GlobalLogic®
A Hitachi Group Company

Sustainability KPI Dashboard

Fiscal Year 2023 Report

Locations

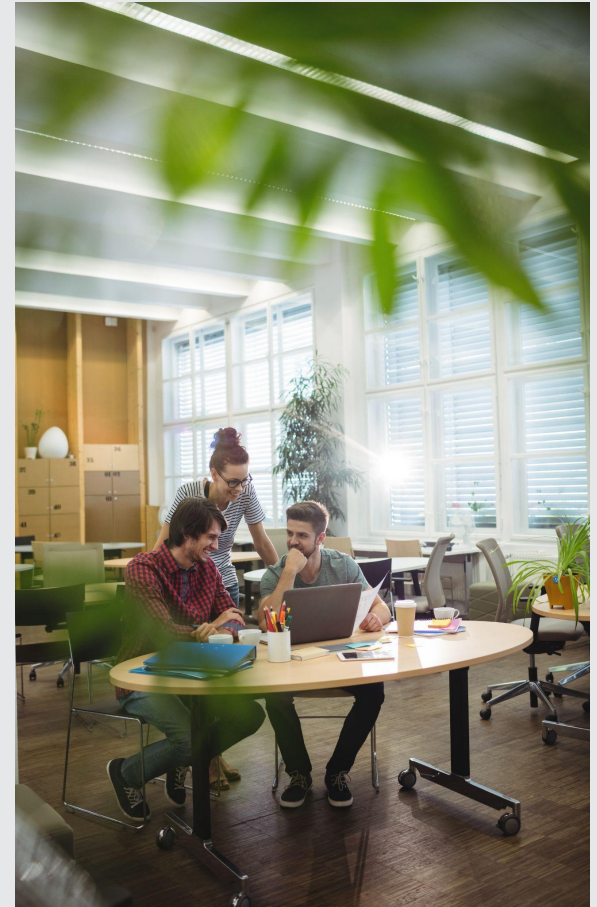| Location	Number of offices
EMEA	30
APAC	17
LATAM	8
NAM	5

Corporate Social Responsibility (CSR) | GlobalLogic Foundation–India

At GlobalLogic, we believe in giving back to our community – at both the company and individual employee levels. Every year, we select a number of charities & volunteer programs to participate in under the umbrella of our CSR program: The GlobalLogic Foundation.

Corporate Social Responsibility (CSR) | GlobalLogic Foundation–India

GlobalLogic Foundation CSR Focus Areas (EEHC)

- **Education**
  - ✓ Basic & continuing education for the underprivileged
  - ✓ STEM Early Education
  - ✓ Young software developers' support
- **Environment**
  - ✓ Ecology & conservation
  - ✓ Climate change
- **Health & Wellbeing**
  - ✓ JDRF & Diabetes research
  - ✓ American Heart Association
- **Community Service**

Corporate Social Responsibility Impact—FY 23 in India

Total number of children benefited through interventions	**6,912**
Total number of new children given access to education	**6,652**
Amount of monetary investment into CSR projects	**USD 646,661**
Number of GL employees that participated in our CSR initiatives	**494**
Volunteer hours contributed by GL employees	**1,790 hours**
Total number of events or initiatives organized in collaboration with local communities.	**20**
Number of partnerships formed with non–profit organizations	**8**
Total number of trees planted	**80,000**

Environment | Emissions

Global Logic Totals Emissions (in ktCO2e)		
Scope	**April 2021 – March 2022**	**April 2022 – March 2023**
Scope 1	110	111
Scope 2	5,765	5,761
Scope 3	6,837	6,852
Total	**12,712**	**12,724**

Environment | Metrics Tracked at Every Location

GENERAL KPI	CATEGORY	ENVIRONMENTAL ASPECT	WHAT DATA TO COLLECT FOR KPI CALCULATION	DATA COLLECTION FREQUENCY	KPI 1	KPI 2	KPI 3	KPI 4
CARBON FOOTPRINT	FACILITY MANAGEMENT	Energy consumption	Total Energy consumption and costs	Monthly	Total Kwh / Square Feet/ Month	Total Kwh / WorkSpace / Month	Kwh / Person / Month	Cost of Kwh / Person / Month
USE OF NATURAL RESOURCES	FACILITY MANAGEMENT	Water Consumption	Total Water consumption and costs	Monthly	Lt. per square meter	Lt. per person		
CARBON FOOTPRINT	FACILITY MANAGEMENT	Diesel fuel consumption	Total diesel consumption and costs	Monthly	Lt. per square meter	Cost / Month		
CARBON FOOTPRINT	TRANSPORTATION	Taxi Service assumed by the company by GL	Amount of personnel using taxi Total taxi Km and Costs	Monthly	Kms / Per Month	Cost / Month	Cost / Km / Month	Cost per person / month
CARBON FOOTPRINT	TRANSPORTATION	Logistics (Local / National / International)	Total Logistics Km and costs	Monthly	Kms / Per Month	Cost / Month	Cost / Km / Month	
CARBON FOOTPRINT	TRANSPORTATION	Long Distance Travel (business trips)	Total Travel Km and costs	Monthly	Kms / Per Month	Cost / Month	Cost / Km / Month	
CARBON FOOTPRINT	TRANSPORTATION	Transport Commute (transportation of personnel)	Total amount of personnel using public and personal transport	Quarterly	Total amount of personnel using public or personal transport	Average fuel consumption per person		

Environment | Metrics Tracked at Every Location

GENERAL KPI	CATEGORY	ENVIRONMENTAL ASPECT	WHAT DATA TO COLLECT FOR KPI CALCULATION	DATA COLLECTION FREQUENCY	KPI 1	KPI 2	KPI 3	KPI 4
WASTE GENERATION	WASTE MANAGEMENT	IT, Electrical and Electronic Devices (WEEE´s) disposal	Total amount (Kg) and costs of devices disposed	Monthly	Total Kg of waste generated per person	Cost / Kg of waste disposed		
WASTE GENERATION	WASTE MANAGEMENT	IT, Electrical and Electronic Devices (WEEE´s) donation	Total amount (Kg) and costs of devices donated	Monthly	Total Kg of devices donated	Cost / Kg of devices donated	Devices donated / devices purchased	
WASTE GENERATION	WASTE MANAGEMENT	Waste Generation	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Paper	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Paperboard	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Plastic	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Aluminum	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Glass	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
WASTE GENERATION	WASTE MANAGEMENT	Organics	Total amount of waste generated	Monthly	Total Kg of waste generated	Total Kg of waste generated per person	% Recovery of total waste generated	
USE OF NATURAL RESOURCES	PROCUREMENT	PAPER CONSUMPTION	Total paper consumption (pages) and costs	Monthly	Total pages	Pages per person	Costs per person	
EDUCATION	EDUCATION	Personnel awareness	Total persons trained / self trained	Quarterly	Total amount of people trained			

Diversity, Equity and Inclusion | Metrics

Total Headcount	30,532
Employees	28,515
Contractors	2,017
Average GL tenure in years	3.6
New Joiners (in Feb'24)	1,095
Total Male Employees	**21,433**
Total Male Employees by %	**70.2%**
Total Female Employees	**9,099**
Total Female Employees by %	**29.8%**

Diversity, Equity and Inclusion | Turnover Overview at GL

Year to Date – **Voluntary Turnover**	14.4%
Year to Date – **Voluntary Exits**	3,921
Year to Date – **Involuntary Turnover**	12.3%
Year to Date – **Involuntary Exits**	3,339

Diversity, Equity and Inclusion |
Attrition percentage by Gender & Tenure

Ge..	Tenure	Feb-24			
		MTD%	Exits	YTD%	Exits (YTD)
Grand Total		12.5%	316	14.4%	3,921
F	Total	16.7%	125	17.5%	1,401
	0-6 Months	17.0%	20	12.5%	136
	1-3 Years	18.9%	70	21.0%	808
	3-5 Years	15.4%	15	18.0%	175
	5-10 Years	11.9%	8	10.0%	65
	6-12 Months	14.8%	12	15.8%	209
	More than 10 years	0.0%	0	5.1%	8

Ge..	Tenure	Feb-24			
		MTD%	Exits	YTD%	Exits (YTD)
Grand Total		12.5%	316	14.4%	3,921
M	Total	10.8%	191	13.2%	2,520
	0-6 Months	10.4%	23	11.2%	270
	1-3 Years	12.6%	102	16.4%	1,374
	3-5 Years	8.2%	21	13.5%	340
	5-10 Years	7.0%	15	6.8%	148
	6-12 Months	14.0%	29	12.6%	375
	More than 10 years	1.7%	1	2.1%	13

Diversity, Equity and Inclusion |
# Gender Gap in Turnover rates at GL

Female are leaving faster than Men. | Men YTD Turnover : 13.2% | Female YTD Turnover : 17.5% | Gap (M-F) : -4.3%

	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sept-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24
F%	12.8%	18.8%	16.4%	17.7%	21.7%	19.3%	17.1%	16.9%	17.2%	17.5%	16.7%
M%	12.2%	12.8%	14.5%	12.8%	13.7%	14.2%	14.1%	13.8%	13.4%	13.0%	10.7%
Gap%	-0.6%	-5.9%	-1.9%	-5.0%	-8.0%	-5.1%	-3.1%	-3.1%	-3.7%	-4.5%	-6.0%

Male vs Female Gap MTD

Male vs Female Gap Turnover by Country - YTD

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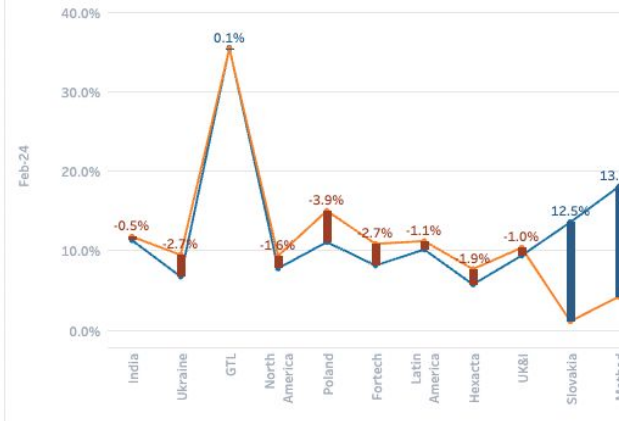
Diversity, Equity and Inclusion | Boards of Directors at GL By Gender/Nationality

Name	Gender	Nationality
Jun Taniguchi (Chairman)	Male	Japanese
Toshiaki Tokunaga	Male	Japanese
Hideshi Nakatsu	Male	Japanese
Massimo Danielli	Male	Italian
Brice Koch	Male	Swiss
Gajen Kandiah	Male	Sri Lankan
Nitesh Banga	Male	Indian

Diversity, Equity and Inclusion | Training

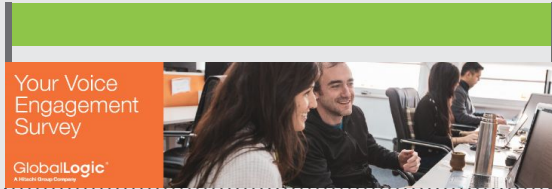|	
Total number of employees overall in scope for training	27,534
The number of employees in scope for E-learning training	14,791
Number of employees for off-line training (in-person workshops)	12,743
Completion rate for off-line training	67%
Overall Completion rate	46%
Note: new training was implemented in FY 2023 for select bands/regions. Mandatory training for all employees to be deployed in FY 24.	

Employee Experience- Social Dialogue | Engagement Surveys

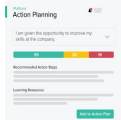**June** **July** **October** **November**

Global Actions FY24

Rewards & Recognition: visibility to your total rewards as a GlobalLogic teammate along with plans for FY24

Learning & Development: In February, GlobalLogic launch our own, in-house designed & developed world-class 'Learning Experience Platform'

Communication: improve the global communication experience through simplified and prioritized messaging

Local improvements

Mental Health Support in Poland, Croatia and Ukraine

Wellness Month in EMEA countries

Ambassadors Program (2021–Now) in EMEA countries; **Employee Engagement Program (2018–2021)** in Poland

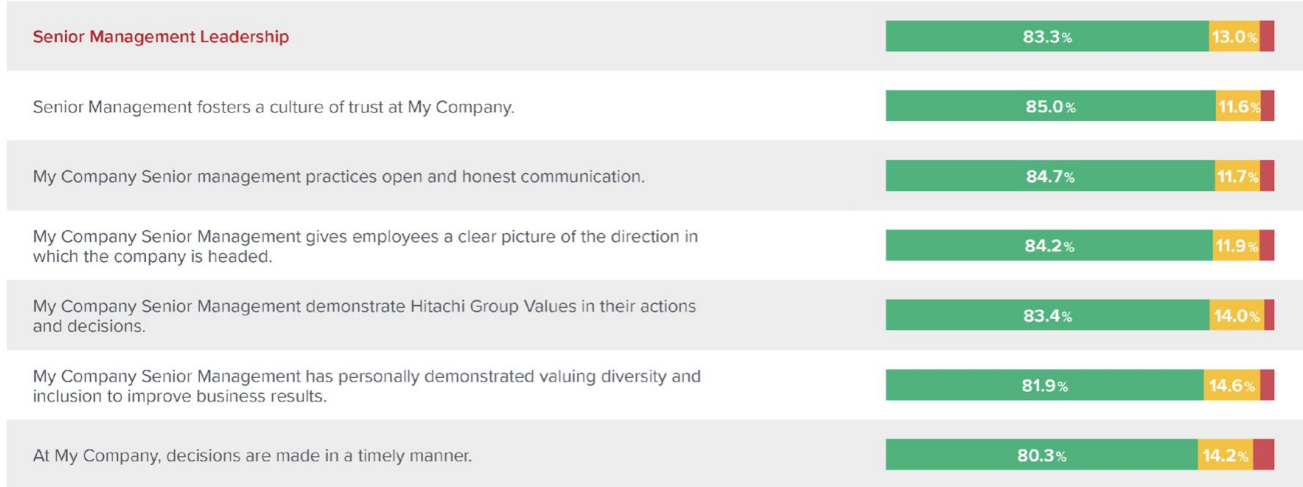**Extension of benefits eg: life insurance** in Ukraine

Career Development Handbooks

People Space sessions in Poland and Croatia

![GlobalLogic - A Hitachi Group Company]

Employee Experience – Social Dialogue | Feedback on Leadership

My Group

Leadership questions ranked from high to low by favorability

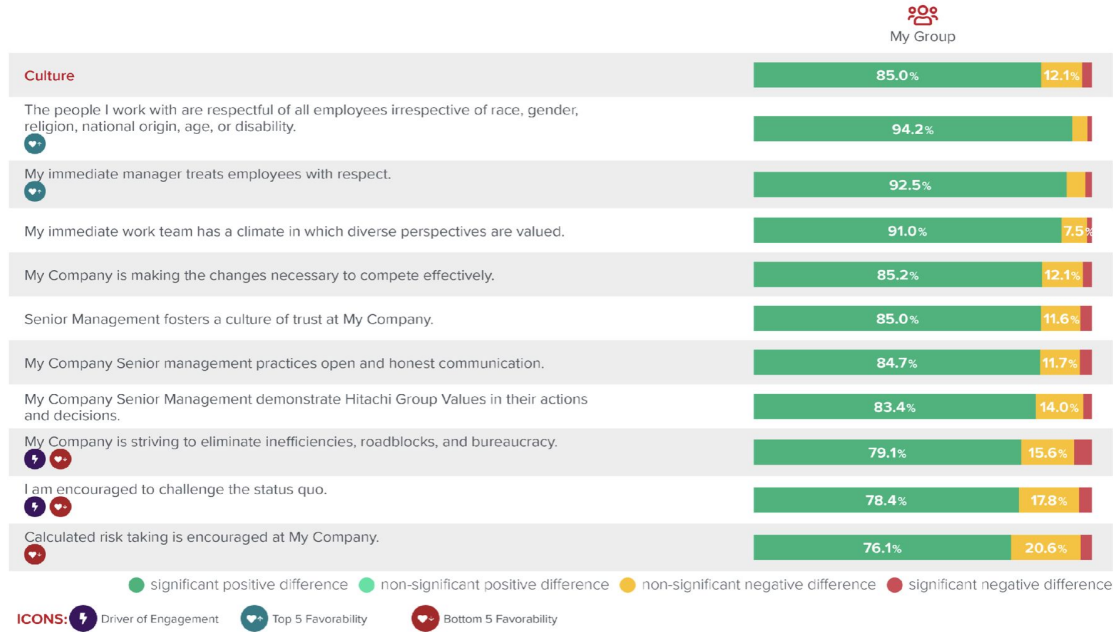|	My Group	
Senior Management Leadership	83.3%	13.0%
Senior Management fosters a culture of trust at My Company.	85.0%	11.6%
My Company Senior management practices open and honest communication.	84.7%	11.7%
My Company Senior Management gives employees a clear picture of the direction in which the company is headed.	84.2%	11.9%
My Company Senior Management demonstrate Hitachi Group Values in their actions and decisions.	83.4%	14.0%
My Company Senior Management has personally demonstrated valuing diversity and inclusion to improve business results.	81.9%	14.6%
At My Company, decisions are made in a timely manner.	80.3%	14.2%

● significant positive difference   ● non-significant positive difference   ● non-significant negative difference   ● significant negative difference

ICONS: ⚡ Driver of Engagement   💗 Top 5 Favorability   💔 Bottom 5 Favorability

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Employee Experience – Social Dialogue | Feedback on Leadership

Culture questions ranked from high to low by favorability

My Group

Culture	85.0%	12.1%
The people I work with are respectful of all employees irrespective of race, gender, religion, national origin, age, or disability. 💙	94.2%	
My immediate manager treats employees with respect. 💙	92.5%	
My immediate work team has a climate in which diverse perspectives are valued.	91.0%	7.5%
My Company is making the changes necessary to compete effectively.	85.2%	12.1%
Senior Management fosters a culture of trust at My Company.	85.0%	11.6%
My Company Senior management practices open and honest communication.	84.7%	11.7%
My Company Senior Management demonstrate Hitachi Group Values in their actions and decisions.	83.4%	14.0%
My Company is striving to eliminate inefficiencies, roadblocks, and bureaucracy. ⚡❤️	79.1%	15.6%
I am encouraged to challenge the status quo. ⚡❤️	78.4%	17.8%
Calculated risk taking is encouraged at My Company. ❤️	76.1%	20.6%

● significant positive difference ● non-significant positive difference ● non-significant negative difference ● significant negative difference

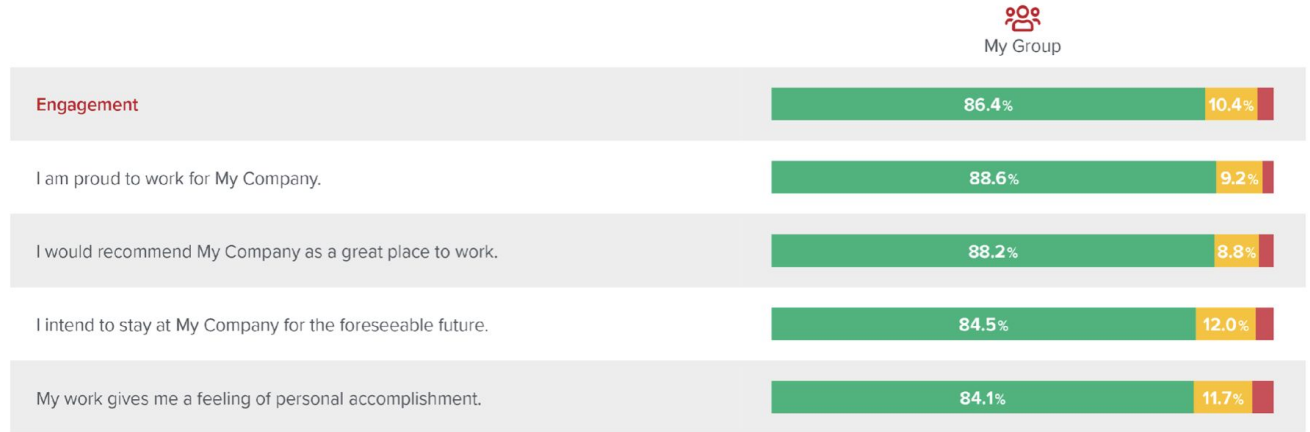**ICONS:** ⚡ Driver of Engagement   💙 Top 5 Favorability   ❤️ Bottom 5 Favorability

Employee Experience – Social Dialogue | Feedback on Leadership

Engagement questions ranked from high to low by favorability

My Group

Engagement	86.4%	10.4%
I am proud to work for My Company.	88.6%	9.2%
I would recommend My Company as a great place to work.	88.2%	8.8%
I intend to stay at My Company for the foreseeable future.	84.5%	12.0%
My work gives me a feeling of personal accomplishment.	84.1%	11.7%

● significant positive difference ● non-significant positive difference ● non-significant negative difference ● significant negative difference

ICONS: ⚡ Driver of Engagement   💗 Top 5 Favorability   ❤ Bottom 5 Favorability

Employee Experience – Skills Training | Key Numbers

15,000+
Employees participated in trainings

1,000+
Trainings Provided

410,000+
Hours spent in training events

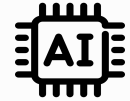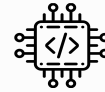**28,000+**
Employees enrolled in the GenAI learning program

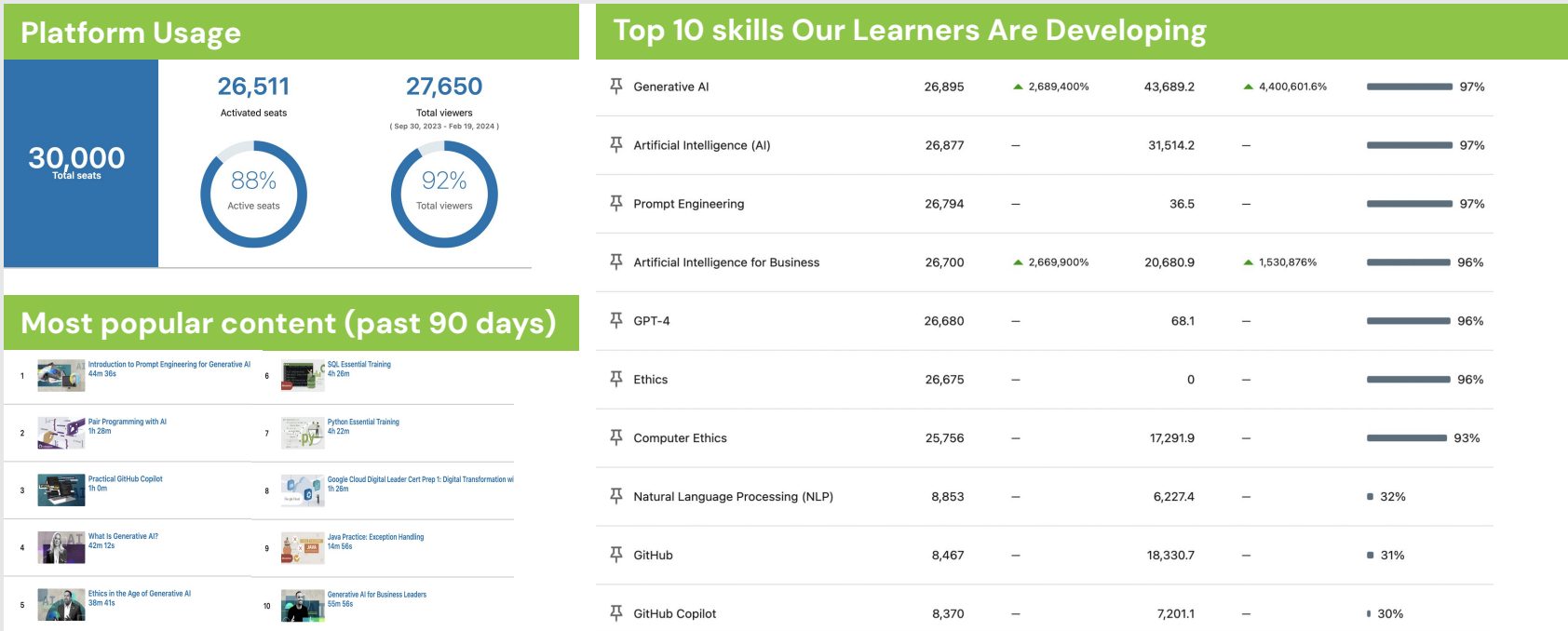**120,000+**
Learning Hours via E-learning platforms

20 hours
Learning Hours per employee

Top Tech Skills

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A Hitachi Group Company

Employee Experience–Skills Training | Linkedin Learning

Platform Usage

30,000
Total seats

26,511
Activated seats

88%
Active seats

27,650
Total viewers
(Sep 30, 2023 - Feb 19, 2024)

92%
Total viewers

Most popular content (past 90 days)

1. Introduction to Prompt Engineering for Generative AI
44m 36s

2. Pair Programming with AI
1h 28m

3. Practical GitHub Copilot
1h 0m

4. What Is Generative AI?
42m 12s

5. Ethics in the Age of Generative AI
38m 41s

6. SQL Essential Training
4h 26m

7. Python Essential Training
4h 22m

8. Google Cloud Digital Leader Cert Prep 1: Digital Transformation wi
1h 26m

9. Java Practice: Exception Handling
14m 56s

10. Generative AI for Business Leaders
55m 56s

Top 10 skills Our Learners Are Developing

Generative AI	26,895	▲ 2,689,400%	43,689.2	▲ 4,400,601.6%		97%
Artificial Intelligence (AI)	26,877	–	31,514.2	–		97%
Prompt Engineering	26,794	–	36.5	–		97%
Artificial Intelligence for Business	26,700	▲ 2,669,900%	20,680.9	▲ 1,530,876%		96%
GPT-4	26,680	–	68.1	–		96%
Ethics	26,675	–	0	–		96%
Computer Ethics	25,756	–	17,291.9	–		93%
Natural Language Processing (NLP)	8,853	–	6,227.4	–		32%
GitHub	8,467	–	18,330.7	–		31%
GitHub Copilot	8,370	–	7,201.1	–		30%

Employee Experience–Skills Training | Platforms
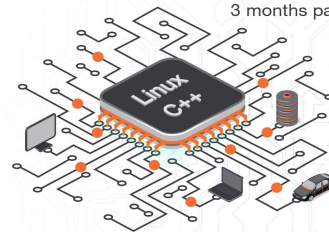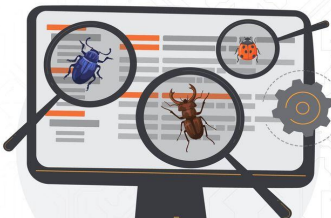
GlobalLogic
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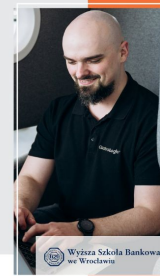
Employee Experience | Awards

Top 50
The largest exporters of the war year.

Top 30
Most resilient private businesses in Ukraine

1st Rank
Best Employer Brand
In IT 2020&2021
by Randstad Employer Brand Research

1st Rank
In IT and software by Reputation Activists Rating

Top 10
EY Best Employer Survey

Top 3
IT companies
In Ukraine by DOU

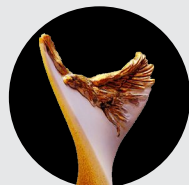**Investment in people**
ABSL Diamonds 2022

Talent Development & Education
ABSL Diamonds 2022

Business Leader in Sustainable Business and ESG Strategy 2023

1st Rank
Koszaliński Orzeł 2019 in the field of Economy

1st Place
the Computerworld TOP200
for the 4th time in a row

Supplier of the Year
Continental 2022

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Employee Experience | Working Conditions Metrics

% of all operational sites covered by an employee health & safety risk assessment	71%
% of all employees covered by a Health and Safety policy	95%
Number of hours worked per week	40 hrs
% of total workforce across all locations who received regular performance and career development reviews	95%+
% of the total workforce across all locations who received career– or skills–related training	50%
% of all operational sites that have been subject to human rights reviews or human rights impact assessments	95%+
% of the total workforce across all locations who received training (internally or externally) on environmental issues	98%+

Governance (Ethics and Compliance) | Information Security Metrics

Percentage of office locations where Information Security risk assessments have been performed.	**40.6%**
Number of major data breaches reported by the organization.	**0**
General Information Security Awareness Campaign Completion rate.	**98%**
Phishing Awareness Campaign.	**97%**
The number of locations with Trusted Information Security Assessment Exchange (TISAX) certification.	**6**
Percentage of office locations with ISO 27001 coverage.	**40.6%**
Percentage of total workforce trained (e.g. through e-learning) on business ethics issues.	**98%**
Average time taken by employees to complete ethics training.	**70 minutes**
Number of major reported incidents on Whistleblower Hotline.	**0**

Governance (Ethics and Compliance) Policies | Information Security

Policy Name	Review Date
Acceptable Use	August, 2023
Cloud Security	September, 2023
Information Classification, Labeling and Handling	September, 2023
Information Security Incident Management	December, 2023
Information Security Requirements to Third Party Vendors	March, 2023
Information Security Risk Management	September, 2023
Password Management	September, 2023

Governance (Ethics and Compliance) Policies | Legal and Compliance

| Policy Name	Review Date
GlobalLogic Sustainable Procurement Guidelines	February, 2023
Fair Competition Policy	February, 2024
GlobalLogic Vendor Code of Conduct	November, 2022
Anti-Bribery and Anti-Corruption Policy	April, 2024
GlobalLogic Group Code of Ethics and Business Conduct	December, 2022
Trade Secret (Confidentiality & IP Security)	January, 2024
GlobalLogic Group Whistleblowing Policy - GlobalLogic Group	November, 2023
Preventing harassment, discrimination and mobbing	November, 2022
Diversity, Equity and Inclusion	February, 2024

Governance | Sustainable Procurement Metrics

% of targeted suppliers that have signed the Sustainable Procurement Guidelines/supplier code of conduct	**38%**
% of addressable suppliers that are being monitored for their minority–owned status	**90%**

Governance (Ethics and Compliance) | CSRD and HRDD Assessments

Human RIghts Due Diligence (HRDD)

Human rights due diligence (HRDD) aims to prevent and mitigate potential human rights impact in which an enterprise might be involved. Remediation aims to put right any actual human rights impact that an enterprise causes or contributes to.

In FY 2023, GlobalLogic undertook comprehensive HRDD assessments: Gap Analysis and Salient Human RIghts Risk Analysis.
More information here
HRDD: An Interpretive Guide
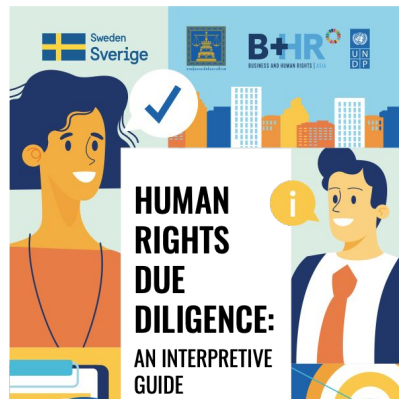
Corporate Sustainability Reporting Directive (CSRD)

The CSRD will require companies to create a sustainability report through the European Sustainability Reporting Standards (ESRS) annually, with electronically readable and searchable reports.

In FY 2023, GlobalLogic undertook comprehensive CSRD Double Materiality Assessments with the support of PwC.
More information on CSRD here: UN HRDD