



DIVERSITY & INCLUSION

BUSINESS IMPACT

A CULTURE OF INNOVATION, INCLUSION & INSPIRATION



OUR CULTURE & CORE VALUES

WWT is proud of our award-winning culture and core values; they shape who we are as a company, as employees and as community members. Based on a strong commitment to diversity and inclusion, these principles drive innovation, advancement and change—they elevate our work to the next level of excellence. They also help shape and realize several critical WWT programs and distinctions:

- **WWT's Diversity & Inclusion (D&I) Program:** We are committed to continuous investment in a culture of inclusion that drives shared value across our people, business and community.
- **WWT's Corporate Social Responsibility (CSR) Program:** Through our CSR, we seek to advance our mission of being a profitable growth company that is also a great place to work for all by drawing on our core values and culture to positively impact our people, customers, partners and global environment.
- **WWT Charitable and Community Outreach Program:** WWT invests and strengthens our global community by supporting youth education and career preparation, arts and cultural opportunities, health and human services, and the abolition of social injustice. As part of this program, our team launched a \$1 million Global Community Impact Program to support nonprofit organizations that help those affected by or researching a vaccine for COVID-19 or organizations that work to eradicate racism and social disparities or advocate educational equality.
- **Minority Business Enterprise (MBE) Certification:** WWT is certified by the National Minority Supplier Development Council (NMSDC) with an award-winning Supplier Diversity Program.
- **A Great Place to Work for All:** For the last nine years, WWT has earned a spot on Fortune's "100 Best Companies to Work For" list due to our inclusive culture and commitment to all employees.

Our commitment to a diverse and inclusive corporate culture is critical to our ability to help our customers achieve their business objectives.



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By 2040, minorities will be the majority in the United States. For every company, it is a business imperative to attract and keep talent. This ability will prove pivotal for innovation and growth at WWT and other such firms over the next 20 years. In fact, WWT has forged long-term partnerships with diverse businesses and community organizations to facilitate the flow of proficient, idea-rich tech professionals and entrepreneurs.”

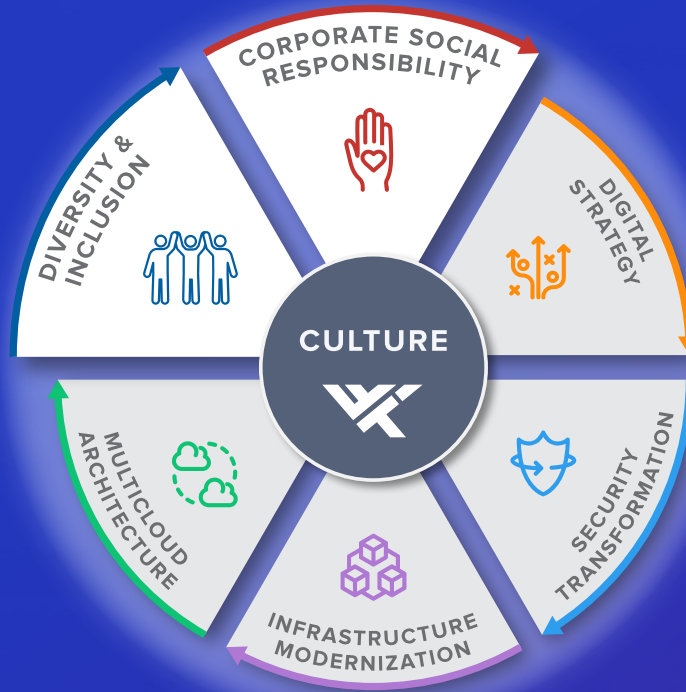
Dave Steward, Chairman and Founder

WWT'S COMMITMENT TO DIVERSITY AND INCLUSION

The current state of the world demands every organization strengthens its diversity, inclusion and corporate social responsibility efforts. WWT shares this mission and has the culture, technology and skill to deliver business outcomes through customized solutions while supporting our community.

WWT'S BUSINESS IMPACT MODEL

CREATING POSITIVE CHANGE FOR OUR CUSTOMERS AND OUR COMMUNITY



WWT IS FOCUSED ON A SHARED MISSION

AND ALIGNED TO BUSINESS OUTCOMES



Revenue Growth



Quality & Cost Control



Speed to Market



Risk Mitigation



Rapid Innovation

BUILDING EQUITY WITHIN THE COMMUNITY

Mentoring & Outreach • Talent Recruiting & Development • Diverse Business Partnerships

EMPOWERING A DIVERSE CULTURE OF INCLUSION

OUR D&I PROGRAM IS A COMMITMENT TO CONTINUOUSLY INVEST IN A CULTURE OF INCLUSION THAT DRIVES SHARED VALUE ACROSS OUR PEOPLE, BUSINESS AND COMMUNITY. WHEN WE INVEST IN OUR PEOPLE, WE ENABLE THEM TO DELIVER TANGIBLE BUSINESS OUTCOMES AND BETTER THEMSELVES WHILE CREATING A FORCE MULTIPLIER FOR OUR COLLECTIVE ABILITY TO IMPACT THE COMMUNITIES IN WHICH WE WORK.

World Wide Technology



WORKFORCE

Building a diverse workforce starts with our recruiting efforts and providing continuous education to our employees on embracing and celebrating the cultural differences of our employees.



BUSINESS IMPACT

Creating a culture of inclusion encourages multiple perspectives, experiences and capabilities in problem solving. The results are significant to innovative and creative business outcomes.



COMMUNITY OUTREACH

Continue driving change and education through community partnership. We believe making a positive social and business impact requires a combination of Corporate Social Responsibility.

DIVERSITY PARTNERSHIPS AND PROGRAMS

WWT PARTNERS WITH VALUE ADDED DIVERSE ORGANIZATIONS, AND HAS CREATED PROGRAMS THAT FURTHER OUR MISSION OF DIVERSITY AND CORPORATE SOCIAL RESPONSIBILITY.

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL (NMSDC)

The National Minority Supplier Development Council (NMSDC) advances business opportunities for certified minority business enterprises (MBE) and connects them to corporate members. It is one of the country's leading corporate membership organizations. Whether a small or large minority owned business, NMSDC is committed to helping solve the growing need for supplier diversity. It does that by matching its more than 12,000 certified minority-owned businesses to its vast corporate membership who wish to purchase their products, services and solutions. Its corporate membership includes many of the largest public and privately-owned companies, as well healthcare companies, colleges and universities.

WWT AND NMSDC'S PARTNERSHIP

WWT works closely with the NMSDC and its affiliate regional councils across the country to help advance business opportunities for minority-owned business enterprises. In 1998, WWT became a Corporate Plus member of the NMSDC in recognition of our proven capacity to handle national contracts for major corporations. The

Corporate Plus membership helps enable WWT's ability to provide the resources, advocacy and opportunities for other minority-owned businesses, with a deep rooted understanding of what a minority-owned business needs to thrive. As a Corporate Plus member with this unique perspective, WWT is committed to supporting NMSDC and the value it offers other minority-owned businesses. Some of the ways we do this is by having our leadership serve on NMSDC and its affiliate regional council boards, offering business and technology related expertise and providing access to necessary resources that fulfills NMSDC's mission to advance business opportunities for minority-owned businesses.

WWT is proud to be a multiple award-winning member of NMSDC for more than 24 years. More importantly, as a MBE committed to advancing economic inclusion and parity for other minority-owned businesses, we can create a multiplier effect of impact when we work in partnership with our fellow corporate members and MBEs in fulfillment of this vision.



SUPPLIER DIVERSITY

WWT’s Supplier Diversity Program is designed to help train and integrate qualified and certified minority, women and disabled veteran-owned suppliers into the provisioning of products and services for our commercial and telecommunications customers. It is designed to strengthen these businesses and provide knowledge sharing opportunities and support.

REPORTING

Track & Manage Diverse Supplier
45+ Customers & Partners
Federal Contract Commercial Plan

OUTREACH

Tradeshows/Conferences/Events
Mentor Suppliers
Internal and External Referrals

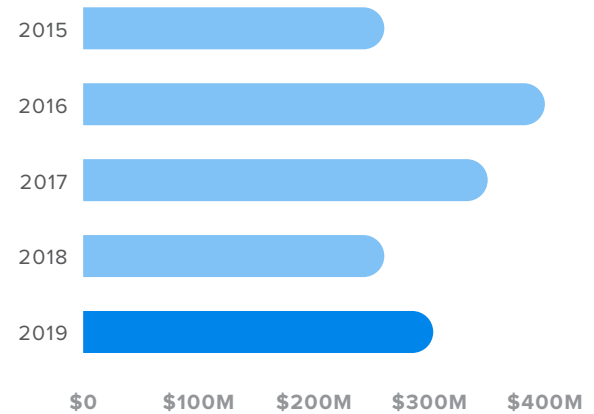
ADVOCACY

Fully vet qualified, certified diverse partners
Work with internal teams to assess needs
Provide partners for RFP responses
Company Profiles/Highlights
Success Stories

2019 SUPPLIER DIVERSITY SPEND

CATEGORY	SPEND AMOUNT	NUMBER OF SUPPLIERS
Minority Owned	\$ 49,944,276	41
Women Owned	\$ 8,492,009	40
Veteran Owned	\$ 1,873,348	8
Disabled Veteran Owned	\$ 5,782,793	3
Small Business	\$ 220,251,210	168
Small Disadvantaged Business	\$ 19,084,862	34
TOTAL	\$ 305,428,498	294

YOY DIVERSITY SPEND



WWT ALL-STAR PROGRAM

The WWT All-Star 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.

THE 2019 Diverse Supplier of the Year was awarded to



Gibbs Hybrid is an International IT and Business Services firm providing a “One-Stop Shop” helping customers with Managed Solutions, Talent Services and Outsourcing whilst driving customer success to mid-market and global businesses. They enable their clients across the globe to reach their objectives via a set of outcomes or alternatively by providing them with the experts to get there by specializing in IT, Digital, Change & Transformation, Data Science, AI, Security, Infrastructure, Engineering, Cloud, DevOps, Operations, Architecture, Testing, Risk & Compliance, KYC AML, Project Management as a Service, Multi-Discipline solutions, Networking, Digital Marketing & Communications, Big Data, Analytics, Development





D&I

OUR PEOPLE AND CULTURE ARE OUR DIFFERENTIATORS

AT WWT, WE START WITH OUR GREATEST INNOVATIONS OF ALL, OUR PEOPLE AND OUR CULTURE. BECAUSE WE KNOW THIS IS WHAT DRIVES RESULTS. OUR CORE VALUES AREN'T JUST POSTERS ON THE WALL; THEY ARE HOW WE ACT WITH EACH OTHER, OUR CUSTOMERS AND OUR PARTNERS. THEY SHAPE WHO WE ARE AND HOW WE GIVE BACK.



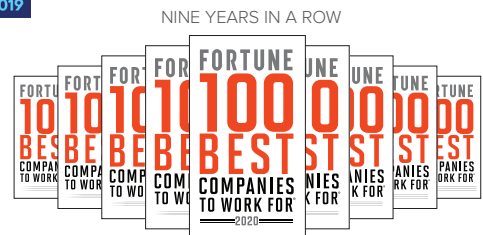
Our commitment in building a diverse workforce starts with our recruiting efforts that are reinforced through leadership support. We focus on finding and developing candidates who can embrace our culture and core values. We continue to leverage our collaboration with strategic partners, professional organizations, college on-campus organizations and community outreach partners.

WWT also strives to provide 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 and our Integrated Management and Leadership program, are centered around embracing change and diversity of people and thought. We will continue 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 and embracing diversity in people and ideas.



AREAS OF SPECIAL RECOGNITION:

- Diversity
- Women
- Millennials
- Technology
- Giving Back
- Gen X
- Camaraderie
- College Graduates
- Parents

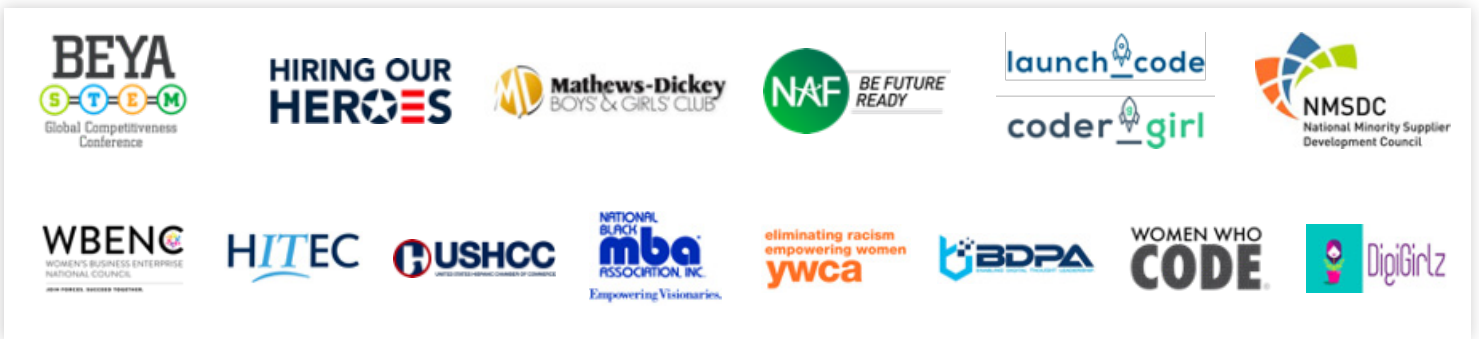
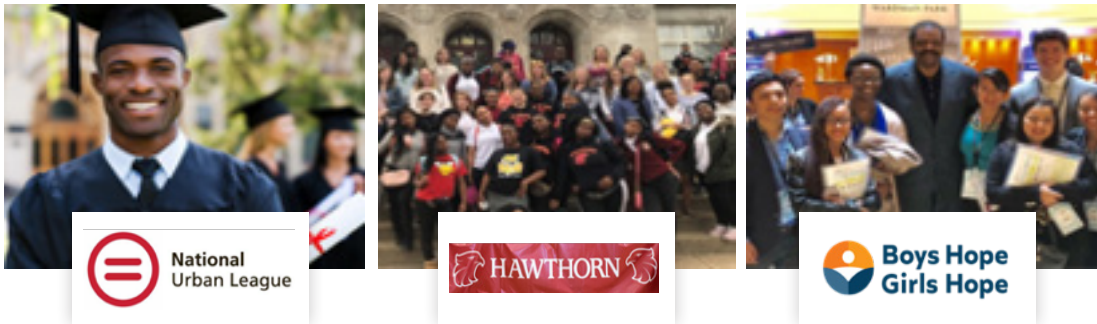


WWT'S CONTINUED INVESTMENT IN COMMUNITY OUTREACH PROGRAMS

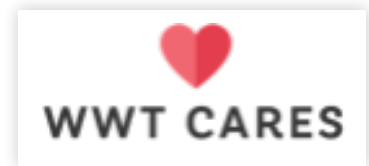
World Wide Technology's Community Outreach programs center around our passion to develop a diverse pipeline of future leaders using Science, Technology, Engineering and Math (STEM) as the platform. WWT is committed to building and nurturing the future of the STEM workforce by investing in STEM focused education, internships, work-based learning opportunities and activities. Our Community Outreach objective is to build, retain, and grow a highly competent, competitive, and diverse pipeline of individuals who are capable of leading in the future.

WWT continues 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). We have continued to increase our diverse applicant pool while making strategic and significant hires that have positively impacted our business. 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.

CONTINUED SUPPORT FOR ORGANIZATIONS FIGHTING FOR EQUALITY



WWT's Global Community Impact Program is expanding to include organizations working to end racism and create equality.





FOCUS ON A SHARED MISSION

ALIGNMENT TO BUSINESS OUTCOMES

*To Solve
Customer
Challenges*



REVENUE
GROWTH

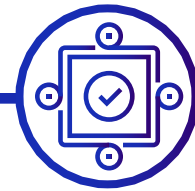
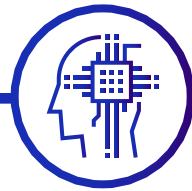


SPEED TO
MARKET

*And Support
Customer
Priorities*

BUSINESS PROCESS & DATA SCIENCE

DIGITAL STRATEGY



- ROI CREATION
- PROCESS ENHANCEMENT
- DATA MANAGEMENT
- MACHINE LEARNING
- ARTIFICIAL INTELLIGENCE

- RESEARCH AND INSIGHT
- CREATIVE SERVICES
- OMNI-CHANNEL PLANNING
- EXPERIENCE PROTOTYPING
- MARKETING AUTOMATION

WWT's Advisory Services

BUSINESS AND TECHNOLOGY
CONSULTATION, ALIGNMENT
AND OUTCOMES



**BUSINESS AND
ANALYTICS ADVISORS**



**CHIEF DIGITAL
ADVISORS**



RAPID INNOVATION



QUALITY & COST CONTROL



RISK MITIGATION

INFRASTRUCTURE MODERNIZATION AND CLOUD



- ENTERPRISE ARCHITECTURE
- INTEGRATION AND AUTOMATION
- CLOUD MIGRATION STRATEGY
- APP DEPENDENCY MAPPING
- SECURITY TRANSFORMATION



CHIEF TECHNOLOGY ADVISORS

TECHNOLOGY INTEGRATION AND DEPLOYMENT



- CASH FLOW CONSULTING
- RESOURCE OPTIMIZATION
- JUST-IN-TIME DELIVERY
- GLOBAL STAGING AND INTEGRATION
- LIFECYCLE MANAGEMENT



SUPPLY CHAIN ADVISORS

Who We Are



Founded in 1990, by Jim Kavanaugh, CEO & Dave Steward, Chairman
Over 7,000 employees around the world
Nine years in a row on FORTUNE “100 Best Companies to Work For®” list
Top Partner with Cisco, HPE, Dell EMC, NetApp, F5 and VMware
Ranked #2 on Gartner’s 2019 “Top 20 Digital Business Consultants” list
Five years in a row on FORTUNE “Best Workplaces in Technology” list
Technology provider to more than 70 of the FORTUNE 100
\$2.1 billion in international revenue



VISION

To be the best technology solution provider in the world



MISSION

To create a profitable growth company that is also a great place to work



CORE VALUES: THE PATH

Trust

In character and competency

Humility

Stay grounded; never forget where you come from

Embrace Change

Diversity of people and thought

Passion

A strong work ethic

Attitude

Be positive and open-minded

Team Player

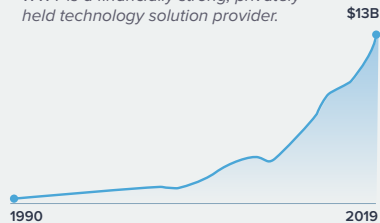
Proactively share ideas

Honesty and Integrity

Adherence to high standards

REVENUE GROWTH

With more than \$13B in annual revenue, WWT is a financially strong, privately held technology solution provider.



STRATEGIC PARTNERSHIPS



ADVANTAGE PARTNERSHIPS

