

GlobalLogic[®]

A Hitachi Group Company

Sustainability at GlobalLogic: Committed to Environmental | Social | Governance



Joshua Abramson, Global Head of Sustainability
February 2023

GlobalLogic and Hitachi Sustainability

GlobalLogic is part of the Hitachi family, answering the world's critical social and environmental needs through our Social Innovation Business



- **Principal Partner of COP 26**
- **2022 CDP 'A List'** for Climate and Water—**one of only 54 companies in the world**
- Boston Consulting Group **50 Most Innovative Companies 2022**
- Committed to carbon neutrality **across all Hitachi by 2030**
- Carbon neutral **across entire value chain by 2050**
- \$10 billion USD R&D investment to foster **digital innovation**



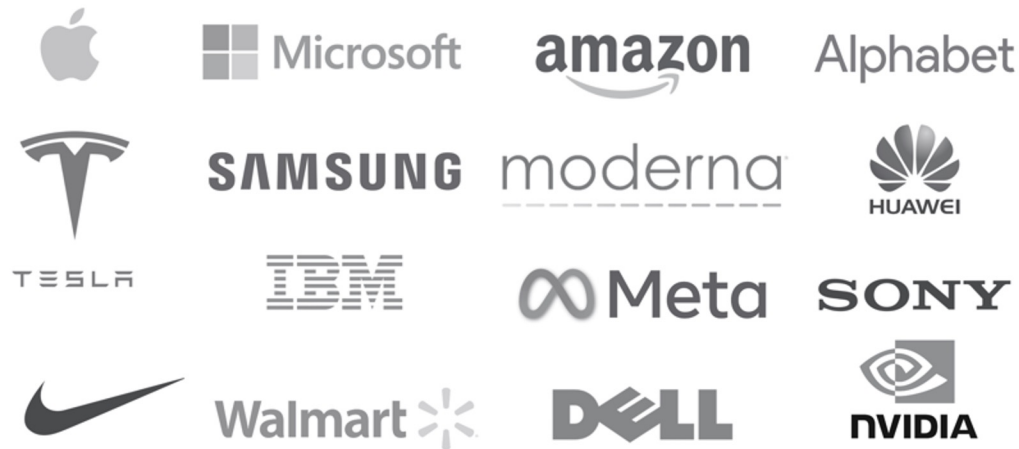
- **EcoVadis Silver Rating**—top 73rd percentile for our sector
- **NQC Supplier Assurance**—exceeding industry average by 25%
- **Aligned to Hitachi carbon reduction targets** and report our own Scope I/II/III emissions as part of Hitachi Ltd.
- Signatory of **CEO Action for Diversity and Inclusion; Achieved Hitachi Group 2030 goal of 30% women in the workforce this year**
- **Best Place to Work Award | India 2022-23**

Hitachi and Sustainability

Answering the world's critical social and environmental needs



INNOVATION LEADERS FOCUSED ON CLIMATE AND SUSTAINABILITY



HITACHI
Inspire the Next

Key Projects | #GLGoesGreen India

Through various initiatives under the umbrella of **#GLGoesGreen**, we have always strived to reduce, reuse, and recycle resources to conserve and preserve our environment.

To keep our people engaged and motivated, every April, we celebrate **#GLGoesGreen**, a month-long campaign dedicated to Sustainability and green initiatives.

#GLGoesGreen is a proven way to channel energy towards a greater cause and contribute to **Greener Earth** activities on a personal level throughout the year.



Key Projects | #GLGoesGreen India



#GLGoesGreen PEOPLE INITIATIVES

- Afforestation Drives
- Earth Hour
- Trash to Treasure Contest
- Flaunt Your Green Space
- National Paper Bag Day Celebrations
- Car Pool App Launch
- Did You Know Series?
- Paper-Free Day @ GL

#GLGoesGreen OFFICE INITIATIVES

- Replaced Plastic with Glass Bottles
- Replaced Plastic Pens with Recyclable Pens & Pencils
- Use Low-Flow Nozzles in Washrooms
- Use Recycled Water in Washrooms
- LEED Gold-Certified Buildings
- Smart Sensor Lights in Offices
- More Indoor Plants in Offices
- Reduction of Paper Printouts

GlobalLogic®
A Hitachi Group Company



Holistic development program for girls 13-18 years old from underprivileged backgrounds



Higher education scholarship program for students from disadvantaged communities

900 new admissions this fiscal year—more than 7,000 total students at 11 campuses



Collaboration between our partners, and students producing high academic achievement.

Students scored more than 90% marks in 10th class board exams, the highest score being 94.4%

Planted 32,000 trees with a three-year stewardship plan.

Key CSR Projects | Latin America



Measure and Compensation of our Carbon Footprint:

Banco de Bosques—
100 percent carbon offsets
through actual reforestation
1.863 tonnes/CO2
(33,534 m2 of reforestation)



Smart Procurement

Supply chain integrity and transparency are ever more important to our customers.

We have implemented processes to provide more visibility into our procurement partners.

Key CSR Projects | EMEA

Our highly engaged workforce in EMEA is stewarded by GlobalLogic Ambassadors, a community of Change Heroes who shape and promote our company values.



June PRIDE MONTH Poland and Croatia

We hold diversity as a core belief. Each June, we stand with our friends and colleagues in the LGBTQ+ community.

Celebrations include pride parades, workshops, symposia, concerts, and other events that showcase the contributions of LGBTQ+ people in history and society, locally, nationally, and internationally.



September INCLUSION MONTH Poland and Croatia

We fully support our friends and colleagues with disabilities and demonstrate our support.

First, we need to understand the challenges that they face in their work and daily life.

All month, we present a campaign to better inform all our employees of the issues, challenges, and opportunities faced by our colleagues.

Key CSR Projects | EMEA



October Plant a Tree in Tatra Slovakia and Poland

GlobalLogic teams from Slovakia and Poland planted a thousand new maples near Tatranská Javorina in the Tatra National Park.

GlobalLogic obtained the ECO COMPANY certificate and took another step towards compensating for our CO2 footprint.



April Zielony Ślad Poland and Croatia

Forest Clean Up
120 people—our Ambassadors and their families—met in six different locations to clean up forests and parks in Poland and Slovakia as a part of Earth Day 2022.

Key CSR Projects | EMEA

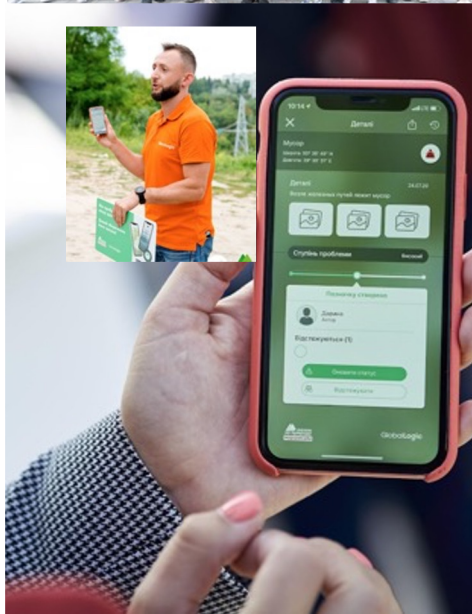
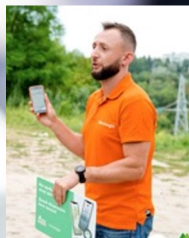


Bicycle Against Climate Change



May–November Bicycle Against Climate Change Poland

Running seven months, it included a variety of activities, starting with the "*Rowerem do Pracy*" campaign in Kraków.



EcoHike

Created in Ukraine in 2019, the EcoHike app crowdsources trail cleanup activities in Central Europe.

Engagement to date:

7.3K users

475—total amount of marks created

48—amount of resolved marks (marks that were cleaned)

65—total amount of events created and organized from app

100+ hectares of parks were picked up

Now deployed in Ukraine, Poland and Slovakia, with plans for global implementation.

Key CSR Projects | EMEA



**2022 Winner of
ABSL Diamonds**

GLOBALLOGIC POLAND

**Business Leader in
Sustainable Business
and ESG Strategy**



Key CSR Projects | UK



March INTERNATIONAL WOMEN'S DAY

For International Women's Day 2022, we hosted a panel with speakers ranging from a serial entrepreneur to Chief Information Officer.

The theme was "Action for Equality—Steps We Can Take Now," hosted in our London office and broadcast on YouTube.

Topics included how to close the gap in leadership roles for women and the importance of allyships in achieving change.



Charity Partner END YOUTH HOMELESSNESS

Our charity partner was End Youth Homelessness. We held numerous fundraising events, including:

- Three Peaks Challenge, raising more than £10,000.
- Pride-themed bake sale in our rainbow-decorated London and Edinburgh offices.

All fundraising was matched by GlobalLogic corporate.



Key CSR Projects | UK



October BLACK HISTORY MONTH

Black History Month was celebrated across all the UK offices with decorations, African drumming workshops, a book club, food, and YouTube playlists, (from blues to drum and bass, and everything in between—a crowd favorite).

Monthly THE GAZETTE

Monthly newspaper with different events and dates that hold meaning for our GlobalLogic colleagues. Run entirely by volunteers, we feature topics of interest related to DEI, and ones requested by colleagues.



GlobalLogic | Social (Human Capital)

Human capital: Managing Our Workplace

Our global workforce consists of highly qualified, talented professionals with differentiated skill sets, including hyper-connectivity, cloud infrastructure, artificial intelligence (AI), eCommerce, microservices-based platforms, and security, among many others



1st Rank
Best Employer Brand
in IT 2020



1st Rank
in IT & Software



Top 10
EY Best Employer
Survey



Top 3
IT Companies in
Ukraine



Top Employer
Focus Magazine



1st Rank
Zlatni indeks for
2019



Top 4
Best Employers in
Croatia



1st Rank
Koszaliński Orzeł 2019
in the field of Economy



1st Place
Computerworld
TOP 200



Great Place to Work
in India

Diversity, Equity & Inclusion, and Employee Engagement

We're committed to diversity, equity, and inclusion across our company. We joined 2,000 leading US CEOs by signing the CEO Action of Diversity & Inclusion Pledge, advancing diversity and inclusion in the workplace.

As part of the Hitachi Group, we align with their **30/30/30 pledge (30% women in the decision-making level, management, and workforce by 2030) and have already achieved the 30% overall mark.**

To attract and retain top talent, we are committed to cultivating a diverse workforce. We pledge to recruit and promote more women across our company. Our gender diversity is healthy for our sector, and we still have work to do. We're committed to hiring the most talented professionals, regardless of gender, race, or beliefs.

Our DEI Goals

DIVERSITY



30% women across organization by 2030

Hire great talent with an increased focus on number of women new hires and promotions

Expand development programs for Women in Management Roles

EQUITY



Ensure Fairness for all

Evaluate pay practices, hiring, and promotion decisions to ensure fairness

Create customized DEI Education Campaign for Management & Employees with a focus on understanding challenges faced by Women & other under-represented groups

INCLUSION

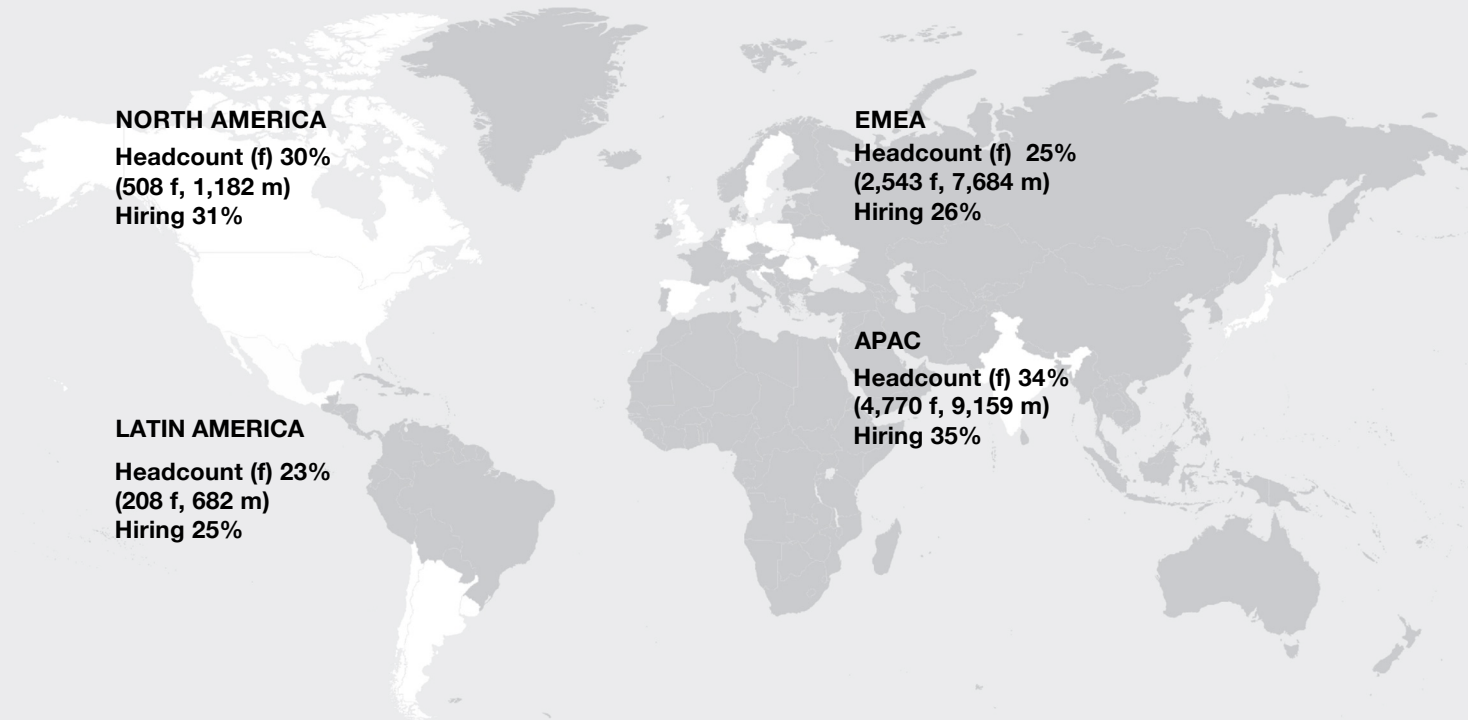


Sense of Belonging and Respect for all

Conduct Conversation Circles on relevant topics to educate and amplify every employee's voice.

Create global Employee Resource Groups (ERGs) for women and other underrepresented groups

Global DEI Dashboard FY'22 (February 2023)



30%
Gender Mix

33%
Hiring Mix

GlobalLogic Promotes an Inclusive Workplace for People with Disabilities

1

- Manager and employee training on disability awareness
 - Cultural sensitization sessions on having a person with a disability at work
 - Regular “Voice of Employee” connects for People with Disabilities (PwD) workers
-

2

- GlobalLogic is an equal opportunity employer for People with Disabilities
 - Onboarding help providing all our PwD hires with help to understand all facilities, IT tools available for easy settling in, and productivity at work through training
-

3

- Physical accessibility through wheelchairs and other infrastructure means
 - Signage in the office for easy navigation, such as entry/exit for washrooms
-

4

- Transport provision providing easy pick-up and drop-off facilities
 - Flexible work timings
 - Reserve parking space available to all PwD employees
-

5

- DEI NGO Partnerships to scout PwD talent
- Insurance and medical assistance policies provide adequate coverage assistance

DEI Sustainable Growth makes GlobalLogic a Great Place To Work Year over Year | India

Key Emerging Employer
Award by NAAI on Corporate
Progression in the DEI
category in 2019



We have 51 PwD employees:
GlobalLogic provides support through
various policy, tools, infrastructure and
cultural interventions



**Wheelchair
accessibility**

**Physical
infrastructure**
(washroom, ramps for
entry and exit)

Reserved Parking

D&I Partners (NGO)

Attracting Talent
Equal Opportunity Hiring
Policy

**IT infrastructure tools
and training**

Flexible working hours
(Accessible pick up and
drop off facility)

Best employer for Persons
with Disabilities in 2019



Great Place to Work



GlobalLogic + Hitachi | Sustainability Practice Areas



SUSTAINABILITY CAPABILITIES

- Cloud and data center Sustainability
- Sustainability consulting for cloud-based applications
- Sustainability/ESG consulting: CO2 reduction
- Sustainability strategy development and consulting
- Sustainability reports audits
Evaluation of Sustainability KPIs/opportunities
- Emission tracking and accounting software
- Sustainable software design and engineering



COLLABORATION CAPABILITIES

- Sustainability-as-a-Service offering
- Carbon insights:
measurement and reporting platforms
- Data center hardware energy efficiency optimization
- IT hardware recycling/redeployment strategy
- IT systems energy optimization
- Remote working platform solutions
- Energy vertical specific software solutions
(resilience forecasting, reliability modeling for
longer-life and optimized usage)

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