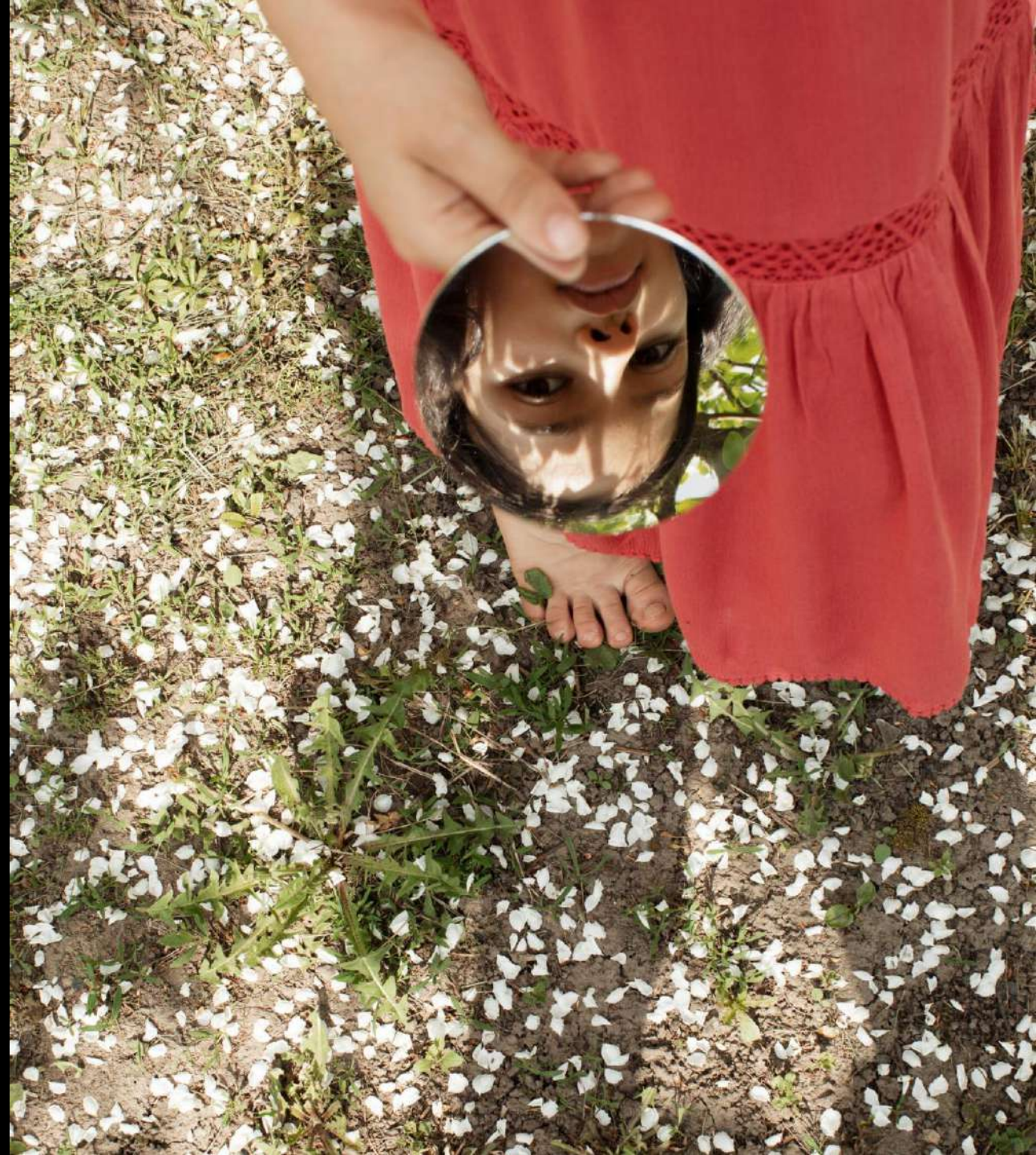


ASCENDION

***Our Values Bring Our
Culture To Life***

Diversity, Equity and Inclusion



Our Values



We say yes where others can't or won't. We solve problems by seeing the world differently.



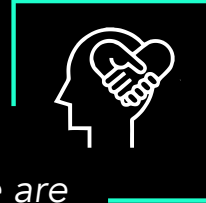
We are
Boldly
Optimistic

We recognize that progress is not a straight line. We are inspired to do big things. We are agile in the face of adversity. We find passion and joy in the journey.



We are
Relentlessly
Curious

We know we need to learn more, and we want to! We are always growing. We are excited by the opportunity to achieve mastery in our chosen craft.



We are
Deeply
Empathetic

We are inspired to understand our changing world. We show empathy. We care deeply for clients and our teams. We love the concept of winning together.



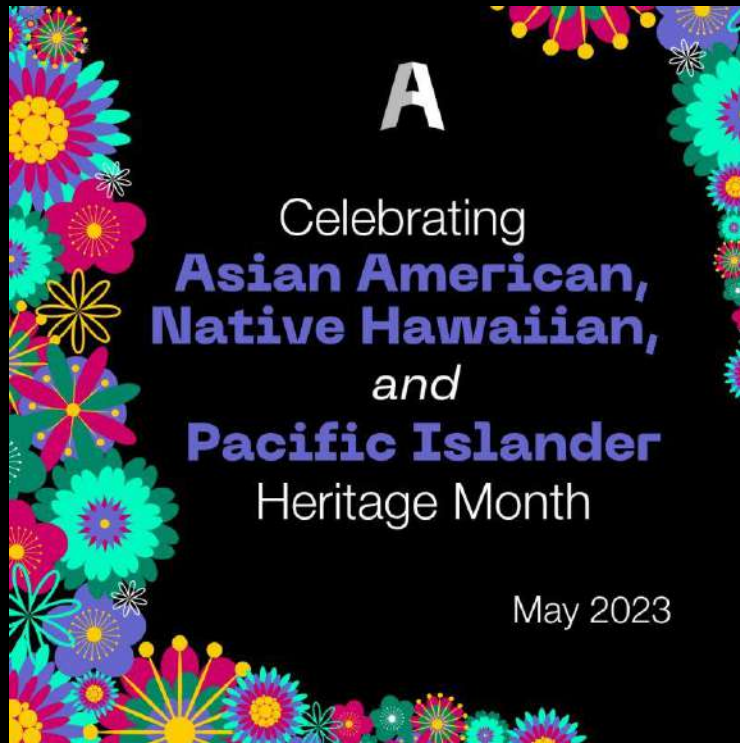
We are
An Ally to Clients
& our People

We are a powerful partner for our clients, our people, and the communities we serve. We live the promise of:
Be Bold, Be Kind.

*We are an ally
for our people to progress toward a more inclusive workforce.*



We embrace diversity, inclusivity, and allyship as core values that drive our company culture.



We empower individuals to bring their whole selves to work . . .



ASCENDION

Championing
work-life
balance
and
well-being:
This is inclusion

An Ally to Clients
& Our People

Elizabeth Garcia, Manager, Head of People Operations - North America

A video thumbnail featuring Elizabeth Garcia, a woman with long dark hair wearing a white top, with her arms crossed. The background is a dark grey with a white chevron pattern and a colorful diagonal stripe in the top right corner.

Riley Nelligan
Talent Specialist

A video thumbnail featuring Riley Nelligan, a young woman with long brown hair wearing a dark top. The background is a plain light grey.

Voices of Ascension Video Series

ASCENDION

Feeling
respect
and
appreciation:
This is inclusion

An Ally to Clients
& Our People

Vinay Verma, Senior Vice President and Head, Global Talent Engine

A video thumbnail featuring Vinay Verma, a man with glasses and a beard wearing a grey blazer, with his hands in his pockets. The background is a dark grey with a white chevron pattern and a colorful diagonal stripe in the top right corner.



... and bring our values to life in support of one another



Voices of Ascendion Video Series



We Believe in the Power of Digital Inclusion



ASCENDION

Nurturing
creativity and
embracing
diverse perspectives:
This is inclusion

An Ally to Clients
& Our People

Maleeka Catron, Senior Account Manager

ASCENDION

Having
equal access
to
resources:
This is inclusion

An Ally to Clients
& Our People

Scott Spencer, President, Geographies

**Ascendion's
Commitment
to Inclusion**

Humanizing Technology with
Intelligent Accessibility Framework
(IAF)

Accessible to everyone

Take the ambiguity out of web & mobile accessibility testing and compliance with tools, training, and services from Ascendion.

contact accessibility@ascendion.com
for a consultation

We make accessibility a seamless part of the development process to empower and include all users.

Ascendion is a proud sponsor of the 2nd Annual Minority Business Economic Forum¹



¹ Hosted by the National Minority Supplier Development Council ([NMSDCHO](#)).

We believe that women can wear multiple hats without having to compromise their career ambitions or their personal goals. [#AscendAgain](#)

Your mom-skills are in demand
to train our teams on time management.

#AscendAgain

Email your resume to careers@ascendion.com

ASCENDION



You've successfully delivered a 9-month long system development project.



You've become an expert in diagnosing and troubleshooting system bugs.



You've coded custom learning modules into a newly developed application.

A

System Security Manager

Sleep

Dear mothers, you can be both.



#SheAscends Campaign for Women's History Month



"What attracted me the most about Ascendion is the flexibility of working from anywhere. Before deciding to join Ascendion, I spoke with my previous manager, who has already moved to Ascendion. She was pleased with the work culture and work-life balance. Hence, one reason I opted to join."

"As the mother of an LGBTQIA+ son and two children born with cystic fibrosis, I know first-hand the impact of bias and cruelty. However, my experiences have shaped me into a leader who embraces and uplifts all."



"I love our people, women leadership programs, and work culture! I am also grateful for the opportunities to learn and get mentorship from other women leaders through our communities of practice model called Ascendion Circles."

"I love the friendly atmosphere at Ascendion. As a woman in IT, I know all about imposter syndrome – and at Ascendion, it is never a problem. You always feel welcome and appreciated."





#AscendionPRIDE

During PRIDE month and every month, we proudly stand with the LGBTQ+ community, celebrating their achievements and advocating for equality.



#BeBoldBeYou

#CuriosityUnites

#EmpathyMatters

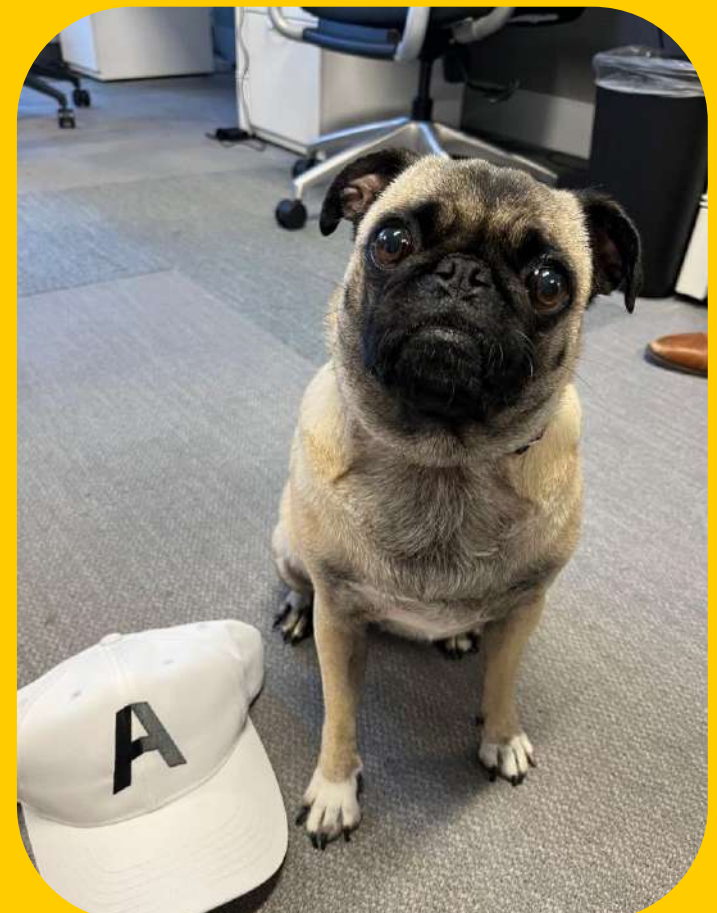
#StrongerTogether



We are committed to creating a [diverse and inclusive workplace](#) where everyone can thrive and reach their full potential.



And, our inclusive culture also embraces the diversity of wet noses, family members and the joy of play!





Thank you



Appendix

Ascension Culture Teams



What are they?

- A diverse group of role models who naturally demonstrate the culture we're trying to build in the company

Why have them?

- To ensure that the culture that we envision is executed with impact
- To help shape and execute the culture transformation for a fixed period until our culture organically sustains itself

How were team members identified?

- Natural "personality magnets" that influence departmentally and/or organizationally
- Consistent demonstration of high leadership potential
- Skilled in cross-functionally taking things forward



The Tenets of Our Culture

What each Ascender should see, feel and experience in our culture

We celebrate (with gusto)

- Weekly and Monthly Shoutouts
- Acts of Awesomeness and awards
- Annual events and contests

We communicate

- Monthly leadership townhalls
- CEO townhalls
- The Download (company newsletter)
- Monthly and quarterly connects
- Yammer/ Teams based communication
- Social media and video campaigns

We serve our world

- Programs aligned to passion
- One Tree Planted
- Leukemia & Lymphoma Society
- Vidya Bharathi initiative

We evolve and learn

- EDGE training
- Circles for craft mastery
- Women's Leadership Advisory Board
- Ascendion Learning Lab
- Higher education / certification

We create

- We build for clients and ourselves
- New ideas are given room to grow
- Codeathons and Hackathons

We crave growth

- Semi-annual promotion processes
- Career path options
- Capabilities that turn ideas into actions
- Velocity over perfection

We make inclusion part of our daily lives

- Mentoring, hiring, promoting, retaining
- We look for new ideas – from everyone! – and try them out

We honor the whole Ascender

- Work is important, but only as a part of life
- We make space for the full lives of our Ascenders

We empower

- Make decisions close to the point of decision relevance
- Act like owners

Our Approach

Develop and embed 2-3 culture focused workstreams to raise awareness and increase participation of all Ascenders to help evolve the culture



Team Name	Culture Tenet	Initiatives
Heroes, Legends and Rituals	<p><i>We celebrate (with gusto)</i></p> <p><i>We communicate</i></p>	<ul style="list-style-type: none"> • My Ally - a buddy system to pair new joiners with values and culture champions • Elevating department recognition to global shoutouts
Service and Sustainability	<p><i>We serve our world</i></p>	<ul style="list-style-type: none"> • Education initiatives for girls in underprivileged areas in partnership with Vidya Bharati • Blood donation and food bank drives at the local and global level • Afforestation program with SankalpTaru benefitting ground water recharge and decarbonization through the planting of 1,000 trees
Upskilling and Innovation	<p><i>We evolve and learn</i></p> <p><i>We create</i></p>	<ul style="list-style-type: none"> • Certification / education reimbursement benefit awareness campaigns • Global ideas contest • EDGE and GenAI training • Codeathon/Hackathon events
Ascender Careers	<p><i>We crave growth</i></p> <p><i>We make inclusion part of our daily lives</i></p>	<ul style="list-style-type: none"> • AscenderShips to as an “internal-intern” program for Ascenders to explore various career paths • Level-appropriate skill roadmaps based on core role types
Wellbeing and Personal Passions	<p><i>We honor the whole Ascender</i></p> <p><i>We empower</i></p>	<ul style="list-style-type: none"> • LGBT Pride Month allyship and Juneteenth celebration activities • Global ping pong tournament • Mental Health Awareness events