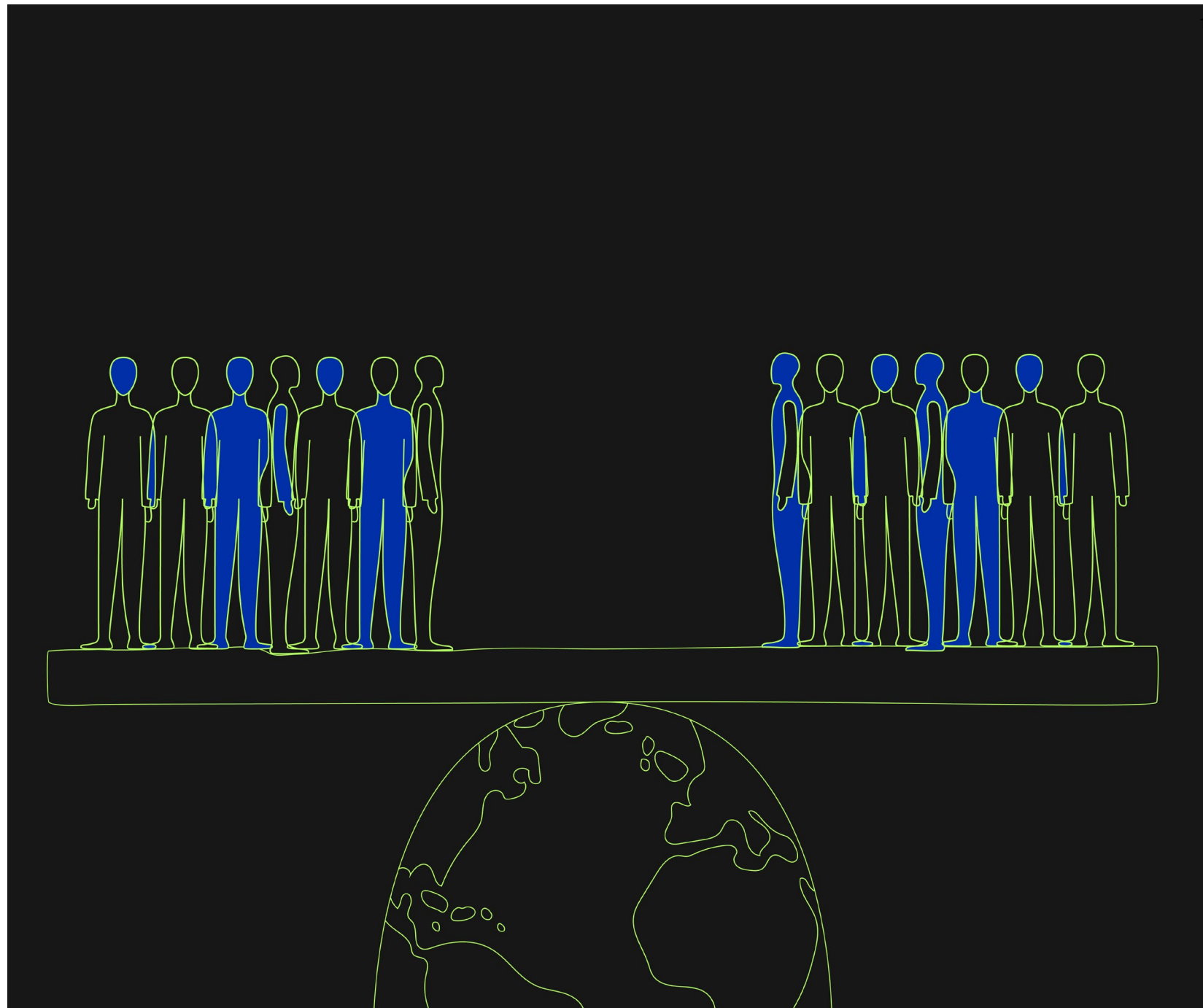




Diversity and Inclusion Annual Report 2024





Message from Olivier Padiou, Chief Executive Officer

At Valtech, we believe that meaningful innovation stems from diverse perspectives. This belief has shaped our ongoing commitment to Diversity & Inclusion (D&I), and in 2024, we made significant strides in advancing our strategy. Through a measured, local-first approach, we have continued to embrace the nuance of diversity across our global footprint, ensuring that inclusion is not a one-size-fits-all effort but rather a reflection of the unique cultures that make Valtech what it is today. The results speak for themselves—90% of all Valtech entities demonstrated increased maturity in their D&I efforts this year, a testament to the structural and sustained change we set in motion in 2021.

A key highlight of this journey has been our focus on fostering inclusion across all the countries we operate in. With teams spanning continents, we recognize that the path to true inclusivity must be shaped by local context while remaining anchored in our shared values. This year, we continued to drive meaningful initiatives under key themes: supporting women at Valtech, enhancing accessibility and disability support, promoting equity, and prioritizing health and wellness. Our longstanding dedication to equity in technology was further reinforced with the 10th anniversary of Tech Girl—an initiative that has empowered over 1200 young women to pursue careers in technology.

Additionally, we deepened conversations around inclusivity through our “Let’s Talk” series, expanding our scope to include vital topics such as menopause awareness and neurodiversity for the first time. These conversations, alongside those on International Women’s Day, International Men’s Day, Pride, and Global Accessibility Awareness Day, provided a platform for both external voices and our own colleagues to share lived experiences. This internal storytelling has been instrumental in reinforcing our collective understanding and fostering a culture where every voice is valued.

As we look ahead, our commitment to building a truly inclusive workplace remains steadfast. We know that this journey requires ongoing reflection, accountability, and action. At Valtech, we do not just champion diversity as a principle—we embed it into our everyday operations, ensuring that all our employees, regardless of background or identity, feel supported, empowered, and able to thrive. Through continuous education, listening, and adapting, we will push forward, knowing that a fairer, more inclusive industry benefits us all.





Sheree Atcheson
Group Senior Vice President
Diversity and Inclusion

Moving at pace

We shared our first annual diversity and inclusion report in 2021, marking an important milestone in our ongoing journey. Fast forward to 2024, and we have turned commitment into action, making significant progress. Through our strategy, we've established accountable and tangible diversity and inclusion governance throughout Valtech.

By fostering global collaboration and empowering regional and local implementation, we've made impressive headway — ensuring we embrace all our people's diversities and making inclusion a driving force behind everything we do.

This work is a continuous journey, and the flexibility to pivot and adapt based on societal, cultural and economic influences is crucial. We've embraced agility in all that we do and are proud to have a strategy which truly reaches all our people, in ways that are authentic, measurable and sustainable.



Five pillars of diversity and inclusion

In 2024, through our five-pillar strategy (launched in Oct '21) we've continued to embed long-standing and new initiatives, enabling an evolving approach and continuous progress.



Our strategy, through the years

2022

Our focus from 2021 to 2022 was to embed clear structures for diversity and inclusion, providing our local teams with accessible expertise and guidance to promote collaboration across borders. To launch this initiative, we hosted a Valtech Diversity and Inclusion special event focusing solely on this topic.

We spent this year embedding a consistent approach through creating core and

additional “pick and mix” initiatives for our people and culture leaders to implement. This included regular community events and mandated training for group and regional leaders on inclusive interviewing and privilege awareness.

This year also saw the exciting launch of our very own Valtech diversity and inclusion maturity index.

2023

We built on the foundations of 2022, increasing our focus on intermediate and advanced level initiatives. This included supporting an enthusiastic group of future leaders through our Accelerating into Leadership program, providing mandated local training, embedding accessibility into our content

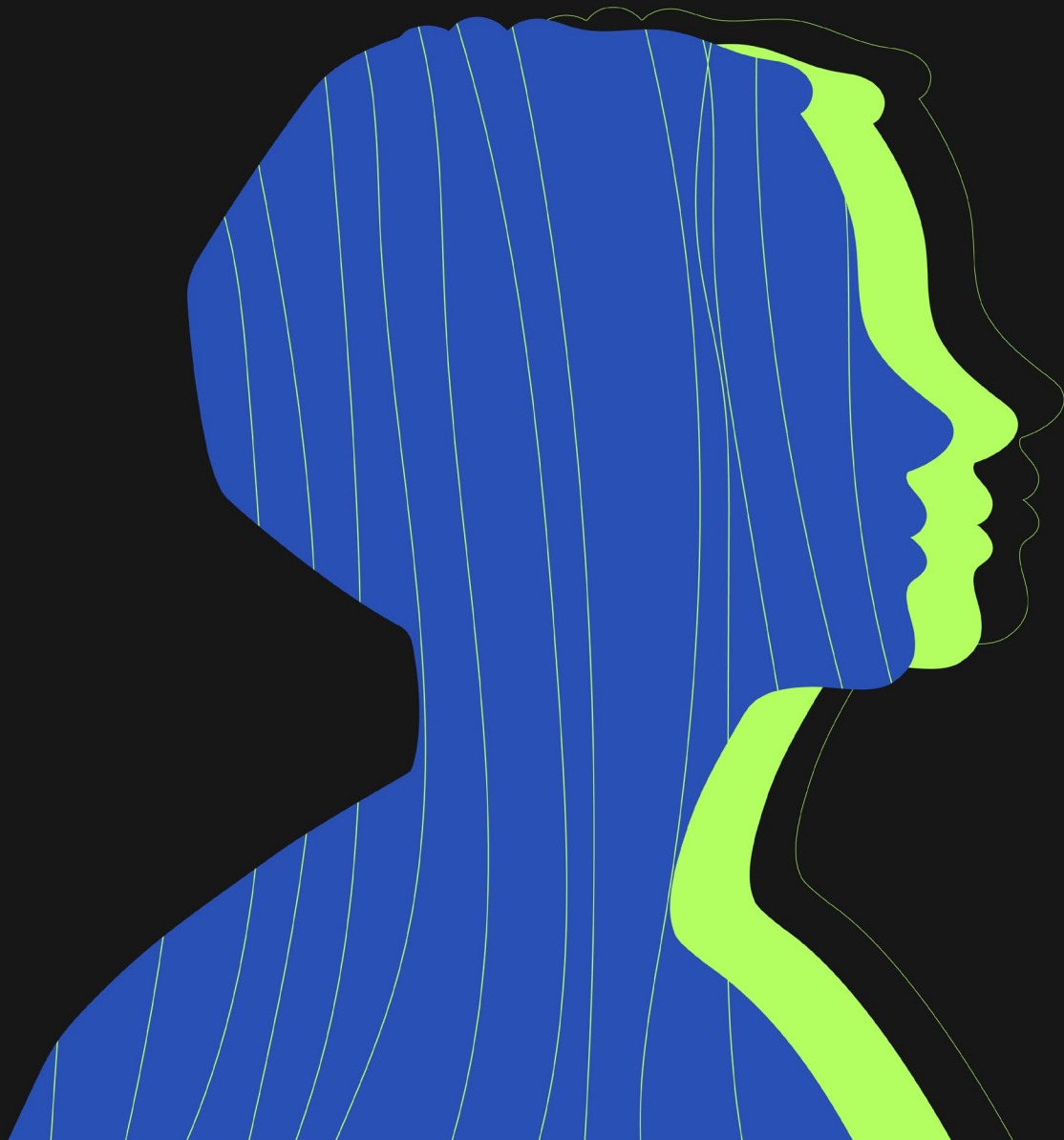
and rolling out specific support for menopause and neurodiversity.

This year saw our teams fully embracing the maturity index to guide their work. This was also the first year where we could analyze diversity and inclusion maturity growth at Valtech.

2024

We focused on group-level guidance and expanding our communication channels to hear and learn from all kinds of people.

This covered topics such as new training modules, events focusing on new diverse groups, capturing diversity and inclusion data and implementing a group-level anti-discrimination and harassment policy.



Our five-pillar diversity and inclusion strategy



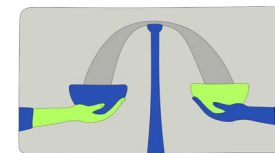
Hiring

We ensure our hiring process reaches many types of people through tailored and equitable measures.



Accountability

We are accountable for this strategy, sharing data, successes and lessons learned.



Inclusivity

We create inclusive environments for everyone, focusing on equity and belonging.



Community

We collaborate, bringing Valtech together to share, dare and care, for everyone.



Education

We prioritize education globally, through a bespoke Valtech diversity and inclusion learning path, with modules for leaders, teams and all Valtechies.



Measuring progress through data

To measure progress and keep ourselves accountable, we underpin our initiatives with data.

Maturity index

At Valtech, it's key for us to nurture and understand our growing maturity on diversity and inclusion. This allows us to offer targeted support where it is most needed and to learn from one another as we grow together.

The purpose of our D&I maturity index is to provide all regions with an annual assessment of their progress in diversity and

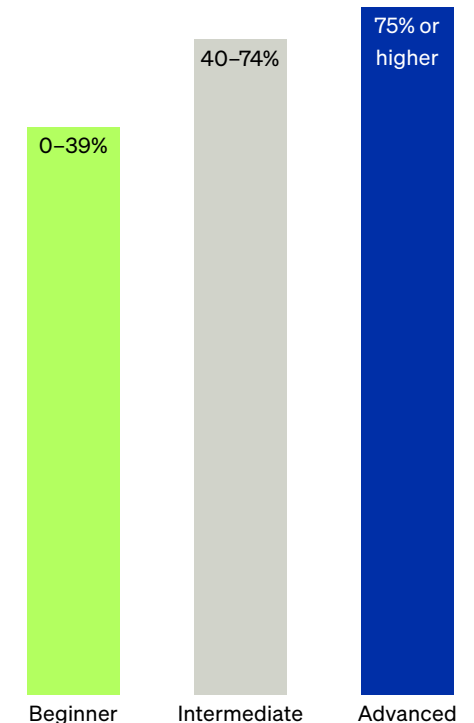
inclusion aligned with our group strategy. This tool makes it easier to benchmark across regions and drive sustainable improvements. It allows us to support all our people and culture leaders to make progress on their own journeys while maintaining a consistent approach, the Valtech way. Now in its third year, the index continues to evolve.

All entities and service lines respond to 98 questions categorized under our five pillars. These questions assess what has been implemented at the entity level through our five-pillar strategy. The index also reviews balanced representation data (where available) and examines entity-level employee engagement data to understand how Valtechies feel about their workplace.

Company representation

Overall, each entity/service line at Valtech has approximately 36–37% representation of women. We recognize that diversity is more than binary gender, and we are working to expand this data set.

Each initiative or question is graded as beginner, intermediate or advanced, with scoring as follows:



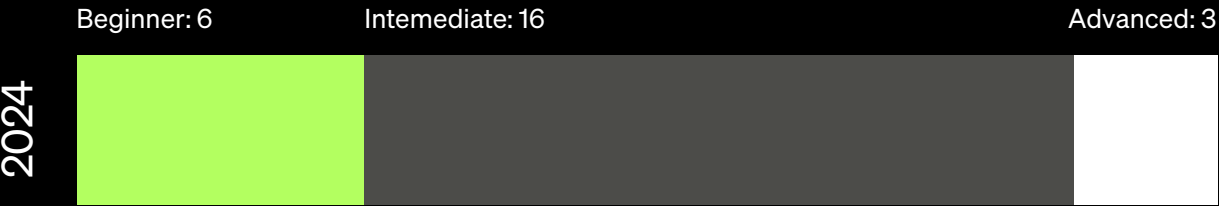


Every year, we introduce new questions based on the current climate, Valtech-specific priorities and other factors. As a result, maintaining the same score requires continuous effort and adaptation.

Of the 21 areas measured in 2024:

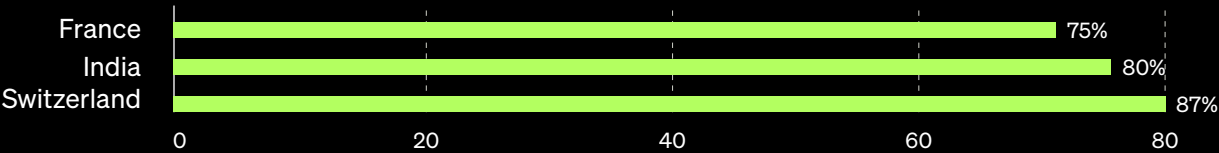
↑90%
of Valtech entities/service lines increased their Diversity and Inclusion maturity in 2024.

Level breakdowns:



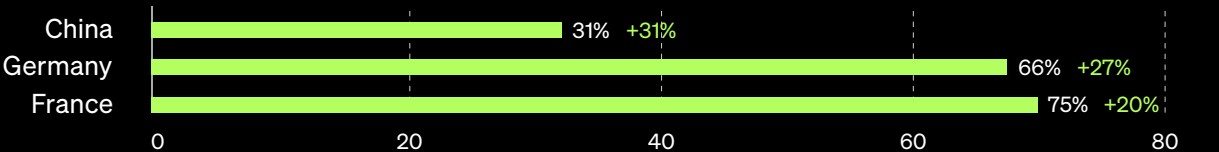
Top scorers:

Our top three scorers who have gained the highest number of points in their completed maturity index:



Most improved:

The greatest increase in points between their '23 and '24 completed maturity indexes:





Trends

- Europe and APMENA have the greatest super-region improvements, both with a 16% increase in '24.
- LATAM is the most consistent-scoring region, with all scores ranging within 54-57%.
- Switzerland is in the top three for three years running and India is in top three for two years running.



Hiring data

↑ **37%**
of all Valtech hires
were women in 2024.

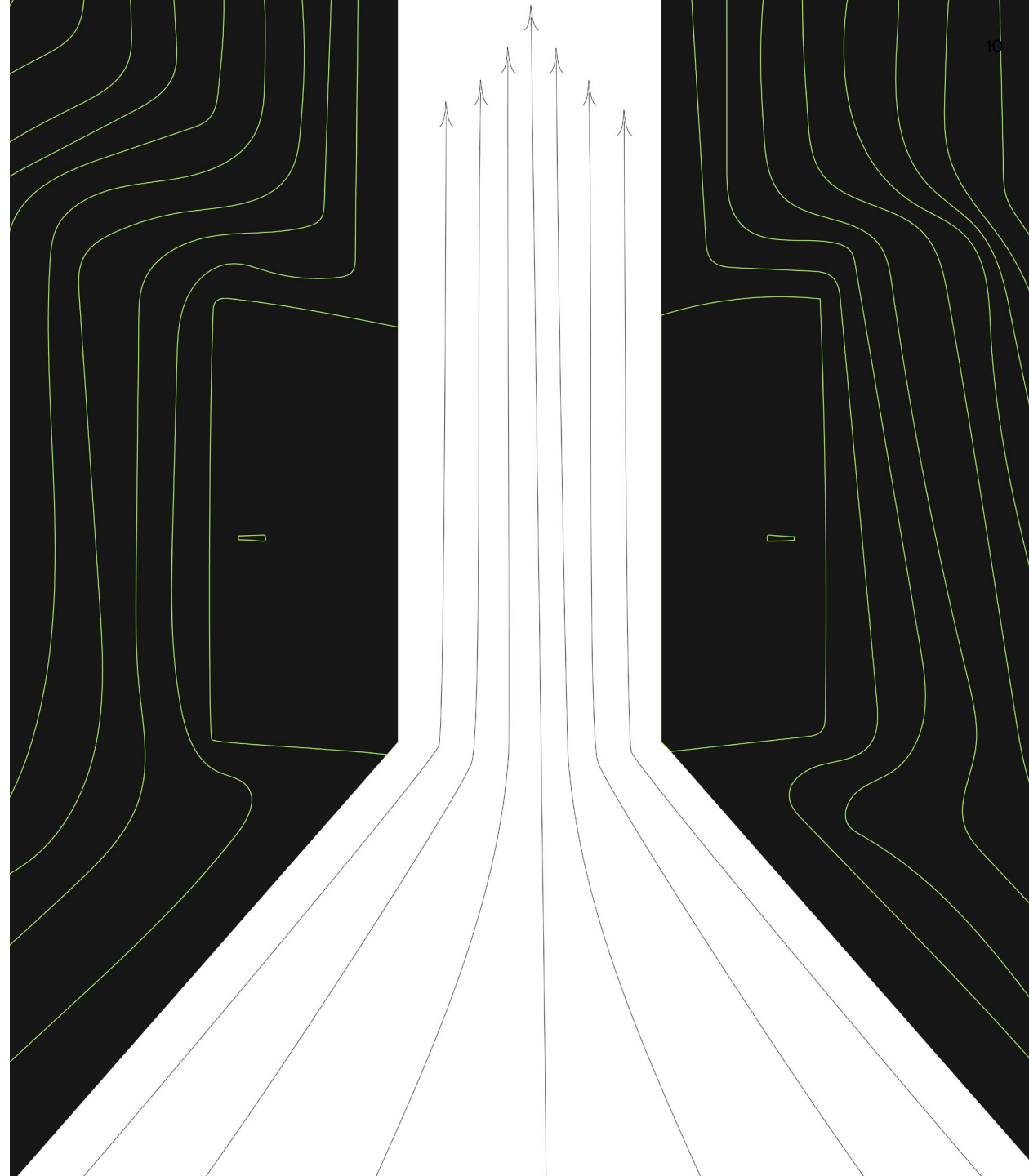
+3%
increase since '23.

35
Our average age
of new hires in 2024.

We can also see a correlation between our highest scoring entities/service lines in our maturity index and our percentage of women hires.

Per levels, we see a greater percentage of women hires for Advanced levels.

Advanced levels have an average of 40% women in new hires. For Intermediate, this is 36% and for Beginner level, this is 35%.





Peakon data: How our people feel

Peakon surveys enable us to gather feedback at scale from our Valtechies on topics like diversity, inclusion, health and wellbeing.

We also conduct quarterly pulse surveys for all our employees, creating a psychologically safe and anonymous space for teams to share their feelings and provide regular feedback.

We chose this cadence to enable our teams to take meaningful action after each survey and evaluate the impact of these actions over time.

Our scoring, since we began regularly quarterly surveys: Since launching our Peakon surveys in January 2022, we have seen diversity and inclusion scores remain stable, with small increases and decreases between 0.1 and 0.3 throughout the years.

How Valtechies feel about diversity and inclusion overall:

8.2/10

How Valtechies feel about diversity and inclusion across regions:

APMENA

8.6/10

Europe
markets:

7.7/10

Europe
delivery centers:

9.1/10

LATAM

8.5/10

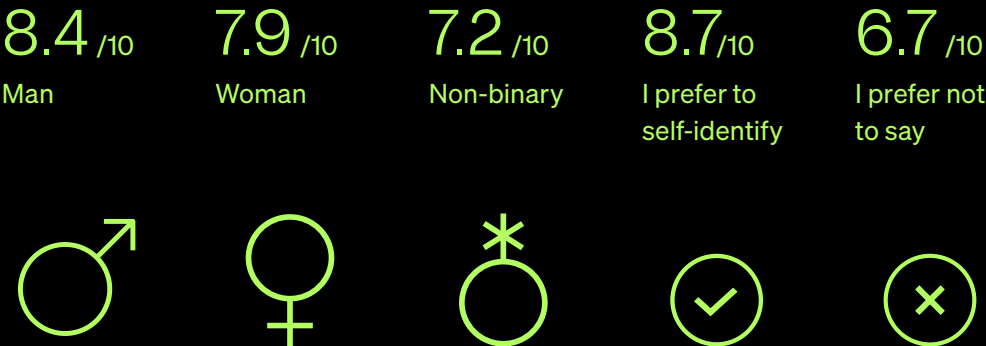
North
America:

7.0/10



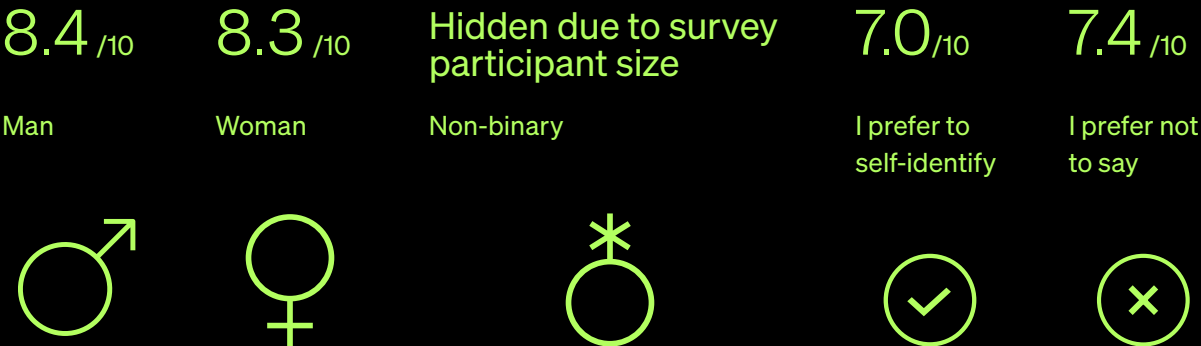
Diversity and inclusion:

“I’m satisfied with Valtech’s efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status).”



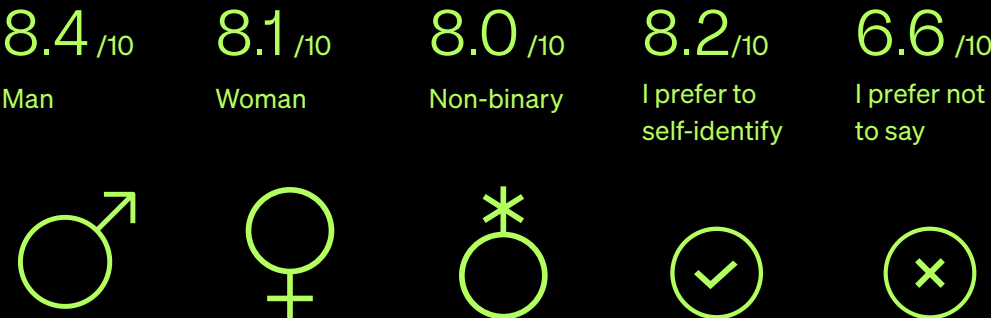
Freedom of opinion:

“At work, my opinions seem to be valued.”
“My manager cares about my opinions.”



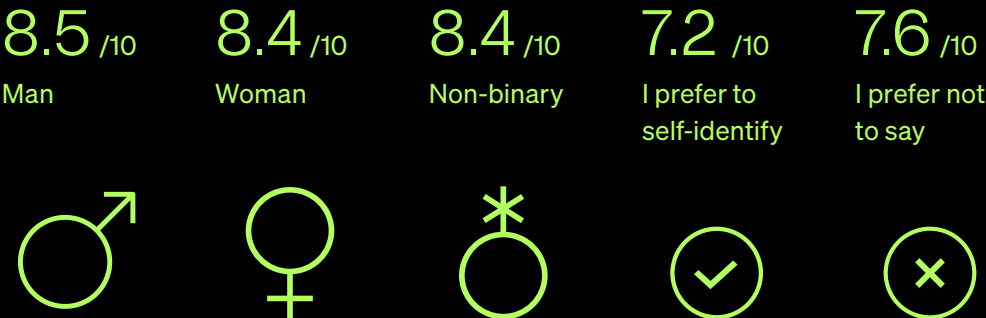
Inclusiveness:

“At Valtech, people of all backgrounds are accepted for who they are.”
“I feel a sense of belonging at Valtech.”
“I feel like I’m valued as a person at Valtech.”



Management support:

“My manager provides me with the support that I need to complete my work.”
“My manager communicates open and honestly with me.”





We can also see a correlation between our highest scoring entities/ service lines in our maturity index and higher scoring Peakon diversity and inclusion scores.

Per levels, we see a higher average Peakon score for the more Advanced levels.

The average Peakon diversity and inclusion score:

8.40

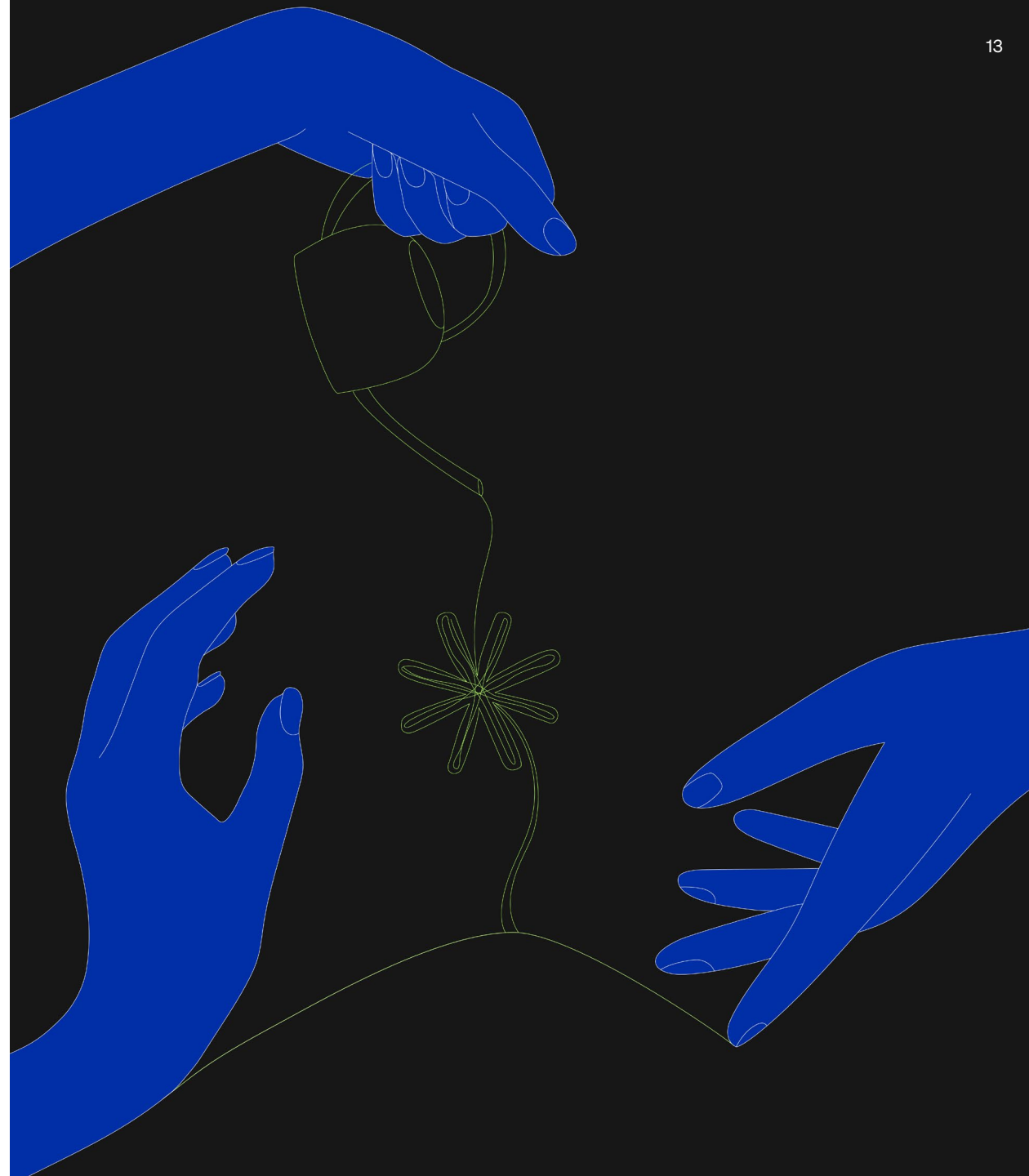
For Advanced

8.19

For Intermediate

7.93

For Beginner





What have we been doing

Here are some of our key 2024 initiatives across our five pillars. These initiatives have focused on fostering belonging for all our people, creating environments where everyone can thrive.

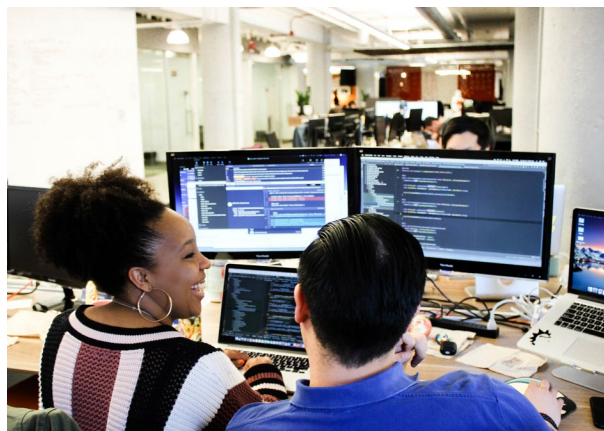


Hiring

We ensure our hiring process reaches many types of people through tailored and equitable measures.

Elevated governance with talent acquisition

This year, to elevate our diversity and inclusion-focused hiring initiatives, we built stronger governance links between talent acquisition and diversity and inclusion. To ensure regular touchpoints, rooted in data review, we now have monthly check-ins with regional talent acquisition leaders and the group diversity and inclusion team based on our annual regional strategies. We set goals within this group with input from the Group Chief Operating Officer and regional operations leaders. To enable accountability, we've also embedded six-monthly checkpoints to measure progress and to enable us to adapt and pivot as we go.



Expanded inclusive interviewing handbook

Since 2021, we have mandated inclusive interview training for all talent acquisition team members and interviewers. In 2024, we expanded this to include an additional toolkit covering each stage of the process from acquisition to final interviews, with lenses on neurodiversity, disability, non-native English speakers and more.



Accountability

We are accountable for this strategy, sharing data, successes and lessons learned.

Embracing collaboration, across borders

As a truly global company, with representation in over 20 countries, a key aspect of our diversity and inclusion evolution is learning from peers worldwide — whether they are nearby or in distant time zones. To enable this, we share exciting diversity and inclusion-related case studies from our super-regions (Americas, Europe, APAC and MENA) with our diversity and inclusion leaders every month. This approach helps people gain insight into what's happening in different parts of the world, get inspired and learn from individuals they might not otherwise connect with.

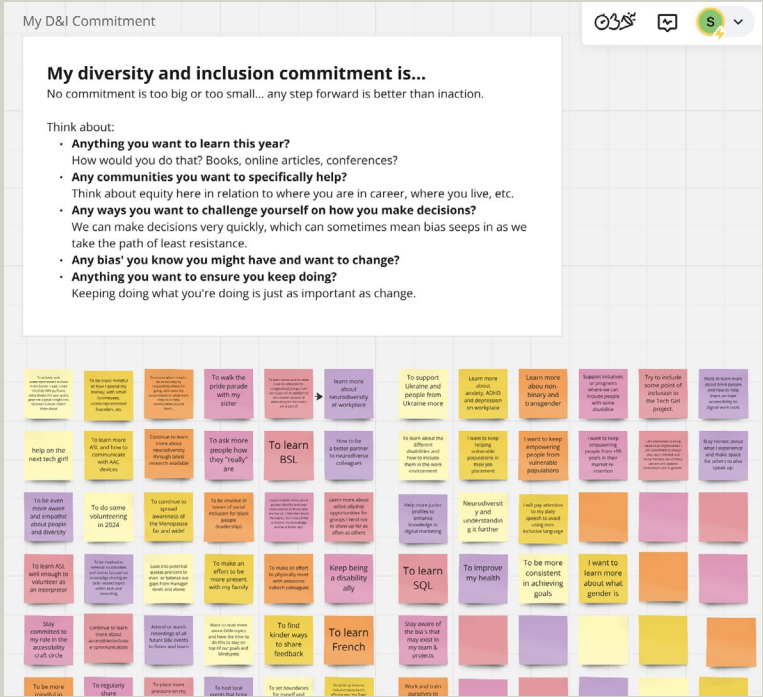
Making commitments, together

Together, we're on a journey to better understand how we can embrace diversity and foster inclusion. To help us join forces

on this important topic, we've introduced a global Valtech diversity and inclusion commitments board, which is shared with new Valtechies during onboarding. Here, people can make a short commitment — big or small. Every action, no matter the size, is a positive step forward for us all.

Transparency in our group progress

We've created an open planner board to help all Valtechies gain a deeper understanding of the day-to-day work and quarterly plans of the group diversity and inclusion team. This board keeps us accountable and adds transparency to ensure we follow through on our commitments.





Inclusivity

We create inclusive environments for everyone, focusing on equity and belonging.

Group commitment on anti-discrimination and harassment

At the core of our diversity and inclusion strategy is a new group-level anti-discrimination and harassment policy. It focuses on fair and equal treatment for all Valtech employees and increases awareness and understanding around workplace harassment, violence and discrimination. It also provides a clear framework to identify, prevent, report and manage allegations of harassment, violence and discrimination at work. Training on and acknowledgement of this policy has been mandated for all employees.





Making meetings work for everyone

At Valtech, we spend countless hours in meetings — with people we know, people we don't, people from the same country and people from the other side of the world. They're a cornerstone of collaboration, connecting us with each other, our clients and everyone in between.

To get the most out of this time together, we've launched our new Valtech inclusive meeting principles.

These principles provide:

- Clear checks to make before, during and after a meeting
- Specific checks for all meetings and or larger group meetings
- An example of a good and bad invite

We've created champions for this new initiative within the business and are continuing to embed inclusive meeting principles in our daily practices.



Women in MACH

As part of our commitment to embracing diversity in our work, we are founding members of the MACH Alliance, an organization built with a strong focus on inclusivity. Diversity and inclusion continues to be a critical pillar to our culture, strategy and execution. Women in MACH was founded in 2021 (through a grassroots community), as a community platform and program by MACH Alliance, to create a stronger foundation for our execution and impact of diversity and inclusion. We are proud to have signed their manifesto for gender equality.

In 2024, we participated in the annual Women in MACH conference, where our very own Valtechies took the stage. Sheree Atcheson, Group SVP of Diversity & Inclusion, and Ashkhen Zakaryan, VP and Global Alliance Lead at Optimizely, led a session called “Get in the driving seat of your career: Now, not later.” They explored the importance of emotional intelligence in leadership, embracing vulnerability and top tips for accelerating career progression. Additionally, Todd Harris, SVP of Global Strategic Alliances, joined a panel discussion titled “The systemic challenge of perception,” which focused on battling inherent bias.

To make a difference throughout the year, Valtech is also part of the Women in MACH mentoring scheme, which sees several of our global leaders act as mentors to women in the MACH industry.





Mentorship is vital to us all – it's a platform of trusted perspective, friendly challenging, and external insights, to help mentor and mentee navigate their professional lives. As a mentor, my aim was to enable my mentee Michelle, to help her best tackle current and future challenges. We're still having a blast, and I am proud to say that I've learned as much from her, as she has from me.

Casper Rasmussen
Group SVP Technology



The experience exceeded my expectations. My mentor was incredibly knowledgeable and supportive, always ready to listen and provide constructive feedback. I've gained more confidence in my leadership abilities and was supported in some tough situations I had to handle at work. The mentorship helped me tackle challenges head-on and seize opportunities I might have otherwise overlooked.

Michelle van der Veen
Casper's mentee



Community

We foster a culture of collaboration where we came together to share, dare and care for one another. Our focus on community unites Valtechies, enabling us to celebrate, learn and find inspiration in the diversity of our unique cultures.

Events at Valtech: Let's talk series

This ongoing series provides opportunities for employees, industry experts and external/internal speakers to share their expertise — offering insights on global and local commemorations of awareness days, key topics and diversity and inclusion trends. It serves as a space for reflection. Each session brings together employees and guests for impactful conversations and activities around crucial cultural and societal topics. The series offers a safe space where all voices are welcome and encourages an open dialogue, learning and solidarity among employees from diverse backgrounds and communities.



I believe in the power of conversations to drive change, that's why I'm passionate about our 'Let's talk series' at Valtech. Each session is more than just an event, it's a chance for us to connect with voices from all walks of life. This series shines light on important topics that often go unspoken, and it gives us a space to grow together. I love that it creates an environment where anyone can share and feel a true sense of belonging. A safe space for honest dialogue and solidarity — reminding us we are all part of something bigger.

Sofia de la Colina
Group Diversity & Inclusion Specialist



As the inaugural **“Let's talk series”** event for the commemorating International Women's Day, we hosted an insightful event with Sheree Atcheson, our Group SVP Diversity and Inclusion. Under the theme **“The balance of being underrepresented, yet privileged,”** Sheree shared her personal story. In the session, she offered valuable insights on challenging our own biases, recognizing privilege, being accountable for our actions and educating ourselves to be better allies.



Global Accessibility Awareness Day

To mark Global Accessibility Awareness Day, and in collaboration with Valtech's Accessibility Craft Circle we hosted an inspiring session to raise awareness and promote how important accessibility is to all of us.

As part of our commitment to neurodiverse Valtechies, we organized our first group-level event focused on neurodiversity in May. Recognizing the power of hearing directly from employees, we welcomed Brandon Murphy, U.K. Executive Director of Technology, and Suzanne Schröder, Chief People Officer, for an inspiring session where they shared their journeys, talking about diagnosis, life experiences and personal growth.



Pride Month

In June, we celebrated Pride Month with an inspiring session led by developer Georgina Partington. Georgina shared her personal journey through transition, exploring the true meaning of Pride. Her story highlighted the importance of authenticity and self – acceptance, sparking meaningful conversations about allyship and fostering a culture of inclusion.



Georgina Partington
Software Developer

Menopause Awareness Month

During October, we commemorated Menopause Awareness Month with the incredible support of the Menopause Café Belonging Group at Valtech. We hosted “Embracing Menopause: Myths, Stories, and Life Hacks” with guest speaker Elizabeth Joseph, sparking an important conversation about menopause, midlife and women’s health and well-being.



Elizabeth Joseph
Freelance writer and speaker

International Men’s Day

During November, we brought together all Valtech employees for an International Men’s Day event called “The Power Within: Finding Strength in Vulnerability” featuring guest speaker Jude Guaitamacchi. In this session, we explored the intersection of masculinity and vulnerability, challenging stereotypes and redefining empowerment.



Jude Guaitamacchi
Motivational speaker and campaigner



We've also celebrated key events around the world:

In the Americas, we hosted a **“Latinx Lens Event: Journey Through Cultures”** event, showcasing the rich diversity within our Latin American offices (México, Brazil, Argentina and Colombia). Valtechies shared unique aspects of their heritage, highlighting cultural traditions and values.

In New York, we recognised International Women's Day by partnering with Coalition for the Homeless, Inc and supporting homeless women with care kits of essential items they needed.

In the UK, we observed Black History Month. During this time, we hosted guest speaker Asif Sadiq for a talk titled **“Strength in Diversity.”** In this session, we explored the importance of diversity, building inclusive communities and the significance and relevance of D&I data.



Melisa Muñoz
Art Director

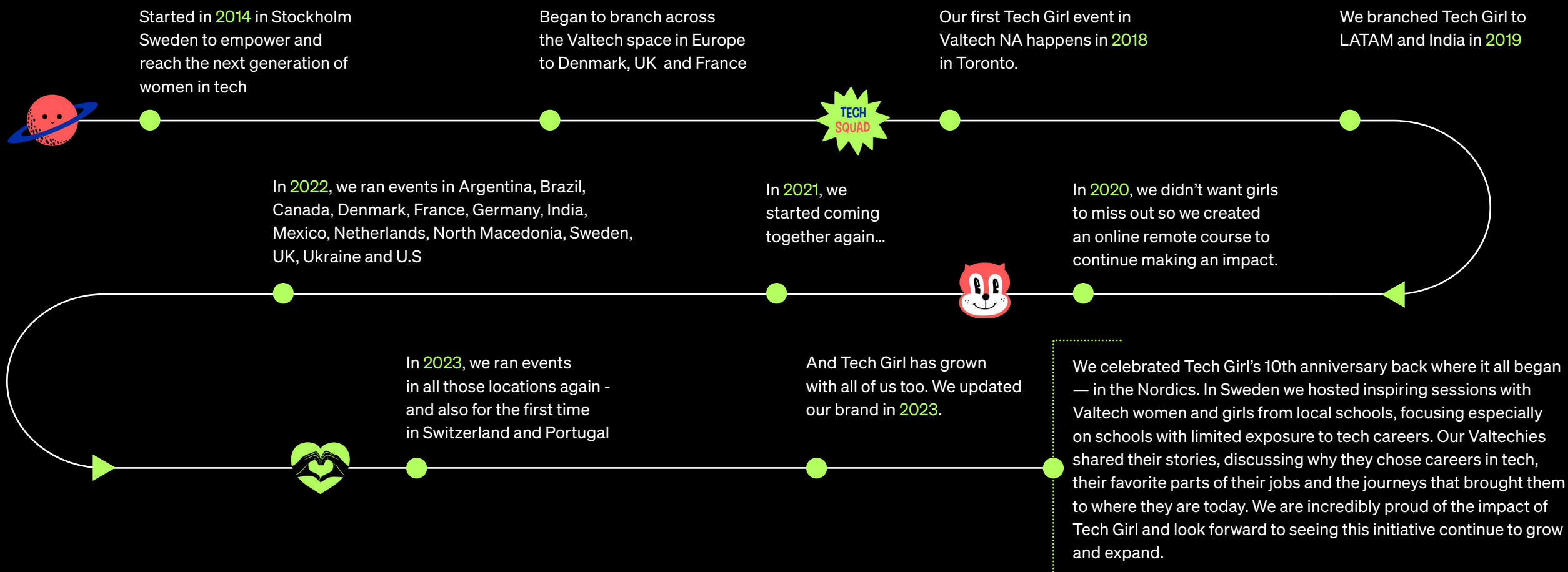


Asif Sadiq
Chief Diversity & Inclusion Officer,
Warner Bros. Discovery





Tech Girl





+1200

girls have been impacted
by our Tech Girl initiative



Group Diversity and Inclusion Council

In 2020, we established the Valtech Group Diversity and Inclusion Council, a global team of Valtechies representing diverse roles and seniorities. The council meets every two months with our Group SVP of Diversity and Inclusion and Chief People Officer to preview upcoming initiatives, provide valuable feedback before rollouts and share new ideas inspired by their locations and experiences. We have continued this valuable initiative this year.

Tailored, local support

To accelerate our local and regional efforts, we have expanded the group D&I team to provide tailored, local support. This includes creating and enhancing local D&I councils, developing policies on topics such as reasonable accommodations, fertility, and menopause and assisting local teams with goal-setting and initiative planning.





Education

We prioritize education globally, through a bespoke Valtech diversity and inclusion learning path, with modules for leaders, teams and all Valtechies.

Extended support for neurodiverse Valtechies

In 2023, we hosted a global roundtable with neurodiverse colleagues from around the world, asking them to identify their top two priorities for us to address at the group level in 2024. They highlighted the need for: 1) a group-level event to raise awareness about neurodiversity and share real-life stories within Valtech, and 2) a dedicated module on neurodiversity as part of the D&I learning path, focusing on ways to offer support.

In 2024, we're proud to have accomplished both.

In May, we hosted our first global neurodiversity event, featuring Brandon Murphy, U.K. Executive Director of Technology, who talked about his journey growing up before neurodiversity was a widely recognized term and the ways he has found structure in his career.

He was joined by Suzanne Schröder, Chief People Officer, who shared their call to action for allies.

We also introduced a group-level module to raise awareness and understanding of neurodiversity. This training helps us all adopt more considerate and inclusive ways of working.

This training takes participants through:

- Key definitions
- Statistics around the world
- Common myths
- Valtechie stories
- Ways to support



Brandon Murphy
U.K. Executive Director of Technology



Suzanne Schröder
Global Chief People Officer



Case studies from around the world

Diversity and inclusion is unique and nuanced across the globe.

At Valtech, we have many impactful stories, each remarkable in its own way. Here, we share a selection of initiatives from around the world, organized into four key themes:

- Women at Valtech
- Health and wellness
- Accessibility and disability support
- Focusing on equity



Women in Valtech

Data analysis

Data is central to our group analysis, helping us understand where we are and where we aim to go. Each month, we analyze global hiring data to assess gender diversity within our talent pool

and define any necessary initiatives. Quarterly, we break down engagement survey data by gender and location to gain insight into how all people truly feel within Valtech.



Across the world, we regularly review gender diversity data in specific areas such as leadership and technology to track progress and define clear paths forward within our five-pillar strategy. Based on local nuances and cultural contexts we also examine other aspects of diversity, including nationality, ethnicity and age.



Belonging

At Valtech, we are dedicated to fostering inclusive environments where individuals are empowered to bring their authentic selves to work and flourish. This is one of the key responsibilities of our global belonging group, Women at Valtech.

Women at Valtech is a global community dedicated to supporting and empowering female-identifying, trans and non-binary professionals. Any Valtechie who is interested and supports this group, is welcome to join, where we have dedicated allyship-focused sessions throughout the year.

Their purpose is to foster a supportive and inclusive environment where members can

share experiences, resources and opportunities for professional growth.

This year, Women at Valtech successfully ran three quarterly events on topics relevant to the group, including how to progress as life priorities change, an insightful conversation on the gender health gap and an inspiring session focused on unleashing your potential. These events provided members with a platform to engage with internal speakers, participate in skill-building sessions and connect with other women across the organization.

We now also have women-focused belonging groups in India, the UK and Brazil.



Elaine Spong
Director of Strategic Pursuits



Gina Röge
Principal Consultant
Digital Transformation Processes



Jessica Holloway
Client Lead



Susan Iovenitti
VP Experience Strategy



Our work on menopause awareness

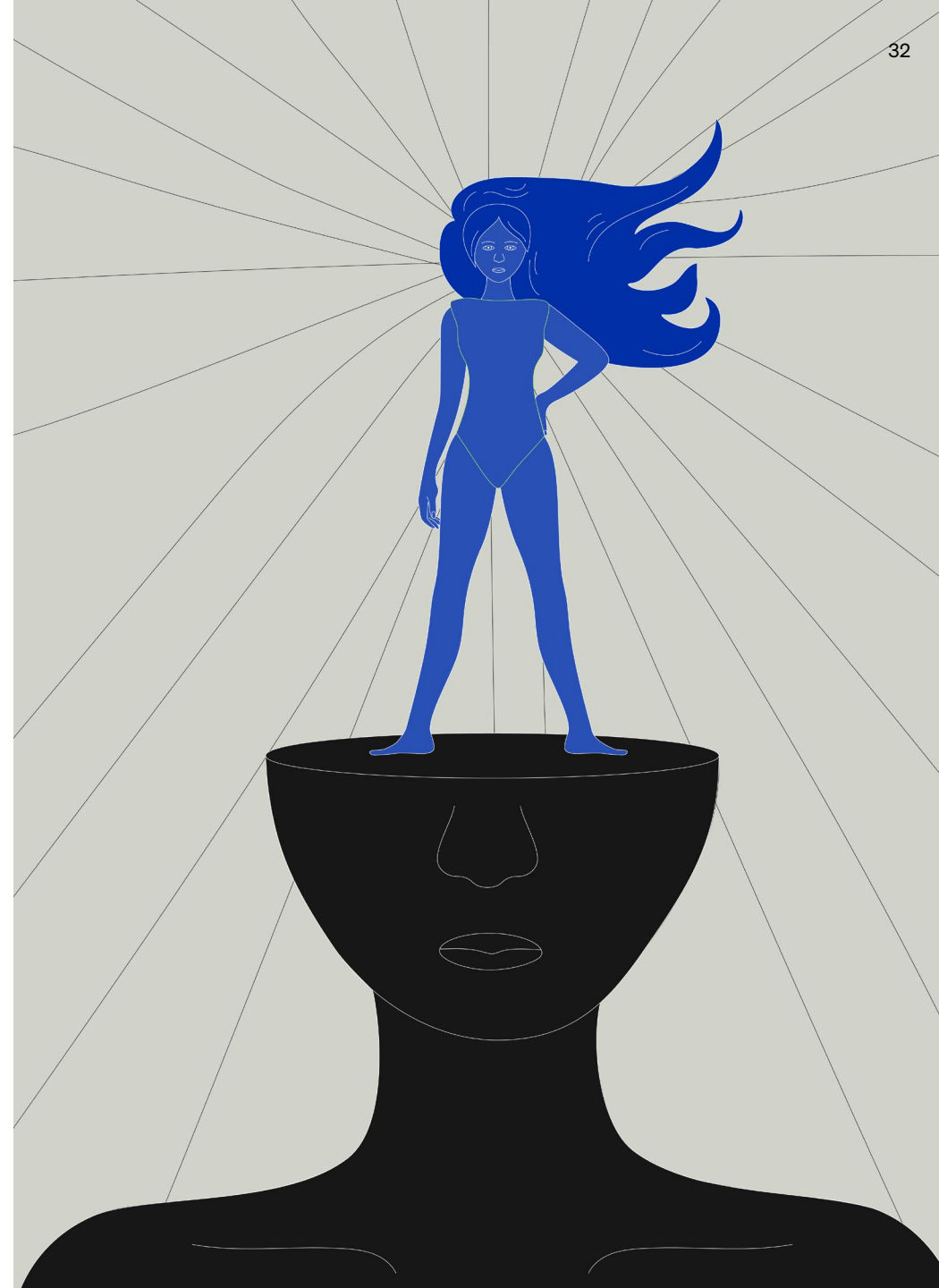
Last year, we shared the story of our Menopause Café, a community that started in the UK and has expanded across Europe to France, DACH, Sweden, Portugal, Denmark and Eastern Europe. These groups bring people together to discuss, share and raise awareness on various topics related to menopause and being menopausal. Since its creation in 2023, the group has held over 25 sessions and hosted its first global event for Menopause Awareness Month in October.



I was thrown into menopause overnight and 10 years early. I had no clue that it really could be quite traumatic both physically and mentally. I knew I needed a support system, and I was sure other women would be feeling the same way too, so the Menopause Café was born. Together we discuss and support the changes we are facing through hints, tips, personal stories and — above all — a sense of camaraderie. Always knowing that we are each looking out for one another, and that beyond the boundaries of being colleagues, we are also allies in this life transition.

Ankhelitza Burkitt
Regional Capacity Manager,
Group founding member

Our work on menopause awareness has also extended to our client projects. This year, Valtech Radon in Sweden won gold at Stockholm Media Week for their innovative idea to launch a new line of RFSU menopause products at 3 a.m. Recognizing that insomnia and fatigue are among the most common yet rarely discussed symptoms, they identified the middle of the night as the ideal time for a hyper-targeted product launch. This was followed by a comprehensive campaign tailored to address common menopause symptoms.





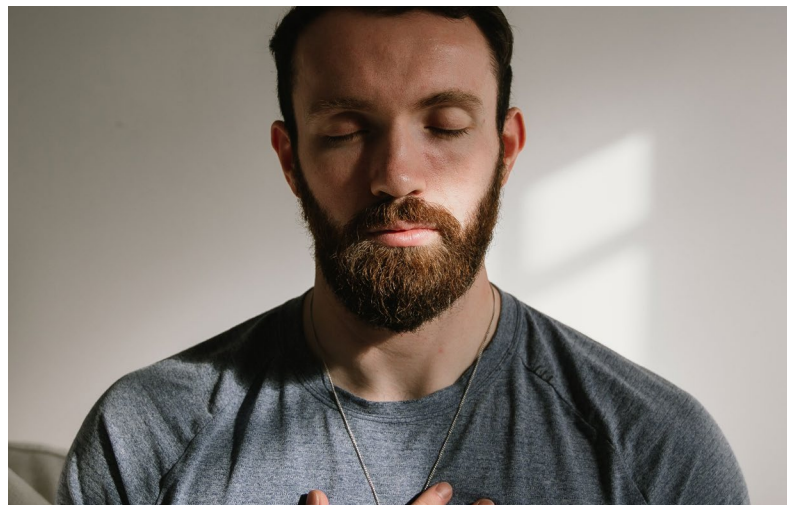
Health and wellness

Health and wellness are essential to feeling good. To help all Valtechies feel supported and at their best, our teams have been working hard to ensure everyone has the resources they need to thrive — and support they can turn to when they don't.

In Dubai, as part of the team's annual diversity and inclusion month, our MENA team focused on fostering mental health awareness through two key workshops, attended by the entire MENA team:

- **Emotional intelligence and building relationships:**
Developing emotional intelligence to improve self-awareness, enhance communication and foster empathy among colleagues.
- **Brain health and optimization workshop:**
Understanding brain types, brain function and how factors like lifestyle and environment affect cognitive performance.

These sessions were designed to equip our team with tools to better manage emotional and mental well-being, both personally and professionally. By addressing mental health and neurodiversity, we aimed to help our team build stronger relationships, improve collaboration and manage workplace stress more effectively.



Jamie Clements
Breath-work coach and Mental Health advocate

Men's mental health month

More than twice as many men in Switzerland die by suicide compared to women, and men account for 79-80% of suicide cases globally. With over 60% of Valtech Switzerland's workforce being men, this is a critical focus for supporting our people. Men should not have to suffer in silence, so in November, we make this topic a key focus of our discussions. We aim to break down stigma around men's mental health and provide opportunities for those in need to access support. To help address this difficult conversation, the team organized a workshop with Jamie Clements from the "anti-man-up" movement.

World Wellness Day

In France, to mark World Wellness Day in June, the team organized an open yoga session for all employees in our Paris office. This initiative brought the team together in a unique way, providing a space to connect while caring for their physical and mental health. Yogis of all experience levels participated, and we are exploring ways to make this a regular initiative throughout the year.





Health is wealth

In North America, the team focused on the theme “health is wealth,” highlighting a different category each quarter. Topics ranged from mental and physical health to financial wellness and maintaining a healthy lifestyle. The team hosted activities such as cooking classes, yoga sessions, paint workshops and challenges with prizes. They also provided monthly tips, informational resources aligned with the focus of the month and tools to help employees prioritize their health.



Towards the podium

In LATAM, the team drew inspiration from the Paris 2024 Olympics with the theme “Towards the podium: The journey of champions.” The program featured external speakers who shared valuable tips on nutrition, healthy habits and finding balance.”

Turning problems into possibilities

In Singapore, our teams participated in a workshop titled “Turning problems into possibilities: Building resilience in life and work” which encouraged them to view challenges from a new perspective and be inspired by a new mindset.





Accessibility and disability support

Accessibility and disability support are core to inclusion. Creating environments and solutions for everyone is key to our diversity and inclusion strategy.

Globally, we have a growing community of over 550 members in our Accessibility Craft Circle. Global craft and industry circles are communities of practice formed around common competencies and technologies. These circles were created to help Valtech stay aligned with the dynamic nature of our industry. Designed to give our people and teams a way to tap into our global collective intelligence, craft and industry circles provide a forum for accessing support, sharing insights, and shaping the way we work together.

In our Accessibility Circle, we've held quarterly lightning talks to share exciting accessibility-focused Valtechie case studies from around the world. To further expand knowledge, Annick Primard, North America Web Accessibility Lead, hosted "Onion" Workshops. These six 90-minute sessions peeled back layers of complexity on digital accessibility. The goal was to help the community become more familiar with the Web Content Accessibility Guidelines' criteria, which participants were then encouraged to explain to their peers and two accessibility-certified members.

+550

Members in the Accessibility Craft Circle



Annick Primard
Accessibility Lead



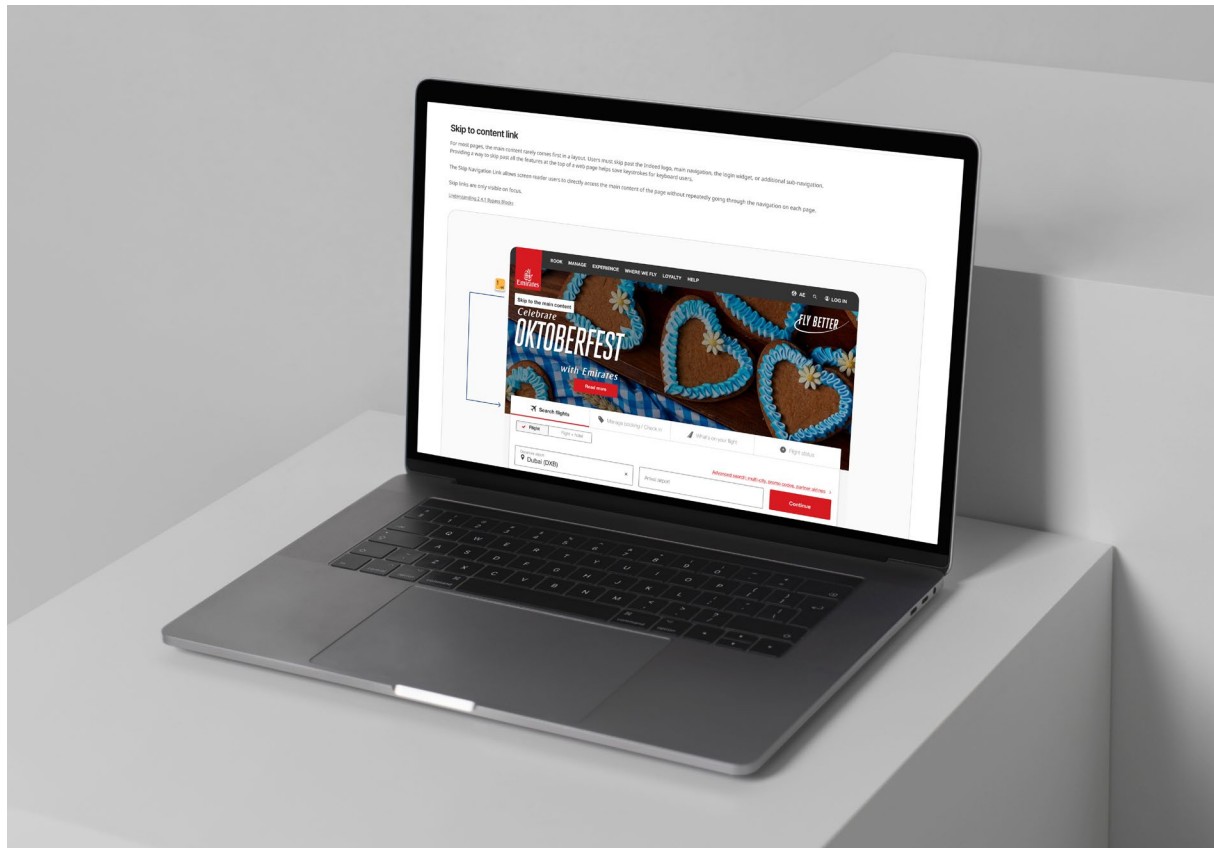
Building on this, we have been developing a program to support our people and clients in preparation for the European Accessibility Act 2005. At Valtech, we follow the social model of disability which says that people are disabled by barriers in society, not by their impairment or difference. Our goal is to remove these barriers, creating equality and offering disabled people greater independence, choice and control. To provide the necessary support for this important act, we have:

- Formed a toolkit for our teams to support our clients with their evolving digital accessibility needs.
- Created a new “Accessibility at Valtech” module, which is mandated for all new joiners and a new automated generated learning path for all roles affected, such as UX/UI, frontend and more — to ensure all our people are upskilled in this key competency.
- Ensured all our contracts have the new required legal measures in place.

A guided city tour of Zurich

In Switzerland, our team had the privilege of participating in an extraordinary and eye-opening event — a guided city tour of Zurich led by Monika and Jean, two visually-impaired guides. They also had the chance to experience assistive technologies firsthand. They were introduced to reading devices designed to help those with limited vision access printed materials and digital content. Trying out these devices gave us a profound appreciation for the challenges faced by the visually impaired community and the incredible technology that helps bridge the gap.





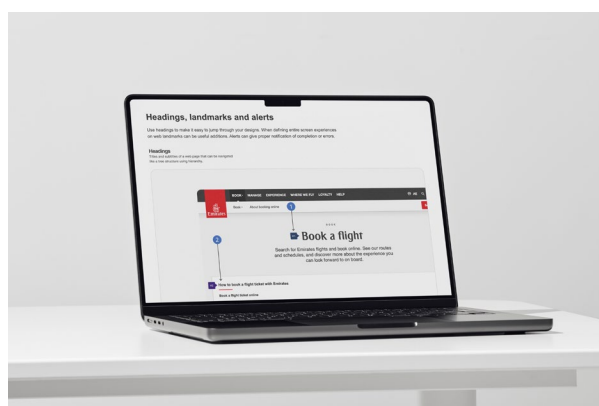
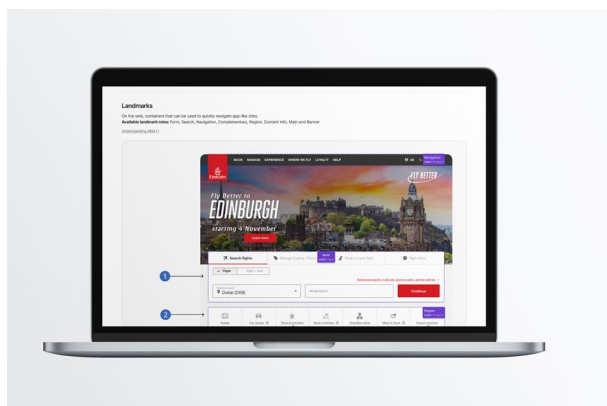
“Three after Midnight” Museum in the Dark

In Ukraine, the team visited “Three after Midnight” Museum in the Dark. We explored accessible language, respectful assistance and the importance of true accessibility as a matter of dignity and equal opportunity.

These unique experiences allowed us to explore the city through a different lens, gaining valuable insights into the daily lives of those who navigate it without sight. Our team, joined by colleagues and partners, came away with a deeper understanding of accessibility and a renewed commitment to inclusive design.

An a11y annotation toolkit to elevate accessibility

In MENA, our team, led by Pankaj Muraleedhar, UI designer, developed an a11y annotation toolkit to elevate accessibility in design. This proactive tool addresses potential accessibility issues early in the process, providing bite-sized guidance and seamless handoff assets for developers. By encouraging designers to prioritize accessibility and embedding it into the design workflow, the toolkit has significantly improved efficiency. It has tripled workflow efficiency, been adopted by more than 10 teams, resulted in the creation of over 230 annotated components, improved documentation and reduced pre-development accessibility issues, making implementation faster and more consistent.





Focusing on equity

At Valtech, we understand that different people require different support. This principle is at the heart of our diversity and inclusion strategy. Guided by this belief, we have implemented key initiatives across the world to provide specific, tailored support to underrepresented groups.

Supporting our underrepresented Valtechies across the globe

Now in its second cohort, the Accelerating into Leadership program aims to enhance the diversity of our leadership while providing a clear framework to support the progression of underrepresented Valtechies through structured, meaningful sponsorship. Underrepresented means different things depending on where you are, so we've defined this per region.

We focus on sponsorship rather than mentorship because it is more active and targeted.

We expect sponsors to:

- Champion protégé visibility, often using their own platforms and reputation for exposure.
- Help promote protégés directly, using their influence and networks to connect them to wider circles within and outside of Valtech.
- Provide a safe space for protégés to learn and grow.

This year, over 90 protégés across 12 countries participated in the program. We are now reviewing the program to identify ways to make it even better and more impactful through new frameworks, training sessions and more.

Sharing what matters

In North America, the team shares a dedicated email packed with reading, listening and watching materials for every cultural and religious holiday in their region. This helps colleagues learn about new cultures and see their own culture represented.

Similarly, in DACH, the team created "The Roof," a quarterly newsletter covering all things under the diversity and inclusion "roof" for Switzerland and Germany, including data, initiatives and more.

In China, the team launched a monthly newsletter showcasing regional updates, actively seeking volunteers and encouraging Valtechies to participate in activities or share their own stories or charity work.

Sharing isn't limited to writing. At Valtech Radon, we have "Inclusive Eating," where our chef elevates catering by highlighting the diverse nationalities in the office, breaking down silos and fostering new friendships.

In the Netherlands, we host "Dutchies Dutching," an informal biweekly session where colleagues can come together to learn Dutch. We also organize "cultural canapés," a shared lunch where team members bring canapés from their countries, creating an opportunity to share and learn together.



Giving back

In India, the team has worked to make a positive impact on the communities they serve. Our people upgraded a government primary school in a rural village called Arehalli in the Chitradurga district of Karnataka. They worked to improve infrastructure and reduce dropout rates, notably focusing on young girls. Renovations included safe drinking water facilities, separate toilets and more.

In Argentina, we partnered with Fundación Pescar, a nonprofit civil society organization founded in 2003. Its main goal is to train individuals facing socioeconomic challenges to help them enter the job market. To support these young people, we offer free mentoring and training programs, impacting more than 50 participants so far.

In Brazil, we continued our collaboration with the government's social program to support students and recent graduates from the suburbs of São Paulo and Florianópolis. Many of these young people have limited access to formal job opportunities. Through this initiative, we have impacted over 40 young people.

In the Netherlands, we organized three activities this year, focusing on green initiatives, social welfare and animal welfare. Valtechies volunteered at the Voedselbank Utrecht, assembling food packages for underprivileged members of the community. The Voedselbank shared a presentation on their efforts, explaining how they distribute more than 600 food parcels every week to support over 1,400 residents in Utrecht.





Night of the Refugees

The team also participated in “Nacht van de Vluchtelingen,” or “Night of the Refugees.” Alongside 7,000 participants, they walked either 10 or 40 kilometers to raise awareness for both ongoing and overlooked humanitarian crises worldwide. At Valtech Netherlands, we raised over 1,000 euros, contributing to a record-breaking 1.6 million euros raised for emergency refugee aid by the walk in total. This serves as a powerful reminder of what communities can achieve when united for a common cause.



National Future Career Day

In Switzerland, we actively participate in National Future Career Day, an initiative designed to promote career and life planning for schoolchildren by fostering equal opportunities and providing new perspectives for boys and girls. On this day, hundreds of companies, organizations and educational institutions across Switzerland open their doors. So far, the program has impacted over 100 kids.

In Dubai, we brought together nearly 20 Valtech families, giving Valtech kids the chance to learn about what their parents do at work and spark their curiosity. This event helped create a more connected community, strengthening bonds and celebrating the important roles families play in their lives. It also aimed to raise awareness among colleagues about the daily challenges parents face in balancing work and caregiving responsibilities.





Award win: Veteran-friendly employer in Ukraine

Our team has achieved the Veteran Friendly Award, as given by the Practika project, an initiative led by Veteran Hub.

As Ukraine sees a new generation of veterans re-entering the workforce, businesses are increasingly integrating these skilled specialists into their teams. This award solidifies our progress in creating a veteran-friendly environment.

We actively promote our veteran-friendly culture both in hiring and within our organization. We offer various forms of support, including communication digests for mobilized colleagues, job security during mobilization, manager training, communication guidelines, tailored benefits such as medical insurance for veterans, mentorship, skills development opportunities and flexible work arrangements.





LGBT+

This year, Valtech UK published a new Transgender Policy. While the policy codifies protections for transgender employees, a unique feature is the provision of financial support for those undergoing transition. In the UK, no insurance providers currently cover any aspect of transgender healthcare. This financial support aims to fill that gap, offering the level of assistance insurance should provide and ensuring transgender employees feel more supported by Valtech.

Alongside this, our own Georgina Partington ran a session on “Gender Diversity and Pronouns,” giving our people the tools

to combat misinformation when they see it out in the world alongside a deeper understanding of the complexity of gender. Through targeted work, we have also reinvigorated the local UK Pride Belonging Group.

Across Valtech LATAM, the team focused on highlighting historical events, and struggles, such as the Tarantula Operation, symbolizing the importance of understanding the past to better combat current discrimination. The campaign also helped demystify the LGBTQIAPN+ acronym, explaining each letter and its meaning to facilitate understanding and inclusion.

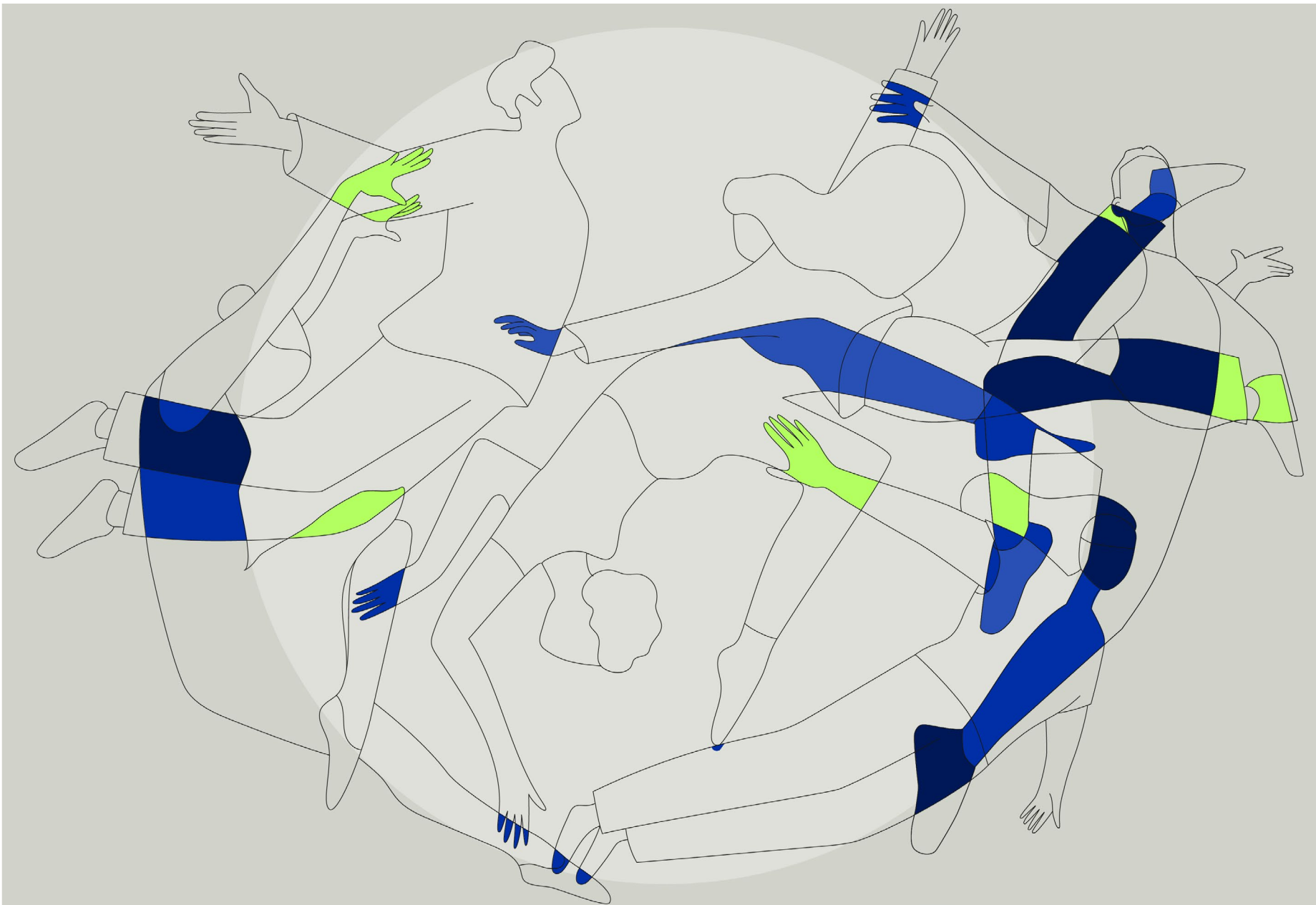
The team explored the concept of the “corporate closet,” highlighting the challenges many LGBTQIAPN+ people face in the workplace. They discussed statistics on mental health

and workplace safety to emphasize the need for welcoming environments. The session reinforced the role of allies, offered practical tips for supporting diversity and provided a thematic background for employees to use in meetings to promote visibility and pride.

Valtech France proudly hosted a drag bingo night in celebration of Pride Month. Around 70 employees attended the event, which was led by Minima Gesté, a drag queen who had the honor of carrying the Olympic torch earlier that summer. The evening combined entertainment with a focus on diversity and inclusion, creating a lively and engaging atmosphere.

Valtech Switzerland also attended Pride as a show of solidarity with the community.





DACH support policy

In DACH, the team has taken an exciting step by launching their all-encompassing Support Policy. This policy outlines the support available within the DACH region and serves as a comprehensive guide to reasonable accommodations, accessibility support, neurodiversity support, transgender and intersex support, menopause support, fertility support, mental health support, financial support, parental support, reintegration support and health condition support. Through this initiative, the team aims to provide the highest level of support and care to those in need.



What's next?

Embracing diversity and fostering inclusion is core to our values of share, dare and care. Our journey on this work continues into the coming years. We are proud and excited to continue to learn from our colleagues around the world, creating environments for all our people to grow and thrive.

For all updates, new reports and more, visit [Diversity & Inclusion section](#).

Valtech is the experience innovation company.

We exist to change the way people experience the world through advanced digital technologies, data and design.

We do this by bringing together a global network of engineers, designers, analysts, and CX professionals with a proven ability to accelerate business growth by transforming clients products, services and systems.

Our global footprint allows us to deliver impact at scale. While our nimble teams bring the agility and adaptability that allow us to create breakthrough innovation and speed-to-market.

