Global Community Impact

2020 Annual Review
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
Corporate Social Responsibility Executive Sponsor and Executive Vice President, Global Human Resources
World Wide Technology (WWT) is committed to helping our customers bridge the gap between technology and business so they can innovate faster than the competition and accelerate growth.

Our Corporate Social Responsibility (CSR) program helps facilitate our ability to help customers by embracing the social issues that are important to our employees, customers and 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 are a National Minority Supplier Development Council (NMSDC)-certified Minority Business Enterprise (MBE) with an award-winning Supplier Diversity program.
• We are an EPA Green Power Partner.
• We hold the highest certification levels among leading OEMs, including Cisco, Dell Technologies, Hewlett-Packard Enterprise, NetApp, VMware, F5, Intel, Microsoft and Palo Alto Networks.
• And we are consistently ranked as one of Fortune’s 100 Best Companies to Work For!

Ann Marr
Corporate Social Responsibility Executive Sponsor and Executive Vice President, Global Human Resources

Juanita Logan
Area Vice President, Corporate Development

Ashley Harris
Manager, Community Outreach & Employee Engagement

Sally DeHekker
Employee & Community Engagement Specialist
Serving Our Community, Business and Employees

Our commitment to give back to the communities we serve is critical to empowering our people, who in turn empower our business.

Our Global Community Impact program is designed to strengthen the community by supporting organizations that provide education and career preparation for our youth, promote physical and mental wellness, and provide human services to address society’s greatest needs.

Many of our outreach efforts and strategic partnerships center around our passion for developing a diverse pipeline of future leaders using science, technology, engineering and math (STEM) as the platform. We are committed to building and nurturing the STEM workforce’s future by investing in STEM-focused education, internships, work-based learning opportunities and activities. Our objective is to build, retain and grow individuals capable of leading in the future.

While working remotely and socially distancing, WWT has continued its support of many of our community partners by hosting and supporting volunteer opportunities like the STEM Student Forum, Junior Achievement, Boys Hope Girls Hope, Launchcode, NPwoder, National Academy Foundation’s Future Ready Lab and Hawthorn Leadership School for Girls. WWT employees participate in guest lectures, mock interviews and panels and serve as mentors. Many WWT employees have continued to volunteer in virtual Days of Caring.

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 for ALL
Global Community Impact and COVID-19

WWT’s bold and decisive executive leadership team placed our employees’ health and well-being at the heart of our response to the Pandemic. WWT has utilized a full integration of executive and leadership communications, employee benefits and healthcare programs, employee-assistance resources, wellness challenges and employee-engagement activities to support our workers.

Our investment in providing our workforce with innovative technology allowed 60% of our global back-office functions to seamlessly switch to working remotely. All communications, activities and initiatives were intended to promote health, resiliency, teamwork, and overall wellness. Not only did WWT take care of our employees, we also worked to support our communities during this difficult time.

2020 Employee Match & Red Cross Donation

The WWT Foundation rolled out a $1 million Global Community Impact Program, in which the WWT Foundation matched all employee donations to accredited (501(c)3 organizations, to encourage and support our employees’ generosity. The Global Community Impact Program aimed to benefit organizations that support the prevention and detection of COVID-19, support for agencies who assist families affected by COVID-19, and organizations that accelerate research to develop a vaccine and treatment for this disease. In addition to matching employee donations, WWT made a $25,000 donation to the Red Cross to support the organization’s efforts in helping those affected by COVID-19.

WWT also supported efforts in COVID-19 testing. When one of the world’s largest retailers was looking to help test for COVID-19, they built triage and testing centers in their parking lots across the US. They needed critical network infrastructure to make the facilities operational. We teamed up with Cisco to donate wireless infrastructure, some of which was procured from our own Advanced Technology Center, and implementation services to rapidly bring testing centers online.

Witnessing the many acts of social injustice and violence, the WWT Foundation decided to also match employee donations supporting organizations with programs and initiatives intended to help eradicate racism, eliminate social disparities, advocate for educational equality and empower people.
Introduction of Impact Areas

Career Readiness, Human Services, and Health & Wellness

WWT’s Global Community Impact program strives to promote and support philanthropy that generates economic, social and financial outcomes.

Pillars of Impact

WWT’s Global Community Impact program focuses on three pillars of impact.
Diversity & Inclusion + Community Outreach

We believe in our ability to make a difference in the world through commitment, action and accountability.

Our Corporate Social Responsibility program seeks 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.

Our Diversity & Inclusion (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.

Diversity & Inclusion Outcomes

**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.

“WWT’s Core Values are at the center of our culture and our D&I program. Listening to understand and celebrating our unique qualities makes us better individually, collectively and ultimately drives business innovation and success.”

Bob Ferrell
VP of Diversity & Inclusion
Each year, WWT employees are allotted a Day of Caring to volunteer in their community. In 2020, WWT saw employees step up in ways never seen before. See a few of the many stories of WWT employees giving back.

**Schenny’s Syrup**
David Schenberg, Business Development Manager, took his sweet skills to make a huge difference in the lives of families in need. David produced and sold over 1,000 bottles of Schenny’s Simple Syrup, ultimately raising over $17,000 for local food pantries. The WWT Foundation matched $5,000 of that total and David continues to donate all the profits from Schenny’s Simple Syrup.

**Community Carry Out**
COVID-19 resulted in both a struggling restaurant industry, but also created higher levels of food insecurity in many communities. In 2020, upon introduction by Ben Beinfeld, Business Development Manager, WWT and the WWT Foundation proudly began to support the St. Louis Community Foundation and the Community Carry Out Program, founded by Liz Kniep Engelsmann.

The Community Carry Out Program fostered a system to channel donations to restaurants throughout the community by redirecting money that organizations and individuals would typically spend on holiday parties during non-pandemic times to keep restaurant staff working by feeding the hungry.

**Mellow Mushroom Feeds First Responders**
WWT Client Executive, Ian Hilton, and his wife own a Mellow Mushroom restaurant franchise in St. Charles County, Missouri and they teamed up with a local organization to provide free meals to local frontline medical staffers and emergency responders.

**Rita Younger and Family Deliver Meals**
Rita Younger, Practice Lead, purchased and delivered over 1,000 meals to the frontline health care workers at St. Clare Hospital in Fenton, Missouri. Meals were purchased from locally-owned restaurants and were delivered two to three times a week to each shift. Younger and her family made personal deliveries to the overnight shifts to ensure all the employees received a meal.

**Stanford Healthcare and Stanford Children’s Hospital**
The WWT employees out of the San Ramon, California, office generously donated to the frontline workers at the Stanford Healthcare and Stanford Children’s Hospital.

**Foodbank**
Jeff Swords, Client Executive, and family worked with a local food bank, The Well, in Spring Hill, Tennessee, to operate a mobile food pantry. Over 100 volunteers worked to organize and operate the event that provided a week’s worth of groceries to over 360 families.
Technology for Good

How Our Solutions are Making the World a Better Place

WWT is proud to use our time and talent to make a difference for our customers. We partnered with St. Jude Children’s Research Hospital to design a state-of-the-art mobile application called Our St. Jude to digitize the patient experience.

The custom app is among the most advanced patient experience apps of its kind, providing real-time coordination and reminders on clinical appointments, travel itineraries, housing reservations and even social events all in one place, as well as access to electronic health records, campus wayfinding and care team management. This platform has proved especially critical during COVID-19 planning and procedures to keep families and patients safe and informed. Not only did we make a difference for patients and their families, WWT also won a Webby Award for the app we created.

It is nearly impossible to imagine the current COVID-19 crisis without your app in the hands of our patients. It has made real-time communication and crisis coordination between our families and care teams possible.

St. Jude Children’s Research Hospital
WWT + BEYA 2020 Conference

WWT sponsored the 34th annual Black Engineer of the Year Awards (BEYA) in Washington, D.C., in February 2020.

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; WWT Founder and Chairman Dave Steward even received a distinguished award for career accomplishments in 2012.

During the Modern Day Technology Luncheon, five WWT technologists and engineers were recognized as Modern Day Technology Leaders. The group of WWT leaders work on varying teams within WWT and traveled to D.C. from locations as far as Hawaii. WWT believes that it is a business imperative that we are intentional around recruiting and developing our diverse workforce. This important objective aligns closely with a core value at WWT: embracing diversity of people and thought.

In 2020, WWT hosted the annual WWT Stars & Stripes Reception prior to the Stars & Stripes Dinner, where CSR Executive Sponsor and EVP, Global Human Resources Ann Marr spoke in recognition of all 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.
WWT + STEM Education

Hour of Code

WWT Empowers Future Technologists

Under the leadership of WWT Application Services, and in an effort to increase interest and to “demystify coding,” WWT hosted Hour of Code in St. Louis, Springfield and Kansas City, Missouri, and Denver. The global event aims to teach the basics of computer science through fun and engaging web-based computer games.

In partnership with Intel, Missouri State University, Colorado School of Mines and STEAM Studio, WWT teams hosted over 500 children in Kindergarten through 12th grade.

The one-hour introductory computer science courses, facilitated by teams of dedicated WWT developers and technologists, not only brought a lot of smiles but also inspired future leaders.
STEM Student Forum & Hackathon

WWT Gives Young Innovators and Technologists a Platform to Create

WWT hosted the 5th annual STEM Student Forum and Hackathon in the first weeks of January 2020. The program welcomed more than 170 students and educators to participate in the forum, which works to improve academic proficiency while providing a competitive advantage for college enrollment and increase awareness around disciplines in STEM.

All participating teams were tasked with using technology to create a solution to improve their school community. Each team worked directly with a WWT mentor to provide guidance in STEM technical skills and leadership, beginning with an ideation session and developing their project over the following six weeks. The STEM Student Forum culminated with final presentations at WWT’s global headquarters, as local students demonstrated their knowledge, creativity and innovation through hands-on activities.

“The STEM Student Forum is an important initiative for WWT. As we strive to educate and excite these future leaders around STEM principles and their value, it was exciting listen to each team present on their different projects,” said Ann Marr, CSR Executive Sponsor and EVP, Global Human Resources, at WWT and one of judges for the event. “Each solution presented was unique, but with the common theme of helping support and improve the students’ community.”

A group of Edwardsville High School students created a digital ordering system for the Tiger Den, an on-campus coffee shop designed to help special education students develop vocational skills. This team was honored with the forum’s $10,000 first place prize to support the school’s STEM programs and initiatives.

As part of Edwardsville High School’s special education curriculum, students prepare and sell café items to advance vocational skills and establish independence. The digital ordering system developed by the Student Hackathon team has already been implemented at the Tiger Den and helped streamlined operational processes and created efficiencies for students, teachers and staff. The system will also be implemented in the Tiger Den’s second location at Lewis and Clark Community College’s N. O. Nelson Campus in Edwardsville.

“It was incredible to watch this team unite around the Tiger Den and the special needs students of Edwardsville High School. They were dedicated to creating an innovative solution to support this cornerstone program in their school community,” said Marc DeSantis, Director, Advanced Technology Center (ATC) Development at WWT and mentor to the Edwardsville High School hackathon team. “It was apparent these students were focused on developing a solution that would live beyond the STEM Student Forum and deliver tangible, lasting impact.”
National Academy Foundation

WWT’s Partnership with NAF Produces More Than 25 Future Ready Leaders

In partnership with KPMG and Mastercard, WWT hosted a virtual NAF Future Ready Lab, as a part of our greater Career Readiness initiative. WWT’s partnership with NAF works towards the goal of using work-based learning as a catalyst to create a future ready world. The 2020 program featured interns from local St. Louis high schools and NAF in the Washington D.C., region.

The virtual 125-hour Future Ready Lab focused on developing the interpersonal and professional skills of the interns. Throughout the program, interns interacted with multiple lines of business, completed work-study courses and participated in panels highlighting opportunities for technical education and careers.

Each participating student worked on an intern team with other students and guided by a professional mentor from the hosting corporate partners. During mentoring sessions, teams reviewed and practiced what had been taught during the program, and worked on their Project of Value and Capstone assignment.

Hawthorn Leadership School for Girls

WWT Offers STEM-Focused Mentorship Program for Hawthorn Middle School Students

Founded in 2015, Hawthorn Leadership School for Girls is the only public all-girls school in Missouri. Hawthorn provides college preparatory STEM-based education to middle and high school girls.

For five years WWT has partnered with Hawthorn to provide a STEM-focused mentorship program for the middle school aged students. Hawthorn scholars are paired with women from WWT. The women serve as mentors, coaches, career models, accountability partners and resources for the Hawthorn scholars.

During sessions, the scholars and mentors participate in innovation challenges, service projects, and character and professional development exercises. Along with the mentor program, Hawthorn scholars have participated in the annual STEM Student Forum and Hackathon. WWT has committed over 500 volunteer hours to Hawthorn.
Boys Hope Girls Hope

WWT Sends Scholars to National Conferences

Boys Hope Girls Hope (BHGH) is an international organization centered on cultivating youth empowerment through the foundation of education and holistic support. BHGH affiliates help academically capable children in need to meet their full potential and become men and women for others by providing value-centered opportunities and education. WWT is committed to BHGH through board leadership, technology support and the Steward Scholars program.

The Steward Scholars Program, founded in 2017 and powered by the Steward Family Foundation, is dedicated to helping young people pursuing STEM, business and arts fields on their journey to and through post-secondary access and career launch by providing scholarship funds, professional development, networking, mentoring and opportunities for internships.

BHGH Steward Scholars from all over the nation were provided with scholarships to their respective universities and sponsorships to attend learning conferences such as the virtual Women of Color Conference.

The support of WWT’s team with their time, expertise and facilities represents a tremendous benefit to the Boys Hope Girls Hope Network, its scholars, collegians and team members. This support has been wide-ranging, from donations of laptop computers to 500 gym uniform shirts for BHGH’s Esperanza Juvenil affiliate in Guatemala.
**NPower**

*Empowering, Training, Hiring*

WWT seeks to create pathways to economic prosperity by launching digital careers for military veterans and young adults from under-resourced communities. Offering training courses, professional development, internships, and job placement assistance, NPower strives to grow their students personally and professionally. 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 executives, and valuable professional experience through internships at local corporations. WWT’s partnership with NPower spans over a decade and has resulted in hiring over 50 graduates as interns, apprentices, and full-time employees.

Through the COVID-19 global pandemic, NPower has made great strides to continue to create pathways. Through training courses, professional development, internships and job placement assistance, NPower strives to grow their student personally and professionally.

WWT continues to partner with NPower in New York, St. Louis, Dallas, Detroit and in the San Francisco Bay area. WWT employees serve as national and regional board members and volunteer as guest lecturers, mock interviewers and technical coaches. Through the pandemic WWT has continued to onboard and train interns and alumni of the NPower program.

**LaunchCode**

*WWT Application Services Apprenticeship Partnership*

WWT has continued to partner with LaunchCode, a non-profit organization that works to broker paid apprenticeships in technology for talented people who lack the traditional credentials to land a technical job. LaunchCode offers technical training courses, accreditation and certificates as a part of their unique, free curriculum. Upon completing coursework, participants are placed in apprenticeships at local corporations, where they are paired with a mentor and given on-the-job training.

To support diversifying the STEM workforce pipeline, WWT works directly with LaunchCode, LC101 and CoderGirl. These groups welcome programmers of any skill level, from beginners to established developers, who are looking for a group space in which to learn and work. WWT employees volunteer as mock interviewers, professional mentors and apprenticeship managers that have led to full-time positions at WWT.
WWT + Human Services

**Covenant House**

WWT teams in our western and central U.S. regions participated in the annual Covenant House Sleepout to raise awareness and funds to benefit homeless youth.

During Covenant House’s 2019 Executive Sleep Out, WWT executives had the opportunity to connect with a resident, just after they moved into Covenant House Missouri. Their strong work ethic and passion for technology shined and inspired the WWT team to invite them on a personal tour of WWT’s St. Louis campuses. Thrilled to learn more about the organization and upon seeing a preview of their future career path, they used the excitement and inspiration to complete the LaunchCode training program and apprenticeship with WWT, and is now a full-time employee.

**Urban League**

The Urban League has been an important WWT community partner for many years.

The Urban League was created in 1918 to assist in easing some of the legal, social and racial tensions for Blacks who experienced the 1917 East St. Louis Race Riots. Today, the Urban League of Metropolitan St. Louis has evolved to provide a Roadmap to Equality for African Americans and others through partnerships with a variety of corporations, community leaders, governmental and civic institutions. With 350 employees who administer 55 different programs and services and 20 locations throughout the Missouri-Illinois bi-state region, the Urban League of Metropolitan St. Louis is the largest Urban League affiliate in the United States serving over 125,000 clients annually.

2020 was the most successful year in the history of the Urban League of Metropolitan St. Louis. Below are a couple of examples of Urban League St. Louis’ extraordinary service and impact in the areas of COVID-19 relief and economic empowerment.

**Substantial COVID-19 Relief:** Urban League implemented 28 drive-thru food distributions that served 90,000 distressed families with over $4 million worth of food, PPE and health safety information. This is in addition to providing family stabilization services of rent, mortgage and utility assistance to families impacted by the pandemic.

Urban League continues to provide economic opportunity by creating ladders out of poverty through jobs, entrepreneurship and financial responsibility. Some of its programs include Project EmPOWER Job-Readiness Training Program, SkillUp Job Training, Financial Literacy and Save Our Sons & Sisters Programs, to name a few.

**Toys for Tots Drive Through**

WWT partnered with Toys for Tots and St. Louis Area Foodbank to give new, unopened toys for all ages and food donations to those in need.
Leadership Conference 2020

During WWT’s 2020 Global Leadership Conference, WWT employees spent time in between sessions decorating cards and writing special notes to the patients at the San Antonio Children’s Hospital. WWT Leaders delivered 3,000 cards to the young patients.

American Cancer Society

Fit2Be Cancer Free: WWT President Joe Koenig joined the fourth annual American Cancer Society Fit2Be Cancer Free CEOs Against Cancer initiative, a virtual, three-week step challenge promoting cancer prevention.

During the kickoff, Joe, who serves as chairman of ACS’ CEOs Against Cancer Missouri chapter and battled tongue, throat, and mouth cancer in 2017, walked over 51,000 steps throughout downtown St. Louis, WWT’s North American Integration Center, and global headquarters with his wife and several WWT employees. WWT team members could follow his journey through St. Louis via his social media.

Over 850 WWT employees walked nearly 135 million steps, enough to circle the world almost three times. WWT finished in first place for total steps in the St. Louis challenge, and fourth place in the national challenge. Employees also raised $17,000 to benefit the Hope Lodge, which supports families of patients from outside of the metro area that are receiving cancer treatment. WWT matched the employee donation, for a total of $34,000.

134,888,861
Total Steps
enough to circle the globe 3 times!

| #1 in STL Challenge | #4 in Nationwide Challenge | $17k Raised to Benefit Hope Lodge | $34k Total Raised with WWT Match |

134,888,861
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enough to circle the globe 3 times!
In addition to the community programs highlighted throughout this summary, and the organizations below, World Wide Technology proudly supports hundreds of non-profits around the globe.
Who We Are

Founded in 1990, by Dave Steward, Chairman & Jim Kavanaugh, CEO
More than 7,000 employees and offices in 20 countries around the world
Nine years in a row on FORTUNE “100 Best Companies to Work For” list
Top Partner with Cisco, HPE, Dell Technologies, NetApp, F5, VMware, Palo Alto Networks, Cohesity, Fortinet and 20 others
Winner of prestigious Webby Award for creating a digital experience for patient families of St. Jude Children’s Research Hospital
Five years in a row on FORTUNE “Best Workplaces in Technology” list
Technology provider to more than 70 of the FORTUNE 100
$2.7 billion in international revenue

Revenue Growth
With 13.4B in annual revenue, WWT is a financially strong, privately held technology solution provider.

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

Strategic Partnerships

Advantage Partnerships

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Make a new world happen