile bands, together with the mean and median bonus pay gaps.

Gender breakdown (as of 30 June 2026):



Our Cognizant Ireland mean hourly gender pay gap is 23.1%, and median hourly gender pay gap is 33.2%.

Mean hourly pay gap

23.1%

Median hourly pay gap

33.2%

Mean bonus pay gap

34.24%

Median bonus pay gap

23.6%

% men receiving a bonus

93%

% women receiving a bonus

89%

Proportion of employees in each pay quartile band		
Pay quartile	**Male**	**Female**
Upper	81%	19%
Upper middle	77%	23%
Lower middle	58%	42%
Lower	46%	54%

Part-time employees

Mean hourly pay gap

6.94%

Median hourly pay gap

22.12%

Employees on temporary contracts

Mean hourly pay gap

0%

Median hourly pay gap

0%

Addressing our gender pay gap

Our gender pay gap reflects the representation of women and men across different roles and levels within our organisation. Improving the representation of women, particularly at more senior levels and in specialist and technical roles, remains an important area of focus.

While there is no single solution to addressing the gender pay gap, we continue to invest in initiatives that support development, visibility and leadership opportunities for women across our organisation.



Supporting women's development and careers

Creating opportunities for women to build skills, strengthen networks and increase visibility remains an important part of our approach. During the year, we continued to invest in programmes that support women at different stages of their careers.

For women at mid-career level, **RISE** supports growth through leadership learning, networking and opportunities to build skills and confidence.

Towards the end of the reporting period, we launched a **leadership sponsorship initiative** for women in senior roles, designed to increase visibility and strengthen access to senior networks and career opportunities.

Together, these programmes support our longer-term ambition to improve the representation of women in leadership.

Women Empowered

Women Empowered (WE) continues to provide opportunities for women across Cognizant to connect, learn and share experiences.

Throughout the year, WE activities focused on networking, development and knowledge sharing. The community also expanded its focus in response to topics important to colleagues, including the launch of the **Perimenopause and Menopause Peer Support Group**, creating a supportive environment to share experiences and connect with others.

We also launched a new **wellness series**, with awareness sessions on nutrition, sleep and mindfulness. The sessions combined practical insights with tools and resources that participants could continue to use beyond the sessions.

WE continued to champion women's achievements and visibility through **role model campaigns,** sharing women's experiences and career journeys. By highlighting different voices and experiences, these campaigns provide greater visibility of female role models across Cognizant.

During the year, the community also launched the **"WE Unfiltered" podcast**, providing another platform for discussion, storytelling and sharing perspectives on topics affecting women in the workplace.

Together, these activities help build connections, increase the visibility of women and provide opportunities for learning, wellbeing and support.

Celebrating women, broadening the conversation

Across the year, we ran a programme of activities that highlighted women's experiences and their role in shaping the future of technology, through conversations and events exploring leadership, AI and inclusion. **International Women's Day (IWD)** was an important moment within this wider programme, providing an opportunity to celebrate women's achievements and bring different perspectives to the conversation. The IWD programme included "From Code to Consequence," which brought together our leaders, clients and external speakers to discuss how AI and digital technologies are shaping the safety, voice and opportunities of women and girls.

Our programme also created opportunities for different voices and perspectives to be heard across our organisation, covering areas including race equality, disability, sexual orientation, gender identity and the experiences of veterans. Women's experiences intersect with many of these, and recognising that helped reflect the diversity of the women across our organisation.

Together, these activities provided opportunities for learning, networking and sharing different perspectives, while amplifying women's voices and celebrating their contribution to our organisation and industry.

Attracting and inspiring future talent

Building greater representation requires us to consider both how we attract talent today and how we help develop the talent pipeline for the future. We continue to aim to reach a broad range of candidates and promote fair and inclusive recruitment practices, while working with external partners to widen access to technology careers.

Through **Code First Girls,** 41 women accessed training in Python and apps, data and SQL, and JavaScript. A further 20 women completed the 16-week CFGdegree, with eight going on to complete the four-week +Masters course. Cognizant associates also volunteered as mentors, helping participants build employability and career skills.

Generation Ireland provided 145 learners with access to Cognizant-funded digital skills programmes, with women representing approximately 45% of participants. The programmes included training in IT support, data analytics, Amazon Web Services and green skills, alongside practical generative AI learning and career support, helping participants develop skills for an evolving workforce**.**

Our partnership with **Munster Technological University** takes a longer-term approach to increasing female participation in technology. We funded three first-year Business Information Systems scholarships for women and supported research to better understand the factors influencing female participation in the programme.

These initiatives help widen access to technology education and skills, while creating opportunities for more women to explore and prepare for careers in the sector.

In the coming year, we will continue to focus on increasing the representation of women at senior levels and in specialist and technical roles through our development, sponsorship and early talent initiatives.



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