



FY 2024

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I am deeply grateful to our employees for their commitment to our strategic priorities and rigorous execution, which drove fourth quarter revenue growth to the high end of our guidance range. We exited the year with momentum — closing a record 29 large deals during the year — highlighting the effectiveness of our strategy. In 2024, we accelerated investments in our AI-led platforms and added new capabilities with the acquisitions of Thirdera and Belcan, further strengthening and diversifying our portfolio. Our focus on client centricity, agility, and innovation is helping clients unlock the next wave of hyper productivity and enterprise-grade generative AI adoption.

”

Ravi Kumar S | Chief Executive Officer

Revenue

\$19.7 billion

Reported YoY¹ ↑ 2.0%

Constant Currency YoY¹ ↑ 1.9%

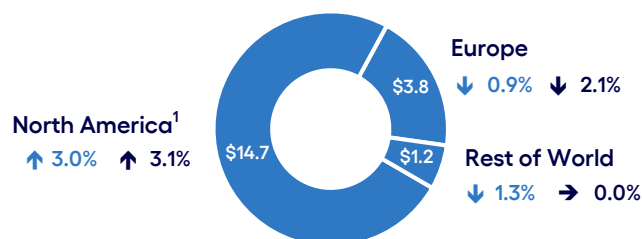
GAAP Operating Margin | 14.7% Adjusted Operating Margin | 15.3% GAAP EPS | \$4.51 Adjusted Diluted EPS | \$4.75

FY 2024 Cash Flow	Cash Flow From Operations	Free Cash Flow	FY 2024 Capital Return	Dividends	Share Repurchases
	\$2,124M	\$1,827M		\$600M \$1.20/share	\$605M

Revenue by Geography

(\$ In billions)

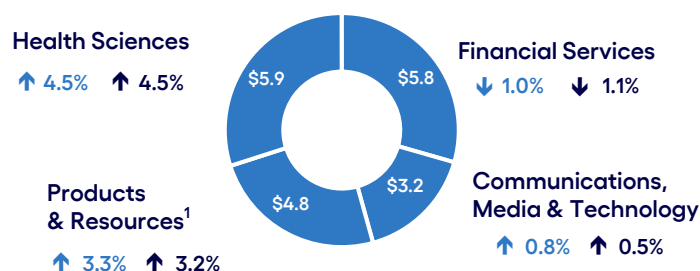
Reported YoY | Constant Currency YoY



Revenue by Segment

(\$ In billions)

Reported YoY | Constant Currency YoY



Acquisitions Completed



Belcan

For non-GAAP financial reconciliations refer to Cognizant's 2024 fourth quarter earnings release issued on February 5, 2025, which accompanies this presentation and is available at investors.cognizant.com.

¹In 2024, revenue from recently completed acquisitions, including Belcan and Thirdera, contributed approximately 2 percentage points to year-over-year revenue growth, including approximately 6 percentage points of growth to our Products & Resources segment, primarily in North America.

Q4 2024

“

We ended the year strong, delivering Adjusted Operating Margin of 15.7% in the fourth quarter and 20 basis points expansion for the full year, above our guidance. Free cash flow represented more than 150% of net income, our highest quarter since Q3 2021. We expect that our improved cost structure, achieved through the successful completion of our NextGen program, will help us sustain our pace of strategic investments in support of profitable growth. Our initial 2025 guidance calls for 3.5% to 6.0% constant currency revenue growth and 20 to 40 basis points of full-year Adjusted Operating Margin expansion.

”

Jatin Dalal | Chief Financial Officer

Revenue

\$5.1 billion

Reported YoY¹ ↑ 6.8%

Constant Currency YoY¹ ↑ 6.7%

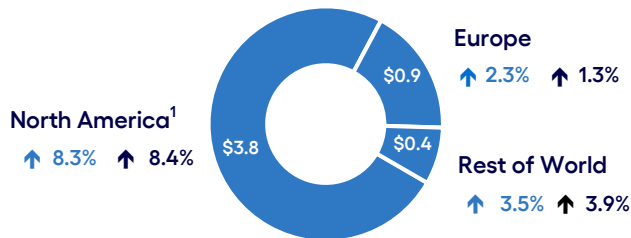
GAAP Operating Margin | 14.8% Adjusted Operating Margin | 15.7% GAAP EPS | \$1.10 Adjusted Diluted EPS | \$1.21

Q4 2024 Cash Flow	Cash Flow From Operations \$920M	Free Cash Flow \$837M	Q4 2024 Capital Return	Dividends \$150M \$0.30/share	Share Repurchases \$154M
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Revenue by Geography

(\$ In billions)

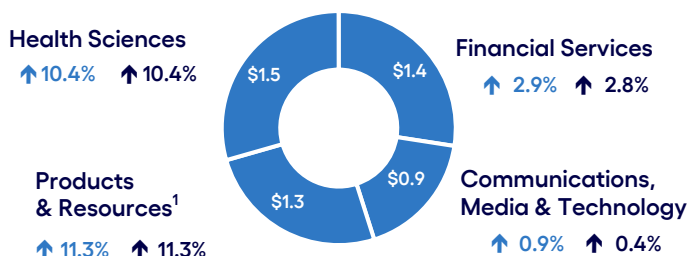
Reported YoY | Constant Currency YoY



Revenue by Segment

(\$ In billions)

Reported YoY | Constant Currency YoY



Employee Metrics

Total Employees 336,800 (3,300) QoQ

Voluntary - Tech Services Attrition (Trailing 12-Month) 15.9%
Up 2.1 percentage points YoY

Company Research and Recognition

New minds,
new markets

Joint study between Cognizant and Oxford Economics show U.S. consumers who embrace AI could drive \$4.4T in spending over five years.



Named to Newsweek's and Statista's list of America's Most Reliable Companies 2025

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¹In the fourth quarter of 2024, revenue from our recently completed acquisitions of Belcan and Thirdera contributed approximately 4.5 percentage points to year-over-year revenue growth, including approximately 16 percentage points of growth to our Products & Resources segment, primarily in North America.

About Non-GAAP Financial Measures and Performance Metrics

Non-GAAP Financial Measures

To supplement our financial results presented in accordance with GAAP, this infographic includes references to the following measures defined by the Securities and Exchange Commission as non-GAAP financial measures: Adjusted Operating Margin, Adjusted Diluted EPS, free cash flow and constant currency revenue growth. These non-GAAP financial measures are not based on any comprehensive set of accounting rules or principles and should not be considered a substitute for, or superior to, financial measures calculated in accordance with GAAP, and may be different from non-GAAP financial measures used by other companies. In addition, these non-GAAP financial measures should be read in conjunction with our financial statements prepared in accordance with GAAP. The reconciliations of our non-GAAP financial measures to the corresponding GAAP measures should be carefully evaluated.

Our non-GAAP financial measure Adjusted Operating Margin excludes unusual items, such as NextGen charges. Our non-GAAP financial measure Adjusted Diluted EPS excludes unusual items, such as NextGen charges, and net non-operating foreign currency exchange gains or losses and the tax impact of all the applicable adjustments. The income tax impact of each item excluded from Adjusted Diluted EPS is calculated by applying the statutory rate and local tax regulations in the jurisdiction in which the item was incurred. Free cash flow is defined as cash flows from operating activities net of purchases of property and equipment. Constant currency revenue growth is defined as revenues for a given period restated at the comparative period's foreign currency exchange rates measured against the comparative period's reported revenues.

Management believes providing investors with an operating view consistent with how we manage the Company provides enhanced transparency into our operating results. For our internal management reporting and budgeting purposes, we use various GAAP and non-GAAP financial measures for financial and operational decision-making, to evaluate period-to-period comparisons, to determine portions of the compensation for our executive officers and for making comparisons of our operating results to those of our competitors. Accordingly, we believe that the presentation of our non-GAAP measures, which exclude certain costs, when read in conjunction with our reported GAAP results, can provide useful supplemental information to our management and investors regarding financial and business trends relating to our financial condition and results of operations.

A limitation of using non-GAAP financial measures versus financial measures calculated in accordance with GAAP is that non-GAAP financial measures do not reflect all of the amounts associated with our operating results as determined in accordance with GAAP and may exclude costs that are recurring such as our net non-operating foreign currency exchange gains or losses. In addition, other companies may calculate non-GAAP financial measures differently than us, thereby limiting the usefulness of these non-GAAP financial measures as a comparative tool. We compensate for these limitations by providing specific information regarding the GAAP amounts excluded from our non-GAAP financial measures to allow investors to evaluate such non-GAAP financial measures.

Performance Metrics

Large deals are defined as deals with a total contract value of \$100 million or greater.

COGNIZANT TECHNOLOGY SOLUTIONS CORPORATION
Reconciliations of Non-GAAP Financial Measures
(Unaudited)

	Three Months Ended December 31, 2024	% of Revenues	Twelve Months Ended December 31, 2024	% of Revenues
GAAP income from operations and operating margin	\$ 751	14.8	\$ 2,892	14.7
NextGen charges ⁽¹⁾	49	0.9	134	0.6
Adjusted Income From Operations and Adjusted Operating	\$ 800	15.7	\$ 3,026	15.3
GAAP diluted EPS	\$ 1.10		\$ 4.51	
Effect of NextGen charges, pre-tax	0.10		0.27	
Non-operating foreign currency exchange (gains) losses, pre-tax ⁽²⁾	0.04		0.04	
Tax effect of above adjustments ⁽³⁾	(0.03)		(0.07)	
Adjusted Diluted EPS	\$ 1.21		\$ 4.75	

Notes:

- (1) NextGen charges for the three months ended December 31, 2024 include \$30 million of employee separation costs, \$7 million of facility exit costs and \$12 million of third party and other costs. NextGen charges for the year ended December 31, 2024 include \$85 million of employee separation costs, \$36 million of facility exit costs and \$13 million of third party and other costs. The program concluded on December 31, 2024. The total costs related to the NextGen program are reported in "Restructuring charges" in our unaudited consolidated statements of operations.
- (2) Non-operating foreign currency exchange gains and losses, inclusive of gains and losses on related foreign exchange forward contracts not designated as hedging instruments for accounting purposes, are reported in "Foreign currency exchange gains (losses), net" in our unaudited consolidated statement of operations.
- (3) Presented below is the tax impact of our non-GAAP adjustments to pre-tax income:

(in millions)	Three Months Ended December 31, 2024	Twelve Months Ended December 31, 2024
Non-GAAP income tax benefit (expense) related to:		
NextGen charges	\$ 13	34
Foreign currency exchange gains and losses	(1)	(4)

The effective tax rate related to non-operating foreign currency exchange gains and losses varies depending on the jurisdictions in which such income and expenses are generated and the statutory rates applicable in those jurisdictions. As such, the income tax effect of non-operating foreign currency exchange gains and losses shown in the above table may not appear proportionate to the net pre-tax foreign currency exchange gains and losses reported in our unaudited consolidated statements of operations.

Reconciliation of Free Cash Flow

(in millions)	Three Months Ended December 31, 2024	Twelve Months Ended December 31, 2024
Net cash provided by operating activities	\$ 920	\$ 2,124
Purchases of property and equipment	(83)	(297)
Free cash flow	\$ 837	\$ 1,827