

# GlobalLogic<sup>®</sup>

A Hitachi Group Company

## Sustainability at GlobalLogic Executive Summary



Fiscal Year 2023 Report

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# We are GlobalLogic, a Hitachi Group Company

**GlobalLogic is a leader in digital product engineering.**

We help brands across the globe design and build innovative products, platforms, and digital experiences for the modern world. By integrating experience design, complex engineering, and data expertise – we help our clients imagine what's possible, and accelerate their transition into tomorrow's digital businesses.

**Design**  
Centered on  
Experience

**Engineering**  
Built on State of the  
Art Technology

**Data**  
Using Data to Power  
Insights & Improve  
Efficacy



# 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

## HITACHI Inspire the Next

- Principal Partner of COP 26
- Gold Sponsor of the EEI-GCCIA Energy Transmission Summit, COP 28
- 2023 CDP 'A' List for Climate Change, A- for Water Security
- Boston Consulting Group 50 Most Innovative Companies 2023
- Committed to carbon neutrality across all Hitachi by 2030
- Carbon neutral across the entire value chain by 2050
- \$10 billion USD R&D investment to foster digital innovation

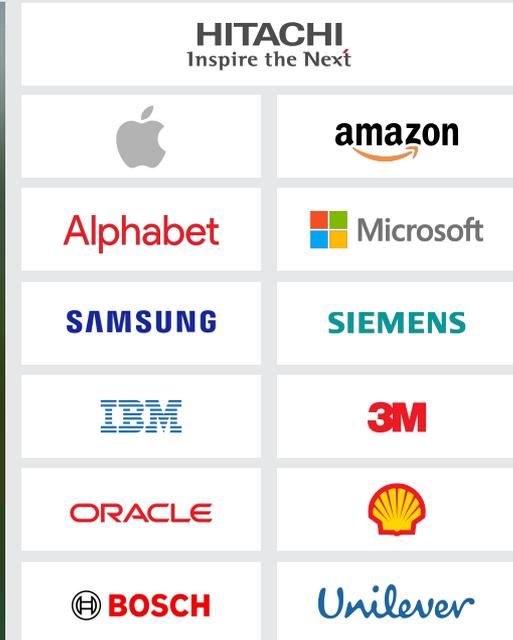
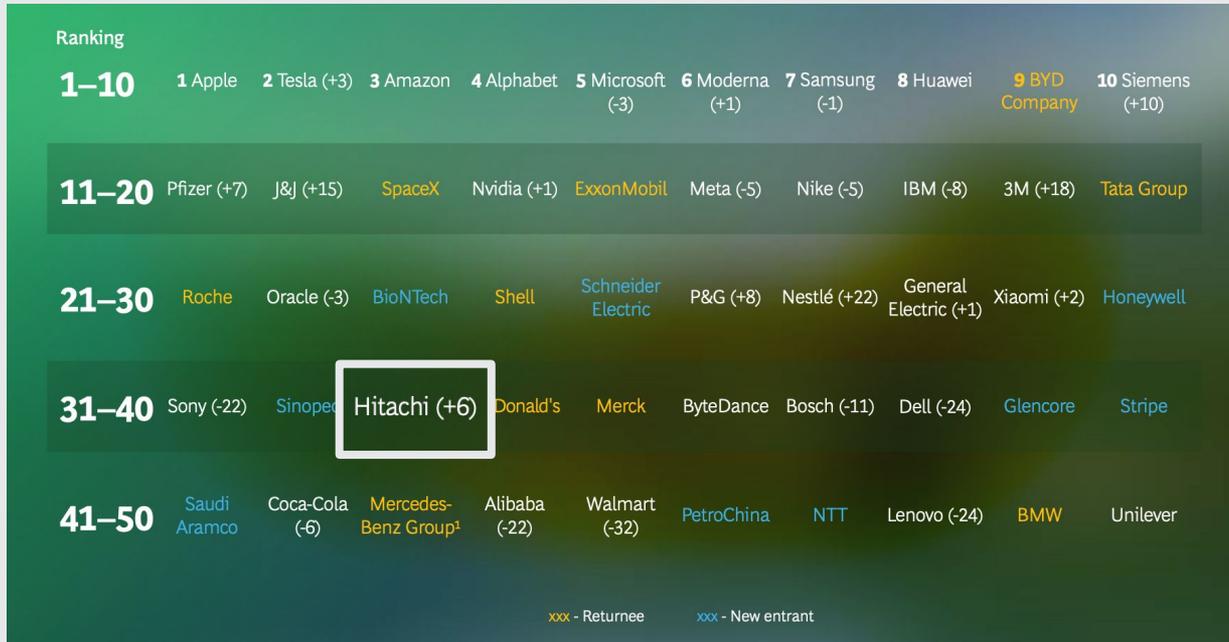


## GlobalLogic® A Hitachi Group Company

- EcoVadis Bronze Rating—top 65<sup>th</sup> percentile for Technology
- NQC Supplier Assurance (84) Green
- Aligned to Hitachi carbon reduction targets and report our own Scope 1/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
- ABSL Diamonds Award—Business Leader in Sustainable Business and ESG
- Best Place to Work | India 2023

# GlobalLogic and Hitachi and Sustainability

BCG INNOVATION LEADERS FOCUSED ON CLIMATE AND SUSTAINABILITY:  
13 are GlobalLogic Customers



# Sustainability is Hitachi's 'Why'

GlobalLogic is an innovation engine within the Hitachi Group. Since joining the Hitachi Group in 2021, we are part of an ecosystem that positions Sustainability as the core of its business strategy and is working toward realizing a sustainable society through its Social Innovation Business.

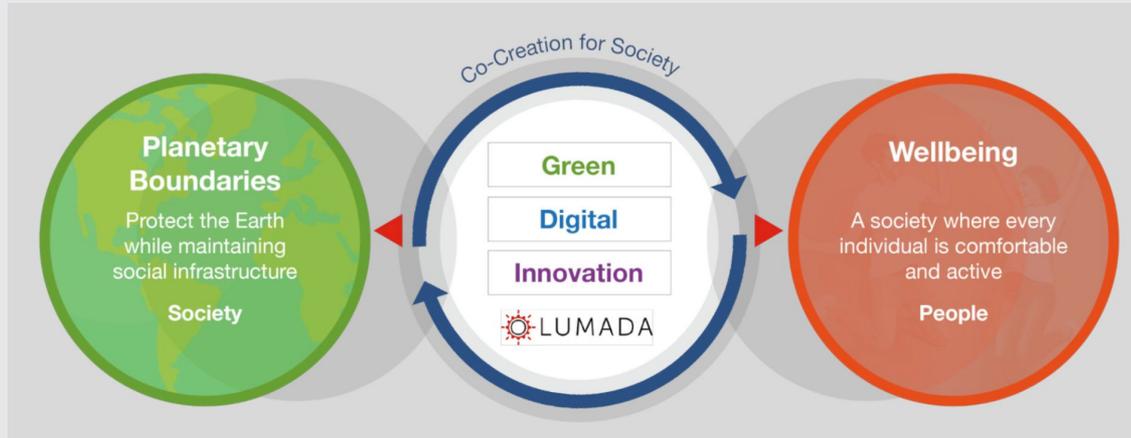
We occupy the center of Hitachi's Value Creation Model, "Co-Creation for Society," bringing innovative solutions to our customers.

Our transformations across sectors—energy, mobility, healthcare, technology, communications, and finance—advance sustainable outcomes for all.



# Sustainability is Hitachi's 'Why'

Value creation for people and planet  
Hitachi is driven by our mission and our responsibility to advance a sustainable future for all. We collaborate to bring impact to customers, partners and society at large.



See more at <https://www.hitachi.com/sustainability/index.html>



# A Message from our Global Head of Sustainability

Sustainability is a continuum, a journey of constant improvement, with the UN Sustainable Development Goals as our guiding principles.

As part of the Hitachi Group, our mission is:

*“to realize a sustainable society through contributing to the resolution of global social and environmental issues as defined by the SDGs, and we consider it to be a source of sustainable growth for us. We are striving to create social, environmental, and economic value through our Social Innovation Business, as well as working to reduce negative social and environmental impacts.”*

Sustainability is central to our ‘why’: our customers include many of the world’s leading corporations who view us as an extension of them. We need to demonstrate that our Sustainability commitments align with theirs and that we are their partner in achieving their own ambitious goals.

Sustainability is also core to our vibrant workforce. 90 percent of our employees are Millennials and Gen Zers: they bring their whole selves to work and are passionate about living their values. Corporate Social Responsibility, DEI, and Green are in our DNA and expressed in hundreds of initiatives and events across every region.

It is an honor to present the highlights of our Sustainability story and to support our customers, employees, and society by living into a more sustainable future.

With gratitude,  
**Joshua Abramson**  
Global Head of Sustainability

# Corporate Social Responsibility

Corporate and personal giving has been part of GlobalLogic's DNA since our inception more than 20 years ago.

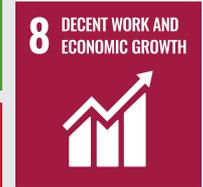
Ninety percent of our workforce are Millennials and GenZers. They express their values passionately, and giving back is a non-negotiable part of our culture.

Across Green, Education, DEI, and Wellness, we positively impact the communities we live and work in. Through the efforts of organizations such as GlobalLogic Ambassadors across Europe, and GL Corporate Citizens in India, we organize hundreds of events and initiatives, creating positive outcomes reaching thousands of people across the globe.

We embrace our role in supporting the local communities in which we operate—at both the company and individual employee levels.

Every year, we partner with numerous charities & volunteer programs in all our locations. We strive to make a lasting positive impact across the globe and mitigate our world's most pressing social and environmental challenges.

Contributions to UN Sustainable Development Goals:



# Corporate Social Responsibility Case Studies

## GlobalLogic Ambassadors (EMEA)

**Ambassadors (more than 120 strong)** promote our company values and our brand in all of our internal communities. Across Green, Education, DEI, and Wellness, Ambassadors positively impact the communities we live and work in.



Tree Planting in Tatra National Park—Poland

## GL Corporate Citizens (India)

797 employees have volunteered 1,900 hours, educated more than 7,000 students, and raised 82,000 trees. Our CSR activities in India have a great impact on Education and the Environment throughout India.



Run for a Cause—Educate a Girl Child, Hyderabad

# Green (Environment)

## Environmental Vision

Hitachi will resolve environmental issues and achieve both a higher quality of life and a sustainable society through its Social Innovation Business in collaborative creation with its stakeholders.

## The aim of Hitachi's environmental management



## As part of the Hitachi Group, we fully align with their ambitious climate targets.

- Carbon Neutral across all locations by 2030
- Carbon Neutral across the value chain by 2050
- 50 percent reduction of waste to landfill by 2025
- SBTi 1.5°C Target
- CDP A-lister for Climate Change

# Green (Environment)

We take on the challenge of building digital solutions that serve a greater purpose for society and the planet.

GlobalLogic supports our customers, some of the world's largest enterprises, to fulfill their own ambitious Sustainability goals.

Our teams deliver innovations and digital transformations in decarbonization, resource efficiency, circular economy, connected mobility, and green technology across:

- Mobility
- Energy
- Telecommunications
- Financial Services
- Manufacturing
- Communications | Media
- Technology
- Consumer retail

Contributions to UN Sustainable Development Goals:



# Green (Environment) Case Studies

## Ecohike

EcoHike manages environmental cleaning events on both local and national levels. We have worked with environmental activists, government bodies, local authorities, NGOs, communities, and sustainable businesses to further its impact.



EcoHike

## #GLGoesGreen

Under the umbrella of #GLGoesGreen, we aim to reduce, reuse, and recycle resources to conserve our environment. Our afforestation drives have created tree plantations where we have planted more than 80,000 saplings in India alone.



Reviving Biodiversity on a Former Waste Site

# Diversity, Equity, and Inclusion (DEI)

GlobalLogic embodies a culture of belonging where all people are encouraged to be their best, authentic selves.

We promote equity while recognizing, valuing, and embracing differences.

Contributions to UN Sustainable Development Goals:



## Diversity



### 30% women across the 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 underrepresented 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 ERGs for women and other underrepresented groups.

# Diversity, Equity, and Inclusion (DEI) Case Studies

## GlobalLogic DEI Regional Accelerators

30 employees across 4 regional Accelerator Teams act as DEI Advocates, Agents of Inclusion, and Culture Champions.

They initiate and monitor local programs across a number of DEI focus areas.



DEI Regional Accelerators

## Women Influencers Program

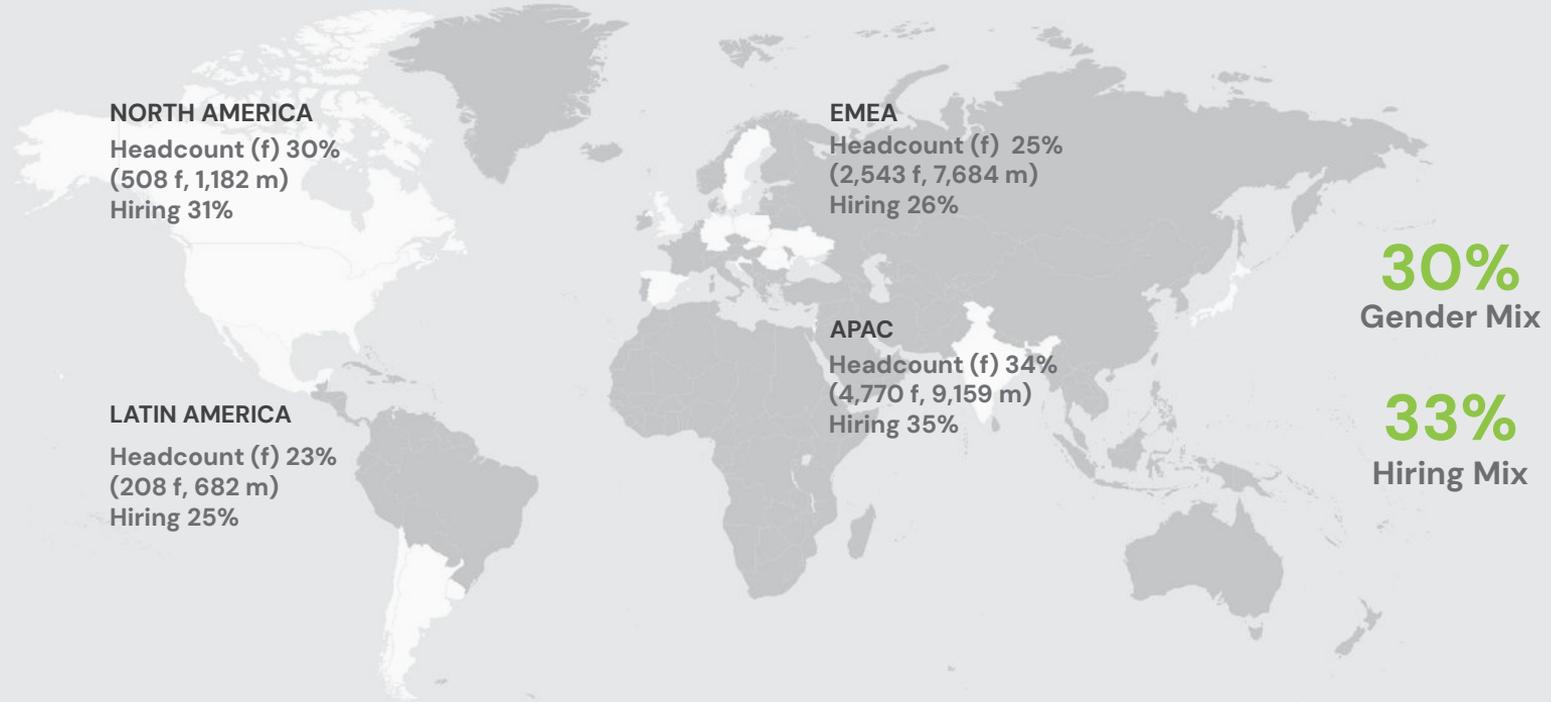
The Women Influencers Program prepares high-performing women in senior management for more strategic roles and responsibilities within the organization.

This program equips women leaders with the relevant learning tools, mentoring, and coaching to fast-track their career development.



Women Influencers

# Global DEI Dashboard FY 23 (February 2024)



# Innovation Culture | Practices

We combine **METHOD** strategic design with our digital technologies expertise from AI, IoT, & Big Data to industry-specific integration standards and technologies to transform & optimize our clients' products & businesses.



## Sustainability Insights

SaaS based, AI Assisted ESG data gathering & reporting solution to reduce complexity and achieve reliable scalable and agile Impact tracking and reporting.



## GxDx transformation

Products and platforms redesign to accelerate Processes and product Transformation in a phygital hyper connected economy using AI, Data Intelligence & IoT Digital Twins.

Contributions to UN Sustainable Development Goals:



# Innovation Culture | Practices



## Responsible Design

Responsible design services to support you in the path of sustainable innovation from Research to final product and experience design with focus on resource sobriety.



## Sustainable IT

IT carbon and water impact grows as with AI & Big Data drives IT energy and space demand grows. CPU usage optimization and Smart Data reduce the impact of new technologies.



## Sustainable Value Chains

We help to create integrated circular value and supply chains to optimize industries and processes and create new transformation pathways.

# Numbers | Resources

## GlobalLogic KPI Dashboard | Policies

<https://globallogic.com/about/sustainability-kpis/>  
<https://globallogic.com/about/sustainability-policies/>



## Hitachi Sustainability

<https://www.hitachi.com/sustainability/index.html>

Toward a sustainable society

Seal of approval

Is net zero possible?



Sustainability is at the core of Hitachi's business strategy. **Across six material topics and 15 sub-material topics**, we are working to make our large and complex business much more sustainable.

[Learn more](#)

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