



2019 Year in Review

CORPORATE SOCIAL RESPONSIBILITY



THROUGH OUR CULTURE OF INNOVATION

**WE INSPIRE, BUILD AND DELIVER
BUSINESS RESULTS, FROM
IDEA TO OUTCOME.**

WHO WE ARE

WORLD WIDE TECHNOLOGY'S (WWT) IS COMMITTED TO HELPING OUR CUSTOMERS BRIDGE THE GAP BETWEEN IT AND BUSINESS STAKEHOLDERS SO THEY CAN INNOVATE FASTER THAN THE COMPETITION.

Our **Corporate Social Responsibility (CSR)** program truly embraces the social issues that are important to our employees, our customers and our partners. We solicit feedback, listen and respond to the concerns that are most pressing to our key stakeholders.

Our Global Community Impact program is one of the main ways we give back to and support the community around us.

We conduct business with the highest degree of ethics and integrity while following all applicable laws, regulations and company policies.

We're a nationally certified Minority-owned Business Enterprise (MBE) with an award-winning Supplier Diversity Program.

We're an EPA Green Power Partner.

We hold the highest certification levels among leading OEMs, including Cisco, HPE, Dell Technologies, NetApp, F5, VMware and VCE.

And we're consistently ranked as one of Fortune's "100 Best Companies to Work For®"!





We believe making a positive social and business impact on the world requires a combination of corporate social responsibility and embracing diversity in people and ideas.

Ann Marr
CSR Executive Sponsor

LETTER FROM OUR EXECUTIVE SPONSOR

WWT is on a journey to showcase our commitment to CSR. With rapid growth into expanding markets, we've not only taken great measures to be on the leading edge of innovation, but to be responsible and protective of our environment in doing so. For us, that means executing a corporate-wide policy demonstrating our commitment to CSR.

WWT is committed to conducting business in a manner that is socially and environmentally responsible. We're also dedicated to using our company resources, industry influence and leadership presence to positively impact people, communities and the environment. We consider our commitment to achieving improved social and environmental outcomes as a key element supporting our organization's continued growth and sustainability.



Ann Marr

VP, GLOBAL HUMAN RESOURCES
AND CSR EXECUTIVE SPONSOR

THE TEAM



Ann Marr

VP of Global HR,
CSR Executive Sponsor



Erika Schenk

General Counsel &
VP of Compliance



Juanita Logan

Senior Director
Corporate Development



Javon Coleman

Supplier Diversity
Program Manager



Erica Clark

Supplier Diversity
Coordinator



Ashley Harris

Community Outreach
Program Manager



Nicole Tate

Area Vice President –
Global Client
Enablement



Dicran Arnold

Area Vice President –
West



Shay Gillespie

Diversity Business
Development
Manager – Central



Brian Sharpless

Diversity Business
Development
Manager – East



Ann Eftimoff

Corporate Social
Responsibility Manager



Robyn Kelly

Sr. Recruiter – Diversity
& University Relations



VISION

Provide industry leadership that positively impacts people, communities and the environment while continuing to deliver innovative technology products, integrated architectural solutions and transformative digital experiences to our customers around the globe.



MISSION

Continually improve WWT's social and environmental performance while ensuring growth, profitability and recognition as an industry leader and a great place to work.



GOAL

Exceed the CSR goals and expectations of our employees, partners and customers.

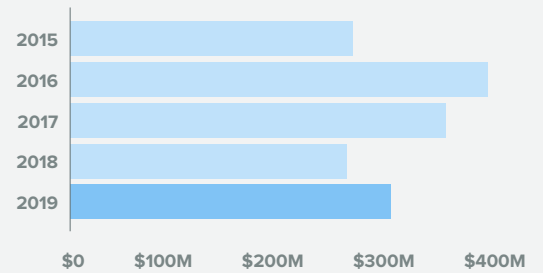


SUPPLIER DIVERSITY HIGHLIGHTS

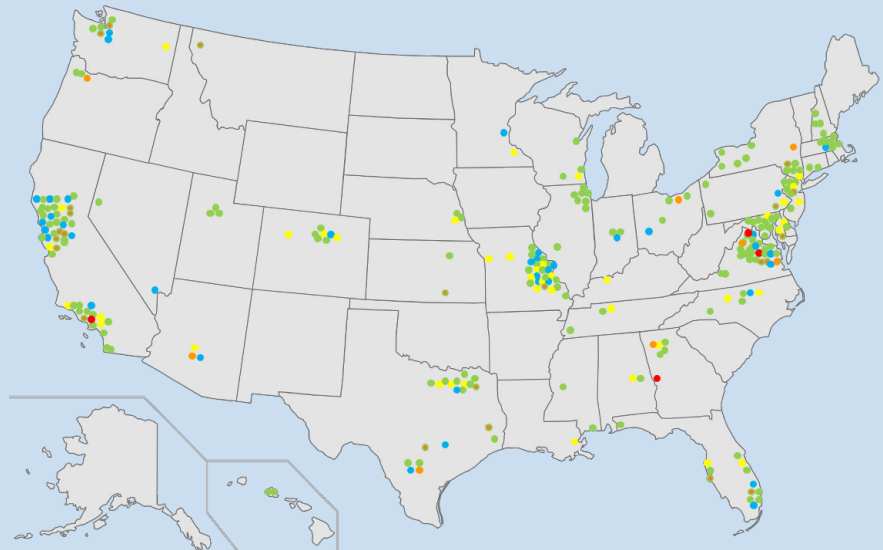
DIVERSITY SPEND

CATEGORY	SPEND AMOUNT	# OF SUPPLIERS
Minority Owned	\$ 49,944,276.00	41
Women Owned	\$ 8,492,009.00	40
Veteran Owned	\$ 1,873,348.00	8
Disabled Veteran Owned	\$ 5,782,793.00	3
Small Business	\$ 220,251,210.00	168
Small Disadvantaged Business	\$ 19,084,862.00	34
Grand Total	\$ 305,428,498.00	294

YOY DIVERSITY SPEND



SUPPLIER LOCATIONS



- Disabled Veteran Owned
- Minority Owned
- Small Business
- Veteran Owned
- Woman Owned

SUPPLIER DIVERSITY PARTNERSHIPS



NMSDC

WWT's Corporate Development Program (CDP) works closely with the National Minority Supplier Development Council (NMSDC) and its affiliate regional councils across the country to help advance business opportunities for minority owned business enterprises. NMSDC regional councils are responsible for certifying Asian, African American, Hispanic and Native American owned businesses using NMSDC guidelines. In 1998, WWT became a Corporate Plus member of the NMSDC in recognition of our proven capacity to handle national contracts for major corporations.

WWT's CDP team participated in the 47th annual NMSDC Conference and Business Opportunity Exchange—the nation's premier forum on minority supplier development. Over four days, more than 6,000 CEOs, procurement execs and supplier diversity professionals from top multinational companies met with leading minority business owners in Atlanta, Georgia to re-energize their collective efforts to Certify > Develop > Connect > and Advocate for minority firms in the global corporate supply chain.

WWT's CDP team hosted a private reception for more than 300 valued customers at the iconic Mercedes Benz Stadium in downtown Atlanta. The reception was a small way to show our gratitude for our customers' commitment to growing more diverse supply chains. Cheers to NMSDC and the entire ecosystem of customers and supplier partners. We look forward to driving even greater economic impact together.

WBENC



For the seventh consecutive year, WWT participated in the annual Women's Business Enterprise National Council (WBENC) Summit & Salute this year taking place in Houston, Texas. This year's event brought in more than 1,700 attendees. The event featured captivating keynote speakers, future forward sessions, networking opportunities and upbeat celebrations.

The Summit & Salute also included a special meet-and-greet where WBENC-certified Women-owned Business Enterprises (WBEs) showcased their capabilities to attending corporate and government representatives. WWT has been very intentional in locating qualified WBENC-certified suppliers to support our new and existing business. In 2019, WWT partnered with more than 40 WBEs for nearly \$9 million in procurement opportunities. WWT will continue to nurture and grow our partnership with WBENC.

In addition, WWT participated in WBENC's National Conference and Tradeshow in Baltimore, Maryland. This year's conference brought out nearly 5,000 attendees with 400 business exhibitors. During the conference more than 1,300 matchmaker meetings were held and featured an expanded WBENC Business Lab, with programming for both WBEs and corporate members, including the Procurement Business Lab, hosted by EY, which covered the following topics: Procurement Innovation: Category Leaders in Travel, Real Estate, Technology and Talent and Procurement Enablement: Operations and Supplier Diversity Congratulations, WBENC, on another successful year.

2019 All-Star Program

WWT believes that organizational success is driven by satisfied and motivated employees and suppliers. We also believe that satisfaction and performance can be enhanced through awards and recognition. Internally, WWT uses annual surveys to capture the impact WWT is having on employees, customers and suppliers. Likewise, we conduct annual surveys to assess how our diverse and non-diverse suppliers are impacting our customers.

Our commitment to recognize performance is why WWT's **All-Star Program** was born. The program's objective is to provide mentorship, access, recognition and opportunities for WWT's top diverse suppliers. Through this program, we strive to recognize suppliers in a timely and effective way while providing internally and externally facing opportunities that drive growth for our diverse supplier base.

WWT believes investing in supplier diversity activities is a critical component of our company's success. WWT has developed this program from the same foundation as the rest of our business – our clearly defined core values, corporate vision and mission. These principles provide transparency and visibility into our business and drive how we engage employees, partners and customers.



2018 All-Star Award Recipient

WWT's 2018 Diverse Supplier of the Year was awarded to ASI Computer Technologies (<https://www.asipartner.com>)! Founded in 1987, ASI is a national distributor of IT hardware and software products; maintaining a professional staff of 600 employees and 20 sales/warehouse locations throughout North America. For more than 20 years, ASI has continually taken a lead role in setting new standards in the distribution of IT solutions and value-added services. Today, ASI carries more than 150 product lines and has more than 15,000 of the most in-demand products.

ASI's corporate headquarters is located in Fremont, California and they have regional U.S. offices in Atlanta, Chicago, Dallas, Houston, Kansas, Los Angeles, Miami, New Jersey, Portland and Tampa; as well as Canadian offices in Montreal, Toronto and Vancouver. In 2018, revenues for the company exceeded \$2 million.

ASI's diverse portfolio of products and services give them the ability to service a broad spectrum of customers; including VARs, system integrators, retailers, DMRs and OEM accounts. ASI has been a supplier of WWT for more than 10 years. Their consistent pursuit of excellent customer service and quality performance has positioned them as a premier partner of WWT. When asked about ASI our program manager stated, "I would highly recommend them as supplier/distributor for other areas looking for a distributor, competitive pricing and very responsive to requests received." As WWT continues our pursuit to be the best IT integrator in the world, we will continue to invest in diverse businesses like ASI to ensure the success and sustainability of diverse businesses.

Talking Healthcare with Medtronic

In February of 2019, WWT's Senior System Engineer John Crawford (JC) participated as a panelist for Medtronic's African Descent Network (ADN). This panel consisted of industry leaders who spoke about the importance of supplier diversity. As a panelist, JC shared insights on the importance of investing in minority businesses as well as sharing best practices for leveraging a supplier diversity program. The session was moderated by Sylvia Bartley, Ph.D., who has a Ph.D. in Neurophysiology and serves as Medtronic's Senior Global Director. We appreciate JC's commitment to diversity as a leader within WWT as well as outside and inside our customers' environments.



TW Constructor's Top Minority Business by Business Enterprise Selection

WWT's Corporate Development Program is proud to share that our one-time mentee is now one of the top MBEs in the country. This year TW Constructors was selected by Black Enterprise Magazine, alongside WWT, as one of the Top Minority Owned Businesses in the country. In 2011, TW became a subcontractor to WWT, working on a small project at our previous St. Louis headquarters. In 2013, TW was contracted to build out WWT's innovative Advanced Technology Center (ATC). After that project, TW was contracted to complete multiple renovations throughout WWT's campus. From there, TW won our global headquarters contract worth \$90+ million, which made it, from what we understand, the largest MBE to MBE contract in the U.S.



Through hard work and tireless commitment to provide quality products to their customers, they have established themselves as one of the best full-service general contractors in the country. Through WWT's mentorship and support over the years, TW's owner Todd Weaver and his team were able

to establish a strong culture and effective business practices within the organization, which has proven to be a recipe for success. Congratulations, Todd and TW Constructors. As stated by our Chairman David Steward, "Partnering with companies like TW is a differentiator for our business."

Fifth Third Bank Supplier Diversity Summit



Fifth Third Bank recently hosted its fifth annual Supplier Diversity summit. Themed, “Success through Synergy,” the summit focused on educating minorities and women on the best business practices and featured a pitch competition for innovative female businesses.

The Supplier Diversity Summit is hosted each year as a way to help minority- women- and veteran-owned companies do more business with Fifth Third. It also is a way for those owners to gain insight from each other and to network with other corporate partners at the event. More than 150 people, representing 75 companies, from across 15 states participated.

The program featured national and local speakers, including Pamela Prince Eason, president of the Women’s Business Enterprise National Council, and Sheila Mixon, executive director of the Women’s Business Council Ohio River Valley; and matchmaking meetings where diverse business owners learned about sourcing opportunities with 14 national and local business partners including Fifth Third.

ICIC



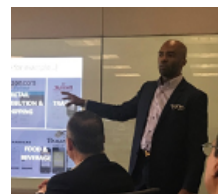
WWT’s Corporate Development Program is excited to announce our partnership with Initiative for a Competitive Inner City (ICIC). WWT was introduced to ICIC through our partners at Regions Bank. Through our partnership, WWT was able to nominate two of our MBE suppliers for their Inner City Capital Connections (ICCC) Program. ICCC is a national program designed by ICIC to help small businesses in economically distressed areas build capacity for sustainable growth in revenue, profitability and employment. Designed for busy executives of all expertise levels, ICIC’s tuition-free program provides training on capacity, coaching, capital, connections and contracts. Since 2005, ICCC has helped more than 2,200 businesses average 160% revenue growth, create 19,907 jobs, and raise \$1.92 billion in capital. Through these efforts, WWT is able to not only impact and invest in minority businesses, but to provide training and mentorship as well.

Houston Minority Business Council Class IV Supplier of the Year

At this year’s Houston Minority Supplier Development Council’s Annual Expo, WWT was selected as their Class VI Supplier of the Year. Each year, corporate members nominate Council-certified MBEs with which they do business. Nominees are then considered by a committee composed of corporate members, representatives of business organizations and Council staff. The Supplier of the Year winners have distinguished themselves and their companies by demonstrating substantive growth in sales and employment while overcoming seemingly insurmountable obstacles. The winners consistently provide high-quality products and services at competitive prices while offering innovative approaches and cost-saving ideas. They also continuously grow MBE-to-MBE purchases, and significantly contribute to the economic stability of their communities. WWT was honored to receive this award.



AT&T’s Building for Success Diversity Workshop



It was the Corporate Development Program’s pleasure to participate in AT&T’s 2019 Building for Success and Business Matchmaker Conference. AT&T’s focus for this event was to bring buyers and suppliers together to share their needs, offerings and best practices. This event was attended by multiple

suppliers, partners and other invited guests. As a participant, WWT had the opportunity to be matched with registrants/suppliers based upon categories and scopes of services for current or future opportunities.

Also, as a participant, WWT was able to host three 45-minute sessions on digital transformation led by WWT subject matter expert Marlan Hardie. In addition to attending, WWT invited five of our diverse suppliers to attend with hopes of them gaining exposure and opportunities to grow their businesses. Through this opportunity, WWT CDP team was able to support our first customer, AT&T, in their endeavor to invest in and grow minority-owned business, while also creating opportunities for our suppliers. WWT was grateful to be able to participate in this event and is looking forward to attending in 2020!

WRMSDC's All Money is Green and Cornerstone Awards



WWT sponsored and attended the annual Western Regional Minority Supplier Development Council (WRMSDC) Awards Gala held at the Casa Real at Ruby Hill Winery in Pleasanton,

California. WRMSDC supports the growth and business development of minority communities by championing the use of minority-owned businesses in Northern California, Nevada and Hawaii. WWT was awarded the All Money is Green Award and Cornerstone of the Year Award, accepted by WWT's Area Vice President Dicran Arnold (D). WWT was recognized as a dedicated community leader with excellent service, support and innovation that works to do business with other MBE companies. In addition, the Cornerstone Award highlights organizations as an innovative, inclusive champion that prioritizes mentorship, community and generosity. Thank you to our customers and partners who continue to advocate of WWT's behalf.

2019 Dell's Women in Technology Summit



For the second year in a row, WWT sponsored partner Dell Technologies' annual Women in Technology Summit. This summit was hosted by Dell's

internal Data Protection Solutions Team. The theme for this year's summit was EVOLVE! The goal of this year's summit was to bring together high potential women within the network to inspire one another and have an open dialogue with their peers and Dell's leaders.

As a sponsor, WWT's very own Shay Gillespie had the honor of participating in a panel discussion with other women leaders in IT. The panel discussed topics such as navigating the workplace, work-life balance, community involvement, quotes to live by, mentorship and much more. Thank you, Dell, for the invitation and Shay, for continuing to lead by example.

CDP Team's Day of Caring with The Little Bit Foundation

The Little Bit Foundation was founded in 2001 by Rose Hanley. The Little Bit Foundation is an army of supporters giving, serving and advocating for impoverished children in the St. Louis area. Little Bit's philosophy is when you remove the barriers to learning, you give a child hope for the future and empower them to reach their dreams. The Little Bit Foundation does this by setting up boutiques inside of schools to provide basic needs such as shoes, coats, uniforms, underwear and socks, books and school supplies. They actively ensure students have a nutritious meal after the school day, receive instruction in personal and dental hygiene, have access to medical screenings and behavioral health intervention. In addition, Little Bit exposes young people to STEM as well as career planning and resources to compete in today's world.



This is one of the many reasons WWT's CDP team wanted to partner with the organization for our annual Day of Caring. This year, our team spent a day with the amazing staff of Little Bit in their warehouse pulling orders, sorting through donations of books and determining what reading level they are as well as organizing the hundreds of books that come through their facilities annually. We are grateful for the opportunity to support this outstanding organization and the work they are doing in the community every day.

DIVERSITY AND INCLUSION PROGRAM



As we continue to create a Culture of Inclusion at WWT, our D&I Program is focused on a workforce culture that is inclusive and relevant to our business but also centered around our Core Values. Diversity is what makes us unique as an organization, but Inclusion is what sparks our innovation and creativity. Our focus areas for this initiative include Workforce, Business Impact and Community Outreach. Our vision and mission is to provide all employees an opportunity to advance their competencies through continuous learning while building a sense of comradery, mentorship and increased awareness throughout the organization. Inclusion includes U!

The program also provides continuous education on embracing and celebrating the cultural differences of our employees. Creating a Culture of Inclusion encourages different perspectives, experiences and capabilities in everything we do. Our Core Values, THE PATH, is centered around embracing change and diversity of people and thought. WWT's D&I Program works to drive change and education through equality, community partnership and connection. We believe making a positive social and business impact requires a combination of Corporate Social Responsibility.

Workforce Recruitment



Our commitment in building a diverse workforce starts with our recruiting efforts, which is reinforced through leadership support. WWT seeks to find the very best talent who can embrace the company's

Core Values and possess the competencies for the job. We will continue to leverage our collaboration with strategic partners, professional organizations, college on-campus organizations and community outreach partners. WWT specifically partnered with The Whether, a recruiting and mentorship tool built to recruit the next generation of young, diverse leaders. What makes The Whether stand out amongst other recruiting tools is their mission. With the help of The Whether, WWT has not only connected with emerging leaders but has been able to accelerate our connection with Historical Black Colleges and Universities.

We have continued to increase our diverse applicant pool while making strategic and significant hires that have positively impacted our business. We will also continue to focus on engaging other diverse professional organizations such as Society of Multicultural Professionals (SMPHR), Hispanic Information Technology Executive Council (HITEC), IT Service Management Forum (ITSMF) and Black Data Processing Associates (BDPA). These organization have also continually allowed us to build a recruitment strategy in diverse areas through job boards and events, in addition to serving as a means to further develop the professional and technical skills of our diverse employee base.

Veterans Program



In 2019, WWT proudly launched our Veterans Program to further enable our ability to support our veteran employees as well as assist in recruiting veterans for our organization. This skilled workforce has a proven ability to accelerate learning, as they have exceptional training from all branches of the military and possess the hard work and dedicated effort of WWT employees. This program will also allow us to focus on individuals who are transitioning from military duty to civilian life and provides us an avenue for WWT to give back to those who have served our country. We established strategic partnerships with several veterans

organizations, including Hire Our Heroes and Wreaths Across America. Moreover, we will continue our partnership with NPower and their efforts to engage and support veterans.

Veterans and military service members have made unquantifiable contributions to and sacrifices on behalf of our nation. They often face significant challenges as they transition back into civilian life. WWT honors and values these contributions and sacrifices.

Women’s Leadership Forum



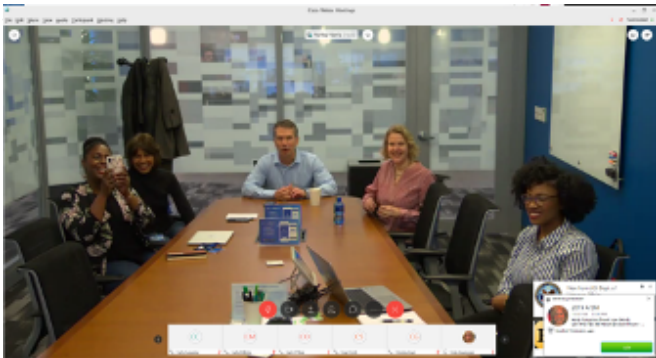
WWT’s Women’s Leadership Forum (WLF) serves as a community and resource for the women of WWT. The Forum strives to develop

current and future leaders through education and mentorship, create an open forum for discussion, learning, and encouragement, and provide opportunities for relationship building and networking.



The Women’s Leadership Society is led by the WLF Leadership Council. The Council is made up of a group of diverse women leaders, in multiple lines of the business. The Leadership Council empowers women in the business to serve as auxiliary

group leaders to engage the women in WWT on a deeper level. The auxiliary group include: Women in Technology, Women in Services, Women in Sales, Women in Public Sector, Women in Global Service Provider, Women in Operations and Women in Logistics. The auxiliary groups host targeted events, learning sessions and community service opportunities for the women in their groups.





In 2019, led by women leaders in our United Kingdom and Amsterdam offices, the Women’s Leadership Forum hosted a Women in Leadership Tea. The Tea featured a question and answer panel with company leaders via video conference. WWT women from all over the world enjoyed hearing from the panelist as they discussed overcoming professional and personal hurdles, personal mantras, and words of encouragement.



Each year, the WLF hosts an annual culminating event at the Global Sales and Global Leadership meetings. At the 2019 Global Sales Meeting, the Forum hosted a luncheon for the attendees, and the inaugural W.I.S.H. (Women Igniting Strength and High Value) Talks. The W.I.S.H. Talks feature three TED Talk styled keynotes, delivered by WWT women. The W.I.S.H. Talk topics, also referred to as “wishes” were “What I Wish I Knew,” “What I Wish I Did” and “My Wish for You.”

WWT WLF – ADVISORY BOARD

Meet the Women’s Leadership Advisory Council

				
Ann Marr <i>VP of Global HR</i>	Erika Schenk <i>General Counsel & VP of Compliance</i>	Jeree Hanavec <i>Executive VP, Global Operations</i>	Holly Lind <i>Area VP of Sales, Northern California</i>	Sara Goellner <i>VP, Chief of Staff</i>

COMMUNITY OUTREACH HIGHLIGHTS

BEYA Partnership Highlights



Chairman Dave Steward and the Corporate Development Program (CDP) team participated in the 33rd annual Black Engineer of the Year Awards (BEYA) in Washington, D.C. BEYA features the largest gathering of Science, Technology, Engineering and Math (STEM)

professionals, corporate sponsors, students, and top military and civilian federal government leaders—all committed to increasing the percentage of people from historically underrepresented communities in the STEM workforce. BEYA attendees enjoyed training, networking with industry role models and inspiring award events. WWT has participated in this event for many years; Dave Steward even received a distinguished award for career accomplishments in 2012.



During the Modern Day Technology Luncheon, nine WWT technologists and engineers were recognized as Modern Day Technology Leaders. The group of leaders was made up of men and women from varying racial and ethnic

backgrounds. WWT believes that it is a business imperative that we are intentional around recruiting developing our diverse workforce. This important objective aligns closely with a core value at WWT: embracing diversity of people and thought.

This year Dave hosted the annual WWT Stars & Stripes Reception prior to the Stars & Stripes Dinner, where CSR Executive Sponsor Ann Marr spoke in recognition of all of the evening's honorees. The perennial crowd favorite event was well attended and co-hosted by the BEYA Stars & Stripes Alumni Committee, EMC, US Black Engineer and Information Technology Magazine, and the HBCU Council of Engineering Deans.

NPower Partnership Highlights



NPower creates pathways to economic prosperity by launching digital careers for

military veterans and young adults from under resourced communities. They accomplish this laudable goal by teaching students in-demand digital and professional skills and encouraging corporations, volunteers and nonprofits to invest in the long-term success of those students. The 22-week training program includes benefits like earning CompTIA A+ certification (a widely-recognized and well-respected IT industry certification), hands-on training from senior IT industry execs and valuable professional experience through internships at local corporations. WWT's 10 year+ partnership has resulted in the hiring of more than 50 graduates as interns, apprentices and full-time employees!



In 2019, WWT hosted an NPower 40 by 22 Convening Session at Global Headquarters. NPower's 40 by 22 program strives to advance women of color in technical careers, address gender and racial bias in the workplace, and ultimately foster a more diverse and

inclusive workforce. WWT's Convening Session focused on Propelling Career Growth and Wage Equity.

NPower culminated a very exciting year with its annual Gala. The Gala featured an inspiring fireside chat with WWT's very own David Steward and John Thompson, Chairman of Microsoft, along with NPower alumni and WWT employee, Jeremy Addison, serving as the evening's student keynote speaker.

NAF Partnership Highlights



Photo By: Emmanuel Jenkins, Epic Photography STL

NAF is a national network of education, business and community leaders working together to ensure high school students are "Future Ready." They accomplish this by infusing learning environments with STEM and industry-specific curricula, all accompanied by work-based learning experiences like internships. WWT's partnership with NAF advances strategic initiatives to amplify this type of transformative work-based learning throughout the country.

In partnership with KPMG, Mastercard and the University of Missouri-St. Louis, WWT hosted the second NAF Future Ready Lab for 25 high school interns over four weeks. During their internships, students were paired with professional mentors, participated in various professional development seminars, and completed a research project centered on IT, cybersecurity and internet safety practices.



Stem Student Forum

WWT's flagship STEM Education and Community Outreach program is the STEM Student Forum and Hackathon. This program educates high school students on the importance technology and how it can play in improving academic proficiency and providing a competitive advantage for college enrollment. It also increases students' overall awareness of STEM disciplines and professions in the process.



High school teams from the region—mentored and coached by WWT technologists, engineers and developers—focus on creativity and innovation to develop technological solutions for problems that directly affect their community. The program's culminating event is a day-long student Hackathon, with final presentations judged by WWT executives. All program participants receive a grant to support their school's STEM programs.



Hour of Code

In conjunction with Computer Science Week, WWT regional teams hosted Hour of Code sessions for more than 400 children.



The Hour of Code invites children, Kindergarten through 12th Grade, to participate in a one-hour introductory computer science courses. The program spear headed by the talented WWT

Application Services team. To increase interest and to "demystify coding," the team of WWT developers and technologists assist the child participants in learning the basics of computer science through fun and engaging online-based computer games.

Covenant House Partnership Highlights



WWT teams across the nation partnered with Covenant House affiliates to raise awareness and funds for homeless youth. Covenant House provides housing and supportive services to youth facing homelessness.

Covenant House affiliates engaged WWT and other corporate partners in the annual

Sleep Out. The Sleep Out challenges participants to raise funds for homeless youth in their respective cities, and ultimately spend a night, under the stars, only provided with two pieces of cardboard.

World Wide Technology Raceway at Gateway



WWT assumed naming rights for the Gateway Motorsports Park in Madison, IL, resulting in the "World Wide Technology Raceway at Gateway." World Wide Technology Raceway is not only an economic investment for the greater St.

Louis region and metro east, but the partnership with the Raceway has allowed for WWT to leverage STEM learning activities in even more innovative ways.

WWT Raceway at Gateway hosted the first annual JR 500 and STEM Lane. During the first annual JR 500 event, students participated in training sessions highlighting the mechanical details of race cars before building their own Go Karts. Each student team had the opportunity to test out their engineering and mechanical skills by racing their Go Karts in a tournament styled competition.

In conjunction with the annual Indy Car Race, WWT Raceway hosted STEM Lane. This program featured STEM partners including First Robotics, Boy Scouts of America and local trade unions. STEM Lane welcomed thousands of children and adult visitors, where families engaged with interactive family-friendly, STEM activities, including building robots, driving remote cars and welding activities.

Missouri Chamber of Commerce and Industry's Show-Me Careers Partnership



WWT has partnered with the Missouri Chamber of Commerce and Industry's Show-Me Careers to host a five-day professional development boot camp for educators and counselors.

Show-Me Careers exposes St. Louis-area high school educators and counselors to potential career opportunities for their students in industries with identified job shortages. The initiative assists educators in producing lesson plans, guide, and offer college or career advice to students during the subsequent school year. By providing this experience to educators and counselors each year, the Missouri Chamber Federation aims to reach more than 5,000 students annually with new career opportunities that will help narrow the skills gap.

GOVERNANCE, ETHICS AND COMPLIANCE

Honesty, integrity and trust are key elements of WWT's Core Values and the company's culture. WWT executive management ensures that all employees develop a personalized understanding of the Core Values and that these values remain at the forefront of daily work activities and commitments made by all who proudly wear a WWT badge. WWT advances its unified approach to governance and compliance through individual accountability as well as a structured Compliance Council and leadership development programs. To improve awareness and reinforce this commitment, WWT employees reaffirm individual accountability for upholding the company's Code of Conduct and for following all applicable laws, regulations and company policies each year.



PRESERVING THE ENVIRONMENT

ENVIRONMENTAL IMPACT ASSESSMENT

WWT continually assesses its operations to identify operational activities or services that can interact with or have an impact on the environment. Companies such as ours that use energy from fossil fuels to run their business have a responsibility and opportunity to help mitigate climate change. Currently, electricity consumption and resulting CO2 emissions at WWT have the greatest impact on the environment so we have focused our environmental efforts on working toward reduction of these greenhouse gas (GHG) emissions as a priority.

The company has also identified reductions of landfill/solid waste and water conservation as areas of importance and has implemented solid waste recycling programs and actions to reduce water consumption such as the installation of water efficient fixtures throughout its global operations to mitigate negative impacts on the environment.

ENVIRONMENTAL POLICY

Building a better, cleaner future is a priority for WWT.



WWT is committed to sustainability initiatives and to addressing the daily impact our business has on the environment. With a focus on energy, waste reduction and water conservation, WWT

works to protect our planet while providing business value for our customers. In addition to ensuring compliance with all applicable statutory and regulatory requirements, WWT is committed to investing in resources that promote the reduction of any negative impacts our industry has on the environment and climate change, prevention of pollution, and continual improvement of our company's overall environmental performance.

ENERGY CONSERVATION

WWT has established internal processes to measure, track, report and take actions to minimize the impact that the company's operations are having on climate change through energy conservation and by supporting the expansion of renewable energy sources. WWT has established an objective to reduce energy consumption and the resulting GHG emissions (CO₂) by 25% by the year 2025.

Energy conservation and climate change are issues that are included in the decision-making processes at WWT for new facility construction, existing facility remodels, investments in renewable energy, etc.

WWT supports the continued development and expansion of renewable energy sources and is a recognized EPA Green Power Partner. EPA's Green Power Partnership is a voluntary program helping to increase the use of green power among organizations in the U.S. to reduce the environmental impacts associated with conventional electricity use. In 2018, WWT purchased 8,700 MWh in US Green-e Renewable Energy Certificates and an additional 200 international (EU and I-REC) certificates in support of this effort.

Some additional decisions and investments made to meet our energy conservation and greenhouse gas emissions reduction objective include:

- LEED certification of the company's headquarters building in St. Louis, Missouri
- Continued investment in LED and motion detected lighting in our facilities
- Improvements in the efficiency of ventilation and air conditioning equipment
- Utilization of ENERGY STAR® certified equipment in our facilities across the globe
- Increased employee participation in telecommuting, and increased investment in teleconferencing facilities and equipment

LANDFILL/SOLID WASTE REDUCTION

WWT has established recycling in its facilities worldwide and is committed to reducing the amount of solid waste sent to landfill by 25% by 2025.

E-waste is a specific concern, and WWT repairs and reuses electronics internally whenever possible. When equipment reaches end of life, WWT uses methods such as OEM takeback/trade-in programs and disposal service providers that maintain certification to environmental standards (R2 or e-Stewards) to dispose of electrical and electronic equipment.

WATER CONSERVATION

WWT's business processes and operations do not require a significant amount of water. Water use within the organization is primarily limited to cafeteria services, restrooms and landscaping. WWT does, however, measure water consumption annually and is continually investigating opportunities for more sustainable implementations of water usage such as weather-related landscaping controls (scheduling changes, rainfall/weather sensors, etc.) and the installation of water efficient plumbing fixtures in our facilities.

LEED FACILITY CERTIFICATION

In 2017, we opened our new company headquarters in St. Louis, Missouri, constructed in accordance with guidelines provided by the U.S. Green Building Council's LEED program (Leadership in Energy and Environmental Design). Construction in accordance with these requirements means that our new building was designed, constructed and will be operated in a manner that ensures energy savings, emissions reductions and improved environmental quality.



SUPPLIER PERFORMANCE/SUSTAINABLE PROCUREMENT

The risks inherent in our supply chain have a wide reach, ranging from product delivery and quality to corporate reputation and community well-being. In short, sustainability in the supply chain is important to our employees, suppliers, customers, communities and other stakeholders worldwide. WWT is working to ensure all of our business partners and suppliers are committed to conducting business with the highest possible standards in regard to ethics, labor, employee health and safety, diversity and the preservation of our environment. Our objective is to create productive, long-term relationships with our suppliers that align with our vision, core values and business objectives. We also continue to integrate sustainability more fully into our business as an important part of our overall supplier management program. Moving forward, we are focused on expanding existing initiatives, measuring supplier performance and impact. WWT has established a Supplier Code of Conduct and is working to ensure that the partners and suppliers that WWT interacts with understand and meet WWT's high standards regarding ethics, labor, health and safety, diversity and positive environmental impact.

ADDITIONAL SUSTAINABILITY INITIATIVES

Some additional sustainability programs WWT currently supports and participates in include:

- Carbon Disclosure Project (CDP)
- Global Reporting Initiative
- EPA Green Power Partnership
- EPA SmartWay Transport Partnership (SmartWay reduces transportation-related emissions that affect climate change, reduce environmental risk for companies, and increase global energy security.)
- Green Business Challenge Leader.



2019 Year in Review

CORPORATE SOCIAL RESPONSIBILITY