

# Direct applicability of the Hitachi Group Health and Safety Policy in GlobalLogic

## Background

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Hitachi, Ltd. together with its group companies, subsidiaries, and affiliates (collectively “Hitachi Group”) including all GlobalLogic group companies (collectively “GlobalLogic”) maintains a culture of openness and is committed to the highest standards of sincerity, accountability, and ethical conduct.

Hitachi Group has introduced the Hitachi Group Health and Safety Policy. Ensuring the health and safety of all employees is the basic principle underlying the Hitachi Group Health and Safety Policy, which is shared by all Hitachi Group companies around the world. Employees work together to create safe, secure work environments that aim to be accident-free.

GlobalLogic, as a Hitachi Group company, has entirely adopted the Hitachi Health and Safety Policy without any adjustments and published it on the website in 2023.

## Hitachi Group Health and Safety Policy

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Hitachi Group Compliance Team defines the content of the Hitachi Group Health and Safety Policy and reviews it from time to time. Hitachi Group provides GlobalLogic with training materials and documentation supporting promotion of the Hitachi Group Health and Safety Policy.

GlobalLogic Compliance Team in close collaboration with the Hitachi Compliance Team disseminates the content of the Hitachi Group Health and Safety Policy across our employees.

## Change History

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Revision	Change Description	Valid Date	Approver
1.0	First release of this document	16.02.2024	Dan Ramirez VP, Facilities and Employee Services

## Principle:

**“Health and Safety Always Comes First.”**

## Policies:

In accordance with our mission, “Contribute to society through the development of superior, original technology and products”, the Hitachi Group will endeavor to ensure safe and healthy workplaces under the principle of “Health and Safety Always Comes First”.

To accomplish this,  
We will:

1. Continually be involved in health and safety activities in order to prevent work-related injuries and sickness through designating the health and safety of employees as management’s top priority.
2. Comply with the local laws, and regulations in each company regarding health and safety.
3. Develop a safe and comfortable work environment by encouraging employees to maintain their own health and taking a proactive stance on health and safety activities in the workplace.
4. Require an understanding of Hitachi’s principle and the promotion of health and safety awareness from all business partners of the Hitachi Group.
5. Contribute to the creation of a safe and pleasant society by emphasizing activities that make health and safety a top priority in all of Hitachi’s business activities.