

GlobalLogic Global Diversity, Equity and Inclusion (DEI) Policy

Based on Hitachi's Global Policy

GlobalLogic's DEI Vision

At GlobalLogic, we respect and value each other's uniqueness.

Our culture drives the success of our mission to contribute to society by creating an environment where we collaborate and support each other.

Because together, we are stronger.

GlobalLogic has a place for everyone, welcoming differences in colleagues' background, age, gender, sexuality, family status, disability, race, nationality, ethnicity, religion and worldview.

We respect and value these and other differences because only through diversity can we drive innovation and creativity to contribute to society. Our commitment to diversity ensures long-term and sustainable business growth, improves our ability to serve global customers effectively and strengthens our global footprint. Additionally, embracing diversity helps us open new markets and attract as well retain talent from all around the world.

At GlobalLogic, we have zero tolerance for any behavior that fails to demonstrate respect for each person.

To progress on DEI, GlobalLogic commits to set targets and necessary strategies to achieve them. We let each business and region set their KPIs and define activities to meet them.

Purpose and scope

The aims of this document are to:

- state GlobalLogic's global commitment to a diverse, equitable and inclusive workplace
- explain and have a common understanding of what Diversity, Equity and Inclusion means at GlobalLogic
- set behavioral expectations and guidelines for everyone in GlobalLogic

This Policy applies to everyone working at GlobalLogic.

What Diversity, Equity and Inclusion means at GlobalLogic

Diversity is a fact, because everyone is unique.

At GlobalLogic, Diversity means that there is a place for everyone, and we embrace and value everyone's unique contribution.

Equity is a choice.

Equity means every employee has access to everything they need to succeed and is treated with fairness and transparency.

At GlobalLogic, we recognize that each of us needs different conditions to thrive. We put policies, tools and accommodation in place to allow everyone to be able to access the same opportunities.

Inclusion is an action.

Inclusion is ensuring everyone feels recognized and valued, and they are empowered to contribute to the organization at their best.

At GlobalLogic, everyone feels respected, heard, and involved and being able to speak up. It implies an open, empathetic culture and attitude that secures psychological safety, where individuals are free to be themselves, without fearing negative consequences.

GlobalLogic's Values and DEI

Through GlobalLogic's Founding Spirit of "Integrity, Openness, Teamwork and Innovation", we give people with innovative ideas the chance to cooperate and work together to achieve a common goal through honest and thorough discussions. This confirms that Diversity, Equity and Inclusion was embedded into GlobalLogic from the time of its foundation.

GlobalLogic's Approach to DEI

To achieve our DEI vision, we are focusing on the following:

Nationality, ethnicity and cultural background

GlobalLogic wants everyone, everywhere in the Company to have the same chance of success regardless of their nationality, ethnicity, or cultural background. We work to attract and develop talents and we ensure that our leadership reflects the diversity of nationalities and ethnic backgrounds of our markets.

Disability and neurodiversity

GlobalLogic is committed to the inclusion of people with disabilities and neurodivergent employees and strives to tackle the stereotypes they may face through awareness raising. As a global company, we commit to creating opportunities and leveling the playing field for everyone by making necessary accommodation so that people can perform at their best. We promote equal opportunities for people with disabilities and neurodivergence by making our workplaces and premises, policies, HR system, tools, and processes accessible.

Gender

We believe gender equity is essential because the world's population is composed of approximately 50% women and 50% men. We are committed to achieving gender equity throughout our organization by working to remove barriers, provide equal opportunities, and create structures that make it possible for women and everyone to thrive. As allies, men play a critical role in promoting diversity, equity, and inclusion in the workplace. We promote values that positive male role models bring to the world, their families and communities.

Multi-generations

GlobalLogic believes that the development and inclusion of a multigenerational workforce is key for long-term and sustainable business growth. We are committed to creating new opportunities for the next generation and enhance the power of all generations. At GlobalLogic, we believe that the power generated by the close collaboration between different generations will lead to a positive and inclusive future.

LGBTQIA+

We recognize LGBTQIA+ individuals in all their diversity and uniqueness, as we aim to build awareness for the community.

We support allyship, because allies play a decisive role in creating an open and safe environment where individuals are comfortable bringing their whole authentic self to work.

Behavioral Expectations

All people working for GlobalLogic are expected to act in accordance with this Policy. Those with management responsibility should lead by example by implementing it through their behavior and interaction with colleagues. Employees are advised to notify line managers or senior management with concerns regarding the conduct of other employees in regard to any aspect of this Policy.

For further support, please refer to the below:

- [GlobalLogic's Employee Value Proposition & Culture](#)
- [GlobalLogic Sustainability Report](#)

Please contact the Global Diversity, Equity and Inclusion team for further guidance on adhering to this Policy: employee.experience@globallogic.com

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