

FY2025 Sustainability Report



GlobalLogic[®]
A Hitachi Group Company

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Introduction

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A Message From Our CEO

At GlobalLogic, we understand that the future of technology must be sustainable. Our commitment to responsible business and innovation has allowed us to consistently deliver impact for our clients. Our approach to sustainability drives greater efficiency, accelerates innovation and helps to ensure the long-term resilience of our business. We are engineering for today and the future as we help shape the next era of digital transformation.

In FY2025, we advanced our commitment to transparency by delivering our most robust sustainability report to date and improving our Greenhouse Gas inventory process. We also continued to support environmental initiatives through our employee volunteer efforts and operational improvements.

We recognize that as artificial intelligence (AI) becomes integral to business and society, there is a responsibility to deploy it with discipline—capturing its benefits while putting in place the safeguards that ensure fairness, accountability and the highest ethical standards. Throughout the year, we continued to focus on innovation with ethics at the forefront, guided by our own AI Governance Framework. In partnership with the American Association of People with Disabilities (AAPD), we are developing an Inclusive AI Governance Framework focused on fairness, accessibility and privacy for people with disabilities.

Our people remain central to our journey, and we continue to invest in developing our talent and strengthening our culture. Together, we are shaping a workplace where purpose and performance align.

As we move forward, we remain committed to innovating responsibly, operating transparently and investing in the long-term health of our business and communities. I am proud of the progress we have made, and even more inspired by the opportunities ahead.

Srini Shankar

President and Chief Executive Officer, GlobalLogic



A Message From Our Global Head of Sustainability

At GlobalLogic, Sustainability is not a standalone initiative; it is key to how we lead, operate, and generate value. Our sustainability efforts strengthen our resilience and agility, capabilities that allow us to engineer impact at the intersection of technology and purpose.

As a global company trusted by the world's leading enterprises, we recognize our responsibility to not only support our partners' sustainability commitments but to actively accelerate them. In service of Hitachi's core commitment as catalysts for Social Innovation, we harness digital engineering to solve complex challenges that benefit both the planet and society. This approach is a deep source of pride for our people, allowing them to contribute to work that expresses their personal values.

Our alignment to the Hitachi Group's PLEDGES framework provides a global foundation for our actions, but it is our unique culture of innovation that brings these goals to life. In our 2025 Insights survey, our employees reflected this shared mission:

- **More than 87%** of respondents felt that their work at GlobalLogic delivers direct value to society, the environment, and our customers.
- **More than 80%** felt that GlobalLogic is tangibly committed to environmental sustainability.

It is a privilege to share the progress of our journey. As we look ahead, we remain dedicated to standing alongside our customers and communities to engineer a future that is as sustainable as it is innovative.

Joshua Abramson
Global Head of Sustainability

About GlobalLogic

GlobalLogic is a leading digital engineering partner that helps the world's most forward-thinking companies design and build innovative, AI-powered products, platforms and digital experiences. Since 2000, we've been at the forefront of the digital revolution, now accelerating clients' transitions into tomorrow's AI-driven businesses by integrating experience design, complex engineering, and AI and data expertise.

2,100

product releases
per year

580+

active clients

59

product engineering centers
across 13 countries

**\$2.033
billion USD**

revenues, FY2025

31,964

full-time equivalent
employees worldwide

Relationship with Hitachi Group

Headquartered in Silicon Valley, GlobalLogic is part of Hitachi Digital Systems & Services and the larger Hitachi Group, operating under parent company Hitachi, Ltd. (referred to as "Hitachi" throughout this report). Hitachi began in 1910 with a mission to contribute to society through the development of superior, original technology and products. Through GlobalLogic's focus on intelligent products, platforms and services, we support Hitachi's social innovation aim, working to raise people's quality of life through data and technology that fosters a sustainable society.





Our Sustainability Report

Our company's purpose-driven mission—to build digital products, platforms and services designed for desirability, curated for intelligence and engineered for excellence—is deeply connected to our approach to sustainability, which includes the environmental, social and governance (ESG) factors most relevant to our long-term business success.

Our FY2025 Sustainability Report outlines our current sustainability initiatives, practices and objectives, and highlights our progress in the areas fundamental to our business. This report is organized into four main sections, which align to our key focus areas: Environment, Social Capital, Corporate Governance and AI Ethics. Unless otherwise noted, all quantitative data provided for GlobalLogic throughout this report covers our 2025 fiscal year, reflecting data for the period from April 1, 2025, through March 31, 2026. Throughout the report, we guide readers to additional information at our corporate website and other relevant sources.

The report is prepared in reference to the Global Reporting Initiative (GRI) standards for measuring and communicating sustainability performance and has been prepared to align to the Task Force on Climate-related Financial Disclosures (TCFD) framework for disclosure of climate-related risks and opportunities, as well as the Sustainability Accounting Standards Board (SASB) Standard for the Software & IT Services industry. Additionally, we have identified the United Nations Sustainable Development Goals (UN SDGs) that we believe best align with our business activities, and on which we can drive the greatest influence and impact. Our GRI, SASB and TCFD responses and UN SDG alignments are included in the [Appendix](#) at the end of this report.

Our Sustainability Commitment, Focus Areas and Approach

Alignment to Hitachi Group Pledges

In 2025, the Hitachi Group launched a holistic sustainability strategy called PLEDGES, whose seven-pillar framework is designed to inspire collective, transformative action to build a more sustainable future. GlobalLogic supports execution of the PLEDGES through our own sustainability strategy and actions, as summarized below and detailed in this report.

	Planet	Leadership	Empowerment	Diverse perspectives	Governance	Engagement	Sustainability for all
	Lead Green Transformation globally to achieve decarbonization	Lead transformation with people who can boldly take on societal issues and pave the way for a brighter future	Build a culture that praises learning and encourages challenges and growth	Drive innovation by maximizing capabilities and performance of diverse talents	Build a resilient foundation with safety and ethics as a priority	Build a sustainable value chain along with stake-holders	Accelerate value delivery to society and Hitachi's sustainable growth through PLEDGE
Hitachi Ltd. Themes Included	Decarbonization, circular economy, nature positive	Human capital acquisition and development, individual leadership	Employee engagement, organizational culture	Inclusive workplace and opportunities for all	Corporate ethics and compliance, health and safety, quality and product safety, information security, AI governance, risk management	Sustainable procurement, human rights	Delivering value to society
GlobalLogic Themes Included	Energy management and GHG management	Employee engagement	Employee engagement, continuous growth through L&D	Employee resource groups and affinity groups	Health and safety management	Sustainable procurement, L&D	

For more details on the seven strategic pillars and how they help advance Hitachi's business growth and sustainability aspirations, see the [Hitachi Sustainability Report 2025](#).

Our Sustainability Governance Structure

GlobalLogic's environmental and social ("people") sustainability efforts align with key performance indicators (KPIs) set at the Hitachi Group level, and our data aggregates into the group's reporting. Overall governance of our sustainability program rests with the Hitachi Group's Digital Systems & Services Business, which includes GlobalLogic. We also report to the Hitachi Sustainability Promotion Division, led by Hitachi Ltd.'s Chief Sustainability Officer.

Our Sustainability Steering Committee is responsible for coordinating GlobalLogic's sustainability efforts, executing on Hitachi Group strategy and internal initiatives, and communicating across the organization. The committee is chaired by our Global Head of Sustainability and comprised of members of the C-suite, and meets on a quarterly basis.

Materiality Assessment

In FY2025, GlobalLogic collaborated with a third-party consultancy to conduct a double materiality assessment (DMA), evaluating both how sustainability issues affect our long-term financial performance (financial materiality) and how our operations impact the environment and society (impact materiality). This comprehensive approach helps us identify risks and opportunities, meet regulatory requirements, and promote sustainable business strategies and practices, aligning our company with broader societal goals and stakeholder expectations.

The assessment gathered insights from internal and external stakeholder groups to identify the sustainability topics most material to both the financial and impact spheres. The DMA results were refined and translated into the following six sustainability topics, which we use to inform our sustainability strategy:

- Climate change and energy management
- Employee engagement, development and retention
- Business ethics and culture
- Responsible procurement
- Ethics in AI, data privacy and security
- Revenue growth and business resilience

In preparation for mandatory reporting, we've also completed a gap assessment to review our existing disclosures against requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD), as well as an EU Taxonomy eligibility assessment to determine which of our economic activities can be considered sustainable within the Taxonomy's classification system.

Sustainability Reporting Line

HITACHI

GlobalLogic
A Hitachi Group Company

**GlobalLogic
Leadership Team**

**Sustainability
Steering Committee**

Sustainability Goals

GlobalLogic's sustainability goals demonstrate our commitment to increasing our impact, reducing our environmental footprint and building a more sustainable company. These goals align with the areas most relevant to the long-term financial sustainability of our business. We are committed to sharing progress toward these goals as we move forward.

PLEDGES Pillar	Description	KPI
Planet	Carbon Neutrality ISO 14001 (Environmental Management System Certification)	All GlobalLogic Operations by FY 2030 All sites (>50, non co-working spaces)
Leadership	Employee growth mindset score	70 points by end of FY27
Empowerment	Employee Engagement Score Investment in continuous learning through L&D programs - Minimum 35-hour annual learning mandate - AI Readiness through AI Adoption 2.0 program - Mid-managerial workforce certification - Managerial Capability Building Program	75 points by end of FY 27 100% of employees 70% of employees 50% of managers
Diverse Perspectives	Foster an inclusive culture through ERGs and Affinity Groups	36 events per year globally
Governance	ISO 45001 (Health & Safety Management System Certification)	All sites (>50, non co-working spaces)
Engagement	Sustainable Procurement Local Community Development and STEM Education - Students impacted annually through STEM initiatives - Establish and maintain active strategic partnerships with schools/universities/centers/NGOs	Questionnaires deployed to top 80% of suppliers 7,000 by end of FY27 43 by end of FY27

FY2025 Highlights

Overarching Sustainability Strategy and Reporting

- Completed a double materiality assessment and a gap assessment to review our existing disclosures against requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD).
- Completed an EU Taxonomy eligibility assessment to determine which of our economic activities can be considered sustainable within the Taxonomy's classification system.
- Expanded reporting and enhanced transparency with our most robust annual sustainability report to date, including the first year of reporting in reference to the GRI Standards and TCFD.

Environment

- Established a FY2024 baseline GHG inventory.
- Developed a Carbon Reduction Plan for GlobalLogic Corp. UK Ltd.
- Implemented GHG reduction and energy efficiency measures globally.
- Achieved ISO 14001 certification (Environmental Management Systems) in every location of more than 50 employees (non co-working spaces).

Social Capital

- Piloted the Hitachi Sakura Program, which helps new and experienced people managers develop more supportive and inspiring leadership.
- Conducted performance and career development reviews of more than 95% of our total workforce.

Governance

- Advanced our privacy compliance program, with an initial focus on record-keeping related to processing activities and data subject requests.
- Launched a Sustainable Procurement Supplier Survey pilot with GlobalLogic Argentina to assess sustainability practices.
- Achieved ISO 45001 certification (Occupational Health and Safety Management Systems) in every location of more than 50 employees (non co-working spaces).

Ethics of AI

- Launched a partnership with the American Association of People with Disabilities (AAPD) to create an Inclusive AI Governance Framework focused on ensuring fairness, accessibility and privacy for people with disabilities.
- Continued to implement our AI Governance Framework.

Sustainability Awards and Recognition

EcoVadis silver rating 2025

recognizing our commitment to ethical, responsible and sustainable practices

CDP Corporate "A List" award 2025

recognizing Hitachi Ltd.'s efforts and disclosures related to climate change and water

Medtronic Global IT Suppliers Summit "Most Impactful Initiative Award" 2025

for a strategic IT initiative that enhances operational efficiency and empowers business functions to enhance impact

Association for Talent Development (ATD) BEST Award 2025

recognizing our commitment to providing continuous learning and development opportunities

Brandon Hall HCM Excellence Awards 2025

silver medal recognizing our commitment to employee learning and development, powered by our GLX learning platform

Employer Brand Management Awards 2025

bronze European award for Best Employee Wellbeing Initiative for the "GlobalLogic Moving Challenge"

Romanian Sustainability & CSR Awards 2025

bronze award in Employee Support category for the "GlobalLogic Moving Challenge"

Romanian Sustainability & CSR Awards 2024

silver award in Employee Support category for our "Moving Challenge"

CSR Champions 2024 and 2023

recognizing our Employee Ambassador Program

Best People TEAM Award 2023

recognizing our Employee Ambassador Program

Environment

Environmental Policy and Commitments | Environmental Training | Environmental Compliance and Disclosure | Energy Management and GHG Management | Recycling, Waste and Water Management.

We recognize our duty to drive climate action, both through our products, platforms and services and in our direct operations. By transparently measuring, reporting on, and reducing emissions throughout our value chain, we contribute to a less carbon-intensive future that benefits our customers, our planet, and all its people.

Environmental Policy and Commitments

In seeking to reduce our environmental impacts, GlobalLogic focuses on the areas where we can have the greatest influence, across all the work we do. Although we are not a manufacturing company and lease rather than own all our offices worldwide, we still have an impact on the environment through areas such as fossil fuel use, electricity and water consumption, procurement (including associated resource extraction, manufacturing, use and end-of-life disposition), transportation, and waste.

To follow our mission and progress toward achieving a decarbonized, resource-efficient society, we have established a program that includes the following objectives, as outlined in our environmental policy:

- Comply with all applicable legislation and regulations
- Mitigate and optimize our environmental impacts
- Collaborate with our suppliers to support our environmental goals
- Educate and train all employees to foster a change in mindset and behavior
- Constantly measure our environmental KPIs
- Regularly communicate our environmental performance to all company stakeholders

For each of our global locations, we assess environmental aspects (daily operations, activities, services) and environmental impacts caused by these aspects at least annually. From there, we develop and implement annual action plans that encompass objectives, targets, incremental steps, timeframes, roles and responsibilities, cost/benefit assessments and prioritization. We monitor action plan progress monthly by tracking environmental KPIs and our overall carbon footprint across five main categories:

- Energy efficiency (total consumption)
- Water efficiency (total consumption)
- Diesel backup generators (total fuel consumption)
- Waste management (total waste generated by type, including IT waste and recycled waste)
- Transportation (CO₂ emissions)

Each of our locations records data for these categories on a monthly basis, using providers' invoices or billing, business center and landlord information, utilities metering, travel receipts, fleet fuel and mileage reports, systems data and recorded waste volume. If data is not available, we estimate consumption and emissions based on ratios from other GlobalLogic locations. Additionally, we track and manage all on-site incidents that potentially impact the environment or human health, including incidents related to improper waste disposal, water leakage, HVAC inefficiencies and noise pollution.

Environmental Vision

As a member of the Hitachi Group, GlobalLogic is part of an ecosystem that positions sustainability as the core of its business strategy. In May 2025, Hitachi unveiled a new series of ambitious Environmental Innovation 2050 targets, which define the group's direction and ambitions in addressing global environmental challenges. Alignment to select Hitachi Environmental Innovation Targets.

Net Zero by FY2050

Decarbonize the value chain via highly efficient products, innovative services and future technologies

Circular Transformation by FY2050

Maximize value throughout the life cycle of products and services by building evolving business systems

Nature Resilience by 2050

As a responsible partner for infrastructure, minimize impacts on and from nature, contributing to swift recovery

Carbon Neutrality by FY2030¹

10% water usage reduction by FY2030²

Hitachi's FY2030 and FY2050 GHG emissions reduction targets have been validated by the Science Based Targets initiative (SBTi).

(1) At offices and factories through reducing emissions and offsetting residual emissions compared to FY2019. (2) Intensity value compared to FY2019.

Environmental Training

To foster environmental awareness and changes in mindset and behavior, Hitachi has created a mandatory Climate Change e-learning for all new hires and offers additional environmental e-learning to all Hitachi Group employees, from new hires to senior management. Training covers key lessons including:

- Why are environmental issues so important?
- GlobalLogic Environmental Strategy
- Legal compliance and certification
- GlobalLogic's approach to environmental protection and climate change
- What can I do to protect the environment?

On a role-appropriate basis, we provide annual specialized training on environmental risks and compliance with related laws, regulations and our ISO 14001 and 45001 certifications (see [Environmental Management](#) and [Employee Health and Safety](#)). More than 70% of our total workforce across all locations received environmental training in 2025.

Environmental Compliance and Disclosure

GlobalLogic's Environmental Conservation Policy lays out guidelines for reducing the energy consumption of assets within our operations, including air conditioning, lighting and other systems. The policy is applicable to all GlobalLogic employees across all locations.

When hiring third-party contractors, subcontractors or independent contractors to perform tasks in the company's offices, we follow a clear and specific procedure that lays out tasks, steps and responsibilities to assure that such contractors adhere to GlobalLogic's environmental policies and best practices designed to protect the work environment and assure compliance with all applicable environmental regulations.

GlobalLogic measures compliance against applicable environmental laws and regulations at the local, country and regional level, including the UK's Energy Savings Opportunity Scheme and the EU's Article



8 Energy Efficiency Directive. We also monitor findings and follow best practices from globally recognized organizations such as the International Energy Agency and the World Resources Institute.

In FY2025, we completed a gap assessment to review our existing disclosures against requirements of the EU's Corporate Sustainability Reporting Directive (CSRD), and also completed an EU Taxonomy eligibility assessment to determine which of our economic activities can be considered sustainable within the Taxonomy's classification system.

Energy Management and GHG Management

Our GHG Reduction Strategy

Though GlobalLogic's emissions are relatively low due to our business's focus on digital services, we are committed to environmental responsibility and reducing our global footprint. Our efforts include:

- **Procuring Renewable Energy:** Sourcing energy covered by credible renewable energy certificates (RECs) and other market-based mechanisms that align with our business operations.
- **Improving Energy Efficiency:** Driving down our impact via green facilities, responsible environmental management and site-based initiatives.
- **Measuring and Promoting Transparency:** Continuously improving our data quality and ability to provide a complete picture of emissions across our entire value chain.
- **Engaging Our Value Chain:** Engaging our suppliers to assess their sustainability commitments and progress (see [Supplier Sustainability](#) for more information).

Our GlobalLogic Corp. UK Ltd. Carbon Reduction Plan

As a wholly owned subsidiary of Hitachi Ltd., GlobalLogic has adopted our parent company's carbon reduction targets while also working to set reduction plans specific to our locations.

In FY2025, we established a [Carbon Reduction Plan](#) for GlobalLogic Corp. UK Ltd. that targets a 2% reduction in electricity consumption at our Edinburgh office. In FY2025, GlobalLogic Corp. UK Ltd. achieved this goal with a 4% reduction in electricity consumption in the Edinburgh office. Contributing sustainability initiatives included an HVAC efficiency program, use of LED lighting and sensors, water cooler replacement and sustainable catering.

Within Scope 1 and 2, we project emissions reduction of 42% by 2030 from a 2024 baseline, in line with the Hitachi Group's SBTi near-term targets. The remaining emissions will be handled through carbon offsets (renewable energy power/certificates) to reach carbon neutrality by FY2030.

To achieve these targets, we are expanding on our existing initiatives, with plans to pursue improvements in data quality and measurement of GHG emissions, and seek ISO 14001 environmental management system certifications for our UK sites.

Scope 1, 2 and 3 Emission Overview

Each year, GlobalLogic emissions are aggregated into Hitachi Ltd.'s total emissions, which are then verified by a third party.

GlobalLogic recently completed our first emissions inventory, covering our global operation during our 2024 fiscal year (April 1, 2024 – March 31, 2025). These figures will serve as our baseline for future reporting, including an FY2025 inventory that will be published when available.

The GHG inventory was prepared following the GHG Protocol's Corporate Accounting and Reporting Standard (Revised Edition), applying the operational control consolidation approach. Emissions data include all seven GHGs named under the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃), expressed as metric tons of CO₂ equivalent (tCO₂e) using 100-year global warming potentials (e.g., the amount of heat a GHG traps in the atmosphere over a 100-year period, relative to CO₂).

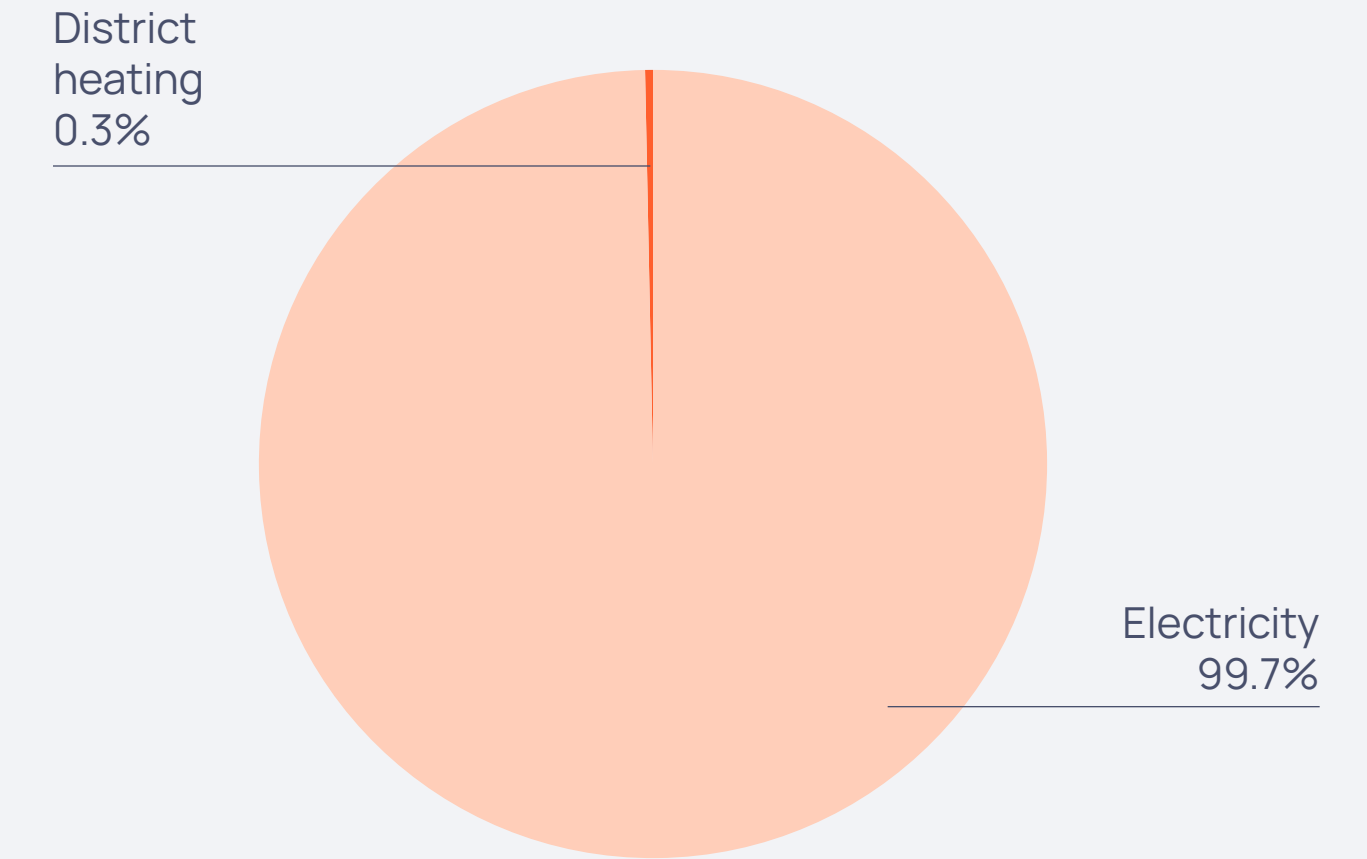
Wherever possible, activity-based data (such as fuel consumption, electricity use or travel distance) have been used to calculate emissions. Where such data were not available, data gap-filling methods or spend-based estimates have been applied, in accordance with GHG Protocol guidance.

As a supplier to many companies, GlobalLogic is regularly assessed by CDP and EcoVadis.

For more information on our environmental performance, see the [Data Appendix](#).

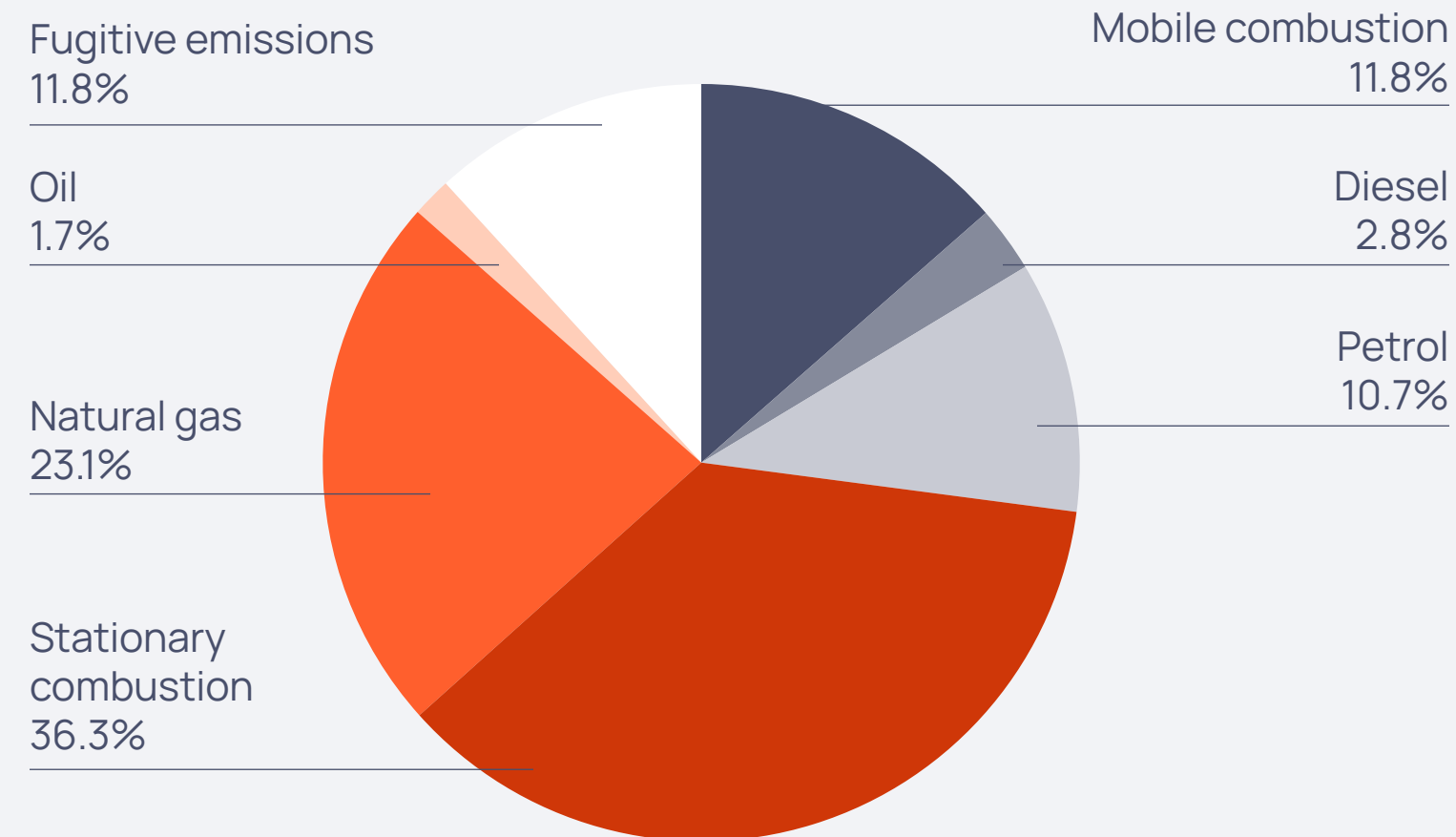
Scope 2

Location-based and market-based



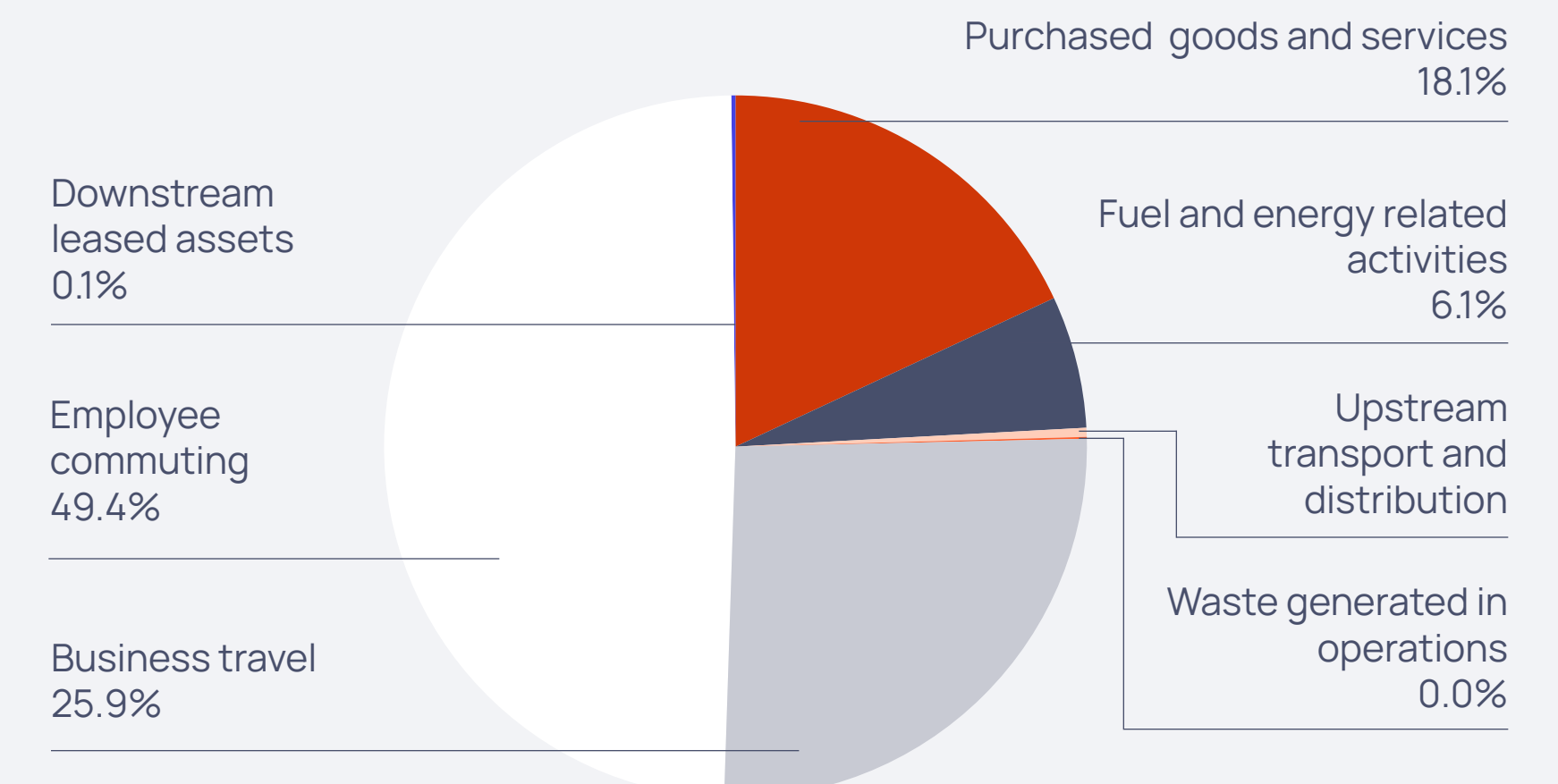
Scope 1

Location-based and market-based

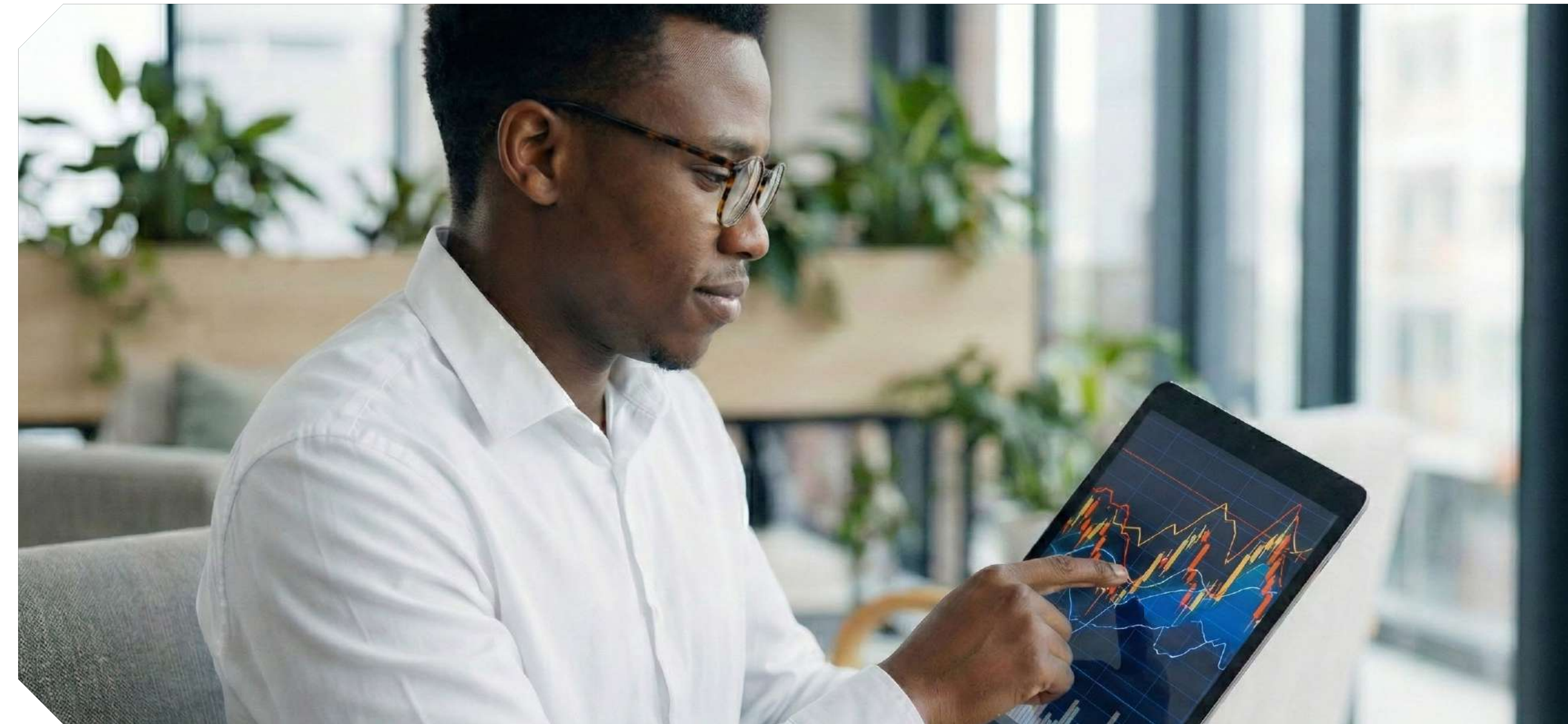
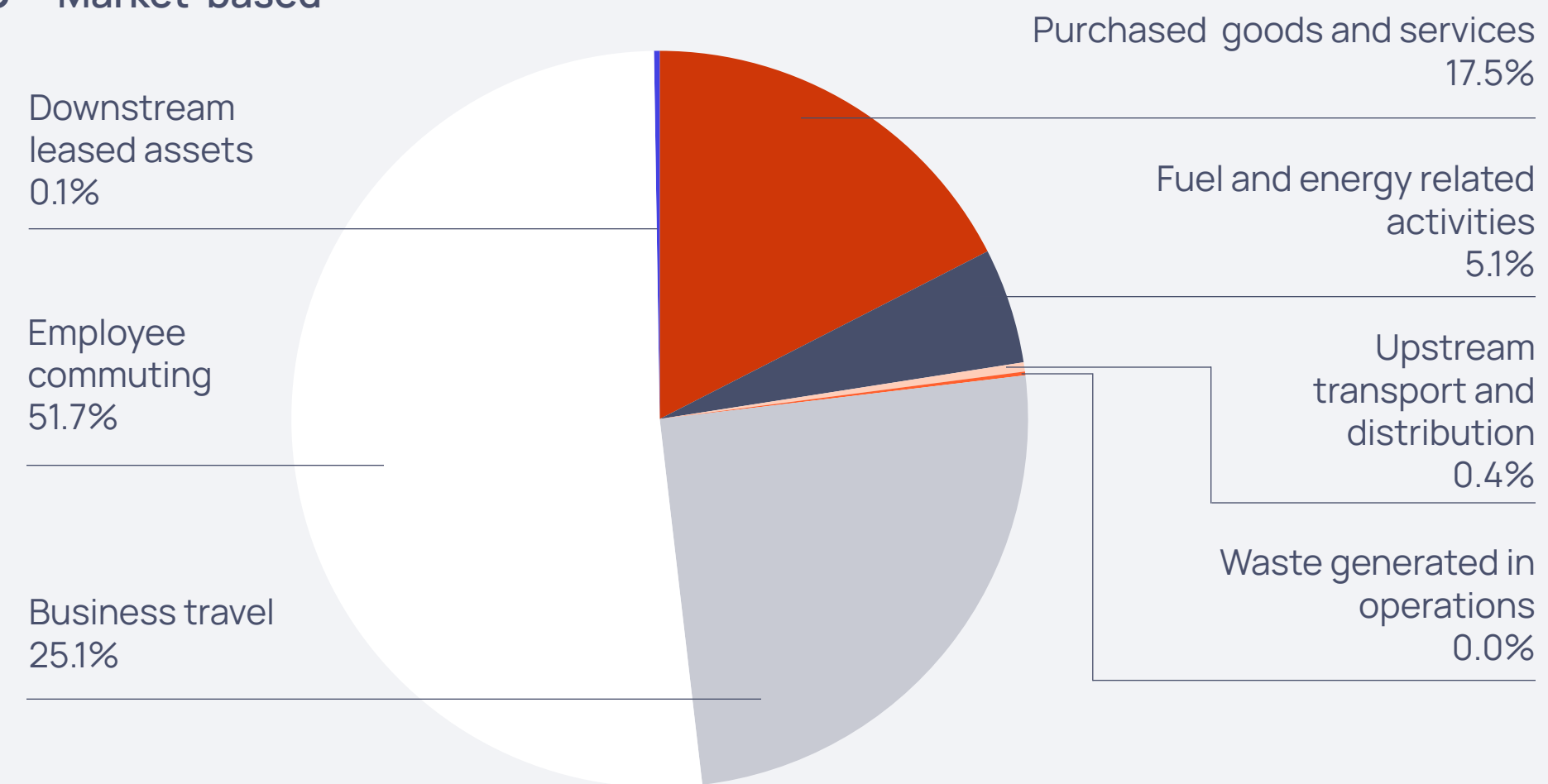


Scope 3

Location-based



Scope 3 – Market-based



Scope 1: Direct GHG emissions from sources owned or controlled by GlobalLogic, including natural gas used for heating and refrigerant leakage from cooling systems.

Scope 2: Indirect emissions from the generation of purchased electricity, heat or steam consumed by the company's operations. These emissions arise from energy purchased to power offices under our operational control.

Scope 3: Other indirect emissions that occur as a consequence of GlobalLogic's operations but arise from value-chain sources not owned or directly controlled by the company.

Green Facilities

GlobalLogic leases all of our facilities from third-party landlords. As part of the selection and leasing process for new sites, we consider factors such as the building's energy and water efficiency, waste-recycling arrangements and emissions. We prioritize sites that are certified to the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standard, or to comparable standards in the site's region. When possible, we also seek to meet these standards at current GlobalLogic facilities that are undergoing renovation, working in partnership with our landlords, vendors and consultants.

Currently, GlobalLogic occupies approximately 946,000 square feet of green-certified office space across our global footprint.

Environmental Management

Worldwide, GlobalLogic's facilities aim to follow the requirements of ISO 14001, the internationally recognized standard for environmental management systems (EMS). ISO 14001 provides a framework to help consistently reduce our locations' environmental impacts, encompassing areas such as resource usage, waste management, environmental performance management and stakeholder engagement in environmental commitments. By following the standard's proactive measures, we aim to reduce waste, conserve energy and accrue cost savings. Currently, 30 GlobalLogic sites are certified to the ISO 14001 standard, which represents 100 percent of our sites of 50 employees or greater. We also encourage ISO 14001 compliance by our partners and suppliers.

Renewable Energy Use

We aim to use renewable energy whenever feasible at our locations globally. Currently, GlobalLogic UK and our operations in Hyderabad and Pune, India, have all achieved 100% renewable power use via power purchase agreements, with our Bangalore facility close behind at 90–95% renewable power use. At our operations in Noida, Hyderabad and Gurugram, we have introduced electric vehicles into our vendor-provided fleets for employee transportation, and 12 of our facilities have installed EV charging stations.

For FY2025, we purchased 12 international renewable energy certificates (I-RECs) for our operations in India, representing 2,946 MWh of electricity generated from renewable sources and transmitted to the power grid.

Energy Efficiency and Conservation

Across our footprint, GlobalLogic explores energy efficiency and conservation strategies including adopting energy-efficient LED lighting, installing motion sensors for lighting in areas of sporadic occupancy,



encouraging optimal space utilization, and using HVAC automation to adjust temperatures during peak and non-peak facility use. Our Energy Conservation Policy provides guidelines for employees regarding responsible energy use.

As a services-based company, a significant portion of our energy consumption derives from the office IT devices used to serve our clients on a daily basis. To ensure we are using the most sustainable and energy-efficient IT products, most of our country operations maintain IT Purchasing Procedures and follow best practices around sustainable IT equipment sourcing.

Under the umbrella of #GLGoesGreen, we combine corporate resources with employee engagement to reduce our energy consumption and carbon footprint and promote environmental conservation. Examples of our efforts include afforestation drives that have created tree plantations, a carpooling app that contributes to emissions reduction by organizing carpool commuting, and various recycling and resource efficiency initiatives. In our LATAM operations, the employee-driven GL Green Program aims to address emissions through measurement and reporting of resource consumption (energy, waste, e-waste, water, travel), internal and external environmental awareness and communication campaigns, and volunteer initiatives. In FY2025, GlobalLogic Argentina offset more than 100% of its footprint through a collaboration with PC Discount and Banco de Bosques. For more information on these initiatives, see [Social Contribution](#).

Operational Efficiency and Sustainability

GlobalLogic balances AI innovation with environmental responsibility by aligning with the Hitachi Group's sustainability goals and harnessing AI to drive client outcomes, such as developing systems for energy efficiency (e.g., smart building management systems) and resource optimization (e.g., predictive maintenance).

GlobalLogic's AI strategy includes measures to mitigate the technology's high energy demands. See [Ethics in AI](#) for more.





Recycling, Waste and Water Management

Waste Management and Recycling

GlobalLogic is committed to minimizing waste and waste-related impacts across our operations. At our leased facilities worldwide, we work with landlords to assure proper disposition of waste streams, separating recyclables to minimize waste to landfill. Operationally, we prioritize the use of recycled content in stationery, washroom supplies and pantry paper products, and in 33 locations we've replaced single-use plastics with reusable products. We also use environmentally friendly cleaning products and compostable trash bags.

Managing E-Waste

To manage e-waste, we work with an IT asset disposition provider to extract the maximum resource benefit of our retired IT equipment through:

- **Reuse:** Extending device lifespan through repair and refurbishment.
- **Redeployment:** Storing, preparing and reusing IT assets within GlobalLogic.
- **Recycling:** Responsible material recovery.

In FY2025 our processing of IT devices primarily focused on PC notebooks, PC desktops, mobile devices and network components, resulting in approximately 4,081 kg CO₂e of avoided emissions.

Water Conservation

As a company focused on services rather than manufacturing, our water impact is primarily limited to water used for sanitary and domestic purposes and hydration, along with indirect impact from HVAC and landscaping at our leased facilities. Despite that relatively small water footprint, GlobalLogic works to make our facilities as water efficient as possible. At five locations, we have installed water-saving faucet aerators and sensor-based taps that shut off automatically after use. We have also installed meters to monitor consumption, improving our understanding of our water footprint and informing further efficiency measures.

Social Capital

Employee Engagement, Development and Retention | Social Contribution | Employee Health and Safety

GlobalLogic puts people first, creating an inclusive, innovative culture that engages our peoples' curiosity and creativity, prizes integrity and growth, and contributes to a sustainable society for all.

Employee Engagement, Development and Retention

GlobalLogic's greatest value resides in our people, who power our innovation engine. We are committed to a philosophy of continuous employee growth and development, supporting our people's career aspirations and quality of life while fostering positive business results for the company and our clients. By providing access to a suite of learning platforms and resources, we encourage our people to cultivate a growth mindset and enhance their education and skills.

We work to attract and retain talent by offering an exciting work environment and a culture that strives to instill a sense of belonging, where everyone feels respected and valued. We maintain a fair and transparent performance management structure; promote consistent, unbiased compensation practices for all employees, paired with a pay-for-performance model that rewards results; and offer attractive, family-friendly benefits.

Talent Recruitment

To attract talent, GlobalLogic participates in hiring events, provides dedicated project landing pages that give insight into the nature of our work, and partners on co-branded recruitment efforts. We offer a mobile-friendly candidate portal for easier communication, collaboration and engagement with candidates. We also facilitate welcome calls, coffee connections, newsletters and social media engagement.



Collaboration with Universities

GlobalLogic partners with universities to deliver training and other engagement opportunities, expanding awareness of our company and helping prepare the next generation of potential GlobalLogic employees. In Ukraine, for example, examples of cooperation include:

- **GL BaseCamp:** Pre-entry training courses for students who want to join GlobalLogic, conducted in cooperation with Ukraine's main technical universities.
- **Master Classes:** Annual series of master classes at key Ukraine technical universities.
- **Open-Door Days and Office Excursions:** Annual or semi-annual meetings with students from different technical universities and faculties, conducted at GlobalLogic facilities to promote the company brand and show students how we operate.
- **Participation in IT Education Meetings:** Engaging with, by invitation, school and university IT associations, IT clusters and other initiatives aimed at promoting IT careers and influencing the state education system to better meet business requirements.
- **University Career Fairs:** Engaging with students about job opportunities.
- **Supporting Student Community Events:** Participating as a sponsor, partner, speaker and/or judge in technology-focused community events, promoting our brand and supporting knowledge-sharing with students.

Onboarding

Tailored to each of our operating regions, GlobalLogic's onboarding experience aims to swiftly bring new employees into the organization, harnessing technology, educational materials and human touchpoints to introduce our history and culture, prepare them for their role, connect them with resources and provide clarity on local nuances. At certain locations and for certain roles, we also provide buddy programs. On their 30- and 90-day anniversaries, new hires receive onboarding surveys to gather feedback about their experience, which we utilize to improve our onboarding approach.

Learning

GlobalLogic offers a range of career development programs and training opportunities that empower employees to reach their full potential. These programs include both technical and non-technical training, covering areas such as leadership development, project management, communication skills and innovation. Mentoring programs and cross-functional collaborations provide valuable opportunities for employees to gain insights, broaden their perspectives and build a network of support.

Learning Platforms

Virtual, on-demand training programs are offered via three primary platforms: the GlobalLogic Learning Experience (GLX) platform, Hitachi University, and LinkedIn Learning. Employees also have access to live online or in-person training and boot camps, many tailored to role requirements or regional needs. Across all our platforms, more than 36,000 unique GlobalLogic learners participated in 237,000 hours of instructor-led training and over 1,000,000 hours in self-paced learning modules in FY2025. In certain regions, we offer tuition reimbursement for job-related study at eligible colleges or universities.

For more information regarding our Learning and Development metrics, please see the [Appendix](#).

GLX

Focus Areas: The GLX platform utilizes AI and machine learning to deliver a personalized learning experience based on individual roles, skills and goals. GLX offers 270+ in-house and external learning paths on technology, leadership and soft skills. Through GLX, employees can suggest learning experiences to colleagues and see what others are learning.

Delivery Method: Self-paced e-learning

Example Courses:

- Fundamentals of Agentic AI
- Designing Agentic AI Products with No Code
- AI Agents: Preparing Your Organization for Change as a Business Leader

Hitachi University

Focus Areas: Hitachi's learning management system (LMS) offers role- and level-specific curricula for individual contributors, managers and leaders. Some courses are designed for teams or to address specific business initiatives. The LMS also houses mandatory compliance training for all employees.

Delivery Methods: Self-paced e-learning, live virtual and in-person

Example Courses:

- Perspectives for Leaders
- Goal Setting
- Ethics and Compliance Training

LinkedIn Learning

Focus Areas: More than 20,000 online courses teaching skills including professional development, technology and project management.

Delivery Method: Self-paced e-learning

Example Courses:

- Project Management
- Professional Development
- Google Cloud Engineer
- Amazon Web Services (AWS) certifications

Career Development

GlobalLogic supports employee career growth by providing clear advancement pathways, mentorship, internal mobility opportunities, and robust performance management systems that align personal and organizational goals.

Our Career Navigator tool helps employees plot their careers by showing multiple routes for growth within GlobalLogic, listing the competencies and skills needed for those roles, and offering learning paths to achieve them.

To propel employees' career growth and inspire more impactful individual contributions to company success, our performance enablement strategy encourages all employees to set annual development and aspirational goals aligned with KPIs that support GlobalLogic's priorities. These self-reviews are followed by manager assessments and a feedback session. Throughout the year, managers engage with employees one-on-one to discuss progress on their goals, provide timely performance feedback and coaching, build trust and inspire growth. Employees may also choose to create an Individual Development Plan as a way to address gaps and build skills identified in their performance reviews, with support from their manager.

To support the organic growth of future leaders, encourage consistency within the organization and ensure that managers and employees understand the expectations of the next-level role, GlobalLogic has developed guides, such as our North America Promotion Guidelines. This policy outlines promotion eligibility, role-level requirements and the key steps of the promotion recommendation process.

Talent reviews are used to facilitate internal promotion, encourage mobility across Hitachi companies, and identify succession candidates for leadership roles globally. In certain regions, we host talent summits where promotion cases at the manager level are presented and evaluated by regional leadership teams.

We utilize fulfillment strategies that include leveraging our resource pool, rotations and predictive staffing.



In FY2025, 98% of our total workforce across all locations received regular performance and career development reviews.

Hitachi Group Core Competencies for Employees

Hitachi's Global Performance Management (GPM) program forms the foundation for business management and performance enhancement across Hitachi Group companies, with the aim of fostering sustainable growth at both the organizational and individual levels. The program includes the Hitachi Group Core Competencies, a set of behavioral goals for all group employees. Based on Hitachi's founding spirit, these goals clarify the skills and behaviors we expect employees to demonstrate, encourage continuous development and performance improvement, and explain how individuals' actions contribute to business success.

Hitachi Group Core Competencies



People Champion
Related to Hitachi's founding spirit: *Harmony*

Cultivate an inclusive work environment based on safety and trust, which values diverse perspectives and encourages speaking up and growth so that we can perform at our best.

Focus areas

- Psychological safety
- Speak up
- Engage

Customer & society focus
Related to Hitachi's founding spirit: *Sincerity*

Focus on societal challenges, always act honestly, and be accountable for contributing to society through collaboration with internal and external stakeholders.

Focus areas

- Integrity
- Outside in
- Accountability

Innovation
Related to Hitachi's founding spirit: *Pioneering spirit*

Drive innovation with a passion for learning, challenge the status quo and respond with speed to create new value.

Focus areas

- Curiosity
- Risk taking
- Agile

Training and Skills Management

GlobalLogic maintains internal process documents to ensure employees' training, experience and skills align with company, regulatory and statutory requirements for their role. The documents provide a framework to ensure proper identification, delivery and verification of that training. As an example, our EMEA Training and Skills Management document covers roles within the scope of our Quality Management System (QMS) in our EMEA region and includes the following major training categories:

- **Newcomers BootCamp:** For new employees, externals and consultants, covering key company information.
- **Mandatory Onboarding and Annual Training:** Covers ethical and legal compliance training tailored to local legal and regulatory regimes
- **Process Training:** Covers QMS processes.
- **Internal and External Training:** Based on business and project needs in areas that may include processes and project management, soft skills, leadership development, and technical and professional skills.
- **Project Training:** In processes, approaches, tools or methods specific to a project or program.
- **Other Trainings and Learning Opportunities:** May include conferences, communities, libraries, tech talks, best practices sharing, webinars and e-learning.



Cultivating Leadership

We are a people business, providing development and training to ensure our employees have the competencies and skills needed to grow in their roles. By empowering them to be dynamic individuals, we cultivate powerful leadership skills across the company.

As part of the Hitachi Group, GlobalLogic sends select employees to Hitachi global leadership development programs to broaden their understanding of Hitachi and provide networking opportunities with leaders across the enterprise. Between FY2022 and FY2025, 75 GlobalLogic employees have participated.

Beyond these programs, we offer in-house leadership programs and conduct leadership assessments to surface insights into employees' current strengths, growth areas and potential. Assessment results are used to support individual development, improve leadership and drive positive organizational transformation. In addition, we offer both internal and external mentorship programs and formal leadership coaching to improve self-awareness, increase leadership effectiveness and unlock potential.

Employee Engagement

Employee Engagement Survey

Each year, the Hitachi Insights employee engagement survey seeks to capture perceptions and perspectives from employees globally across each of the Hitachi Group companies, in areas such as the company's strengths, vision, goals, opportunities and areas for improvement. The survey also seeks feedback in employee-experience areas including management effectiveness, workplace culture and environment, and health and safety. The survey is available in 21 languages and is conducted by a third-party partner to ensure anonymity.

Following analysis against internal and external benchmarks, survey results are reviewed by all members of GlobalLogic's Executive Committee and their respective teams to understand employee sentiment, create relevant action plans to address key insights, and drive positive changes throughout the organization. Leadership teams and individual managers review and analyze the results, develop action plans to improve lagging metrics, and create KPIs to track progress in areas such as engagement, culture and respect. Survey results are shared globally in our annual CEO All Hands meeting, and then by region. To stimulate more accurate and reliable results, we prioritize engagement at the regional team and manager level.

Our FY2025 Hitachi Insights survey saw an 88% employee participation rate and revealed positive employee sentiment around several key GlobalLogic strengths:

- More than 87% of respondents felt that their work at GlobalLogic delivers value to society, the environment and our customers.
- More than 80% felt that GlobalLogic is committed to environmental sustainability.
- More than 86% of respondents favorably rated Teamwork at GlobalLogic.
- Nearly 86% of respondents favorably rated development and opportunities for advancement at GlobalLogic.

Employees also expressed positive feelings for our managers and the culture they create within their teams, and for year-over-year improvements made around timely decision making and risk taking.

In recent years, actions taken in response to employee surveys included improving learning and career development via our GLX learning platform and Career Navigator tool.

Engagement Initiatives and Resources

Programs dedicated to improving employee engagement are organized at the regional level and implemented locally. Recent employee engagement activities have included wellness initiatives, volunteer tree-planting opportunities, sports competitions and office gatherings. Additionally, our Global People Services (GPS) portal provides a single destination where employees can ask questions about Human Resources policies and services, gather resources and resolve issues.

Benefits

Supporting employee well-being is an important part of our people strategy and a key component of our Employee Value Proposition (EVP). GlobalLogic provides benefits programs intended to promote physical, emotional, and financial well-being, while aligning with local regulations, market norms, and country-specific needs.

Because our operations span multiple regions, benefits offerings vary by country and employee populations. In most locations, our programs include a combination of healthcare coverage, insurance protection, retirement or pension support, paid time off, and numerous mental health and wellness benefits that support overall well-being.

Our benefits programs are designed to help us attract and retain talent by providing support that is locally relevant and meaningful to employees across different markets. We regularly review our programs to help ensure they remain competitive, responsive to workforce needs, and aligned with our broader people priorities.

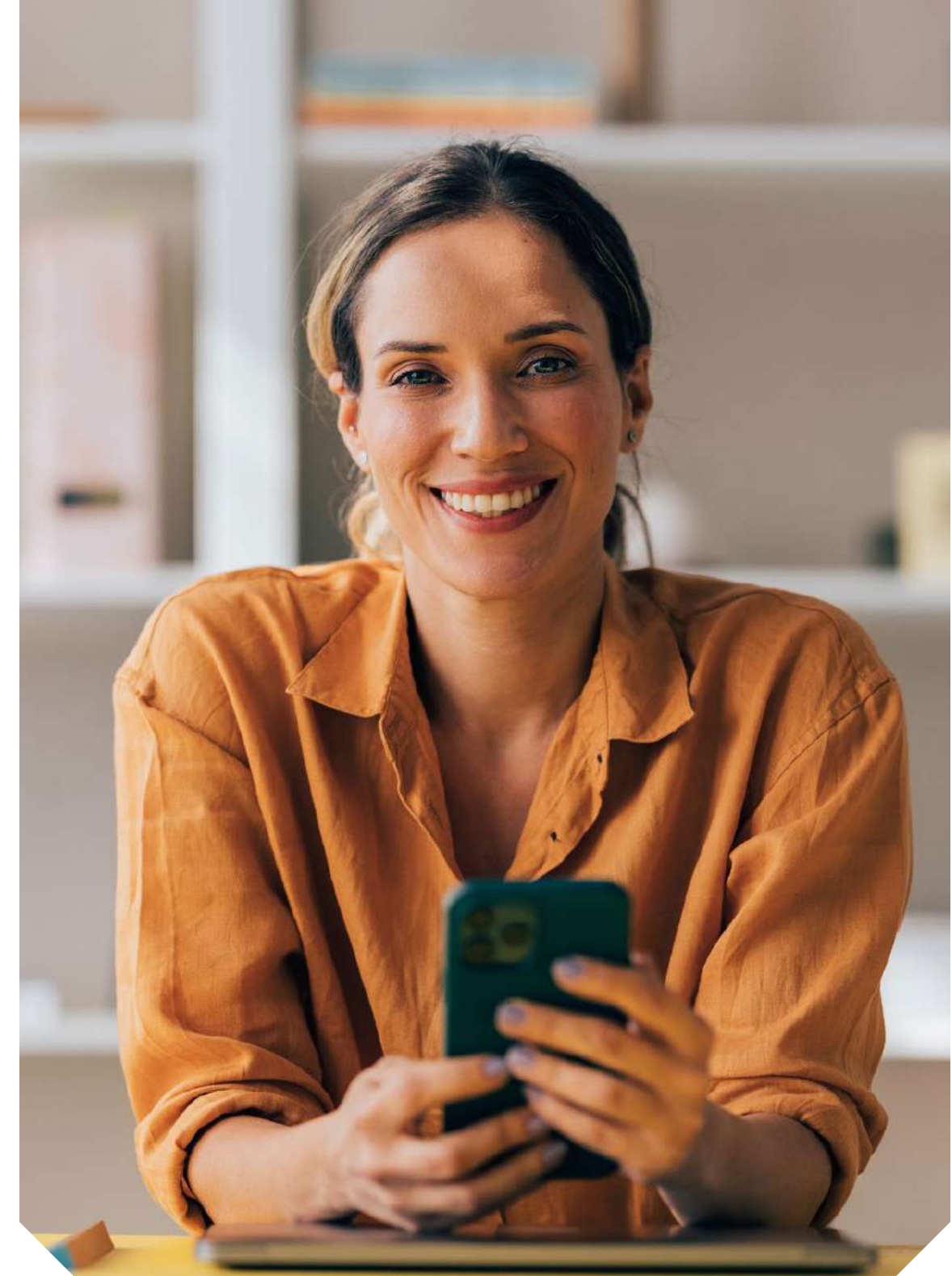
To provide additional transparency on the scale of our benefits investment, we report approximate employee coverage levels for our health insurance and retirement/pension programs, which represent two of our largest benefits categories.

See [Special Measures in Ukraine](#) for information on the specific resources and programs provided to support GlobalLogic employees in Ukraine. Health and Well-Being.

Health and Well-Being

Comprehensive Health Benefits

GlobalLogic provides health benefits that align with local laws in our 26 operating countries. We offer comprehensive medical, dental and vision insurance for full-time employees.



In FY2025, employee beneficiaries across our operating region numbered:

Program	AMER	EMEA	APAC	Total
Health Insurance	3,420	2,921	15,634	21,975
Retirement Schemes	1,557	2,707	15,105	19,369

Wellness Benefits

Our Wellness Community offers mental health resources and sessions on the importance of self-care and seeking professional help. In Ukraine, a support program for veterans of the defense against Russia provides services including specialized mental health care.

Mental Health

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Time-Away and Leave Programs

Our EMEA Maternity & Paternity Leave Policy outlines GlobalLogic's approach to maternity, paternity and childcare leave for employees in the EMEA region. It is designed to be inclusive and supportive of all employees, recognizing that family can take many forms. GlobalLogic aims to provide a fair and equitable framework to support employees during significant life events such as the arrival of a child through birth, adoption, surrogacy or any other legally recognized means. Specific eligibility criteria and leave entitlements may vary by country and are outlined in additional country-specific policies.

Flexible Work

GlobalLogic is committed to flexibility, supporting hybrid and work-from-home options for our employees based on business needs, personal preferences and country regulations.

Our Work from Anywhere policy allows all employees the flexibility to work from anywhere for one month.

Labor Practices and Contingent Work

As we navigate the dynamic landscape of talent acquisition and retention, we remain committed to attracting the best talent and providing an inclusive and rewarding corporate culture for all.

Contingent Worker Policy

Engagement of external resources to meet business requirements is governed by the Hitachi Global Contingent Worker Policy, which includes standards for the accurate classification, utilization, tracking and treatment of contingent workers. The policy reflects our commitment to recognizing and appreciating the contributions of every member of our workforce, including contractors, consultants and external workers.

In FY2025, GlobalLogic's contingent workforce numbered 2,495.

Creating a Unique Culture

Corporate Strategy

GlobalLogic builds a unique culture by combining deep engineering excellence with a strong focus on people, purpose and continuous learning. The company fosters a "design-first, engineering-led" mindset that encourages teams to think creatively, solve complex problems, and take end-to-end ownership of products rather than working in siloed delivery models. We promote collaboration across geographies through global communities of practice, open communication channels and cross-functional project teams, helping create a strong sense of shared identity despite our large organizational size. The company's close alignment with clients on long-term product roadmaps allows our employees to see the real-world impact of their work, reinforcing a culture of purpose, innovation and accountability.

GlobalLogic invests heavily in learning and career growth via structured training programs, internal mobility, mentorship and leadership development, enabling employees to build long-term careers. Inclusion and wellbeing are emphasized through employee affinity groups, flexible work practices, and engagement initiatives that support different life stages and backgrounds.

As a global company operating across industries and regions, one of our greatest strengths is the diversity of our businesses and people, which drives innovation and growth. We are committed to creating an inclusive environment where everyone feels valued, respected and enabled to contribute their best. GlobalLogic respects and values each employee's uniqueness. By bringing together different perspectives, supporting one another and creating shared value through collaboration, we forge the kind of culture that's essential to achieving Hitachi's mission of contributing to society.

Corporate Policy

The [Hitachi Global Policy on Diverse Perspectives](#) sets behavioral expectations, guidelines and commitments across Hitachi's business units. GlobalLogic's own Diverse Perspectives Policy is based on Hitachi's Global Policy and states our global commitment to a diverse, equitable, inclusive and supportive workplace. Our policy promotes a common understanding of what diverse perspectives mean at GlobalLogic and sets behavioral expectations and guidelines that apply to every GlobalLogic employee. We expect managers to lead by example and ensure employee behaviors align with the policy, and employees can raise concerns to line managers or senior management.

Additional related policies are in place to comply with regulations in specific geographies. For example, our UK and Ireland operations' Menopause Policy aims to create an inclusive and supportive environment for employees experiencing menopause or perimenopause.

Engaging and Empowering Employees

During the year, GlobalLogic participates in equity-oriented initiatives that support fair access to resources, information and opportunities for all employees. During Inclusion Month each October, we host webinars and offer toolkits designed to enhance employees' connection with diverse colleagues and customers. Year-round, our Culture Connect Program focuses on intercultural understanding, communication and collaboration, providing culturally focused webinars, time zone awareness training and other resources. Through our People Regional Accelerators program, 144 employees across 9 countries in EMEA act as champions of our inclusive culture, helping launch and facilitate over 180 local initiatives. Additional trainings and resources include disability inclusion toolkits, inclusive meetings and inclusive language toolkits, and a neurodiversity webinar that addresses cognitive diversity, neurodivergent strengths and inclusive practices.

Recruitment

We employ Hitachi's Inclusive Talent Acquisition Toolkit to help hiring managers, Talent Acquisition and Human Resources recruit, interview, hire and onboard talent that aligns with our business needs and reflects the world we serve.

Hiring Manager Training and Interview Practices

Training sessions equip our hiring managers with the tools to recognize potential beyond the resume and conduct interviews that are inclusive, fair and free from bias.





Our Approach to Empowering Persons with Disabilities

We are committed to building an inclusive ecosystem where persons with disabilities (PwDs) feel valued, supported and empowered. We have developed a comprehensive support system designed to enable accessibility, equity, and growth for all employees. Our framework is centered on infrastructure, policies, and learning and development resources:

Infrastructure

- Dedicated restrooms
- Ramps and priority parking
- Wheelchair access to office
- Assistive infrastructure and prosthetics support
- Comfortable workstations
- Reserved parking spaces
- Accessible washrooms
- Flexible working hours
- Employee-friendly benefits including wellness support and PwD-friendly taxi service

Key Policies

- Equitable, gender-neutral policies inclusive to PwDs
- Designated support staff for assistance

Learning and Development

- Buddy program
- On-the-job training and certification
- Tailored Training Need Identification (TNI) for PwDs
- Unconscious bias program for employees
- Diversity, Opportunity, and Inclusion (DOI) awareness and sensitization training
- Manager training on helping differently abled employees grow

We share the success stories and accomplishments of our PwD employees and offer events and engagement campaigns that support our objectives of growth, belonging and empowerment, including wellness sessions and Breaking Barriers Rendezvous sessions with leaders. We create diverse hiring panels trained on inclusive interviewing and offer customized onboarding learning journeys and tailored career development opportunities. To amplify our impact, we also partner with NGOs for PwD hiring support.

Beyond our own operations, GlobalLogic employees support community organizations that empower PwDs. For more information, see [Social Contribution](#).

Employee Affinity Groups

Employee affinity groups (EAGs) are voluntary, self-directed groups of employees who represent diverse backgrounds and perspectives, provide ideas and solutions, and create opportunities for mentoring and career development. Open to all employees, our EAGs provide supportive spaces for fostering personal growth, addressing difficult topics and uniting under a common voice.

Affinity Group Impact

- In EMEA we have established our first Women's Employee Resource Group
- 9 GL Ambassadors groups in 9 European countries
- Increased from 120 to 160 ambassadors from 150 to 250 actions in the same period.

Women in Tech Summit

In 2025, GlobalLogic participated in the Women in Tech Summit, an event focused on supporting representation and mobility for women in the technology industry. Our participation in this event helped strengthen our talent pipeline, enhanced brand awareness for GlobalLogic and demonstrated our continued commitment to gender inclusion.

In addition to our participation, GlobalLogic received a Women in Tech Summit – One Hitachi ESG Award as part of the Hitachi FY2025 Global IT Awards.



Social Contribution

Social contribution is an integral part of GlobalLogic's culture and employee experience strategy, strengthening our people's sense of connection and engagement while delivering positive impact to their communities. Across our global footprint, we partner with numerous nonprofits and volunteer programs, targeting corporate donations and our employees' investment of volunteer time and charitable giving to initiatives that support children and families and programs that drive environmental sustainability. Many of our initiatives pair fundraising with fitness and wellbeing activities that strengthen employee health and engagement.

Many social contribution events and initiatives are selected and led by employee organizations such as the GlobalLogic Employee Ambassadors Program (EAP) in our Europe operations and GL Corporate Citizens in India. Choosing initiatives in this way better aligns our contributions with employee interests and motivations, and with local community needs. Participants in these employee organizations also advocate for company values, foster employee engagement, and act as links between our employees' needs and leadership support.

In FY2025, 160 GlobalLogic employees served as EAP Ambassadors and more than 5,000 participated in EAP-organized activities such as volunteer social outreach programs and sports and social events. In India, 1,488 employees participated in social contribution efforts, contributing 2,078 hours across 40 distinct activities focused across science, technology, engineering and math (STEM) education, digital education, mentorship, inclusive education, environmental sustainability, and culture. In our LATAM operations, 18 employees volunteered in three different activities: mentorships, interviews and webinars. Those initiatives involved 55 participants from Fundación Empujar, a local non-profitable dedicated to prepare young people for their first jobs.

Our India CSR Commitments

In GlobalLogic's India operations, social contribution efforts are guided by our Corporate Social Responsibility (CSR) Policy, which lays out a vision and governance structure for creating positive change in the areas of community development, social responsibility and environmental responsibility. The policy includes a commitment to support programs focused on:

- Children's education
- Green and Clean India initiatives
- Poverty and malnutrition
- Improving medical services in rural villages
- Empowering girls
- Disaster relief
- Protection of national heritage
- Supporting the disabled
- Improving the lives of the disadvantaged
- Sports

As part of GlobalLogic's India CSR efforts, our Educate to Empower initiative works to transform the lives of more than 10,000 children from underprivileged backgrounds by providing access to quality education.

FY2025 Social Contribution Events and Programs

EMEA Region

In EMEA, FY2025 programming, including efforts organized by EAP, included:

- **Moving Challenge (Europe):** A multi-country fitness initiative that encouraged employees to stay active while supporting charity. Approximately 1,000 GlobalLogic employees participated across nine countries, raising \$23,000 in donations.
- **Run for Hero (Ukraine):** Eighteen GlobalLogic employees participated in this running event, raising money for aid initiatives in war-affected communities in Ukraine.
- **Mustache Run (Poland):** Fifty GlobalLogic employees participated to raise awareness and boost engagement in efforts to support men's health.
- **Nobel Package / Szlachetna Paczka (Poland):** Fifty employees provided support to five families facing difficult circumstances during the holiday season, improving their living conditions and well-being.
- **Business Run (Poland):** Seventy employees participated in this corporate running event to raise funds for children with disabilities.
- **Furniture for Charity (Croatia):** Employees assisted a local charity in assembling furniture for a family in need, furnishing three rooms and improving the family's quality of life.
- **Wings for Life Run (Croatia, Germany):** GlobalLogic employees participated in this global running initiative, proceeds of which support spinal cord injury research.
- **Clothes Swap Party (Poland):** Fifty employees participated in this sustainable fashion event, promoting re-use, recycling and eco-consciousness during Earth Day in April.
- **Earth Month (Romania, Poland, UK):** One hundred GlobalLogic employees participated in environmental activities including forest and park clean-ups and recycling campaigns.
- **WOŚP Initiative (Poland):** Employees participated in a fundraising event for the Wielka Orkiestra Świątecznej Pomocy (Great Orchestra of Christmas Charity), the proceeds of which funded purchase of crucial patient diagnosis and treatment equipment.

- **Embedded Systems Mastery by GlobalLogic (EMEA):** More than 70 teachers from Croatia, Slovakia, Romania, Ukraine and Poland registered for this webinar series, which demonstrated effective, hands-on methodologies for teaching embedded systems technologies in alignment with real-world project needs.
- **Embedded Systems Workshop (Sweden):** Thirteen students participated in a hands-on embedded systems workshop that showcased GlobalLogic's expertise and student initiatives.
- **Embedded Train-the-Trainer Workshops (EMEA):** In four workshops, 50 GlobalLogic employees from Croatia, Romania, Slovakia, Poland and Ukraine learned the technical knowledge and facilitation skills needed to lead workshops for students and teachers using GlobalLogic Embedded Starter Kits.

India

Social contribution events and programs led by the GlobalLogic CSR team in FY2025 included:

Our Educate to Empower Initiative is impacting the lives of 10,734 children across India. These initiatives are focused on enabling quality education through various innovative and tech-based learning interventions and providing equal learning opportunities for all.

- **Inclusive Education:** In partnership with the Association of People with Disability (APD India), our Inclusive Education and Rehabilitation Program has supported 129 children aged 4–15yrs across 15 types of disabilities, ranging from mild to severe neurodiverse needs, within an integrated system alongside neurotypical children. The program focuses on reducing learning gaps by developing Individual Education Plans (IEPs) and Individual Rehabilitation Plans (IRPs). Over the past year, 80% of neurodiverse children in the program have benefited from continuous therapy, individualized assessments and adaptive interventions.
- **Project Sakhi:** In collaboration with the Nalanda Way Foundation, employees supported a holistic program that drives physical, mental, emotional and cognitive development by building knowledge, skills, and positive habits and attitude. The program supported more than 120 girls from underserved communities, aged 13–16.
- **STEM Innovation Lab:** We conducted six Innovation Labs to inspire and equip students with the skills and knowledge needed for future careers in STEM. The labs fostered creative thinking, problem-solving, and skills for AI, machine learning, coding and other 21st-century disciplines.

Following the intervention, partner schools reported improved student attendance, increased classroom engagement, and a measurable rise in STEM aspirations—particularly among girls. In partnership with ANK NGO Ghaziabad, 36 girls (25%) opted for the Science stream after Grade 10, a 230% increase compared to 2023. Similarly, in partnership with OneStage, 42 students (27%) chose Science, a 200% increase from the previous year.

- **Digi Vidya Shala:** In partnership with Pratham Infotech Foundation and Educational Initiatives as the technology support partner, we enabled an adaptive digital learning platform that reduces the digital learning gap in 4th- to 8th-grade children from underprivileged communities by providing personalized, dynamic support that adapts to individual needs. Through this work, we are helping to transform the educational landscape for more than 1,400 underprivileged students.
- **Quality Education:** Provided equal learning opportunities for all children to increase enrollment, reduce drop-out and improve students' learning outcomes. Through this initiative, we are helping to enable quality education access for more than 2,800 out-of-school children.
- **Parivartan 2.0:** Provided a merit-*cum*-means scholarship through our Parivartan program, which empowers students from underprivileged backgrounds by providing financial aid and mentorship. 30 GlobalLogic mentor-mentee pairs actively participated in the program, collectively contributing 342 hours of mentorship.
- **Digital Shaala Program:** In partnership with Muskaan Dreams' Digital Shaala program, we worked to build teacher capacity and equip classrooms with digital tools and STEM-focused content, helping bridge the digital divide and create engaging, tech-enabled learning spaces that inspire curiosity, confidence, and brighter futures.
- **Urban Afforestation Initiative:** Through our #GLGoesGreen initiative, we transform communities and ecosystems at scale by planting and nurturing more than 100,000 trees— turning 41 acres of land into six thriving urban green zones. These efforts not only restore biodiversity and improve local air quality, but also demonstrate our long-term commitment to building healthier, more resilient environments for future generations.

Our Mini Urban Forests in Ghaziabad

In 2022, GlobalLogic began work to turn what was once a landfill site—13,634 cubic metric tonnes of legacy waste spread across 3 acres of a 30-year-old dumpsite—into a lush green mini forest. GlobalLogic was the first corporate partner to step in to take on this challenge and support local authorities while collaborating with Say Earth and United Way Mumbai. Together we have successfully reclaimed the land by planting and nurturing over 34,700 trees using the Miyawaki afforestation method.

This area, which has been reborn as an urban forest serving as a home to several thousand native trees, birds, insects, and animals, has also become an environmental education hub in the region. The site has site hosted students from London as part of their annual academic immersion in India, offering a perspective on the tangible impact of ecological restoration. Interns from the Indian Institute of Management (IIM) Indore, accompanied by officials from the Ghaziabad Municipal Corporation, have also engaged with the site to study its innovative sustainability practices and restoration model.

Our volunteering initiatives in India span education support, STEM mentoring, career guidance, environmental restoration, inclusive education engagement, digital literacy, and community outreach activities. Employees also participate in mentoring sessions, career-readiness workshops, STEM lab interactions, tree-plantation drives, urban forest nurturing, and engaging with children through educational and fun-filled activities.



LATAM Region

In FY2025, social contribution events and programs in LATAM were centered around our GL Green Program, an employee-driven program aimed at measuring, reducing and offsetting the environmental impact of our actions as a company.

Key FY2025 highlights included:

- **PC Discount and Banco de Bosques Partnership to Offset Emissions:** GlobalLogic Argentina donates used IT equipment to PC Discount and receives a financial donation from Banco de Bosques, which is used to offset our footprint via purchase of carbon credits that support important local forests and open spaces. GlobalLogic Argentina donates used IT equipment to PC Discount and receives funds to donate to Banco de Bosques, which is used to offset our footprint via **protection and reforestation** of important local forests and open spaces. In FY2025, this program offset **more than 100%** of GlobalLogic Argentina's footprint.
- **Carbon Footprint Management:** Implemented the LEAF platform, a robust carbon footprint management system, at the Argentina, Mexico and Colombia offices, enabling GlobalLogic to track and report GHG emissions in real time.
- **Volunteer Tree Planting Initiatives:** Events including tree planting in the Lugano's Ecological Reserve and the Costanera Sur Reserve located in Buenos Aires.
- **Training and Engagement:** Efforts to educate and encourage environmentally responsible practices included sustainability training for housekeeping and maintenance vendors and employee-focused campaigns to support energy efficiency practices and reduce GlobalLogic's environmental impacts.

Promoting Nature Resilience

In alignment with Hitachi's Environmental Innovation 2050 priorities, GlobalLogic works to minimize our impacts on natural capital while also aiding the recovery of natural ecosystems vital to both human and planetary health. Since 2019, one focus of these efforts has been supporting reforestation and afforestation projects around the world. In India alone, 101,774 trees were planted and nurtured for FY2025. In Tatra National Park, we planted 2,000 trees - 1,000 in 2022 and another 1,000 in 2024.

In FY2025, we celebrated Earth Day and World Environment Day through various events in India where around 300 employees and 100 students participated in different activities across regions, over 20,000 saplings were planted by over 80 employees and students. In October, GlobalLogic colleagues from Slovakia, Poland and Ukraine planted more than 1,000 maple saplings in Slovakia's Tatra National Park.

These are only the latest efforts in a years-long tree-planting campaign that has included efforts in India's Ghaziabad, Gurugram, Pune and Bengaluru, as well as efforts at the Las Araucarias project in Argentina's Misiones province. Together, these have resulted in the planting nearly 103,000 saplings globally in FY 2025.

Special Measures in Ukraine

Bringing together 5,500 engineers, GlobalLogic is a Top Three tech employer in Ukraine and plays an important role in the country's economy. Amid the ongoing Russian offensive, as Ukraine endures one of the most challenging periods in its history, GlobalLogic is focused on continuing to grow our business in Ukraine and support our most valuable asset: our people.

In 2025, GlobalLogic Ukraine provided:

- Medical Insurance for 964 employees
- Health and wellness programs for 375 employee participants
- Wellbeing deposits benefitting 3,472 employees
- Special occasion bonuses for childbirth, a wedding or loss of a close relative, received by 241 employees
- Material aid in cases of employee death or medical need, provided in five cases—the company provides material aid to relatives in the event of an employee's death, as well as financial support to employees facing serious medical issues.

GlobalLogic provides a veteran program, offering up to 12 months of professional and psychological support to the 79 veterans who have returned to work after military service since 2022. Veterans receive a Demobilization Kit and can apply for psychological support sessions and a retreat in the Carpathian Mountains.

Through internal webinars, employees can receive insights from psychotherapists, historians, economists, scientists, athletes and other professionals. These webinars also often include a fundraising component to raise funds for GlobalLogic colleagues on the front lines, their families and key charitable foundations. The employee community raised more than USD \$51,540 in 2025 and has raised a total of USD \$226,181 since 2022. GlobalLogic Ukraine also facilitates a sports club that supports the physical and mental health of its more than 500 members.

For several years, GlobalLogic has partnered with Superhumans, a center for war trauma that provides prosthetics and rehabilitation. In 2024, with our employees' consent, GlobalLogic Ukraine redirected its holiday gift budget to Superhumans, funding advanced prosthetics for four veterans. In 2025, employees raised \$18,000 for Superhumans and GlobalLogic matched the donation, bringing the total to \$54,000. These funds supported targeted evacuations from the front lines by helicopter, saving 102 lives. A new fundraising initiative for Superhumans has been launched in 2026.





Employee Health and Safety

GlobalLogic is committed to conducting all business operations and activities in a manner that protects the safety and health of our employees and visitors and minimizes risk to company property.

Environmental, Health and Safety (EHS) Policy

Our Global Environmental, Health and Safety (EHS) Policy and Occupational Health and Safety (OHS) and Fire Safety Policy outline processes, monitoring and oversight of health and safety across the company. Our Global EHS Management Plan supports our policies, providing a framework that is operationalized by our Health and Safety Committee, which consists of global facilities and security managers who report to senior leadership. We maintain an EHS Management System to identify, plan and implement continuous EHS and OHS improvements.

We track metrics such as injuries, accidents and work-related cases of ill health at our facilities. No corrective actions around health and safety were identified in FY2025, and two injury/health incidents were reported globally.

Risk Assessments and Risk Management

We conduct standardized EHS and OHS inspections and risk assessments at 30 of our operational sites to identify and mitigate hazards and risks and surface opportunities for improvement. We institute control measures to reduce perceived risks as far as is reasonably practicable and record criteria and results, which are maintained by the safety committee lead at each site.

Emergency Preparedness and Response

We provide our employees with training to:

- Raise awareness of EHS and OHS risks related to their job activities
- Explain and define potential emergency situations
- Educate employees on our emergency preparedness and response plans
- Describe how their actions help prevent workplace accidents, emergencies, occupational illnesses, environmental damage, and violations of legal and regulatory standards

The training includes details on EHS definitions, policy and objectives, as well as roles, responsibilities,

and authorities as delineated in our emergency response plans. As required, we also provide these trainings to subcontractors.

As part of our health and safety procedures and risk assessments, we conduct fire safety drills and other emergency response drills, and analyze the results to identify and mitigate deficiencies.

Certifications and Audits

Thirty of our facilities are currently certified to both the ISO 14001 and 45001 standards. ISO 14001 provides EHS standards for management of energy consumption, water use and waste generation, including establishment of achievable objectives and targets, and action plans to meet those criteria. ISO 45001 provides OHS standards for workplace hazard identification and risk assessment, compliance, emergency planning, incident investigation and continual improvement. We have a plan to achieve 100% certification to both standards across our global footprint by fiscal year-end 2027.

Incident Reporting

We provide multiple channels through which our global workforce can report safety concerns, including our Global Security Operations Center (by phone, email or chat) or anonymously via an internal incident reporting online database. We track incident reports and safety management actions at each facility, investigate and address them in a timely manner, create detailed records that include corrective and preventive actions, and report an aggregate of the metrics to our parent company, Hitachi Ltd.

For more information on our Social Capital, see the [Data Appendix](#).



Governance

Governance Structure | Operational Risk Management and Business
Continuity Planning | Business Ethics | Cybersecurity and Data Privacy
| Responsible Procurement

GlobalLogic's commitment to ethics and integrity is the foundation of everything we do, shaping the way we deliver for our customers, employees and communities. We maintain a resilient infrastructure, manage risk effectively and protect the data in our care.



Governance Structure

To serve the interests of our customers, employees, communities and other stakeholders, we maintain a strong corporate governance structure that starts with our board of directors and its committees: Audit, Nominating, and Compensation.

Operational Risk Management and Business Continuity Planning

Business Continuity Management

GlobalLogic's business continuity management (BCM) strategy seeks to:

- Ensure GlobalLogic's ability to maintain critical operations, protect employees, and meet obligations to customers and partners during disruptive events.
- Reduce the effects of disruption on services, systems and business processes under adverse conditions and restore/resume products and services that are critical to our customers within a predetermined time-frame and to an acceptable level.
- Provide a framework that ensures a BCM system is implemented throughout all operations and related partners.
- Embed BCM as a vital part of daily operations and processes and promote operational excellence.

- Provide support and advice on BCM-related matters for customers, subcontractors and partners.

GlobalLogic maintains key documents including a Disaster Recovery Plan (DRP) and Business Continuity Plan (BCP) for all our facilities. The latter aligns with the requirements of our ISO 27001 certification, addressing topics including business continuity planning and budgeting, assembly of BCP teams, strategic risk assessment, business impact analysis and risk assessment. The plan is tested at least annually, or more frequently during times of significant business change.

GlobalLogic employees working at customer facilities adhere to the customer's BCP and DRP requirements.

GlobalLogic's risk management and business continuity approach is grounded in strong governance by executive management, in cooperation with the Hitachi Global Crisis Management Division. Our business continuity function holds responsibility for developing, implementing and maintaining strategies to ensure GlobalLogic's ability to continue operating during and after disruptions. The BC manager leads risk assessments, business impact analyses, and creation of continuity plans, as well as the conduct of regular training and testing. The BCP Manager briefs senior management on business continuity risks, measures and planned actions during monthly meetings, and reports to the board's Audit Committee annually.

Our BCM planning is subject to audit by Hitachi Audit as well as to internal and external audits related to our ISO certifications.

In our Ukraine operations, we have created a detailed Business Continuity Planning guide that specifically addresses risks posed by the ongoing Russian offensive, including increased bombing, damage to critical infrastructure, and new ground assaults. The guide describes measures to protect our employees (including evacuation plans), assure operational continuity and data protection, and assure continued power and internet connectivity. Business continuity issues are discussed in semi-weekly meetings of the Ukraine site management.

Climate Risk

GlobalLogic recognizes that a warming climate increases the likelihood of climate-related risks that may impact our business. Hitachi evaluates climate change impacts and climate-related risks (physical, reputational and regulatory) at the enterprise level and for each critical business unit, and incorporates them into appropriate risk management processes. See the [Hitachi Sustainability Report 2025](#) for a discussion of its business-by-business assessment of potential climate-related impacts, risks and opportunities across the Hitachi Group, in accordance with TCFD classifications. For more information, see the [TCFD appendix](#) in this report.

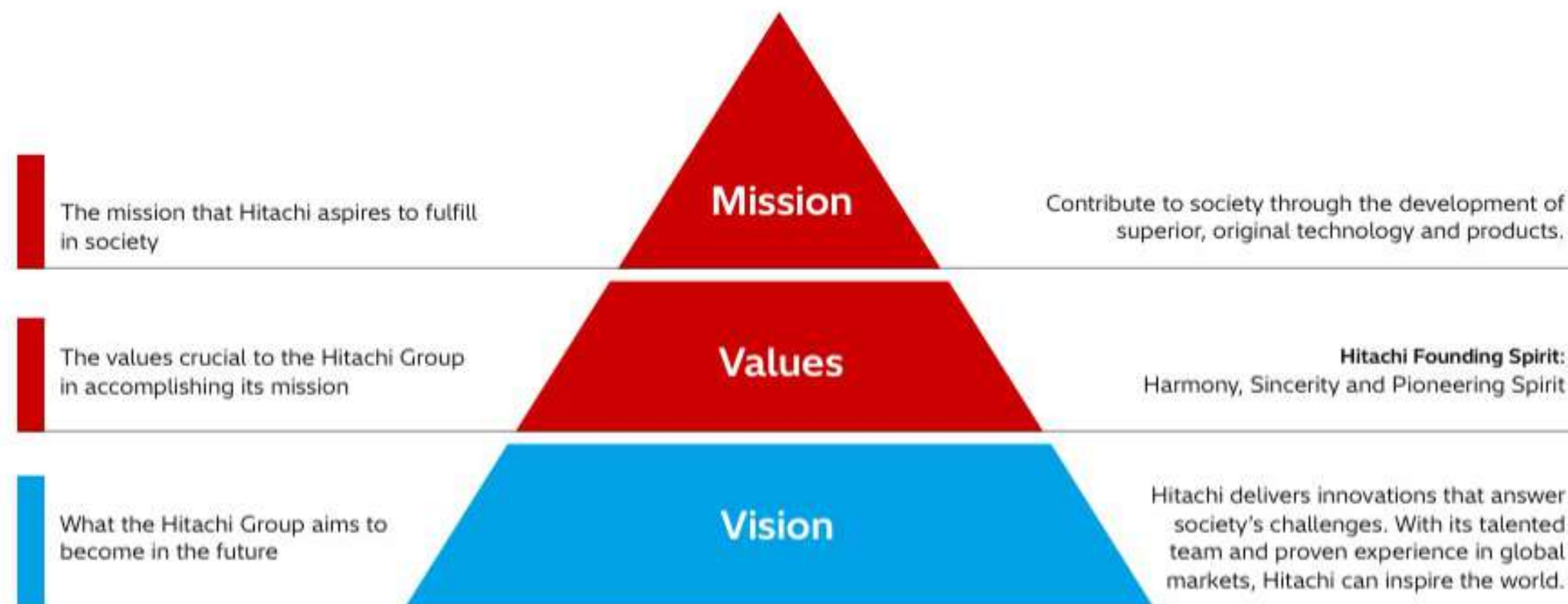
Business Ethics

GlobalLogic is committed to the highest standards of ethical, moral and legal business conduct. Operating ethically is the foundation of how we deliver for our customers, employees and communities.

The Values Crucial to Hitachi

In all our business dealings, we follow the core values of Harmony, Sincerity and Pioneering Spirit that have guided Hitachi for more than a century. These values resonate through the way we think and operate, as we work together to deliver solutions that create new value globally.

Hitachi's Mission was defined by founder Namihei Odaira, and has been carefully passed on to generations of employees and stakeholders throughout Hitachi's history. The company's Values reflect the Hitachi Founding Spirit shaped by company predecessors as they worked to fulfill Hitachi's Mission. The company Vision is based on the Mission and Values and acts as an expression of what the Hitachi Group aims to become as it advances to its next stage of growth.



Policies

GlobalLogic maintains a comprehensive suite of policies that reinforce ethical business conduct, align company behaviors with legal and regulatory compliance standards, and protect confidential information and the company's intellectual property (IP). We align with all policies released by Hitachi, ensuring consistency with global standards and legal requirements across all jurisdictions where we operate.

Code of Ethics and Business Conduct

GlobalLogic follows the [Hitachi Group Code of Ethics and Business Conduct](#), which applies to all Hitachi companies and is reviewed and updated at least annually, or following a major regulatory change. The Code articulates our commitment to ethical business practices and helps our employees and business partners (e.g., contractors, distribution channel partners, suppliers and vendors) navigate potentially challenging situations.

The Code focuses on five areas:

- Personal conduct
- Protection of company assets, including intellectual property
- Accountability, including maintaining accurate financial records, identifying conflicts of interest and safeguarding confidential information
- Fair dealings with customers, partners and competitors, including compliance with trade laws and preventing bribery and corruption
- Care for our communities, including environmental care, social contribution, workplace inclusion, health and safety, and non-discrimination and harassment

The Hitachi Group Code is acknowledged and certified by our employees and contractors as part of their mandatory annual compliance training.

See the [Responsible Procurement](#) section of this report for information on our supplier and vendor codes of ethics and business conduct.

Legal, Regulatory and Corporate Compliance Policies

To ensure that GlobalLogic remains compliant with applicable laws and regulations, we have established several compliance policies managed by our General Counsel serves as our Chief Compliance Officer.

- Anti-Bribery and Anti-Corruption
- Anti-Money Laundering and Prevention of Anti-Social Transactions Policy
- Business Partner Due Diligence Policy
- Conflict of Interest Policy



- Dawn Raid Policy (government investigations)
- Fair Competition Policy
- Speak Up – Anonymous Whistleblower Policy
- Trade Secrets Policy (confidential information and IP security)

In addition to these core policies, we have issued and/or enhanced several other compliance policies to educate employees and contractors regarding more targeted rules and controls used to prevent misconduct or detect it in a timely fashion.

Applicability, Accountability, Oversight and Enforcement

All policies apply equally to all employees, contractors, consultants and third-party representatives acting on behalf of GlobalLogic, regardless of their location or function. Policies are hosted on our internal Confluence platform, are accessible to employees at all times, and include scenarios and frequently asked questions to give employees and contractors the tools to identify and report red flags indicative of misconduct. Employees and business partners may report suspected compliance and integrity breaches to their managers, the Human Resources department, the Legal and Compliance department, or the Hitachi Global Compliance Hotline (see below), without fear of retaliation.

GlobalLogic's Compliance Team is responsible for overseeing all ethics-related policies. This includes monitoring adherence, conducting internal reviews as needed, and providing employees with guidance or clarification on ethical matters. The Compliance Team also supports Code of Conduct training (see below) to ensure employees understand and uphold organizational standards. New policies are communicated to all employees through the General Counsel's desk.

Whistleblower Program and Ethics Hotline

An essential characteristic of our open culture is the availability of appropriate channels where GlobalLogic employees, business partners, customers and the general public can report concerns or suspected misconduct in good faith, without fear of retaliation. Our Whistleblower Policy applies worldwide to GlobalLogic, our subsidiaries and affiliates, and anyone doing business with or on behalf of the company.

Key components of the program are described below.

Reporting

Concerns can be reported through the [Hitachi Global Compliance Hotline](#) (linked), available 24 hours a day, 365 days per year. Reporters may raise concerns in approximately 50 languages either online or via telephone. The hotline reflects current local reporting requirements and is available internationally. In some countries, local laws may restrict the types of reports that may be made using the website or hotline.

Where permitted by law, anonymity may be maintained using either the hotline's telephone or online reporting options. The hotline is managed by an independent third-party service provider to assure that all reports are handled securely, objectively and with full respect for the reporter's privacy.

Additional channels for reporting concerns include line managers, the Human Resources department, and the Legal and Compliance department.

Investigation

GlobalLogic is committed to promptly and fairly investigating all incidents or complaints reported through established reporting channels. Investigations are conducted with transparency, objectivity and strict confidentiality to promote trust and accountability.

Regional Human Resources heads are responsible for investigating HR-related concerns, including employee relations issues and workplace grievances. Legal and Finance teams handle investigations related to Code of Conduct violations, ethical breaches and fraud allegations. For specialized allegations, subject-matter experts are engaged to provide technical or domain-specific insights. The head of employee relations and compliance within the People Team (with support from the local legal team) oversees the progress and effectiveness of all investigations and ensures adherence to established processes.

Speak Up – Anonymous Whistleblower Policy

GlobalLogic has a zero-tolerance policy for retaliation of any kind against persons who report concerns in good faith. This includes harassment, threats, demotion, job reassignment and other related actions.

Commitment to Integrity and Confidentiality

When handling concerns, we apply the strictest possible confidentiality regarding investigation details and the identity of the person making the allegation.

Governance and Oversight

All cases reported through the hotline or other official reporting mechanisms are tracked and reviewed. A consolidated summary of cases reported through the third-party provider (including outcomes) is presented quarterly to GlobalLogic's Audit Committee to ensure ongoing oversight and integrity in the company's compliance practices.

Use of Artificial Intelligence

See the [AI Ethics](#) section of this report.

Political Advocacy

GlobalLogic does not participate in political advocacy activities. Employees are not permitted to make financial contributions in GlobalLogic's name or provide other support on our behalf to political parties, politicians or candidates for election to public office.



Ethics and Compliance Training

Our annual online compliance training program, mandatory for all employees and contractors, raises awareness of our integrity and compliance policies and sets expectations regarding the standards of conduct expected of all who represent GlobalLogic in the marketplace and within the communities where we operate. It also helps us demonstrate our commitment and adherence to our policies.

Code of Conduct training topics include:

- Ethical conduct
- Data protection
- Anti-bribery and anti-corruption
- Anti-money laundering
- Conflicts of interest
- Export controls
- Fair competition
- Fraud
- Gifts, travel and entertainment
- Protection of company assets and sensitive data
- Reporting, non-retaliation and our compliance hotline

In addition to the general Code of Conduct training course, employees and contractors are assigned subject-matter-specific compliance courses as appropriate. Managers receive separate educational sessions to ensure that integrity and compliance are embedded in the fabric of our corporate culture.

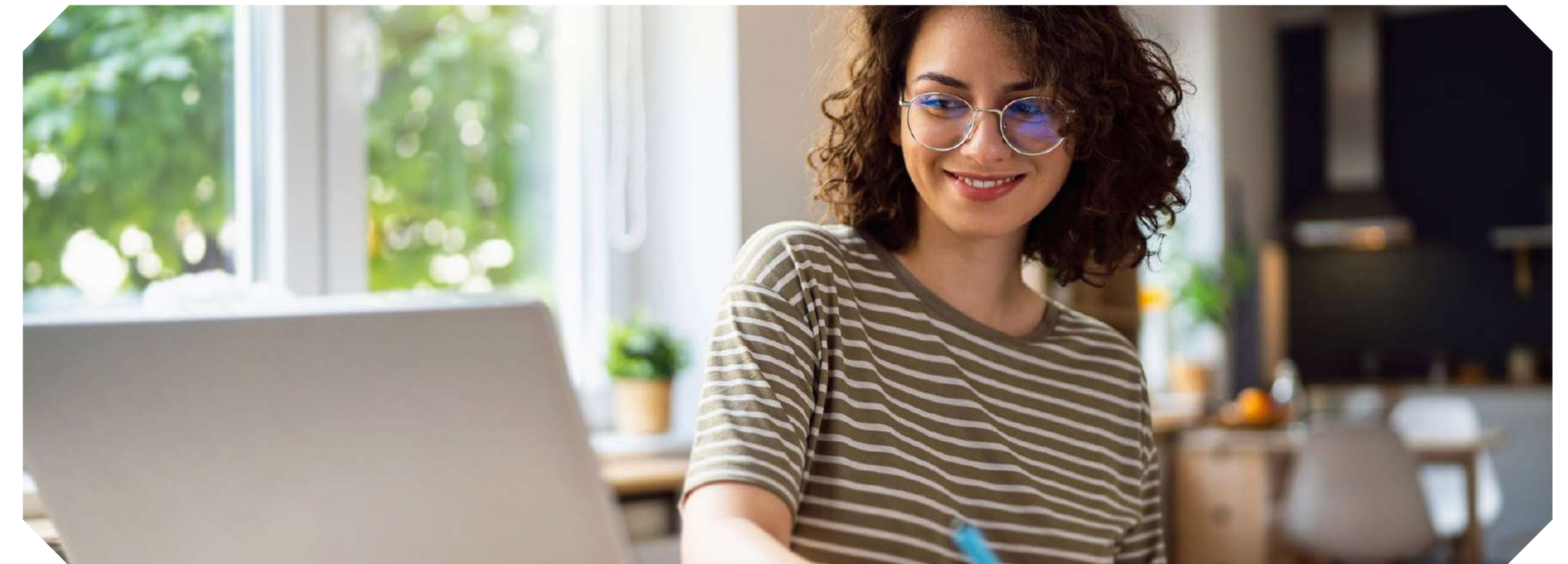
Ethics and Compliance Risk Assessments

Starting in FY2024 and continuing to the present, the Hitachi Group has used an independent third party, to conduct a blind Ethical Culture Survey that tests the employee speak-up culture across all Hitachi Group companies.

Hitachi's Internal Auditing Office also conducts internal audits, including anti-bribery, anti-corruption and competition law compliance, of all business units and the Group, including GlobalLogic every four years. In addition, internal audits are carried out within GlobalLogic. In some areas, GlobalLogic is subject to audits by clients.

Competitive Behavior

As part of our commitment to acting with integrity at all times and to conducting business globally in an ethical and legal manner, GlobalLogic maintains a Fair Competition Policy to ensure our employees and business partners avoid anti-competitive behavior in their business dealings on our behalf. The policy lays out general principles of fair competition, discusses variations in competition laws in our different operating regions, and includes our expectations, policy exceptions and specific measures to prevent anti-competitive behavior.



We strive for consistent, year-over-year improvements to our completion rate for Code of Conduct training, and in FY2025 achieved 96% overall.



Cybersecurity and Data Privacy

GlobalLogic's board and management are committed to preserving the confidentiality, integrity and availability of all physical and electronic information assets throughout the organization.

Cybersecurity

New digital threats arise in parallel with new digital advances, creating an environment that requires constant vigilance to prevent cyberattacks designed to cripple systems, steal data and disrupt business continuity.

In line with the Hitachi Group's "One Hitachi" business policy, all group companies are aligned on cybersecurity policy, following standards that establish optimal security measures based on best practices, emerging risks and the changing regulatory environment. Extending beyond the traditional focus on internal IT systems, our cybersecurity program also guards against threats to operational technologies used in developing customer products, platforms and services.

GlobalLogic's current strategic business plan and information security risk management framework provide the context for identifying, assessing, evaluating and controlling information-related risks through the establishment and maintenance of an Information Security Management System.

As outlined in GlobalLogic's Information Security Policy, GlobalLogic treats information security and cybersecurity as fundamental to our operations and integrates security across the digital engineering and service delivery lifecycle. Business continuity and contingency plans, data backup procedures, avoidance of viruses and hacks, access control to systems, and information security incident reporting are fundamental to the policy. Control objectives for each of these areas are contained in a manual and are supported by specific documented policies and procedures.

GlobalLogic follows secure development and DevSecOps practices, including secure design, code reviews, vulnerability scanning, and penetration testing, supported by an Information Security Management System aligned with international standards such as ISO 27001.

Robust cybersecurity controls are in place to protect networks, systems and data, including continuous monitoring, threat detection and incident response capabilities to identify and mitigate cyber risks in real time. GlobalLogic does not host, store or download client personal data. GlobalLogic may process client personal data if it is needed for the performance of the services. In such cases, GlobalLogic engineers may be granted remote access to client personal data by the client who remains in control of

their data. This is sufficient from the GDPR and CCPA data protection perspective.

In addition, third-party access and supplier engagements are governed by contractual security requirements, and regular risk assessments, audits and awareness training are conducted to continuously strengthen the organization's security posture and resilience against evolving cyber threats.

Governance and Oversight

Our Information Security Team is responsible for aligning GlobalLogic's Information Security Program with corporate strategy, clients' requirements and the ISO 27001 standard for information security, cybersecurity and privacy protection. Our board's Audit Committee maintains oversight of cyber risk and ensures that systems and data protection are properly prioritized and resourced in line with cybersecurity requirements, corporate policies and risk appetite, and applicable legal, regulatory and contractual requirements.

Cybersecurity Risk Management

Assessment of information security risk is performed by Security Risk and Compliance specialists and owners of information assets according to our Information Security Risk Management policy. Information security risk assessments are performed at least annually or when significant changes occur, and include identification of critical information systems, classification of information stored in systems (according to confidentiality, integrity and availability), and identification of applicable risk scenarios. Identified risk scenarios are assessed based on impact, likelihood, and assurance rating of existing controls and mitigation activities.

Information about assessed risks is managed in our Governance, Risk Management and Compliance (GRC) system by specialists of the Security Risk and Compliance function.

Policies and Standards

GlobalLogic's cybersecurity policies and control requirements align with globally recognized frameworks, and are revised and refreshed at least annually to meet the current threat environment. All employees and consultants of GlobalLogic are expected to comply with the Information Security Policy and with the Information Security Management System that implements this policy. All employees, consultants and certain external parties receive appropriate training on the policy.

Reviews, Assessments and Audits

GlobalLogic and Hitachi conduct security reviews, assessments and audits annually to confirm compliance with cybersecurity policies, procedures and practices. GlobalLogic's internal controls are subject to periodic testing by audit organizations such as Hitachi Digital Internal Audit and Hitachi. We also conduct third-party risk assessments for all vendors, utilize SecurityScorecard for some, integrate vendor risks into reviews, and continuously monitor a limited number of them.

Employee Compliance and Cybersecurity Training

GlobalLogic's Information Security Awareness Program educates and empowers our people to protect sensitive information and systems, fostering a culture where everyone understands their role in preventing cyber threats and maintaining a secure environment. The program uses a variety of delivery mechanisms, including:

- **Mandatory Training for All Employees:** Conducted during onboarding and then semi-annually, covering basic information on security rules and best practices, along with links to policies, procedures and communication channels.
- **Phishing Tests:** Conducted semi-annually to assess and improve cybersecurity awareness among users.
- **Monthly Awareness and Advisory Letters:** Informs users about active threats and tips on avoiding hacker attacks and scams.
- **Ad-Hoc Information Security Training:** Keeps users aware of evolving threats.

Cybersecurity Incident Management

Our Security Operations Center, which is managed by Hitachi Digital Systems & Services, works 24/7 to actively monitor for unusual internal activities, counter external attacks, and respond to anomalies, alerts and incidents. Identified information security events are reported to the Information Security Officer, whose team is responsible for analyzing incident cause and impact, defining incident priority, designing and planning remediation measures, implementing those measures, communicating and reporting to stakeholders, gathering audit trails and forensic evidence, documenting the incident, and defining and implementing preventive measures to avoid future occurrence. If a security incident has affected a client's data, infrastructure or other assets, the incident is communicated to the client as soon as possible, within the expectations stated in contractual terms.

GlobalLogic regularly tests the efficiency and effectiveness of our cybersecurity incident response plan and makes improvements based on reviews of test results and incident response performance.

Data Protection and Privacy

GlobalLogic understands the critical importance of data protection, and maintains an always-evolving framework of security practices to protect the confidentiality, integrity and availability of personal information.

Governance and Oversight

Data privacy is managed by GlobalLogic's Global Privacy Team, led by the internal Global Privacy Counsel (VP, Global Privacy & EMEA Associate General Counsel), who handles the responsibilities of a Data Protection Officer and reports directly to the General Counsel.

The Global Privacy Counsel leads a Global Privacy Team responsible for:

- Maintaining GlobalLogic's privacy program in line with local regulations and data protection provisions
- Training and advising GlobalLogic staff involved in processing operations
- Checking and optimizing all aspects of data processing, including introducing all relevant and required policies and procedures
- Acting as point-of-contact for internal and external privacy-related questions, and collaborating as necessary with supervisory authorities and business partners

GlobalLogic's Global Privacy Team performs an annual internal audit in the scope of which includes verification that:

- Privacy policies, procedures and notices are published on external websites and our internal Confluence platform, and are reviewed at least on an annual basis
- Local Internal Privacy Notices intended for staff of given countries are prepared, where required by local law.
- The completion rate of our Data Privacy Awareness Training exceeds 90%
- Records of GlobalLogic's processing activities (both as a controller and a processor) are

maintained, reviewed and updated annually, where legally required.

Policies and Procedures

GlobalLogic maintains a comprehensive data privacy protection program with policies, processes, procedures and tools to mitigate data privacy risks globally. GlobalLogic is currently introducing an external vendor to support maintenance of our privacy compliance program, beginning with records of processing activities and data subject requests.

GlobalLogic's comprehensive data privacy program includes the following policies, privacy notices and procedures, which are posted to our website or our internal Confluence platform and reviewed and updated annually by our Global Privacy Team:

- General Privacy Policy
- Global Recruitment Privacy Notice
- Privacy and Personal Data Protection Policy
- Internal Privacy Notice (global and country-specific)
- Data Subject Request Procedure
- Personal Data Incident and Breach Procedure
- Personal Data Protection Awareness Training Policy
- Personal Data Transfer Principles
- Policy: GDPR Records
- Procedure: Data Privacy Internal Audit

Data Privacy Training

GlobalLogic provides personal data protection awareness training to all employees, freelancers and indirect contractors both during onboarding and annually, covering topics such as personal information definitions, privacy principles and protecting organizational information. During annual refresher training, all trainees are asked to read and acknowledge the global Internal Privacy Notice and the Privacy and Personal Data Protection Policy.



Responsible Procurement

GlobalLogic is committed to ethical conduct throughout our global operations and supply chain. Through our policies, processes and trainings, we help maintain that our own operations as well as those of our vendors and suppliers treat workers with respect and dignity, ensure safe working conditions, and operate within a framework of ethical practices and environmental responsibility.

Supply Chain Operations

GlobalLogic's business focuses on designing and building digital products, platforms and services. As such, our procurement operation primarily sources hardware, IT equipment, office supplies, electricity for our offices, vendor-managed waste disposal and management services, and other operational goods.

Supplier and Vendor Codes of Ethics and Business Conduct

We believe that upholding high ethical standards among both our employees and our business partners is foundational to creating both a successful business and a great work environment. The [GlobalLogic Vendor Code of Conduct](#) articulates our commitment to upholding responsible and ethical business practices throughout the value chain and outlines the expectations to which we hold all GlobalLogic suppliers.

The GlobalLogic Vendor Code of Conduct aligns with the International Labour Organization (ILO) Principles and Rights at Work and the Responsible Business Association (RBA) [Code of Conduct](#), mandating compliance with standards regarding:

- **Labor and Human Rights:** Prohibits all forms of modern slavery, bonded labor, and forced or compulsory work; requires respect for laws and regulations governing wages and working hours, along with freedom of association and collective bargaining rights; and mandates zero tolerance for discrimination, harassment and abuse.
- **Health and Safety:** Requires vendor maintenance of a healthy and safe work environment, compliance with applicable safety and health laws and regulations, and maintenance of emergency plans and response procedures.
- **Environment:** Requires vendor compliance with all applicable environmental and related laws and regulations, as well as responsible waste reduction practices.
- **Ethics and Compliance:** Requires vendors to uphold the highest standards of ethics to promote honesty and integrity in business operations, and comply with laws, regulations and GlobalLogic policy regarding bribery and corruption, responsible minerals sourcing and respect for intellectual property rights.

Vendors are required to periodically communicate these standards to their employees and ensure compliance. GlobalLogic assesses vendor compliance through risk-based assessments. Prior to new supplier onboarding and registration, a supplier is assessed for the process. The AI vendor risk assessment process is also utilized during supplier renewals / contract changes. Non-compliance can lead to termination.

Business partners are also expected to adhere to behaviors consistent with the [GlobalLogic Vendor Code of Conduct](#) when working with or on behalf of Hitachi.

Due Diligence and Qualification

Our supplier selection and onboarding procedures include due diligence checks and compliance with applicable laws and regulations. The supplier qualification process includes, when required, reputational due diligence, financial viability assessment, validation of business ethics and potential conflicts, and alignment with the [Hitachi Group Sustainable Procurement Guidelines](#). During the supplier qualification process, suppliers acknowledge a review of and compliance with the terms and conditions of the [GlobalLogic Vendor Code of Conduct](#).

In addition to service quality, cost and product specifications, our vendor qualification process assesses suppliers' efforts to adequately address:

- Environmental sustainability
- Business continuity
- Service and product security
- Data privacy protection
- Global trade compliance
- Human rights

Third-Party Risk Assessments and Audits

We maintain a robust due diligence process for assessing and addressing vendor risk, conducting vendor risk assessments on all new suppliers and existing suppliers that have added new products or services to the business relationship. Priority is given to Tier 1 suppliers, strategic vendors, vendors representing the highest spend and vendors operating in high-risk regions. When risks are identified, GlobalLogic follows a structured process aligned with [Hitachi Group Sustainable Procurement Guidelines](#), providing the vendor with guidance on corrective actions, providing support for implementation, and monitoring progress through follow-up assessments, audits, or questionnaires until issues are resolved. If corrective actions are not implemented within agreed timelines, GlobalLogic reserves the right to escalate actions or terminate the supplier relationship.

Third-Party Information Security

Security and Confidentiality Agreements

GlobalLogic requires all third-party vendors involved in the storage, transmission and processing of GlobalLogic information to commit to our Information Security Requirements.

We require all third-party vendors dealing with confidential GlobalLogic information to be certified to the ISO 27001 standard for Information security, cybersecurity and privacy protection. These vendors must also provide their latest SOC2 Type II audit report verifying that the company's security controls are both designed and functioning effectively to protect sensitive data, based on the American Institute of Certified Public Accountants' Trust Services Criteria.

Third-Party Evaluation and Monitoring

In addition to conducting risk assessments of both new and existing third-party vendors, we require all vendors to complete and submit a Vendor Security Questionnaire for review by the GlobalLogic Information Security Team.

Third-Party Service Delivery Management

GlobalLogic maintains master service agreements with third-party vendors that define specific required security and privacy controls, which must be agreed upon prior to the onset of service.

Supplier Sustainability

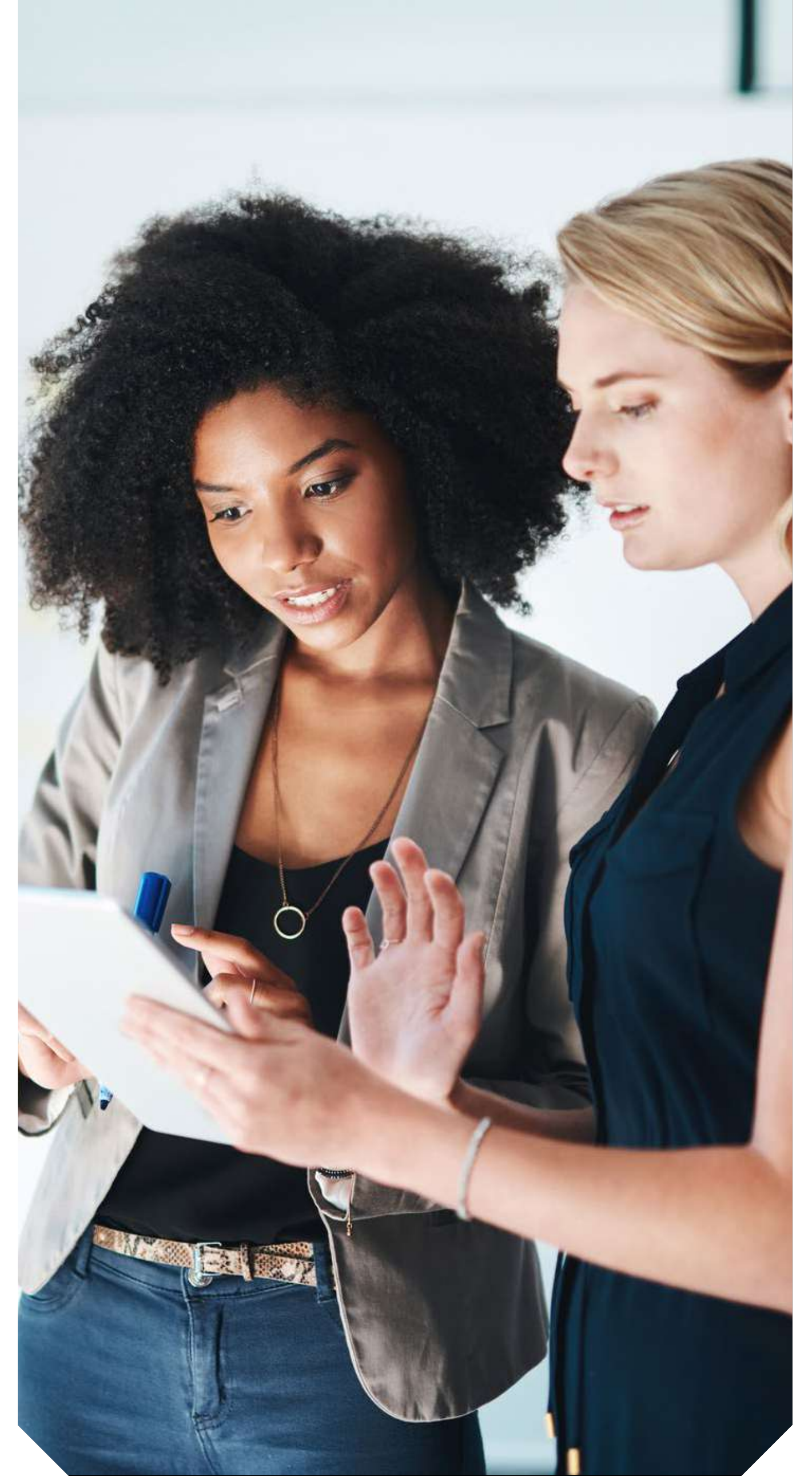
GlobalLogic requires all suppliers to comply with the GlobalLogic Sustainable Procurement Guidelines, which is GlobalLogic's adoption of the complete [Hitachi Group Sustainable Procurement Guidelines](#). These guidelines establish responsible procurement standards aligned with UN Guiding Principles on Business & Human Rights, OECD Guidelines, ISO standards, and the RBA Code of Conduct. Requirements for policy compliance are incorporated into supplier onboarding and contract terms and supported by compliance assessments and training, with accountability overseen by GlobalLogic's Compliance Team in coordination with Hitachi Group Procurement and Compliance. To strengthen compliance with this policy, we launched a pilot FY2025 Sustainable Procurement Supplier Survey pilot with GlobalLogic Argentina. This survey assesses sustainability practices and identifies potential improvements in areas including energy consumption and GHG emissions, climate targets, waste management and other supplier environmental practices, and employee health and safety policies and certifications. As of 31 March 2026, 15 out of 35 suppliers have responded, approximately 43% of the total. In FY 2026, we are expanding this program to our global list of addressable suppliers, with a target of deploying the Sustainability questionnaire to 80% of our supply chain partners by the end of FY2027.

Human Rights in the Supply Chain

GlobalLogic abides by the [Hitachi Group Code of Ethics and Business Conduct](#). All Hitachi Group companies and partners committed to respecting the human rights of all individuals involved in our business activities. The [Hitachi Group Human Rights Policy](#) is designed to uphold ILO Core Labor Standards and international human rights principles across the value chain. It is publicly available and referenced in supplier requirements and compliance frameworks which require vendor acknowledgement in surveys or contracts.

The [Modern Slavery Statement](#) sets out the steps we have taken to minimize the risk of modern slavery (including forced labor and child labor) and human trafficking in our global business operations and supply chain. The statement is compliant with the requirements of the Australian Modern Slavery Act, the UK Modern Slavery Act, the California Supply Chain Act and various other regulations, and is reviewed and updated annually.

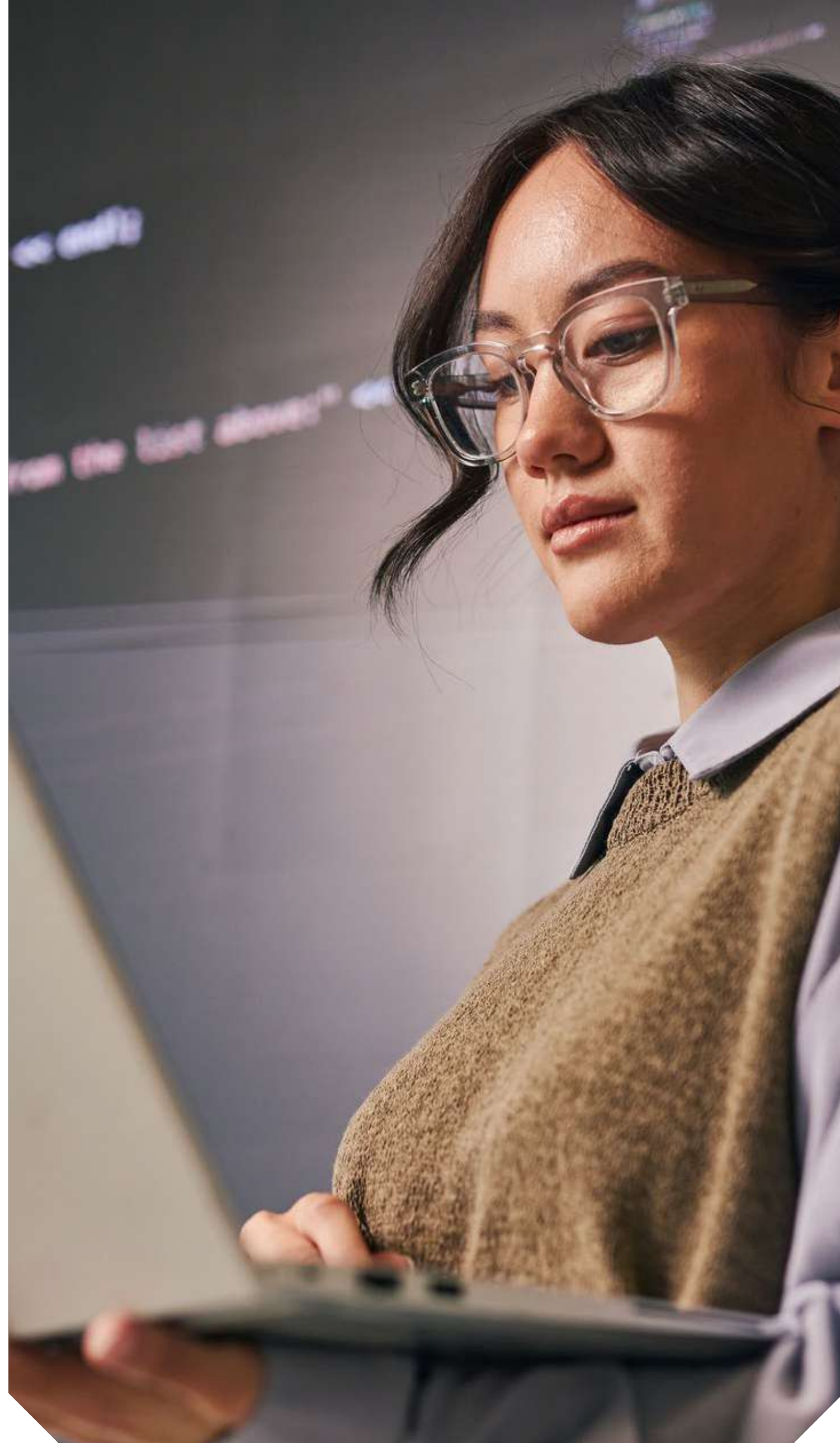
The nature of our industry, and the importance to our business of attracting and retaining highly skilled, highly educated engineers and technology leaders globally, make any risk of modern slavery or human trafficking in our business low. Nevertheless, we maintain policies and procedures to ensure effective systems and controls are in place to prevent slavery and human trafficking from occurring in our business, and we require vendors to comply with all anti-slavery and -trafficking laws. We conduct periodic internal audits to assure our processes remain effective.



Ethics of AI

Guiding Principles | Our Approach | In Conversation
with AI Leadership | AI Governance Framework

As AI integrates more fully across business and society, it's critical that models are developed and deployed responsibly, balancing their innovation, efficiency and cost benefits with processes and controls that mitigate risk and ensure fairness, accountability and high ethical standards.



Guiding Principles

Our parent company, Hitachi Ltd., spearheaded the Hitachi Group's AI ethics efforts through its 2021 [Principles Guiding the Ethical Use of AI in Social Innovation Business](#) and a companion white paper, [Hitachi's Activities for the Ethical Use of AI in Its Social Innovation Business](#). Hitachi's principles define three standards of conduct to guide all of the Hitachi Group's AI activities:

1. Development and use of AI will be planned for the realization of a sustainable society.
2. AI will be societally implemented with a human-centric perspective.
3. AI will be maintained and managed to provide long-term value.

To support those principles, Hitachi has formed an AI Ethics Committee to create governance mechanisms to manage the technology's ethical risks, developed guidelines governing the internal use of generative AI (GenAI), and then expanded those guidelines to cover the provision of external services. In 2024, the company launched an AI Supervisory Committee, chaired by its Chief Legal Officer, to enhance global AI governance and oversee AI Ethics Committees across sectors and business units. It also set up an AI Advisory Board comprising external experts to foster discussions on appropriate AI governance.

Hitachi Group's new management plan, Inspire 2027, aims to provide long-term value by leveraging the development and utilization of human-centric AI while enhancing risk management in the application of AI to products, services and systems. GlobalLogic is aligned with these efforts, aiming to create new AI models that attune with our mission and values and emphasize ethics, fairness and accountability.

Our Approach

GlobalLogic's approach to AI aligns with the Hitachi's guiding principles and framework for developing and deploying AI models. Within our business, AI is a core strategic enabler, unlocking innovation to create value for our clients through:

- **Strategic Foundation:** GlobalLogic's AI governance solutions are the cornerstone for responsible development, deployment and management of AI and GenAI models, helping clients align AI initiatives with their business strategies while managing the operational, business, reputational and compliance risks of integrating these technologies into workflows.
- **Market Differentiation:** By demonstrating mature, responsible AI practices and producing audit-ready documentation, GlobalLogic helps clients attract new end-customer opportunities and stand out from competitors, turning compliance into a competitive advantage.
- **Operational Efficiency and Sustainability:** GlobalLogic balances AI innovation with environmental responsibility by aligning with Hitachi Group's sustainability goals and leveraging AI to drive client outcomes, such as developing systems for energy efficiency (e.g., smart building management systems) and resource optimization (e.g., predictive maintenance).

In Conversation with AI Leadership

ShanShan Pa, GlobalLogic's Head of AI & Data Governance, speaks with Yuriy Yuzifovich, our Chief Technology Officer, AI, about the company's efforts to drive responsibility throughout our AI offerings.

ShanShan: As AI innovation continues to leap forward, we're seeing businesses and society grapple with a complex set of foundational questions. Beyond the technical risks, there are deep concerns about data privacy, algorithmic bias, and the future of work. At the same time, we're facing a massive sustainability tension: how do we reconcile the incredible potential of AI with its enormous energy and emissions impact?

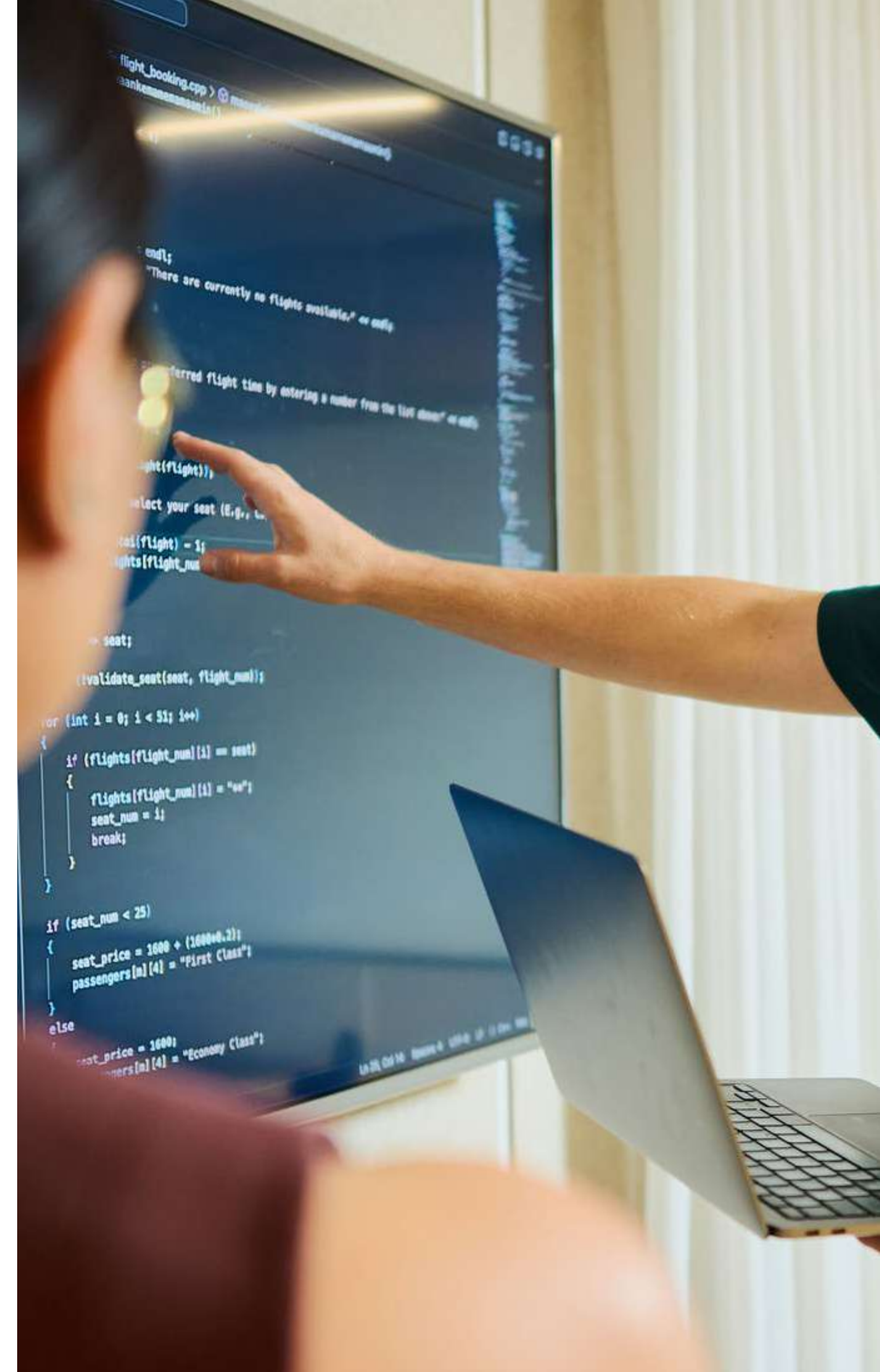
Yuriy: It's a high-stakes balancing act. For many organizations, it can feel like putting a high-performance engine on the track before they've fully mastered the steering—or before they have a clear map of the road ahead. The pressure to innovate is real, but without a robust framework, it's incredibly difficult to navigate those risks responsibly.

ShanShan: To help our clients navigate that journey, GlobalLogic has three main roles to play. One, we come to the table with a mature framework of policies and controls around AI ethics, transparency, and data integrity, driving compliance with best practices and regulations. Two, we help our clients align AI initiatives with their business strategies, implementing the rigorous governance needed to manage operational and reputational risks. And three, we engineer innovative solutions that reduce AI energy consumption, mitigate hallucinations to enable use in high-stakes settings, and develop responsible frameworks to ensure AI delivers for all users.

Yuriy: That third pillar is critical because the energy issue is huge. AI initiatives are likely to double or triple a company's energy use even as they pledge ambitious emissions targets. To help them square those competing priorities, we've developed enhanced observability into AI agents' runtime. By closely tracking performance and energy use in real-time, we give clients the transparency to pinpoint the most resource-conservative AI usage. Whether it's switching to a less energy-intensive model or moving workloads to locations with lower energy costs, this helps them identify, avoid, and report their carbon emissions and savings.

ShanShan: How about solutions for the trust issue? With AI still routinely improvising to explain what it doesn't know, how do we give mission-critical industries confidence that their AI isn't going to hallucinate them into a business disruption, or worse?

Yuriy: For that one, we designed a solution that uses knowledge-based reasoning to bring the hallucination rate close to zero. In an industrial maintenance use case, it could work like this: A maintenance engineer working on production machinery carries an AI copilot that gives instant access to all pertinent manuals, schematics and operational data, adding efficiency to the maintenance process. But unlike an LLM operating in an online environment, the copilot only knows what it knows — i.e., what's coded within its system. So if it comes up against something that's unclear or doesn't appear on the menu, it won't just make up a solution. Instead, it will stop and bring a human into the loop to provide help or additional resources. This kind of model helps ensure that AI decisions are reliable, trustworthy and explainable, based on a known knowledge base.



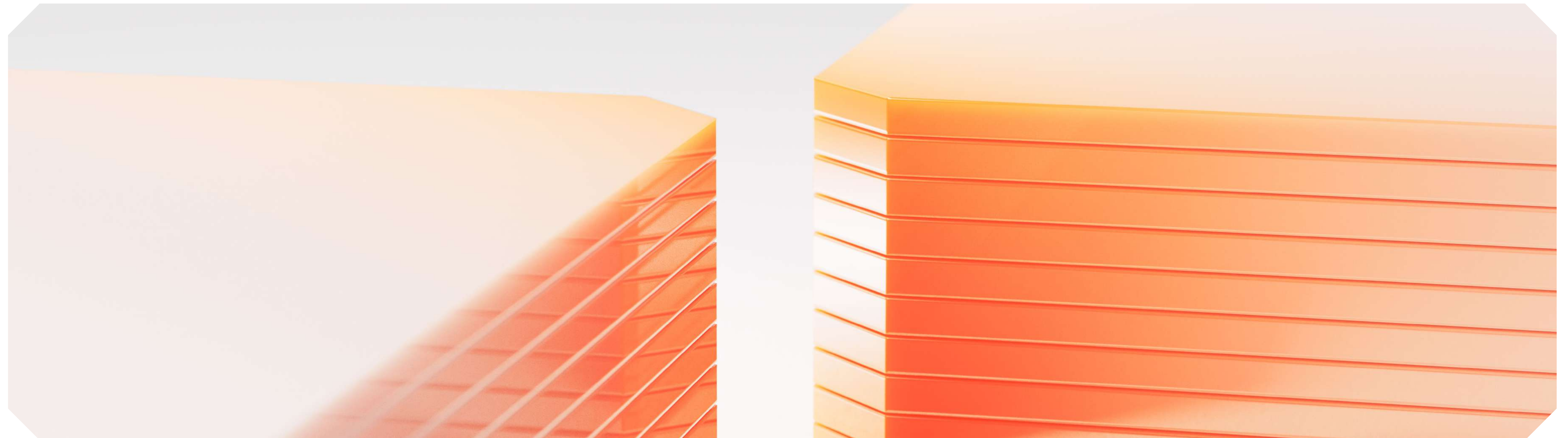
ShanShan: So it delivers the most relevant, verified information exactly where and when it's needed, then sends anything it's uncertain about up the chain of command for an answer.

Yuriy: Exactly. And as an added benefit, these models also carry a sustainability advantage by being self-contained systems – unlike an LLM that requires high processing power to go out and find answers on the Internet.

Yuriy: Exactly. We're moving toward **Universal Design**. To ensure AI serves all of society, GlobalLogic has a pioneering partnership with the American Association of People with Disabilities (AAPD) to co-create a comprehensive **Inclusive AI Governance Framework**. By collaborating with the AAPD, we're ensuring our AI governance doesn't just 'fix' bias after the fact—it treats the full spectrum of human diversity as the standard from the very beginning.

ShanShan: Right. It's a shift from 'making it work' to 'designing it to belong.' This initiative moves beyond after-the-fact accommodations to embed fairness, privacy, and accessibility into AI systems from day one. By embracing the AAPD's core principle of '**Nothing About Us Without Us**,' we're setting a new industry standard for trustworthy AI that reflects the reality of every user.

Yuriy: As the EU and other global stakeholders work to create new rules around responsible AI, this kind of work puts us in the conversation, helping shape an AI ecosystem that delivers benefit across the board: for individuals, society, business and the planet.



AI Governance Framework

GlobalLogic's AI Governance Framework aligns with the [OECD AI Principles](#), an intergovernmental AI standard that provides guidance for developing AI models that support human rights, democratic values, wellbeing, inclusive growth, sustainable development, security and safety, and transparency and accountability.

GlobalLogic used these principles to design and implement a unified governance framework that helps our clients achieve their strategic business objectives responsibly. The framework includes:

- **Principles, Policies and Guidelines:** Mandating that solutions be fair, transparent and accountable.
- **Safeguards and Controls:** For bias mitigation, risk identification and management, and monitoring.
- **Compliance Standards and Partnerships:** Enabling clients to produce audit-ready documentation for regulators

Key aspects of the framework are discussed below.

Principles

We designed our framework to help clients harness the full potential of AI and GenAI while minimizing risks and fostering trust. To do so, the framework follows two core principles:

1. **Responsibility:** Ensuring AI responses are accurate, lawful and compliant with security and governance requirements (e.g., regarding explicit consent and transparency in the use of personal and sensitive data).
2. **Reliability:** Ensuring AI models deliver consistent and accurate performance over time (e.g., monitoring for model drift and hallucinations).

Our approach aligns with the Hitachi AI Supervisory Committee's corporate [Principles Guiding the Ethical Use of AI](#), which ensures a consistent commitment to responsible AI by all Hitachi Group companies.



Partnering with AAPD on Inclusive AI Governance

While AI offers transformative potential for people with disabilities by enhancing everything from assistive prosthetics to digital assistants, the technology can also present barriers if it's not governed correctly. In FY2025, GlobalLogic and the American Association of People with Disabilities (AAPD) launched a [partnership](#) to address these challenges through an Inclusive AI Governance Framework.

This initiative is built on the principle of Universal Comprehension: e.g., that AI designed to work for people with disabilities and people in extreme high-stress environments ultimately works better for everyone. By leveraging AAPD's lived-experience insights and GlobalLogic's digital engineering, we are embedding accessibility directly into core technology development and operational workflows. This moves beyond simple compliance, positioning inclusive design as a strategic driver for innovation and ensuring our digital infrastructure is trustworthy and empowering for all users.

Policies and Guidelines

In addition to adopting Hitachi's AI Governance Framework, GlobalLogic follows an Acceptance Usage Policy (AUP) for AI, which establishes foundational rules and standards for how employees can and should interact with, develop and deploy AI technology. The AUP policy guides employees in responsibly adopting AI and GenAI tools; ensuring their use is ethical, lawful, secure and aligned with company values; and preventing AI misuse, maintaining data, confidentiality, privacy, integrity and mitigating algorithmic bias. The AUP policy aligns with and adheres to the Hitachi Ethical AI policy, serving as a detailed implementation guide for daily decision-making regarding AI usage.

The AUP policy applies to all GlobalLogic employees and contractors who use, develop, manage or interact with AI technologies and data in the course of their work. Our Legal team monitors compliance interprets regulatory requirements, and guides business units on ethical and lawful AI practices. This centralized oversight helps ensure consistent application of the policy across all projects and geographic locations.

All GlobalLogic employees are required to complete annual training on ethical AI practices, and we make continuous learning resources available to reinforce our corporate commitment to ethical AI practices. Training includes fairness and inclusion guidelines and metrics, defines designated roles and responsibilities for AI governance, and provides internal guidelines and e-learning materials that outline risks related to copyright and IP infringement. To mitigate these latter risks, GlobalLogic employees are required to confirm the terms of use for third-party works and avoid inputting data to an AI model with the intent of generating similar IP output.

Safeguards and Controls

GlobalLogic implements a comprehensive set of technical and procedural controls across the entire AI lifecycle, as detailed below.

Bias Mitigation

To minimize errors and biases and further ensure assessment of training data validity, we enact processes for data cleansing, validation and enrichment. Further, we utilize a grounded reasoning approach that replaces AI "guessing" with verified knowledge extracted directly from manuals and procedures, ensuring that AI outputs are rooted in authoritative data rather than statistical probability.

Risk Identification and Management

GlobalLogic uses a formal, lifecycle-based process that classifies risks in AI projects based on their potential impact on seven fundamental ethical principles enumerated in [Hitachi's Principles Guiding the Ethical Use of AI](#): (1) safety, (2) privacy, (3) fairness, equality and prevention of discrimination, (4) proper and responsible development and use, (5) transparency, explainability and accountability, (6) security and (7) compliance. In the age of agentic AI, these seven ethical principles are augmented by centralized policy enforcement that acts as a checkpoint for every agent interaction in the runtime environment. Projects are classified as high-risk if they affect human life or rights, and such projects undergo formal assessment by a specialized committee.

Risk Reduction and AI Risk Impact Process

We conduct rigorous AI risk impact assessment for every model, evaluating bias, fairness and security. By building traceable reasoning chains, we can achieve much lower compute demand while eliminating hallucinations, ensuring accuracy is tied strictly to verified data. We define specific key risk indicators (KRIs) and enforce responsible AI (RAI) guardrails at the agent boundary, such as blocking prohibited advice or enforcing redaction of personally identifiable information on outputs.

Operational Controls and Monitoring

To support AI governance and regulatory compliance, we maintain comprehensive end-to-end observability and immutable audit trail logs and test continuously to detect and defend against model drift, anomalies and adversarial attacks.

Human Oversight

Our safeguards prioritize "People at the Core." We circumvent AI autonomy by inserting human oversight for decision-making in high-risk scenarios. Our systems are designed to respect limits: When internal knowledge is uncertain, the system is programmed to stop and alert a human instead of improvising, promoting worker and infrastructure safety.

Metrics

Our assessments utilize a multi-dimensional framework to ensure AI solutions perform effectively, transparently and in an environmentally responsible manner. We measure accuracy against business KPIs and maintain full-lifecycle traceability for every interaction to achieve accountability and auditability. Additionally, we monitor sustainability indicators such as compute demand and carbon impact to align our operations with global environmental targets.

Compliance Standards and Partnerships

Our governance work enables clients to produce audit-ready documentation for international regulations and standards including the EU AI Act, GDPR and the NIST AI Risk Management Framework (AI RMF).

We align with and contribute to several major global frameworks, commitments and organizations involved in setting standards for responsible AI. We are a corporate member of the International Association of Privacy Professionals (IAPP), supporting its mission of improving privacy, AI governance and digital responsibility, and our corporate policy directly contributes to the development of international AI management system standards such as ISO/IEC 42001. Hitachi appoints experts to the ISO/IEC's JTC 1/SC 42 committee, which is responsible for standardization across the AI ecosystem, including foundational AI standards, data standards, AI trustworthiness, governance, and ethical and societal concerns. Hitachi also submits a [G7 Hiroshima AI Process \(HAIP\) Transparency Report](#) to the OECD, and was among the first 25 companies worldwide to voluntarily submit, demonstrating commitment to a high-level international reporting framework.

For more information on our AI Governance performance, see the [Data Appendix](#).



Appendix

GRI Index

Statement of use	GlobalLogic has reported the information cited in this GRI content index for the period April 1, 2025 to March 31, 2026, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard and disclosure	Reference / Response
GRI 2: General Disclosures 2021	
2-1 Organizational details	1.3 About GlobalLogic https://www.globallogic.com/about/
2-2 Entities included in the organization's sustainability reporting	1.4 Our Sustainability Report
2-3 Reporting period, frequency and contact point	1.4 Our Sustainability Report

2-4 Restatements of information	Restatements of previously reported information will be made where relevant.
2-5 External assurance	The information disclosed in this report has not been externally assured.
2-6 Activities, value chain and other business relationships	1.3 About GlobalLogic https://www.globallogic.com/about/
2-7 Employees	1.3 About GlobalLogic
2-8 Workers who are not employees	Where workforce data is disclosed, figures may include both employee and non-employee workers unless otherwise specified.
2-9 Governance structure and composition	1.5 Our Sustainability Commitment, Focus Areas and Approach 4.1 Governance Structure https://www.globallogic.com/about/leadership/
2-10 Nomination and selection of the highest governance body	4.2 Risk Management and Business Continuity
2-11 Chair of the highest governance body	https://www.globallogic.com/about/leadership/steve-pusey/

2-12 Role of the highest governance body in overseeing	4.2 Operational Risk Management and Business Continuity Planning
2-13 Delegation of responsibility for managing impacts	4.2 Operational Risk Management and Business Continuity Planning
2-14 Role of the highest governance body in sustainability reporting	While the Board of Directors was not directly involved in the development of this report, the Sustainability Steering Committee oversees sustainability strategy and reporting, with input from internal subject matter experts across the organization.
2-15 Conflicts of interest	4.3 Business Ethics
2-16 Communication of critical concerns	4.3 Business Ethics
2-17 Collective knowledge of the highest governance body	Hitachi Sustainability Report 2025 (p. 30) Hitachi Corporate Governance
2-18 Evaluation of the performance of the highest governance body	Hitachi Sustainability Report 2025 (p. 24 and 110) Hitachi Corporate Governance

2-19 Remuneration policies	Hitachi Sustainability Report 2025 (p. 24 and 110) Hitachi Corporate Governance Hitachi Annual Securities Report Hitachi Corporate Governance Report
2-20 Process to determine remuneration	Hitachi Sustainability Report 2025 (p. 24 and 110) Hitachi Corporate Governance Hitachi Annual Securities Report Hitachi Corporate Governance Report
2-21 Annual total compensation ratio	The organization does not disclose this metric due to confidentiality and contractual constraints related to individual employment agreements.
2-22 Statement on sustainable development strategy	1.1 A Message from Our CEO 1.2 A Message from Our Global Head of Sustainability
2-23 Policy commitments	2.1 Environmental Policy and Commitments 4.3 Business Ethics
2-24 Embedding policy commitments	1.5 Our Sustainability Commitment, Focus Areas and Approach 2.1 Environmental Policy and Commitments

2-25 Processes to remediate negative impacts	4.2 Operational Risk Management and Business Continuity Planning
2-26 Mechanisms for seeking advice and raising concerns	3.3 Employee Health and Safety 4.3 Business Ethics
2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations were identified during the reporting period.
2-28 Membership associations	5.4 AI Governance Framework
2-29 Approach to stakeholder engagement	3.1 Employee Engagement, Development and Retention 3.2 Social Contribution
2-30 Collective bargaining agreements	Not material, as the organization's workforce is not covered by collective bargaining agreements.

GRI 3: Material Topics 2021

3-1 Process to determine material topics

1.5 Our Sustainability Commitment, Focus Areas and Approach

3-2 List of material topics

1.5 Our Sustainability Commitment, Focus Areas and Approach

3-3 Management of material topics

1.5 Our Sustainability Commitment, Focus Areas and Approach

2.4 Energy Management and GHG Management

3.1 Employee Engagement, Development and Retention

4.3 Business Ethics

4.5 Responsible Procurement

5.2 Our Approach

GRI 201: Economic Performance 2016

201-2 Financial implications and other risks and opportunities due to climate change

See the Hitachi Sustainability Report 2025 for a discussion of its business-by-business assessment of potential climate-related impacts, risks and opportunities across the Hitachi Group.

6.3 TCFD Appendix

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

GlobalLogic maintains statutory auditors in all jurisdictions where legally required and operates under a robust framework of internal controls. Our commitment to integrity is reinforced through annual Code of Conduct (CoC) training, which includes dedicated modules on anti-corruption. Furthermore, all client and vendor agreements include enforceable clauses to ensure strict compliance with anti-corruption

205-2 Communication and training about anti-corruption policies and procedures

4.3 Business Ethics

205-3 Confirmed incidents of corruption and actions taken

No confirmed incidents of corruption were identified during the reporting period.

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

No legal actions for anti-competitive behavior, anti-trust or monopoly practices were brought against GlobalLogic during the reporting period.

GRI 302: Energy 2016

302-1 Energy consumption within the organization

6.5 Data Appendix

302-3 Energy intensity	6.5 Data Appendix
302-4 Reduction of energy consumption	6.5 Data Appendix
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	2.4 Energy Management and GHG Management 6.5 Data Appendix
305-2 Energy indirect (Scope 2) GHG emissions	2.4 Energy Management and GHG Management 6.5 Data Appendix
305-3 Other indirect (Scope 3) GHG emissions	2.4 Energy Management and GHG Management 6.5 Data Appendix
305-4 GHG emissions intensity	6.5 Data Appendix
305-5 Reduction of GHG emissions	GlobalLogic completed its first GHG emissions inventory covering global operations for the 2024 fiscal year (April 1, 2024–March 31, 2025), establishing a baseline for future reporting. As this was a baseline year, no emissions reductions were reported. An FY2025 inventory will be published when available.
305-6 Emissions of ozone-depleting substances (ODS)	We don't currently emit any ozone-depleting substances.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

GlobalLogic does not currently track or plan to track these emissions due to the company's limited exposure, since there are no industrial processes undertaken, all the offices are leased or co-working and there are only cloud-based operations.

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria

4.5 Responsible Procurement

308-2 Negative environmental impacts in the supply chain and actions taken

4.5 Responsible Procurement

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

6.5 Data Appendix

401-2 Benefits provided to full-time employees that are not provided to temporary or

3.1 Employee Engagement, Development and Retention

401-3 Parental leave

3.1 Employee Engagement, Development and Retention

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system

3.3 Employee Health and Safety

403-2 Hazard identification, risk assessment, and incident investigation

3.3 Employee Health and Safety

403-3 Occupational health services

3.3 Employee Health and Safety

403-4 Worker participation, consultation, and communication on occupational

3.3 Employee Health and Safety

403-5 Worker training on occupational health and safety

3.3 Employee Health and Safety

403-6 Promotion of worker health

3.3 Employee Health and Safety

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

3.3 Employee Health and Safety

403-8 Workers covered by an occupational health and safety management system

3.3 Employee Health and Safety

403-9 Work-related injuries

3.3 Employee Health and Safety

403-10 Work-related ill health

3.3 Employee Health and Safety

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee

6.5 Data Appendix

404-2 Programs for upgrading employee skills and transition assistance programs

3.1 Employee Engagement, Development and Retention

404-3 Percentage of employees receiving regular performance and career development reviews

3.1 Employee Engagement, Development and Retention

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

6.5 Data Appendix

405-2 Ratio of basic salary and remuneration of women to men

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GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

No incidents of discrimination were confirmed during the reporting period.

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria

4.5 Responsible Procurement

414-2 Negative social impacts in the supply chain and actions taken

4.5 Responsible Procurement

GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No filed complaints concerning alleged breaches of customer privacy or losses of customer data were reported during the reporting period.

SASB Index

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Our report has been prepared to align with the Sustainability Accounting Standards Board (SASB) Standard for the Software & IT Services industry. This index identifies the disclosures and metrics that GlobalLogic considers relevant to understanding the company’s performance on sustainability-related risks and opportunities. Information on each accounting metric is included below.

Unless otherwise noted, all emissions quantitative data applies to our 2024 fiscal year, reflecting the period from April 1, 2024, through March 31, 2025.

Standard for Software and Information Technology Services Industry

Topic	Code	Metric	Data/Reference
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	GlobalLogic does not own or operate data centers and is fully cloud-based and that granular energy consumption data is currently not available from cloud providers. In the future, we could engage with our cloud providers to get energy consumption and renewable energy shares allocated to our operations.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	(1) Water at GlobalLogic offices is customarily supplied by a municipality, and we currently do not receive and track detailed data on the withdrawal sources (eg. groundwater vs. surface water, etc.). Therefore a particular value can not be provided. Taking into consideration that we are not directly extracting water but receiving it as supplied by a municipality, it can only be calculated as equal to Total Water Consumed. (2) Global water consumption globally is 15,000,000 gallons (estimated with available data as of 1 April 2026).
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Not applicable. GlobalLogic does not own or operate data centers; any data center needs are met through third-party service providers.

Topic	Code	Metric	Data/Reference
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	4.4 Cybersecurity and Data Privacy
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Not applicable. GlobalLogic operates under a B2B model and does not use personal information for secondary purposes.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	GlobalLogic operates under a B2B model and does not directly collect or control end-user personal information, apart from the use of GlobalLogic website by visitors. GlobalLogic did not incur any monetary losses as a result of legal proceedings associated with user privacy.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested,	Not applicable. GlobalLogic operates under a B2B model and does not directly collect or control end-user personal information. Accordingly, law enforcement requests for user information are handled by customers or third-party service providers.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	GlobalLogic's customers include large multinational organizations with operations throughout the world. GlobalLogic follows all U.S. government regulations concerning embargoed countries.
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data	(1) One* <i>*On October 4, 2025, Oracle announced that an unauthorized third party exploited a vulnerability in Oracle's E-Business suite of applications which impacted a number of</i>

Topic	Code	Metric	Data/Reference
Data Security		breaches, (3) number of users affected	<i>its customers, including GlobalLogic. In response, GlobalLogic activated its own incident response procedures, engaged leading third-party cybersecurity experts to assist in a comprehensive investigation, and notified law enforcement. We also promptly applied two software patches upon their release from Oracle to address the vulnerability. This incident did not target or impact GlobalLogic's systems outside the Oracle platform</i> (2) Not applicable (3) Not applicable
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	4.4 Cybersecurity and Data Privacy
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	Not reported
	TC-SI-330a.2	Employee engagement as a percentage	6.5 Data Appendix
	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	GlobalLogic does not report workforce gender and diversity representation by employee category due to legal, privacy and data consistency constraints across its global workforce.

Topic	Code	Metric	Data/Reference
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	GlobalLogic did not incur any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during the reporting period.
	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Not reported.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	4.2 Operational Risk Management and Business Continuity Planning

Activity Metrics

Code	Activity Metric	Data/Reference
TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Not reported. GlobalLogic does not own or operate data centers or cloud infrastructure, and its software services are delivered entirely through third-party providers. As a result, metrics on licenses/subscriptions are not tracked internally and are not applicable for reporting.
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Not reported. GlobalLogic does not own or operate data centers or cloud infrastructure, and its software services are delivered entirely through third-party providers. As a result, metrics on data processing capacity are not tracked internally and are not applicable for reporting.

Code	Activity Metric	Data/Reference
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Not reported. GlobalLogic does not own or operate data centers or cloud infrastructure, and its software services are delivered entirely through third-party providers. As a result, metrics on data storage are not tracked internally and are not applicable for reporting.

TCFD Index

Governance

a) Describe the Board’s oversight of climate-related risks and opportunities.

GlobalLogic’s corporate governance structure starts with the Board of Directors, which meets quarterly and receives risk-related updates from the Audit Committee as needed. The Audit Committee is informed of key risks, as identified by internal and external teams, such as external auditors, the internal audit team, and GL’s Legal, IT, and cybersecurity teams.

As a Hitachi Group company, GlobalLogic also provides input into Hitachi, Ltd.’s board oversight of risks and opportunities. At the Hitachi level, important matters concerning Hitachi’s sustainability strategy, including climate change measures, are discussed and decided on by the Senior Executive Committee and submitted to the Board of Directors as necessary. In addition, the Hitachi Board’s Audit Committee, composed of independent directors, conducts an audit of sustainability-related operations once a year, and executive officers with sustainability-related responsibilities report to the committee on important climate-related matters during the audit.

b) Describe management’s role in assessing and managing climate-related risks and opportunities.

The GlobalLogic Sustainability Steering Committee is responsible for coordinating GlobalLogic’s sustainability efforts, executing on Hitachi Group strategy and internal initiatives, and communicating across the organization. The committee reports quarterly to the GlobalLogic C-suite.

Risks are assessed and managed by GlobalLogic’s Chief Financial Officer and General Counsel.

Overall governance of GlobalLogic’s sustainability program rests with the Hitachi Group’s Digital Systems & Services business unit.

Governance

GlobalLogic also reports to the Hitachi Sustainability Promotion Division, led by Hitachi, Ltd.'s Chief Sustainability Officer. Under the leadership of the Hitachi Chief Sustainability Officer, Hitachi engages in sustainability initiatives on a Group-wide basis.

Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

GlobalLogic has been included in the Hitachi Group's climate-related risk and opportunity assessment, which was conducted in accordance with TCFD recommendations. While GlobalLogic was included in this assessment as a part of Hitachi's business, GlobalLogic has not assessed (a) whether the potential climate-related risks and opportunities identified in this assessment are relevant to GlobalLogic's business, (b) potential impacts specific to GlobalLogic, or (c) the resilience of the company's strategy against such identified risks and opportunities.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

See pages 53-59 of the 2025 Hitachi Sustainability Report here for detail on Hitachi's identification of climate-related risks and opportunities. GlobalLogic is represented within the Digital Systems & Service business unit in this assessment.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management

a) Describe the organization's processes for identifying and assessing climate-related risks.

GlobalLogic identifies risks to the business through consultations with relevant functional groups across the organization. Risks are assessed based on their potential to prevent the business from achieving its strategic objectives, considering their likelihood, velocity and expected impact.

b) Describe the organization's processes for managing climate-related risks.

GlobalLogic contributes to the risk portfolio of Hitachi Digital Services. Hitachi Digital services follows a risk assessment process aligned to the Committee of Sponsoring Organizations' (COSO's) enterprise risk management (ERM) framework when identifying and assessing

c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

the likelihood or severity of relevant risks.

As a Hitachi Group company, GlobalLogic is also considered in Hitachi, Ltd.'s enterprise risk management process and climate-specific risk assessments.

GlobalLogic follows a formal risk management process for risks identified with oversight from the Chief Financial Officer and General Counsel. Identified risks are tracked and reported to the Audit Committee and are monitored to determine if actions taken to address the risk have reduced the likelihood or impact of the risk. This process would also apply to climate-related risks, if they were determined to be significant risks.

Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

GlobalLogic's environmental sustainability efforts align with key performance indicators (KPIs) set at the Hitachi Group level, and our data aggregates into the group's reporting. [JF21] For further information on Hitachi's metrics, see page 59 of the 2025 Hitachi Sustainability Report [here](#).

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

See the [data appendix](#) for GlobalLogic's FY24 GHG emissions.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.


GlobalLogic aligns to Hitachi's long-term environmental targets, Hitachi Environmental Innovation 2050, which includes greenhouse gas emission reduction targets. For further information on Hitachi's targets, see page 59 of the 2025 [Hitachi Sustainability Report](#).

UN SDG Index

The [United Nations Sustainable Development Goals \(UN SDGs\)](#) are a collaborative, global effort to achieve a better and more sustainable future for all by addressing challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products and services.

Goal	Description	Alignment to GlobalLogic 2025	Report Reference
	<p>Good health and well being</p>	<p>The GlobalLogic Wellness Community group fosters a culture of wellness through interactive workshops, fitness challenges and information sessions.</p> <p>GlobalLogic selects partner nonprofits and volunteer organizations with a primary focus on areas including health and wellbeing. Many of GlobalLogic’s social contribution initiatives pair fundraising with fitness and wellbeing activities that strengthen employee health and engagement.</p>	<p>3.1 Employee Engagement, Development and Retention</p> <p>3.2 Social Contribution</p>
	<p>Quality education</p>	<p>GlobalLogic encourages employees to cultivate a growth mindset and enhance their education and skills, and provides access to learning platforms and resources.</p> <p>GlobalLogic selects partner nonprofits and volunteer organizations with a primary focus on areas including education.</p>	<p>3.1 Employee Engagement, Development and Retention</p> <p>3.2 Social Contribution</p>
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>GlobalLogic is committed to reducing our global footprint. Our efforts include improving energy efficiency, engaging with our value chain on decarbonization, and sourcing energy covered by credible renewable energy certificates (RECs) and other market-based mechanisms that align with our business operations.</p>	<p>2.4 Energy Management and GHG Management</p>

Goal	Description	Alignment to GlobalLogic 2025	Report Reference
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>We maintain comprehensive medical, wellness and mental health benefits for all employees.</p> <p>Our onboarding, training and employee engagement efforts are designed to connect, integrate and develop employees.</p> <p>We are committed to conducting work activities in a manner that promotes the safety and health of colleagues and visitors and minimizes risk to GlobalLogic property.</p>	<p>3.1 Employee Engagement, Development and Retention</p> <p>3.3 Employee Health and Safety</p>
	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>In our use of AI, GlobalLogic supports a balance of innovation, efficiency and cost benefits through processes and controls that mitigate risk and ensure fairness, accountability and high ethical standards.</p>	<p>5. Ethics of AI</p>
	<p>Sustainable cities and communities</p>	<p>GlobalLogic partners with numerous nonprofits and volunteer programs, targeting corporate donations, volunteer time and charitable giving to initiatives that drive environmental sustainability and economic prosperity.</p>	<p>3.2 Social Contribution</p>
	<p>Ensure sustainable consumption and production patterns</p>	<p>GlobalLogic is committed to minimizing waste and waste-related impacts across our operations. At our leased facilities worldwide, we work with landlords to assure proper disposition of waste streams, separating recyclables to minimize waste to landfill.</p> <p>Thirty of our facilities are currently certified to both the ISO 14001 and 45001 standards. ISO 14001 provides EHS standards for management of energy consumption, water use and waste generation.</p>	<p>2.5 Recycling, Waste and Water Management</p> <p>3.3 Employee Health and Safety</p>

Goal	Description	Alignment to GlobalLogic 2025	Report Reference
	<p>Take urgent action to combat climate change and its impacts</p>	<p>We are committed to driving climate action in our services and operations.</p> <p>We align with Hitachi environmental goals and disclose our Scope 1, 2 and 3 emissions per the GHG Protocol.</p> <p>GlobalLogic has an Energy Conservation Policy that provides guidelines for employees regarding responsible energy use. We have also developed a Carbon Reduction Plan for GlobalLogic Corp. UK Ltd.</p>	<p>2.3 Environmental Compliance and Disclosure</p> <p>2.4 Energy Management and GHG Management</p>
	<p>Partnerships for the goals</p>	<p>GlobalLogic leverages strategic partnerships to advance our goals and objectives. For example, in FY2025, GlobalLogic and the American Association of People with Disabilities (AAPD) partnered to create an Inclusive AI Governance Framework focused on ensuring AI fairness, accessibility and privacy for people with disabilities.</p> <p>GlobalLogic also partners with various nonprofits and volunteer organizations to advance their agendas.</p>	<p>3.2 Social Contribution</p> <p>4.5 Responsible Procurement</p> <p>5.4 AI Governance Framework</p>

Data Appendix

Number of Offices by Location	FY2024	FY2025
EMEA	36	26
APAC	12	17
LATAM	15	11
NAM	8	6
Total across all location	71	60
Corporate Social Responsibility Impact in India	FY2024	FY2025
Total number of children benefited through interventions	6,912	10,734
Amount of monetary investment into CSR projects	INR 5,40,17,672	INR 6,41,14,044

Corporate Social Responsibility Impact in India	FY2024	FY2025
Number of GlobalLogic employees that participated in our CSR initiatives (On ground only)	512	1,488
Volunteer hours contributed by GlobalLogic employees (online and on-site)	1,790 hrs	2,078 Hrs
Total number of events or initiatives organized in collaboration with local communities	20	40
Number of partnerships formed with non-profit organizations	8	11
Total number of trees planted & nurtured	80,000	101,774
FY2024 GHG Emissions (tCO2e)	Location-based	Market-based
Scope 1	1,089.3	1,089.3
Mobile Combustion	239.3	239.3

Diesel	49.7	49.7
Petrol	189.6	189.6
FY2024 GHG Emissions (tCO2e)	Location-based	Market-based
Stationary Combustion	641.4	641.4
Natural gas	409.1	409.1
Mineral diesel	202.6	202.6
Oil	29.7	29.7
Fugitive Emissions	208.6	208.6

Scope 2	8,764.6	9,402.3
Electricity	8,736.5	9,374.2
District heating	28.1	28.1
FY2024 GHG Emissions (tCO2e)	Location-based	Market-based
Scope 3	46,797.2	48,305.0
1: Purchased Goods and Services	8,462.3	8,462.3
3: Fuel- and Energy-Related Activities	2,855.2	2,453.0
4: Upstream Transport and Distribution	195.2	195.2
5: Waste Generated in Operations	6.5	6.5

Office waste	6.4	6.4
e-waste	0.1	0.1
6: Business Travel	12,130.1	12,130.1
FY2024 GHG Emissions (tCO2e)	Location-based	Market-based
7: Employee Commuting	23,110.3	24,992.3
Employee commuting	11,530.6	11,530.6
Work from home	11,579.7	13,461.7
13: Downstream Leased Assets	37.5	65.6
GHG emissions intensity	6.5	6.5

Emissions of ozone-depleting substances (ODS)	0	0
Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	0	0
Human Capital	FY2024	FY2025
Total headcount	32,064	32,593
Employee headcount	29,691	29,993
Contractor headcount	2,491	2,600
Average GlobalLogic tenure in years	4	4.1
Learning and Development	FY2024	FY2025
Self-learning hours using learning platforms	871,000	1,000,000

Learning hours in instructor-led training	150,000	237,000
Training programs	375	900
Unique learners	32,000	36,000
Deployment from trained pool resources	75%	85%
Available training and curated learning paths	120	600
Average learning hours per employee	22	31
Number of hyperscaler certifications completed, including AI certificates (Google, Microsoft, AWS)	1,045	1,215
Top skills	Java, .Net, Python, React, QA, Security, Cloud, DevOps, AI, C, C++, Language Skills, Leadership Skills	Python, Java, GenAI, React, QA, Security, Cloud, DevOps, AI, C, C++, Language Skills, Leadership Skills, Machine Learning,
GenAI key awareness programs progress	88.2%	96% of workforce covered

Employees enrolled in GenAI learning program	All employees	All employees
Completion rate for all mandatory training enrollments	92.2%	94%
Working Conditions	FY2024	FY2025
Percentage of all operational sites covered by an employee health and safety risk assessment	75%	75%
Percentage of all employees covered by a health and safety policy	95%	95%
Number of hours worked per week	40	40
Percentage of total workforce across all locations who received regular performance and career development reviews	95%	98%
Percentage of the total workforce across all locations who received career- or skills-related training	75%	90%
Percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments	90%	95%
Percentage of the total workforce across all locations who received training (internally or externally) on environmental issues	96%	98%

Working Conditions	FY2024	FY2025
Percentage of the total sites with an environmental certification such as ISO 14001	25%	50%
Information Security	FY2024	FY2025
Number of major data breaches reported by the organization	0	1
Business Ethics	FY2024	FY2025
Percentage of total workforce trained (e.g., through e-learning) on business ethics issues	92%	98%
Average time (minutes) taken by employees to complete ethics training	50	50
Number of major reported incidents via Whistleblower Hotline	0	0

Sustainable Procurement	FY2024	FY2025
Percentage of targeted suppliers that have signed the Sustainable Procurement Guidelines / Supplier Code of Conduct	40%	40%

PC Discount Metrics 2025 (Latam initiative)

General Information		Final Secure Disposal			2nd hand market reinsertion
Year	ID Number	Grand Total: 1966 Assets Quantity	Grand Total: 1870.68 Kgs	Link	Grand Total: 1014.44 Kgs
2025	250206	410	224	LINK	NA
2025	250821	139	32.9	LINK	436.9
2025	250904	373	142	LINK	444.71
2025	251007	144	100	LINK	56.76
2025	251015	99	16	LINK	76.07
2025	251125	TBD	TBD		TBD

GL GREEN I Developed Activities 2025 - Carbon Footprint Offsetting Efforts (Latam region)

Carbon Footprint Measurement			Carbon Footprint Offset Program			
FY	Tn Result	Was it fully offset?	Forest	Equivalent Tn of Carbon	Sq. meters saved	% of surface saved
Abril 2019 - Marzo 2020	1018	YES	Curvas del Uruguay-i	1443.25	26047	2.5
Abril 2020 - Marzo 2021	863	YES	Araucarias 1	2100.16	37903	10.6
Abril 2022 - Marzo 2023	1203.15	YES				
Abril 2023 - Marzo 2024	1000.5	YES				
Abril 2024 - Marzo 2025	1013	YES				
Abril 2020 - Marzo 2021	355.9	YES	TOTAL	5636.2		
Abril 2025 - Marzo 2026	On Going					
TOTAL	5453.55		FINAL RESULT	182.65	Tns of carbon in favor of GlobalLogic. This credit will be used to offset future Carbon emissions.	