

CORPORATE DIVERSITY & INCLUSION STATEMENT

As a global company we value the diversity of our employees as a genuine strength. Our company brings together people from a wide range of cultural backgrounds – all with different skills, experiences and viewpoints.

Diversity embodies all the differences that make us unique individuals. It is not limited to gender, race, religion, age, disability, sexual orientation, national origin or any other characteristic protected under law.

We promote an inclusive work environment, guided by mutual respect, openness, honesty and the spirit of trust and cooperation, in order to attain the highest possible productivity, creativity and efficiency.

The diversity of our employees mirrors the diversity of our customers, suppliers, and partners. It enables us to deliver innovative services and solutions that make our customers successful.

As certified through the Women's Business Enterprise National Council (WBENC), and a Women Owned Business (WOSB), and with 65% of our employees being women, we believe that everyone at ITC Translations can contribute to our joint success.

Being all different, together we are successful.

REVISIONS AND VALIDATION

Document Revisions

No.	Document Version	Revision Description	Revision Date	Reviser
1	V1	Creation of ITC Corporate Diversity & Inclusion Statement	05/23/2022	M.Lavarenne
2	V2	Periodic Update	09/01/2022	M.Lavarenne
3	V3	Update of the percentage of Women	10/25/2022	M.Lavarenne
4	V4	Update of the percentage of Women	11/14/2023	M.Lavarenne
5				

Document Validation

This document and its version number have been logged in the ITC Document Tracking file. It has been signed off and validated by the ITC HR Manager.

Date: 11/14/2023

Name: M. Lavarenne

Signature: 