

GFT ■

WELCOME
ON BOARD!
LET'S
CONNECT



Welcome to GFT!

First of all, let me say we're very happy to have you on board! You are now part of our awesome #teamgft!

The upcoming weeks and months will be very exciting for you. Everything will feel new, you'll learn new things, work in a new environment, and get to know a lot of new people. We all know how challenging this journey can be, so we want to make your start here at GFT as smooth as possible.

In this culture book, we'd like to give you a first glimpse of our company, how we work and what we stand for. Make yourself familiar with our history, get to know more about our business and read about what our core values mean to our people.

At GFT, our people are our biggest asset. Working at GFT means a lot more than just delivering lines of software code. We not only bring digitisation to our clients; we are digital first. Together, we are shaping the future of digital business. And everyone here is in a position to shape our business and move the company forward. At GFT, your responsibility grows as we do – as we all move forward together.

Once again: welcome to our company!
Your CEO,

Marika Lulay
Chief Executive Officer (CEO) & Managing Director

Group Executive Board



Dr. Jochen Ruetz
Chief Financial Officer (CFO) & Managing Director



Joan-Carles Fonoll
Chief Operating Officer (COO)



Christopher Ortiz
Group Chief Executive
Global Markets and Region Manager APAC & UK



Jens-Thorsten Rauer
Group Chief Executive
Region Manager Central & Western Europe



Marco Santos
Group Chief Executive
Region Manager USA & Latin America

THE GFT HELIX.

The GFT Helix is our visualisation of the major technical challenges faced by most organisations in all sectors today. Our vision is that technical innovation and digital transformation are the roadmap to a successful future and they are closely entwined. In practice, this DNA-like path is formed by multiple decisions and comprises many strands, often moving at different speeds.

Innovation is about doing things in new ways: disruption, accelerating decisions and

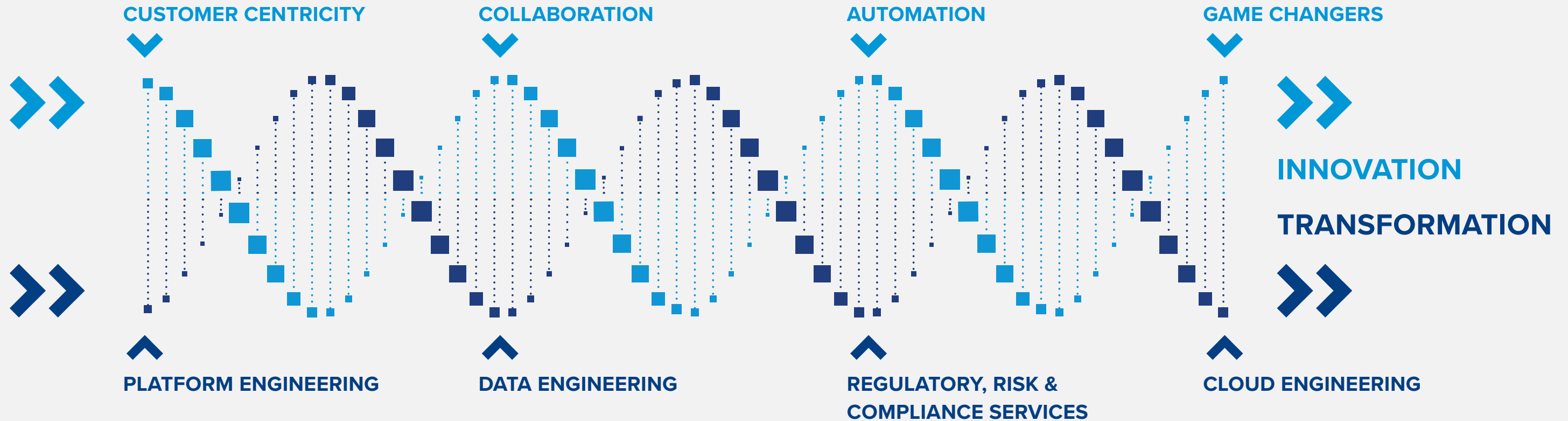
deployments. In most organisations, innovation determines the strategic direction, and new business models pave the way to future prosperity. New technologies play a pivotal role in creating a leaner, learning organisation that embraces change. These include artificial intelligence, virtual realities, natural language processing, distributed ledgers, robotic processing and open APIs.

A smart organisation uses technology to become agile, customer centric and proactive. Customer behaviour and expectations will be reflected in guided customer journeys and every interaction is an opportunity to

deliver customer satisfaction. Technology makes this possible and cloud computing aligns processing the real-time 24/7 world.

Transformation is driven by the continual pursuit of operational excellence through incremental improvements and optimisation. But successful transformation also requires a “business as usual” culture that is adaptive, nimble and cost effective. Typical transformation projects include business platform modernisation, restructuring data architectures, embedding regulatory compliance rules or migrating to the cloud to improve agility, efficiency and scale.

>>>>v7L77>>>DNA innovation 7>7^<<< >>7 transformation



>L>>>77 Let us tell you a story >7<L< >7<L<<<<><<<<7^



The GFT Story.



Building enduring success through the success of others.

For over three decades, GFT has empowered the growth of many of the world's top banks and leading companies in other sectors. But our own history is also a great success story, one of sustained growth, driven by our passion to help others. Here we take a brief look back through time to understand our history, culture and “DNA” that makes us the ideal business partner.

GFT was founded in 1987 in St. Georgen. Our founder, Ulrich Dietz had an inspired vision of how technology could improve and transform organisations across all sectors. His vision that GFT was “ready to grow” has fuelled our continual development, expansion into new markets, and is as relevant today as ever.

With technology at the heart of everything we do, GFT has helped many of the world's leading organisations do new things and do things in new ways. Although technology has evolved, driving growth remains the essence of our culture. So what have been our major landmarks?

Ready to grow – early days and international expansion

Following three years of growth as a technology consultancy, GFT launched its first product – GRIT - in 1990, which offered a pioneering object-oriented development environment for graphical user interfaces. This success established GFT's reputation for innovation and the business grew on the strength of our practical mix of technology and business skills. This unique combination of business and technology expertise remains a core element of our value proposition. Throughout the 1990s our business grew internationally, and GFT opened an office in Switzerland providing groundbreaking e-government solutions.

Public offering, further growth

In 1999, as the world feared the looming millennium bug and a technological meltdown, GFT became listed on the German stock exchange. The IPO fuelled a new era of sustained growth as the GFT brand became universally known throughout financial services and beyond. As founder Ulrich Dietz comments, “The IPO took GFT to a completely new level. It's not possible to quantify such success in numbers.”

In 2001 new offices were opened in the UK and Spain. And after winning a major financial services contract in Brazil in 2003, a development centre was opened near São Paulo. As GFT gained more international recognition, headquarters were moved to Stuttgart in 2008.



International acquisitions

As a well-funded public company, GFT entered new markets through acquisition: it bought the Italian consulting firm Sempla, then UK consultancy Rule Financial, with 660 employees in four countries. In 2015, the acquisition of Adesis in Spain was completed, which added 273 more IT experts in Spain and Mexico. Further expansion in Latin America was driven by the acquisition of IP specialist Habber Tec Brazil. Since 2019 GFT has been expanding its global footprint into the Asian markets. And with the acquisitions of AXOOM and in-GmbH GFT expanded its industry expertise and further pursued its strategy of portfolio renewal and diversification.

Proud heritage, confident future

After thirty years at the helm, in May 2017 Ulrich Dietz stepped aside and Marika Lulay was appointed CEO. Today, GFT continues to drive growth through digital transformation. We do this through IT services and software solutions in pioneering technologies.

World-class services supported locally

GFT's most important assets are its people and customers. With 8.000 experts in 15 countries, we offer the right skills and technologies in the best locations to deliver world-class services, supported locally. Many of the world's top companies trust us to deliver innovation that drives business growth.

Big enough to deliver, small enough to care

GFT offers a unique blend of sector expertise and proven methods, coupled with delivery excellence to deliver solutions that improve our customer's business performance. Growth is central to all that we do. We have sufficient scale to resource the most ambitious projects in the right location, offering a choice of on-site, mixed shore, near-shore. Our expert people, hands-on approach and determination enable us to deliver projects quickly and cost-effectively.

>> GFT Story
 < > < > < > < >
 sustained
 growth >
 < < > > > > >
 > > > > > > >
 passion < < <
 > > > > > > >
 innovation >

>>>v7 #gfttalents
 77 7v>7<<777>
 ready to grow L^
 >>>>>>>>7>7^<<
 777^<<77777777
 connect with us >>
 L7> grow with us
 L>>>7>7^<<777><
 77^L77v>v7<<



Guillermo Rodríguez
Global Head of HR



At GFT, we are always on the lookout for great talent and we are excited to have you on board with us; we're glad you have decided to grow with us!

"Ready to grow!" is at the core of GFT. It's what we stand for and what we aspire to be. Growth is central to our success, it not only supports our growth path and aspirations to recruit new talent to help us reach our next milestones, but also our aspirations to develop and adapt across different industry sectors, as well as develop as a global Employer of Choice.

"Ready to grow" also recognises the need for our talented employees to grow, adapt and learn – ready to grow into their new roles by learning new technologies and methods, take on new responsibilities, or develop themselves and their career while at GFT.

Connect
with some of
our talents. >>



It all starts with a C. #gftvalues

It's up to all of us to bring the "5Cs" to life. They underpin everything we do. They form the foundation on which we perform our work and go about our business.

CARING We care about people, cultures and opinions, and show everyone equal respect.

COMMITTED We are committed to our company and our clients.

COLLABORATIVE We collaborate and succeed as one team.

COURAGEOUS We have the courage to challenge and break new ground, thus embracing new growth opportunities.

CREATIVE We turn ideas into creative solutions and strive for quality in everything we do.



>>>>v^L> be part
of GFT ^<<<>^<<^
L^>L^
J>^<<<
caring >>>v
>>>^>>>X
<<<<^>>
L>>>J^>> respect
JvL>>>J diversity



5 Cs – and a beacon that guides us.

CARING.



We care about people, cultures and opinions and show everyone equal respect.



Always treat everyone equally and with respect.



Role model positive leadership behaviours and always look do the right thing by GFT and our people.



Actively look to build strong and trusted working relationships within GFT.



Be caring, welcome new starters, guide and mentor more junior levels.



Be actively involved with GFT and contribute to how it shapes and develops its future.



“For me CARING is being in a good big family. Think about the opportunities or needs of the other person and do the best on these points without any rewards or bad feelings.

GFT enables everyone to take care of the GFT family, so in the end everyone is caring about everyone.”

Martin Weichardt, Project Governance at GFT Germany



5 Cs – and a beacon that guides us.

COMMITTED.



We are committed to our company and our clients.



Always deliver on your promises and aim to exceed your client's expectations.



Take ownership for your actions from start to finish and show dedication in everything that you do.



Strive for excellence and always aim to deliver the highest possible quality.



Be enthusiastic, positive and passionate about your work.



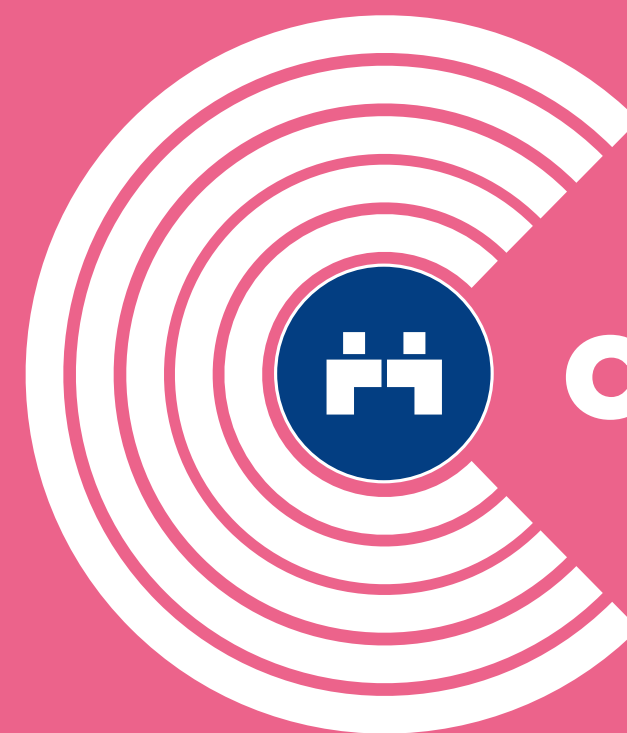
Be committed to learning and developing new skills and looking to continuously improve year on year.



“Being committed, in my opinion, is the foundation of my job. Performing my duties diligently and taking responsibility for my tasks is something that is at the heart of my work ethic and my personality. When you take responsibility for the results of your actions, you win appreciation from your colleagues - and then you feel truly motivated! Being committed also gives you more authority and independence, and tasks that may be daunting at first, but which you can handle over time. Thanks to that you grow and gain the trust of your superiors, which motivates you to do even more and gives you great satisfaction.”

Aleksandra Szelag, Corporate Services at GFT Poland

strive for excellence



committed

dedicated

passionate

>>> L V <<< > sharing
knowledge >>> <<< 7




collaborative


L >>> 7 ^ 7 one team
7 < communication


5 Cs – and a beacon that guides us.


COLLABORATIVE.
7


We collaborate
and succeed
as one team.

 Actively share knowledge, feedback
and ideas, and encourage others to
do the same.

 Always work as one team
and seek to remove any
barriers to creating a great
team dynamic.

 Positively contribute to the team
engagement and be seen as a
valued team member.

 Be an advocate for transparency
and great communication.

 Share important issues with your
team and work together to solve
them.



“What it means for me to be collaborative...
In my view, teamwork is the most important thing
to achieve the best results. Communication and
comparison are the fundamental ingredients that
help me with my daily activities but also to
achieve my goals. I try to convey this approach
even to the most junior members of my team.

**I am happy to be part of the GFT family and I work
to create a positive and collaborative atmosphere
not only with the people who work with me but with
all the employees of the company.”**

Federica Tancini, Corporate Services at GFT Italy

7

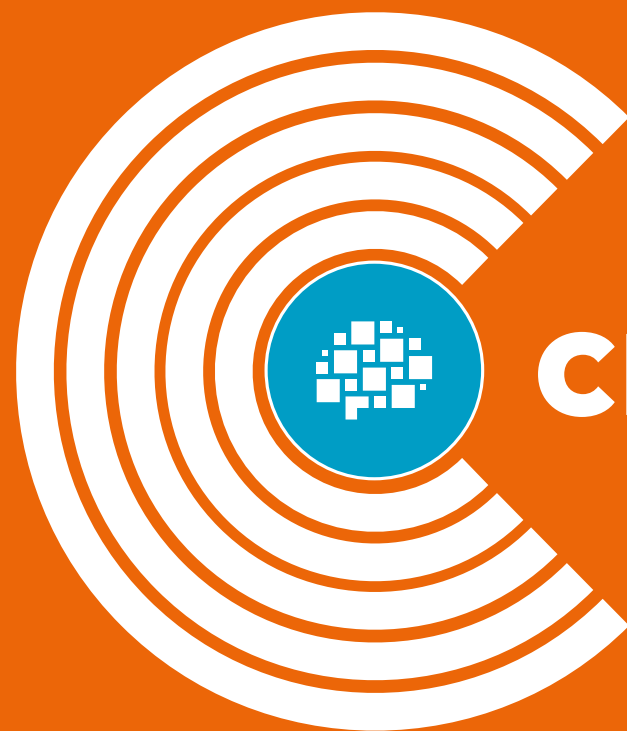


David White, Architecture at GFT USA

challenge

learn

>>> out of the
box



creative

innovative
agile



5 Cs – and a beacon that guides us.

CREATIVE.

We turn ideas into creative solutions and strive for quality in everything we do.

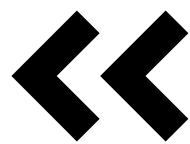
Be passionate about innovation and technology trends.

Always be inquisitive and always seek new ways to improve and excel in yourself and in your work.

Embrace different perspectives, challenge the norm, ask questions, look for solutions to every problem.

Be agile, flexible, happy to embrace change and willing to adapt.

Aim to be creative every day.



“To get to the creative process, it is important to connect with what we are passionate about and experience everything that comes to mind without judging ourselves. Once this process is completed, we form mental associations which help us to arrive at the idea that will probably help with the solution of a problem. This is what creativity means to me!”

Gustavo Villavicencio, Project Development at GFT Mexico

>>> <<< modern

<<< >>> workplace

tools <<<

>>> >>> share

knowledge <<<

>>> >>>

**Share your
knowledge.
Keep learning.
And enjoy
tech with GFT!**

Our Tech Communities

T

At GFT, we are tech-heavy, and we love that! Not least for this reason, GFT's CTO Gonzalo Ruiz De Villa Suárez has initiated the Tech Communities to connect our brightest minds internally. Two initiatives have since been launched:

- A blog on medium.com, called GFT-Engineering, to make our expertise visible internally and externally.
- The DeepDriver challenge, to let teams compete by building the best autonomous car and let them deep dive into modern IoT (including hardware), AI, Cloud and simulation solutions.
- The GreenCoding initiative, to shape a more sustainable future by pushing forward the aim for ‘zero-emissions’ code.

These are only two of the many initiatives planned by Gonzalo and there are more things to come.

Once you have access to GFT systems you will find this information on Group NewsForYou.



Modern Workplace

The GFT Modern Workplace brings modern, cloud-based applications and tools into your daily business.

Access all your business relevant data and information on any device, wherever an internet connection is available. New tools and services lift your communication and collaboration options to another level.





Diversity & inclusion

At GFT, diversity, equality, and inclusion are at the core of who we are. Ensuring a strictly non-discriminating working environment for all communities is one of the main pillars of our diversity strategy, based on our core values and inclusive culture.

Diversity leads to innovation and moves companies forward as a whole. We know through experience that different ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better results.

The road to full equality and acceptance is a long one and we at GFT want to do our part and pave the way for equal rights and visibility. For this reason, we have our own “Diversity & Inclusion” policy to further promote diversity and inclusion and to practice it every day.

Inclusion is how we unleash the power of diversity. We strive each day to foster a sense of belonging and empowerment in our diverse workplace.

<<<< >>>> diversity
 >>>> <<<< >>>> <<<< >>>>
 <<<< >>>> <<<< >>>> <<<< >>>>
 equality <<<< >>>> <<<< >>>>
 <<<< >>>> <<<< >>>> <<<< >>>>
 >>>> <<<< >>>> <<<< >>>> <<<< >>>>
 <<<< >>>> <<<< >>>> inclusion
 >>>> <<<< >>>> <<<< >>>> <<<< >>>>
 <<<< >>>> <<<< >>>> <<<< >>>> <<<< >>>>

>>>> <>>>> cloud
 <<<<< >>>>> value
 <<<<< >>>>> share
 <<<<< >>>>> certifications



At GFT We have formed alliances with leading solution and technology partners to provide our customers innovative solutions to the complex problems faced by their business.

It's not just our in-depth expertise and our understanding of financial markets that allow us to tailor our consulting and application services to the needs of the financial services sector. Our partnerships with key specialists also enable us to identify important trends and emerging technologies – part of an ongoing quest to understand each technology we recommend and never stray from our philosophy of 100 percent product independence.

Cloud Certification demonstrates dedication, motivation and technical knowledge on a specific spectrum and It also brings new knowledge and aid employees' professional development.

For this reason, If you possess a AWS or GCP certified please ensure you link your certification to GFT so we can all work with our strategic Cloud Partners to deliver genuine added value to our customers.



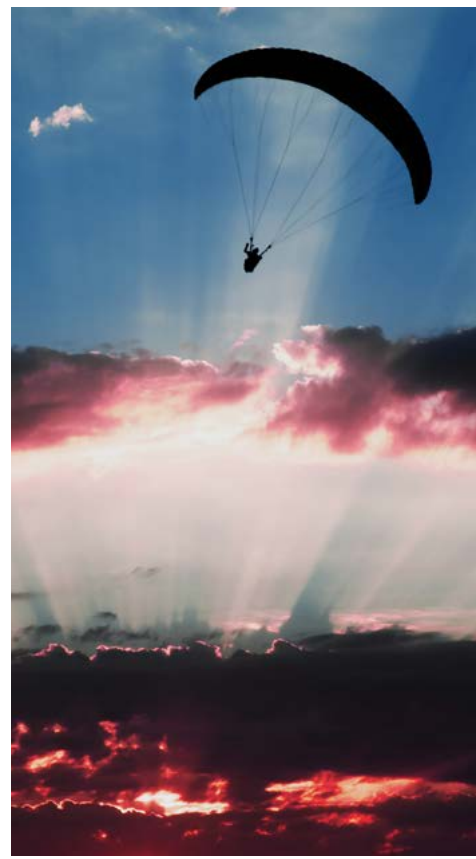
Find out more about GFT – Cloud partnership

>> www.gft.com/int/en/index/technology-and-innovation/cloud-technologies/

Cloud & certifications

To link your certification to GFT, please follow the instructions in the links below:

- > Transfer your GCP certification to GFT
- > Transfer your AWS certification to GFT



everyday with a smile

#teamgft



♥ 💬 #quebeccitypentathlon
#gftworldwide #readytogrow



♥ 💬 #gftworldwide
#eachforequal #readytogrow



♥ 💬 #teamgft #pinkoctober
#breastcancerawareness



♥ 💬 #gftworldwide #teamgft
#readytogrow



♥ 💬 #girlsday #teamgft
#readytogrow



♥ 💬 #valentinesday #teamgft
#readytogrow

📷 [instagram.com/gft_tech](https://www.instagram.com/gft_tech)

🐦 twitter.com/gft_en

🌐 [linkedin.com/company/gft-group](https://www.linkedin.com/company/gft-group)

📘 facebook.com/GFTGroup