

Carbon Reduction Plan

Supplier name: GlobalLogic Corp. UK Ltd.

Publication date: October 9th, 2025

Commitment to achieving Net Zero

GlobalLogic Corp. UK Ltd. is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
GlobalLogic Corp UK Ltd has not previously reported our Baseline emissions as the UK Business was established via an acquisition of a smaller business in 2020 and GlobalLogic itself was then acquired by Hitachi Group in 2021. These baseline figures below represent emissions for GlobalLogic Corp. UK Ltd., and for FY24, from 1st April 2024 to 31st March 2025. The provided values are based on estimates and may be subject to change.	
Baseline year emissions: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 t-CO ₂ e
Scope 2	58 t-CO ₂ e
Scope 3 (Included Sources)	373 t-CO ₂ e Includes: Category 4 - Upstream transportation and distribution Category 5 - Waste generated in operations Category 6 - Business travel Category 7 - Employee commuting

	Note: Category 9 - Downstream transportation and distribution is reported as 0 tCO ₂ e as GlobalLogic provides digital services only.
Total Emissions	431 t-CO₂e

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0 t-CO ₂ e
Scope 2	58 t-CO ₂ e
Scope 3 (Included Sources)	373 t-CO ₂ e Includes: Category 4 - Upstream transportation and distribution Category 5 - Waste generated in operations Category 6 - Business travel Category 7 - Employee commuting Note: Category 9 - Downstream transportation and distribution is reported as 0 tCO ₂ e as GlobalLogic provides digital services only.
Total Emissions	431 t-CO₂e

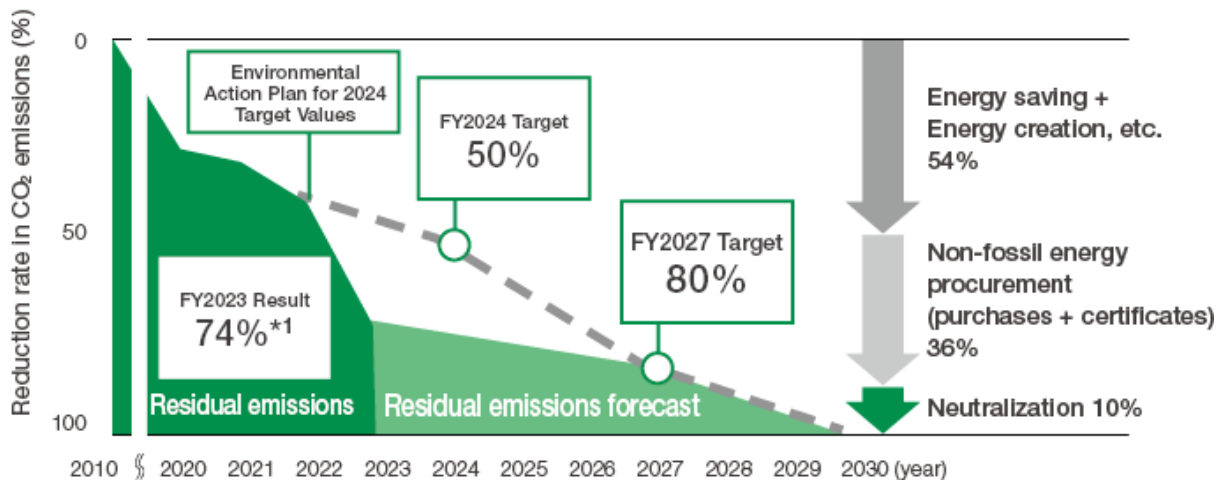
Emissions reduction targets

In order to continue our progress to achieving Net Zero, Hitachi has adopted the following carbon reduction targets and as a wholly-owned subsidiary of Hitachi Group these are applicable to GlobalLogic Corp. UK Ltd. More details can be found here: <https://www.hitachi.com/sustainability/environment-vision/low-carbon.html>

We project that carbon emissions will decrease over the next five years to **373 tCO₂e** by 2030. This is a reduction of 13%.

Hitachi (also applicable to GlobalLogic Corp UK Ltd.) project they will achieve carbon neutrality in Scope 1 & 2 by FY2030 at business sites, of which GlobalLogic Corp. UK Ltd., is classified, and will achieve carbon neutrality in Scope 3 by FY2050 within the value chain.

Progress against our carbon neutrality targets can be seen in the graph below:



Additionally, GlobalLogic Corp. UK Ltd., has established targets to reduce electricity consumption, which is a primary contributor to our carbon footprint. Specifically, the targets for 2025 are:

- Edinburgh: 2% reduction
- London: The office is already near carbon neutral due to its use of renewable energy.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

GlobalLogic Corp. UK Ltd., is aligned to Hitachi Ltd's long-term sustainability strategy which is centered on achieving a decarbonised society, guided by its **"Hitachi Environmental Innovation 2050" framework**. This framework sets environmental targets for 2030 and 2050, aiming to balance environmental care with societal well-being through technology and collaboration. To realise this, along with goals for resource efficiency and harmony with nature, Hitachi drives Group-wide environmental actions via its Environmental Action Plan, which is updated every three years.



https://www.hitachi.com/sustainability/download/pdf/en_sustainability2024.pdf

Environmental Management Measures

The below outlines Hitachi Ltd (applicable to GlobalLogic) major initiatives for reducing CO₂ emissions at Business Sites.

Whilst GlobalLogic Corp. UK Ltd., baselined our emission footprint in 2024, the following environmental management measures and projects have been completed or implemented since Hitachi's Ltd's 2010 baseline.

■ Major Initiatives for Reducing CO₂ Emissions at Business Sites (Factories and Offices)

Concrete efforts to achieve carbon neutrality at business sites, categorized by location type (factories, offices), can be outlined as shown below.

Factories	<ul style="list-style-type: none"> • Improve equipment efficiency by introducing and upgrading to high-efficiency equipment (Determine priority measures and manage introduction and upgrade rates) • Improve production efficiency and energy use efficiency during production through use of the Lumada platform and production technologies cultivated from our long years of experience • Optimize equipment operations and reduce wasted energy by installing smart meters • Review product designs and processes • Optimize control of equipment operations in response to production conditions
Offices	<ul style="list-style-type: none"> • Build / move to new facilities with high energy efficiency • Combine and integrate existing facilities • Install energy-saving equipment and optimize equipment operations in collaboration with building owners
Factories and offices	<ul style="list-style-type: none"> • Install renewable energy systems • Procure electricity from non-fossil power sources • Utilize energy attribute certificates • Utilize renewable energy with additionality^{*2} through corporate PPA^{*1} • Engage in capital investment to reduce CO₂ through the use of Hitachi Internal Carbon Pricing (HICP)

The carbon emission reduction achieved by these schemes equate to 74% reduction against the 2010 baseline and the measures will be in effect when performing the contract. This surpassed the target of 35% reduction for the year.

To achieve these reductions, Hitachi Group improved facility efficiency through the introduction and upgrading of high-efficiency equipment, installed renewable energy systems, and procured electricity from non-fossil energy sources.

For a Decarbonized Society

■ Reduced CO₂ Emissions at Business Sites (Factories and Offices)

	FY2023 Target	FY2023 Result	FY2030 Target	FY2050 Target
Reduction Rate of Total CO ₂ (Compared to FY2010 Hitachi Group)	35%	74%	Carbon Neutrality	Carbon Neutrality

in addition GlobalLogic's run sustainability initiatives focused on addressing environmental challenges:

- **EcoHike Initiative:** GlobalLogic employees participate in EcoHike events, combining hiking with environmental cleanup activities to promote outdoor environmental awareness and reduce local pollution.
- **GL Goes Green Campaign:** A company-wide initiative aimed at reducing GlobalLogic's carbon footprint through energy-efficient office practices, digital waste reduction, and sustainable resource usage.
- **Tree Planting:** GlobalLogic organised tree-planting drives as part of its reforestation efforts, contributing to biodiversity restoration and carbon offsetting.
- **Sustainability Engagement Programs:** The company runs employee-led sustainability engagement efforts worldwide, encouraging eco-conscious behavior,

promoting green transportation, and supporting local environmental causes.

Future carbon reduction initiatives

Hitachi Group's (applicable to GlobalLogic) decarbonisation efforts are aiming to achieve carbon neutrality in Scope 1 & 2 within business sites by fiscal 2030 and in Scope 3 within the value chain by fiscal 2050.

The target for the current Mid-term Management Plan is to reduce Scope 1 & 2 by 50% against the base year of 2010 by fiscal 2024, and Hitachi Group's current projection shows that Hitachi Group is expecting to reach 64% of CO2 emission reduction. In order to continue our progress to achieving Net Zero, Hitachi Group has adopted the following carbon reduction targets:

- Utilise renewable energy certificates
- Improve equipment efficiency by introducing and upgrading to high-efficiency equipment
- Distributed Sustainable Procurement Guidelines and Green Procurement Guidelines, requesting all procurement partners to set greenhouse gas reduction targets
- Combine and integrate existing facilities
- Build/move to new facilities with high energy efficiency
- Install energy-saving equipment and optimise equipment operations in collaboration with building owners
- Procure electricity from renewable sources
- Utilise renewable energy through corporate PPA

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

This Carbon Reduction Plan covers GlobalLogic Corp. UK Ltd.'s UK operations under its operational control, in accordance with the GHG Protocol Corporate Standard, and will be reviewed and updated annually within six months of the end of the financial year.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting². Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'Vivek Daga', with a long horizontal stroke extending from the end.

Vivek Daga
Group Vice President and Managing Director UK, Ireland and Emerging Markets

Date: 9th October 2025