Exhibit 99.3



Third Quarter 2026

Financial Results and Highlights

October 29, 2026

© 2026 Cognizant

Forward-looking statements

This earnings supplement includes statements that may constitute forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the accuracy of which is necessarily subject to risks, uncertainties and assumptions as to future events that may not prove to be accurate. These statements include, but are not limited to, express or implied forward-looking statements relating to our strategy, competitive position and opportunities in the marketplace, investment in and growth of our business, the pace and magnitude of change and client needs related to AI, the effectiveness of and plans related to our recruiting and talent efforts and related costs, labor market trends, the anticipated amount of capital to be returned to shareholders, our anticipated financial performance, matters related to Project Leap, expected benefits resulting from our recent acquisitions, and other statements regarding matters that are not historical facts. These statements are neither promises nor guarantees, but are subject to a variety of risks and uncertainties, many of which are beyond our control, which could cause actual results to differ materially from those contemplated in these forward-looking statements. Existing and prospective investors are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. Factors that could cause actual results to differ materially from those expressed or implied include general economic conditions; the competitive and rapidly changing nature of the markets we compete in; our ability to successfully use AI-based technologies and the impact those technologies may have on the demand and terms for our services; the competitive marketplace for talent and its impact on employee recruitment and retention; our ability to successfully implement Project Leap and the amount of costs, timing of incurring costs, and benefits of such project; legal, reputational and financial risks resulting from cyberattacks; changes in the regulatory environment, including with respect to immigration, trade and taxes; and the other factors discussed in our most recent Annual Report on Form 10-K, our Quarterly Reports on Form 10-Q, and other filings with the Securities and Exchange Commission. Cognizant undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law.

© 2026 Cognizant

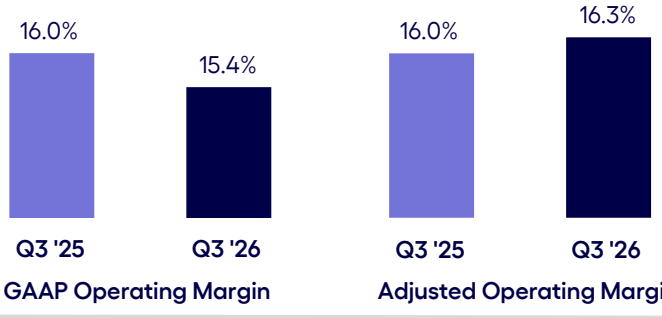
Results Summary: Q3 2026

Revenue

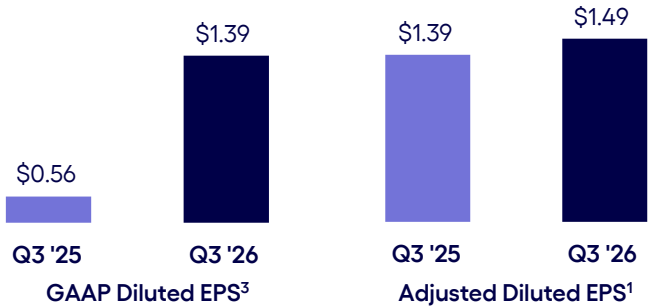
Increase of 4.6% Y/Y as reported, and an increase of 4.8% Y/Y in constant currency[1,2]



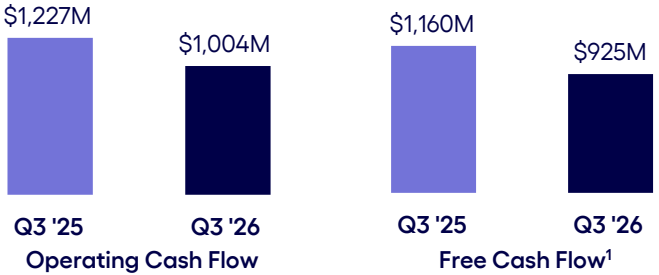
GAAP and Adjusted Operating Margin[1]



Diluted Earnings Per Share (EPS)



Cash Flow



[1] See "About Non-GAAP Financial Measures and Performance Metrics" at the end of this earnings supplement for more information and reconciliations to the most directly comparable GAAP financial measures, as applicable.
[2] Revenue from our recently completed acquisitions contributed approximately 210 basis points to year-over-year growth.
[3] Q3 2025 GAAP Diluted EPS reflects the $0.80 impact from a one-time, non-cash income tax expense. See "About Non-GAAP Financial Measures and Performance Metrics" at the end of this earnings supplement for more information.

© 2026 Cognizant

Q3 2026 highlights

Third consecutive quarter of double-digit revenue growth in Financial Services

4% trailing twelve months (TTM) bookings growth

9% growth in TTM of large deal bookings[1]

New/Expansion bookings now >60% of mix on TTM basis, up >10% points versus prior year

95,000+ frontier AI badges and certifications

GAAP operating margin contraction of 60 bps year-over-year

Adjusted operating margin expansion of 30 bps year-over-year

Over $2.3 billion deployed on share repurchases and dividends year-to-date

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

© 2026 Cognizant

cognizant

Full-year 2026 and Q4 2026 Guidance[1]

	2026 Guidance	Assumptions
Revenue	~$22.05B to ~$22.14B 4.5% to 4.9% Y/Y or 4.0% to 4.4% Y/Y CC	Includes ~150 bps of inorganic contribution
Adjusted Operating Margin[2]	~16.1% 30 basis points Y/Y expansion	
Adjusted effective tax rate[2]	~25%	
Share Count	460M	
Adjusted Diluted EPS[2]	$5.72 to $5.79 8% to 10% Y/Y	

	Q4 2026 Guidance	
Revenue	~$5.49B to ~$5.57B 3.0% to 4.5% Y/Y or 3.2% to 4.7% Y/Y CC	Includes ~200 bps of inorganic contribution

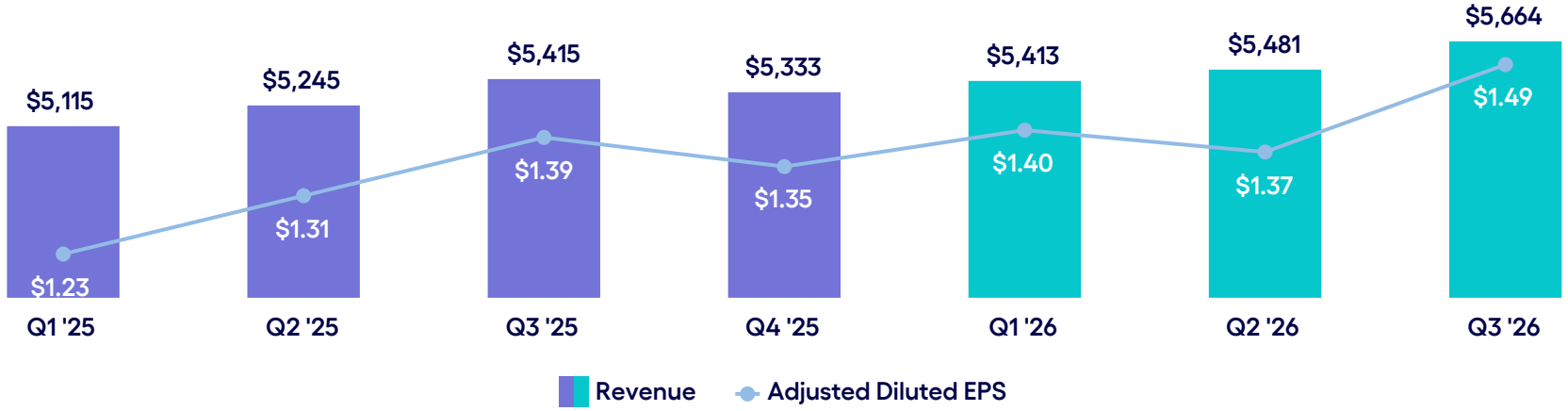
[1] Guidance is as of October 29, 2026
[2] A full reconciliation of Adjusted Operating Margin, Adjusted Diluted EPS and Adjusted effective tax rate guidance to the corresponding GAAP measures on a forward-looking basis cannot be provided without unreasonable efforts as we are unable to provide reconciling information with respect to unusual items, net non-operating foreign currency exchange gains or losses, and the tax effects of these adjustments. See "About Non-GAAP Financial Measures and Performance Metrics" for more information, the definition of Adjusted effective tax rate as well as a partial reconciliation to the most directly comparable GAAP financial measures at the end of this earnings supplement.

© 2026 Cognizant

cognizant

Revenue, Operating Margin and EPS

$ in millions except per share amounts



	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Revenue Y/Y[1]	7.5%	8.1%	7.4%	4.9%	5.8%	4.5%	4.6%
Revenue Y/Y CC[1]	8.2%	7.2%	6.5%	3.8%	3.9%	4.1%	4.8%
GAAP Operating Margin	16.7%	15.6%	16.0%	16.0%	15.6%	15.9%	15.4%
Adjusted Operating Margin	15.5%	15.6%	16.0%	16.0%	15.6%	16.0%	16.3%
GAAP Diluted EPS[2]	$1.34	$1.31	$0.56	$1.34	$1.39	$1.36	$1.39
Adjusted Diluted EPS	$1.23	$1.31	$1.39	$1.35	$1.40	$1.37	$1.49

[1] Revenue from our acquisitions of Belcan and Thirdera contributed approximately 400 basis points to YoY growth in Q1 2025. Revenue from Belcan contributed approximately 400 basis points and 250 basis points to YoY growth in Q2 and Q3 2025, respectively. Revenue from our acquisition of 3Cloud contributed approximately 90 basis points to YoY growth in Q1 2026. Revenue from our acquisitions of 3Cloud and Astreya contributed approximately 100 basis points and 210 basis points to YoY growth in Q2 and Q3 2026, respectively.

[2] Q3 2025 GAAP Diluted EPS reflects the $0.80 impact from a one-time, non-cash income tax expense. See "About Non-GAAP Financial Measures and Performance Metrics" at the end of this earnings supplement for more information.

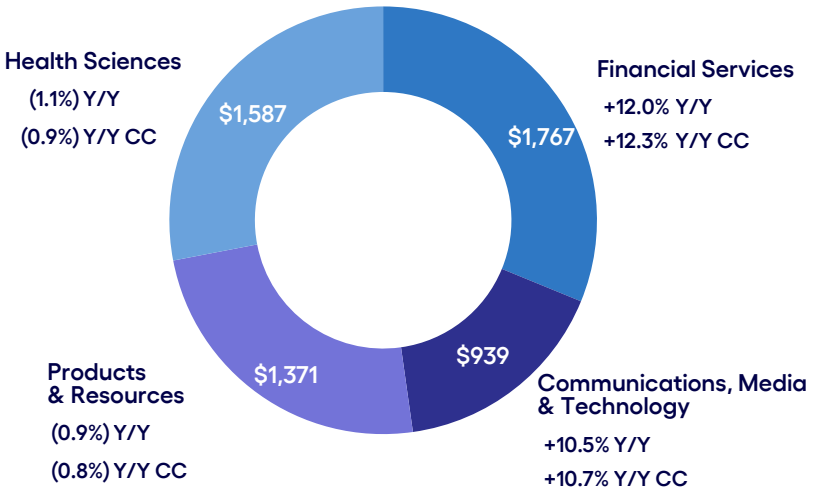
© 2026 Cognizant

cognizant

Revenue Performance: Q3 2026

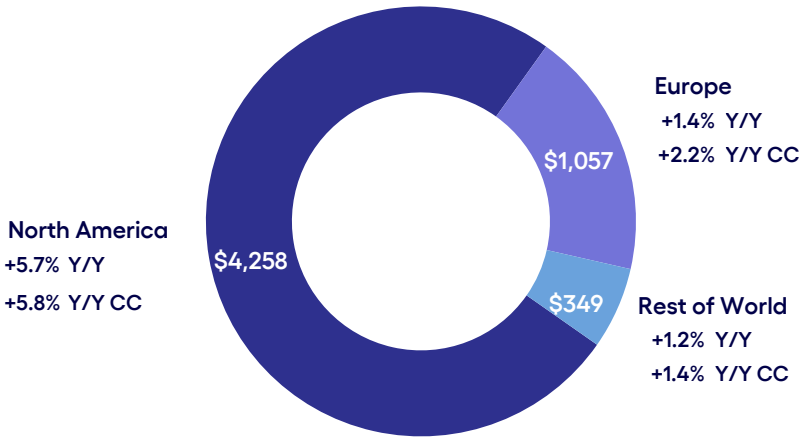
Segments

$ in millions



Geography

$ in millions



The sale of third-party products in connection with our integrated offerings strategy contributed approximately 190 basis points to overall revenue growth. These sales contributed 200 basis points of growth to our North America region and 425 basis points to our United Kingdom region. Additionally, these sales contributed 600 basis points of growth to our Communications Media and Technology segment and 400 basis points of growth to our Financial Services segment.

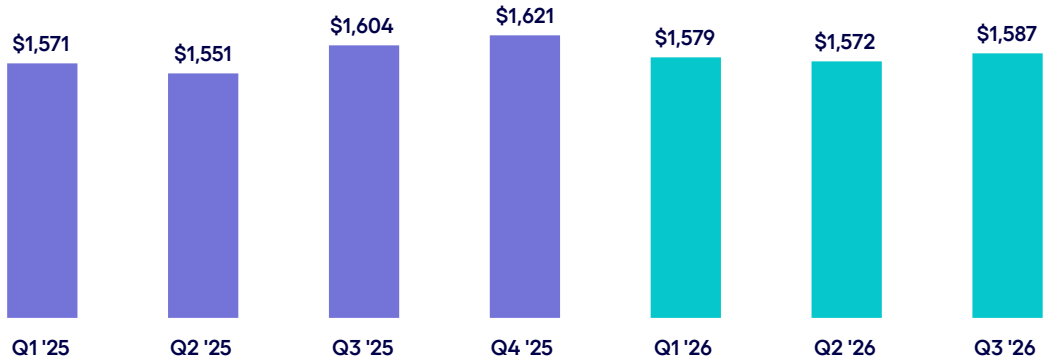
© 2026 Cognizant

cognizant

Health Sciences

Revenue

$ in millions

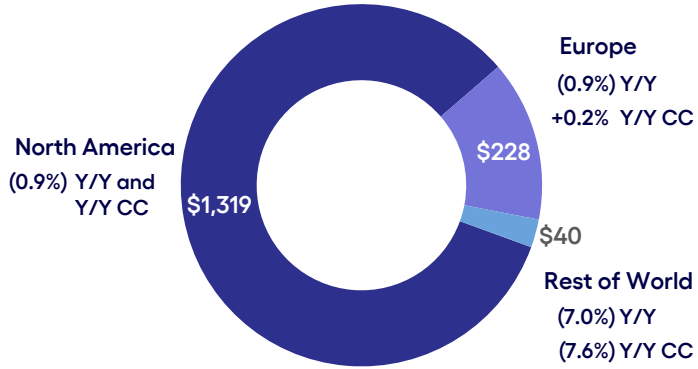


Change in Revenue

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Y/Y	10.9%	6.2%	5.9%	5.2%	0.5%	1.4%	(1.1%)
Y/Y CC	11.4%	5.3%	5.1%	4.2%	(0.9%)	1.0%	(0.9%)

Q3 2026 Geography

$ in millions

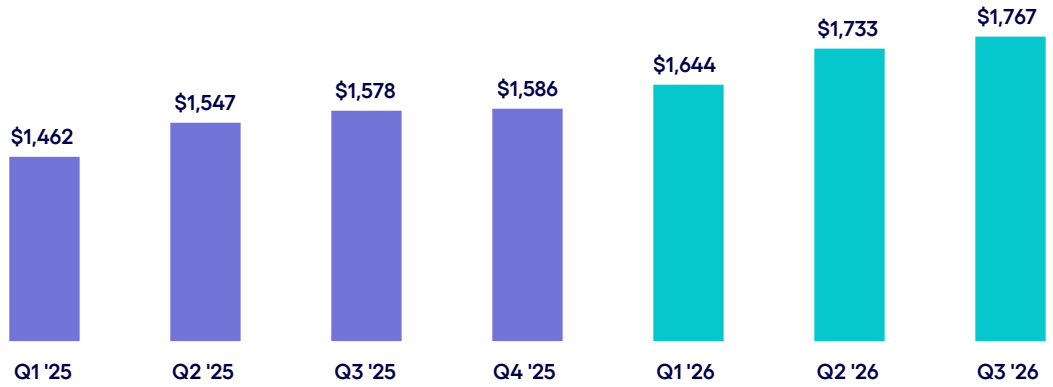


© 2026 Cognizant

Financial Services

Revenue

$ in millions

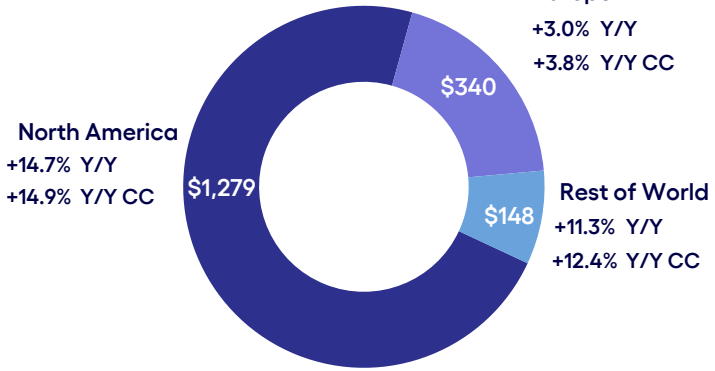


Change in Revenue

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Y/Y	5.6%	6.9%	6.2%	10.5%	12.4%	12.0%	12.0%
Y/Y CC	6.5%	6.0%	5.4%	9.3%	10.2%	11.7%	12.3%

Q3 2026 Geography

$ in millions

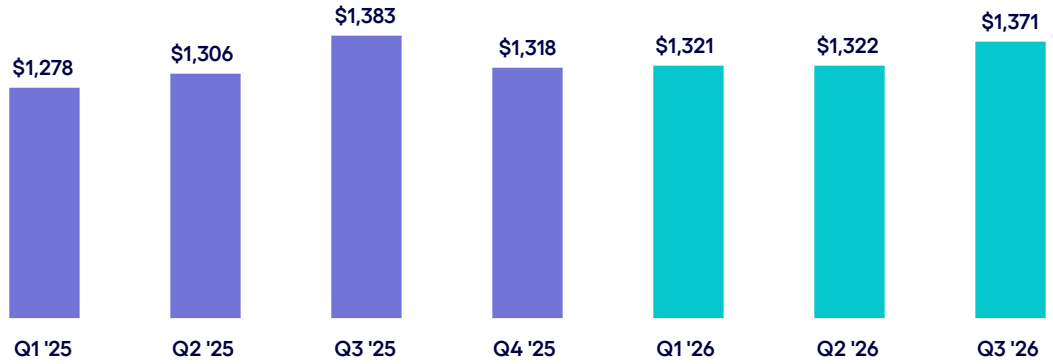


© 2026 Cognizant

Products & Resources

Revenue

$ in millions

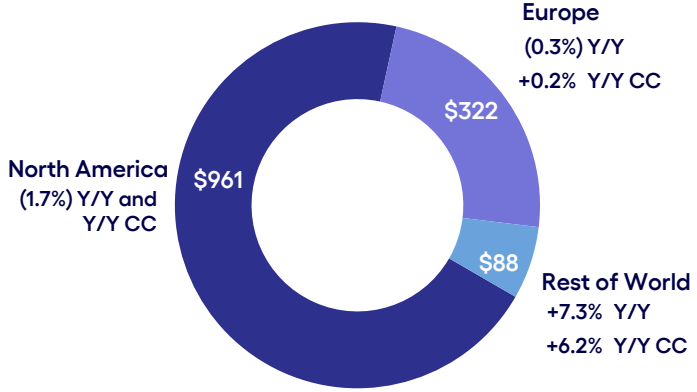


Change in Revenue[1]

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Y/Y	12.8%	16.0%	12.6%	1.8%	3.4%	1.2%	(0.9%)
Y/Y CC	13.6%	14.7%	11.4%	0.3%	1.1%	0.7%	(0.8%)

Q3 2026 Geography

$ in millions



[1] Revenue from recently completed acquisitions contributed 15, 16 and 9 percentage points to year-over-year revenue growth in Q1 2025, Q2 2025 and Q3 2025, respectively.

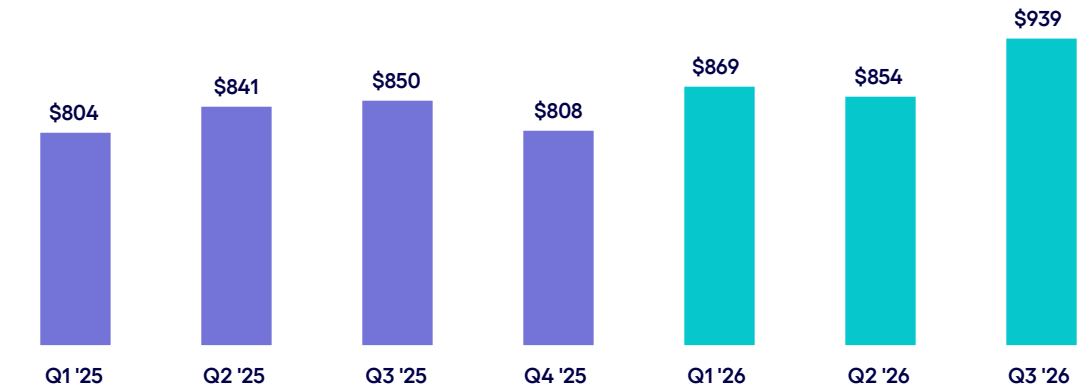
© 2026 Cognizant

cognizant

Communications, Media & Technology

Revenue

$ in millions

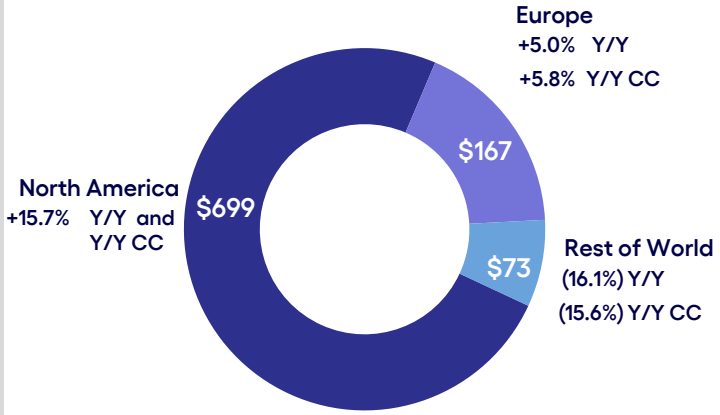


Change in Revenue[1]

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Y/Y	(2.7%)	3.1%	4.2%	(0.4%)	8.1%	1.5%	10.5%
Y/Y CC	(1.9%)	2.2%	3.6%	(1.2%)	6.5%	1.4%	10.7%

Q3 2026 Geography

$ in millions

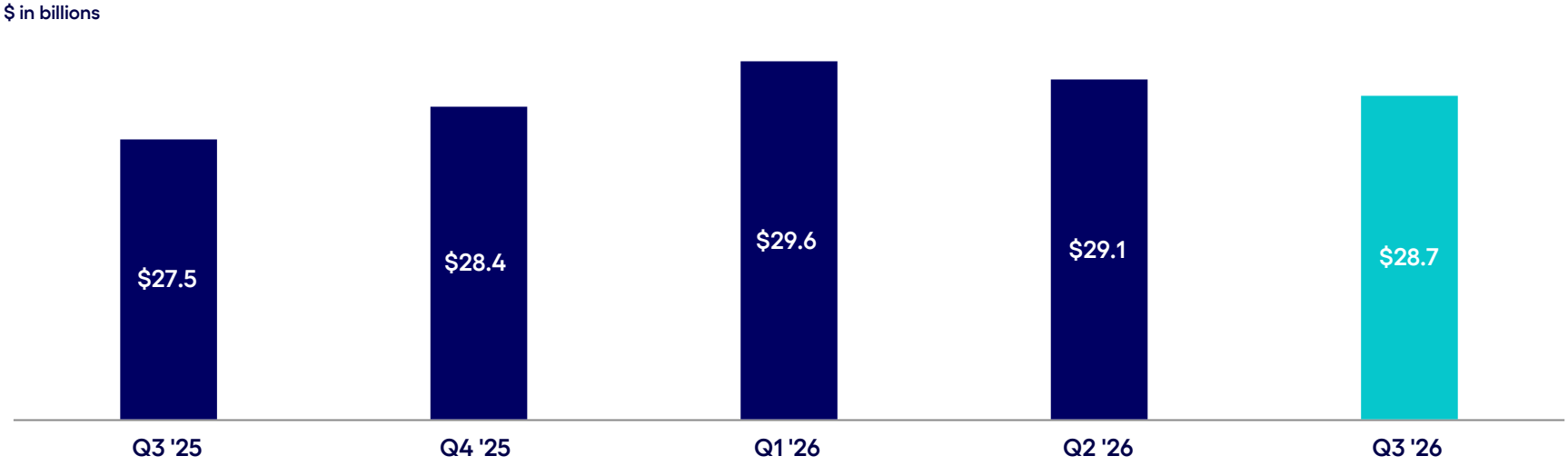


[1] Revenue from recently completed acquisitions contributed 9 percentage points to year-over-year revenue growth in Q3 2026.

© 2026 Cognizant

cognizant

Trailing Twelve Month Bookings[1]



Trailing twelve month bookings of $28.7 billion increased 4% year-over-year and represented a book-to-bill of 1.3x

Q3 2026 bookings decreased 7% year-over-year

[1] See "About Non-GAAP Financial Measures and Performance Metrics" at the end of this earnings supplement for more information.

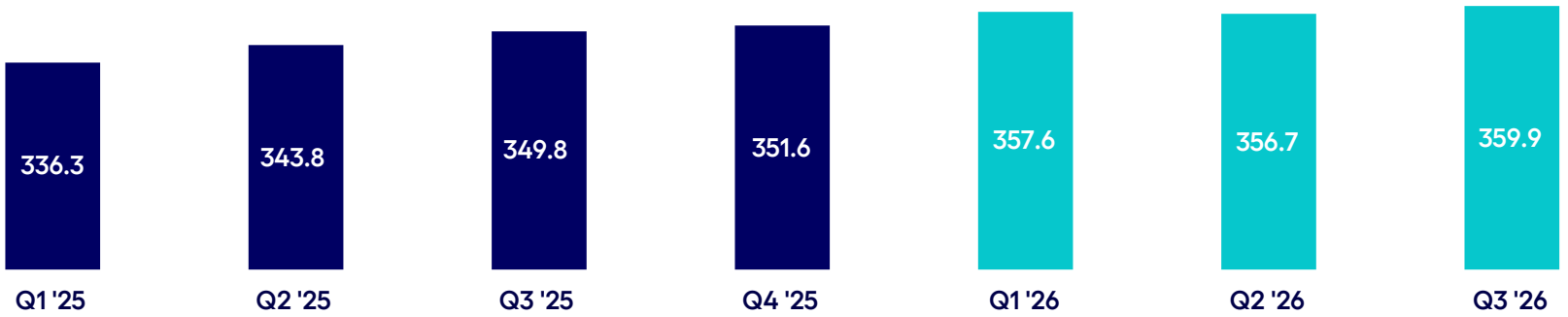
© 2026 Cognizant

cognizant

Employee Metrics

Headcount

in thousands



Additional Employee Metrics

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Trailing 12-Month Voluntary Attrition - Tech Services	12.0%	12.6%	12.6%	12.3%	12.3%	13.0%	12.6%

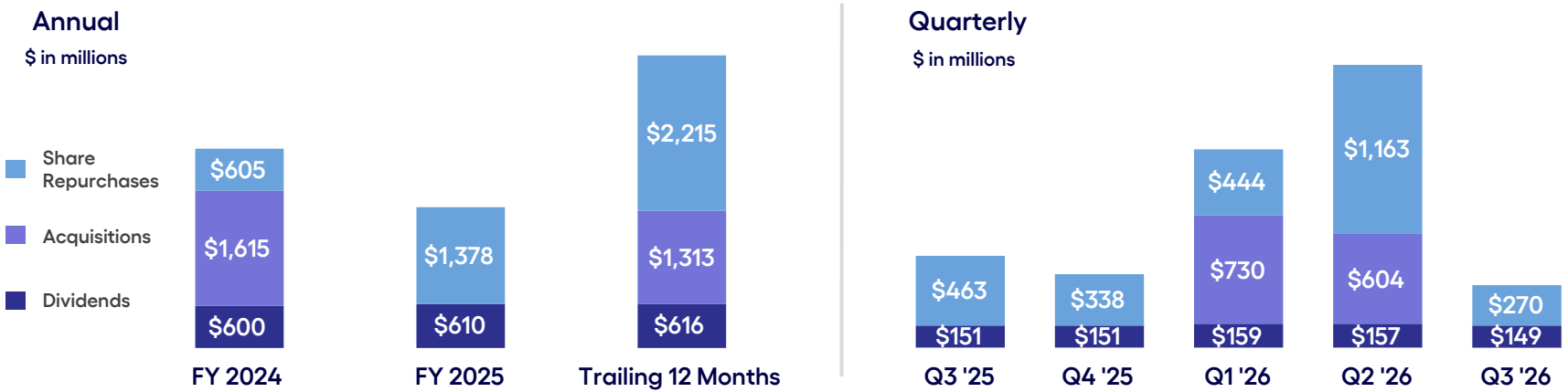
Utilization

	Q1 '25	Q2 '25	Q3 '25	Q4 '25	Q1 '26	Q2 '26	Q3 '26
Blended Utilization, Excluding Trainees	85%	85%	85%	83%	85%	85%	86%

© 2026 Cognizant

cognizant

Cash Flow, Balance Sheet & Capital Allocation



	Q3 '25	Q4 '25[1]	Q1 '26	Q2 '26	Q3 '26
Operating Cash Flow	$1,227	$858	$274	$558	$1,004
Free Cash Flow	$1,160	$781	$198	$459	$925
Cash and Short-Term Investments	$2,354	$1,914	$1,517	$1,051	$1,552
Total Debt	$584	$576	$568	$1,560	$1,552

[1] Q4 2025 Cash and Short-Term Investments excludes $733 million of restricted cash related to our acquisition of 3Cloud.

© 2026 Cognizant

cognizant

APPENDIX: About Non-GAAP Financial Measures and Performance Metrics

cognizant

About Non-GAAP Financial Measures and Performance Metrics

Non-GAAP Financial Measures

To supplement our financial results presented in accordance with GAAP, this earnings supplement 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, constant currency revenue growth and Adjusted effective tax rate. 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 measures Adjusted Operating Margin and Adjusted Income from Operations exclude unusual items, such as Project Leap charges and the partial reversal of the India Defined Contribution Obligation in 2026 and the gain on sale of property and equipment in 2025. Our non-GAAP financial measure Adjusted Diluted EPS excludes unusual items, such as Project Leap charges, the partial reversal of the India Defined Contribution Obligation, the one-time income tax expense related to the enactment of the OBBBA and the gain on sale of property and equipment, 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 plus proceeds from sale of property and equipment, 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. Adjusted effective tax rate reflects a tax rate commensurate with our non-GAAP Adjusted EPS.

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

Bookings are defined as total contract value (or TCV) of new contracts, including new contract sales as well as renewals and expansions of existing contracts. Bookings can vary significantly quarter to quarter depending in part on the timing of the signing of a small number of large contracts. Our book-to-bill ratio is defined as bookings for the trailing twelve months divided by revenue for the same period. Measuring bookings involves the use of estimates and judgments and there are no independent standards or requirements governing the calculation of bookings. The extent and timing of conversion of bookings to revenues may be impacted by, among other factors, the types of services and solutions sold, contract duration, the pace of client spending, actual volumes of services delivered as compared to the volumes anticipated at the time of sale, and contract modifications, including terminations, over the lifetime of a contract. The majority of our contracts are terminable by the client on short notice often without penalty, and some without notice. We do not update our bookings for subsequent terminations, reductions or foreign currency exchange rate fluctuations. Information regarding our bookings is not comparable to, nor should it be substituted for, an analysis of our reported revenues. However, management believes that it is a key indicator of potential future revenues and provides a useful indicator of the volume of our business over time.

© 2026 Cognizant

Reconciliations of Non-GAAP Financial Measures

(in millions, except per share amounts)

	Three Months Ended:							
	Mar 31, 2025	Jun 30, 2025	Sep 30, 2025	Dec 31, 2025	Mar 31, 2026	Jun 30, 2026	Sep 30, 2026	Guidance Full Year 2026[1]
GAAP income from operations	**$ 853**	**$ 817**	**$ 866**	**$ 853**	**$ 843**	**$ 874**	**$ 872**	
Project Leap charges[a]	—	—	—	—	—	84	51	$140 - $160
India Defined Contribution Obligation[b]	—	—	—	—	—	(81)	—	$(81)
(Gain) on sale of property and equipment[c]	(62)	—	—	—	—	—	—	—
Adjusted income from operations	**$ 791**	**$ 817**	**$ 866**	**$ 853**	**$ 843**	**$ 877**	**$ 923**	
GAAP operating margin	**16.7 %**	**15.6 %**	**16.0 %**	**16.0 %**	**15.6 %**	**15.9 %**	**15.4 %**	
Project Leap charges[a]	—	—	—	—	—	1.5	0.9	0.6% - 0.7%
India Defined Contribution Obligation[b]	—	—	—	—	—	(1.4)	—	(0.4)%
(Gain) on sale of property and equipment[c]	(1.2)	—	—	—	—	—	—	—
Adjusted operating margin	**15.5 %**	**15.6 %**	**16.0 %**	**16.0 %**	**15.6 %**	**16.0 %**	**16.3 %**	~16.1%
GAAP diluted earnings per share	**$ 1.34**	**$ 1.31**	**$ 0.56**	**$ 1.34**	**$ 1.39**	**$ 1.36**	**$ 1.39**	
Effect of above adjustments, pre-tax	(0.13)	—	—	—	—	0.01	0.11	(a)(b)(c)
Effect of non-operating foreign currency exchange (gains) loss, pre-tax[d]	—	(0.01)	(0.01)	(0.01)	(0.04)	(0.02)	—	(d)
Tax effect of above adjustments[e]	0.02	0.01	0.04	0.02	0.05	0.02	(0.01)	(d)
One-time income tax expense related to the enactment of the OBBBA[f]	—	—	0.80	—	—	—	—	—
Adjusted diluted earnings per share	**$ 1.23**	**$ 1.31**	**$ 1.39**	**$ 1.35**	**$ 1.40**	**$ 1.37**	**$ 1.49**	$5.72 - $5.79

(1) A full reconciliation of Adjusted Operating Margin and Adjusted Diluted Earnings Per Share guidance to the corresponding GAAP measures on a forward-looking basis cannot be provided without unreasonable efforts, as we are unable to provide reconciling information with respect to unusual items, net non-operating foreign currency exchange gains or losses and the tax effects of these adjustments, and such adjustments may be significant.

© 2026 Cognizant

Please refer to page 17 through 19 of this earnings supplement for corresponding Non-GAAP notes.

cognizant

Reconciliations of Non-GAAP Financial Measures

Notes:

(a) Project Leap charges for the three months ended September 30, 2026 were $51 million and included $46 million of employee separation costs and $5 million of other costs. During the third quarter of 2026, we revised our estimates related to Project Leap .We now expect to incur costs of $180 million to $250 million in connection with Project Leap, with $140 million to $160 million of costs expected to be incurred in 2026 and the remainder to be incurred through the first quarter of 2027. The total costs related to Project Leap are reported in "Restructuring charges" in our unaudited consolidated statements of operations. Our guidance anticipates pre-tax charges of approximately $0.30 to $0.35 per diluted share for the full year 2026. The tax benefit of these charges is expected to be approximately ($0.08) to ($0.09) per diluted share for the full year 2026.

(b)On February 28, 2019, a ruling of the Supreme Court of India ("SCI") interpreting certain statutory defined contribution obligations of employees and employers (the “India Defined Contribution Obligation”) altered historical understandings of the obligation under the Employees’ Provident Fund and Miscellaneous Provision Act, 1952, extending it to cover additional portions of the employee’s income. As a result, the ongoing contributions of our affected employees and the Company were required to be increased. In the first quarter of 2019, we accrued $117 million with respect to prior periods, assuming retroactive application of the SCI’s ruling, in "Selling, general and administrative expenses" in our unaudited consolidated statement of operations.

Labor law reforms implemented by the Government of India effective November 21, 2025, including the Code on Social Security, 2020, were designed to repeal and replace the Employees’ Provident Fund and Miscellaneous Provisions Act, 1952, subject to the issuance of applicable rules. The Social Security Rules were published by the government of India in May 2026. Additionally, the government of India notified the Employees Provident Fund Scheme of 2026 in June 2026. As a result of these developments, management concluded that the liability relating to periods where no proceedings had been initiated by the government is no longer required. Thus, in the second quarter of 2026, management recorded a benefit of $81 million in "Selling, general and administrative expenses" in our unaudited consolidated statement of operations. Our guidance anticipates a pre-tax benefit of approximately ($0.18) per diluted share with a corresponding tax expense of approximately $0.05 per diluted share for the full year 2026.

(c) During the three months ended March 31, 2025, we realized a gain of $62 million on the sale of an office complex in India, which was reported in "(Gain) on sale of property and equipment" on our unaudited consolidated statement of operations.

(d) Non-operating foreign currency exchange gains and losses, inclusive of gains and losses related to 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 statements of operations. Non-operating foreign currency exchange gains and losses are subject to high variability and low visibility and therefore cannot be provided on a forward-looking basis without unreasonable efforts.

© 2026 Cognizant

Reconciliations of Non-GAAP Financial Measures

(e) Presented below are the tax impacts of our non-GAAP adjustments to pre-tax income:

	2025				2026		
Three months ended:	Mar 31	Jun 30	Sep 30	Dec 31	Mar 31	Jun 30	Sep 30
Non-GAAP income tax benefit (expense) related to:							
Project Leap charges	$ —	$ —	$ —	$ —	$ —	$ 22	$ 14
India Defined Contribution Obligation	—	—	—	—	—	(21)	—
Gain on sale of property and equipment	(9)	—	—	—	—	—	—
Foreign currency exchange gain and losses	(3)	(7)	(15)	(8)	(22)	(8)	(8)

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.

(f) In July 2025, the One Big Beautiful Bill Act ("OBBBA") was enacted in the United States, which, among other provisions, repealed the requirement to capitalize U.S. research and experimental ("R&E") costs. As a result, we concluded that it is not more likely than not that we will realize our deferred tax asset of $390 million related to R&E costs capitalized outside the United States. These amounts would have otherwise been available to offset certain future U.S. taxes on our non-U.S. earnings, which, as a result of this repeal, we no longer project to be applicable to us. Therefore, in the third quarter of 2025, we recorded a one-time, non-cash income tax expense of $390 million.

© 2026 Cognizant

Reconciliations of Non-GAAP Financial Measures

Reconciliation of free cash flow

	Three Months Ended						
(in millions)	Mar 31, 2025	Jun 30, 2025	Sep 30, 2025	Dec 31, 2025	Mar 31, 2026	Jun 30, 2026	Sep 30, 2026
Net cash provided by operating activities	$ 400	$ 398	$ 1,227	$ 858	$ 274	$ 558	$ 1,004
Purchases of property and equipment	(77)	(67)	(67)	(77)	(76)	(99)	(79)
Proceeds from sale of property and equipment	70	—	—	—	—	—	—
Free cash flow	$ 393	$ 331	$ 1,160	$ 781	$ 198	$ 459	$ 925

Adjusted Effective Tax Rate Reconciliation

	Guidance FY 2026
GAAP effective tax rate	
Effect of Project Leap charges [(a)]	—
Effect of the India Defined Contribution Obligation [(b)]	—
Effect of non-operating foreign currency exchange (gains) losses [(d)]	(d)
Adjusted effective tax rate	~25%

The notes referenced in the above table are located on page 17.

© 2026 Cognizant