

Transforming
Intention Into Action

Together

TEKSYSTEMS GLOBAL REPORT 2023

INCLUSION AND DIVERSITY • CORPORATE SOCIAL RESPONSIBILITY • SUSTAINABILITY



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Message From Our President



At TEKsystems, we're committed to acting with intention and integrity. Trust, high ethical standards and social responsibility are the foundation of our 40-year history. We're not just about solving complex business and technology challenges. We believe that building a better tomorrow means more than just accelerating business outcomes. This report outlines our efforts in 2023 to bring our core values to life.

Our core values serve as our compass and guide our behaviors. **Inclusion** is essential to creating an environment where everyone feels welcome, seen and valued. I'm inspired by the partners throughout our company who actively seek and embrace diverse backgrounds and perspectives, fostering a community where every person feels understood and respected.

Serving others also holds a special place in our culture. We find meaning and purpose in creating opportunities for our clients, consultants and colleagues and positively impacting our communities. We're proud to support organizations whose missions align with our own.

As we reflect on our accomplishments in 2023, let's look ahead with the intention of continuing to grow, evolve and build a better future.

Mark Collins
President

Core Values

We firmly believe that who we are as a company—our culture, purpose and core values—directly affects how we show up and deliver for our stakeholders. Over the past few years, we’ve evaluated our purpose-driven culture and discovered how firmly rooted we are in these core values.



Relationships

People are the heart of our business, and we value deep, interpersonal relationships to enable collaboration and foster growth and development. We view every interaction as an opportunity to strengthen our relationships internally and externally.



Personal and Professional Growth

We think one of the greatest gifts in life is to help someone else achieve their goals and live life to the fullest. We must develop ourselves, grow, and support those around us at home and work. We are thirsty for wisdom, eager for opportunity and accountable for improvement.



Serving Others

We strive for excellence through serving others. We delight in the opportunity to serve the needs of our customers, consultants and one another. We draw personal meaning from service at work and in the communities we serve.



Performance

We believe our role in work and life is to drive positive outcomes for people and our business. We push to achieve extraordinary results in concert with our character and ethics, showing up with energy and passion for winning together. We believe in the power of goals and the force of will, and we tackle challenges with grit and resilience.



Inclusion

We seek out and embrace diverse backgrounds, life experiences and individual perspectives because we believe that leveraging differences and fostering the full participation of every employee positions us to achieve our goals and create opportunity for all. We practice unbiased empathy to ensure every person feels seen and heard, and no matter who you are, you can flourish.



Open Communication

We see the caring and respectful sharing of information and feedback as a responsibility of everyone and fundamental to having honest relationships, knowing that context and coaching make us better. We err on the side of communicating more as opposed to less while staying true to our commitments and acting in harmony with our words.

OUR EMPLOYEES:

Inclusion. All Day.
Every Day.



“Intentionally prioritizing workplace inclusion signals to the broader populace that organizations care about embracing different perspectives. When we nurture inclusion in people and systems, we achieve success together.”



Franklin Reed

EXECUTIVE DIRECTOR OF GLOBAL INCLUSION, DIVERSITY AND EQUITY

Inclusion and Diversity: People-First Mentality

We integrate inclusion into all aspects of who we are and what we do. We're dedicated to creating a culture that inspires performance, innovation and responsible action.

We seek to instill the value of inclusion into employees throughout their experience—during onboarding and with talent management, communication, professional development and leadership training. We ensure transparency of opportunity when promoting open positions through companywide communications, ensuring all have access to new opportunities. We want our employees to show up as they are and achieve their goals, uplifting their teams and contributing to the company's overall success.

Employee Resource Groups

Our ERGs are open to all employees and allies. They play a vital role in our inclusion and diversity (I&D) strategy by creating opportunities for employees with shared experiences and backgrounds to connect.

Through reinforced learning and engagement, ERGs:

- Inspire new ideas and conversations
- Enhance culture and build community
- Connect teams across locations
- Support personal and professional journeys

Employee Communities (EC)

Our ECs bring together employees with shared interests or lived experiences. By fostering connection, these communities play a vital role in driving awareness, education, empathy and support.

- Breast Cancer Support Group
- Infertility Support Group

Conversations That Matter

As a company that prioritizes inclusion, TEKsystems identifies opportunities to cultivate understanding. That's why we conduct Conversations That Matter, a regular series of internal discussions. We take a collective pause as a company to connect and make time for deeper conversations that yield greater trust, encourage compassion and open-mindedness, and reinforce our commitment to a culture of inclusivity. From guided conversations to panel discussions that span various topics and themes, these conversations further help us understand ourselves and one another.

Commitment to U.S. [Military-Connected](#) Communities

Since 2013, we've helped more than 25,000 U.S. military-connected members with their career aspirations in a wide variety of fields. We offer a range of career development, training and transition programs that provide the flexibility and support needed for long-term career success beyond the military.

Military Awards

- [Top 10 Military Friendly Employer](#) by VIQTORY since 2014
- Military Friendly Brand (G.I. Jobs magazine)
- Military Friendly Employer (G.I. Jobs magazine)
- Military Spouse Friendly Employers (G.I. Jobs magazine)



Partnerships and Collaborations

- [50strong](#)
- [Council of State Administrators of Vocational Rehabilitation \(CSAVR\)](#)
- [Department of Defense Military Spouse Employment Partnership \(MSEP\)](#)
- [DirectEmployers Association](#)
- [DOD SkillBridge](#)
- [Pat Tillman Foundation](#)
- [Student Veterans of America](#)



TEKsystems Executive Inclusion Board

The TEKsystems Executive Inclusion Board (EIB) is led by Mark Collins, president, and Franklin Reed, executive director of global inclusion and diversity. The board is composed of 14 rotating members who serve two-year terms. With diverse backgrounds and invaluable perspectives, the board members further TEKsystems' mission to nurture inclusive teams, resulting in a highly engaged workforce and marketplace differentiation.

Marketplace Inclusion

Attracting quality talent, optimizing productivity, increasing retention and fostering an inclusive work culture are equally critical to achieving sustainable growth in any organization. Our marketplace inclusion team, comprising vertically specialized managers and specialized talent specialists, creates opportunities and drives positive impacts in our global communities. Whether through inclusive hiring and retention strategies, workforce development programs and workshops, design and accessibility, communications and branding, or small supplier partnerships, the marketplace inclusion team delivers proven strategies that make sense for businesses of all sizes.

Leadership Development

TEKsystems invests in a programmatic approach to leadership development designed to support all employees, no matter where they sit in the organization. Our leaders strive to inspire a shared vision, solve problems, lead inclusively, manage conflict, empower, delegate, build relationships and help navigate the changing landscape. Our mission is to provide the framework so our people can own their personal and professional growth.

Best U is a TEKsystems platform that supports personal development and launches the employee journey toward growth and fulfillment. It offers a variety of curated workshops centered around TEKsystems' core values, which allows employees to progress at their own pace. Each workshop supports the tenets of our core values and provides valuable insight, coaching and skill-building. Every workshop contains a recorded interactive session along with a participant guide and discussion guide.

As part of Best U, RISE is an intensive four-month program with a live kickoff week. This program is foundational for the leadership journey at TEKsystems. It focuses on self-development, awareness, accountability and empowerment while supporting everyone's progress toward their goals and is available to all TEKsystems employees.



OUR COMMUNITIES:

Creating Access to Opportunities



We enable enterprises to capitalize on change by anticipating trends and developing real-world solutions. Beyond the solutions we deliver, we want to enact change and sustain a lasting impact. That means impacting the communities where we live and work and creating more access to opportunity.

We back organizations whose missions match our purpose. Through intentional financial investment and employee engagement opportunities, our giving strategy is driven by:

- Advancing technology careers, as well as overall workforce and career development
- Empowering our employees to contribute to causes meaningful to them

We've established long-term partnerships with organizations whose missions align with TEKsystems. By committing to monetary investments, we can significantly impact helping those organizations achieve their goals.

"In my 25-plus years at Allegis Group and TEKsystems, my passion has always been creating connections between the success of our business and the success of our people. I've seen TEKsystems evolve into the global business and technology services company that it is today, and I'm proud to be part of the evolution. I value the amazing, talented people we have at TEKsystems, and I truly believe that our commitments expand beyond business."

Faith Rottmann Johnson
VICE PRESIDENT, HUMAN RESOURCES,
TALENT ACQUISITION AND CORPORATE
SOCIAL RESPONSIBILITY



Signature Partnerships: North America

Since 1995, [Per Scholas](#) has created economic mobility opportunities through no-cost technical skills training and employer connections in 20-plus cities. They unlock potential by building sustainable talent pipelines to advance the needs of the dynamic tech landscape. Over 20,000 graduates have launched successful careers in tech to date through their no-cost technical training. They seek to advance economic equity through rigorous training for tech careers and to connect skilled talent to leading businesses.

TEKsystems and Per Scholas have partnered to provide opportunities for those in the tech industry since 2015. We intentionally evolved our partnership over the years from being a hiring partner to a customized, market-driven training partner. TEKsystems provides coaching and career support throughout the training and matches newly skilled graduates with employers. Together, we want to change the industry by building talent pipelines in IT.

Today, we offer customized training in 10 cities: Baltimore, Boston, Charlotte, Chicago, Detroit, Orlando, Philadelphia, Phoenix, Pittsburgh and Seattle. Together, we have matched more than 1,000 graduates with careers in IT.

Thurgood Marshall College Fund

The [Thurgood Marshall College Fund](#) is the nation's largest organization that exclusively represents the Black college community. Member schools include the publicly supported historically Black colleges and universities (HBCUs) and predominantly Black institutions. Through scholarships, research initiatives, innovative programs and strategic partnerships, the Thurgood Marshall College Fund is a vital resource

for students in grades K–12 and beyond. We sponsor and participate in their annual leadership institute, a gathering of HBCU students about to enter the workforce. In addition, we offer career coaching for individuals seeking jobs and internships.



Pat Tillman Foundation

The [Pat Tillman Foundation](#) unites and empowers remarkable military service members, veterans and spouses as the next generation of public and private sector leaders committed to service beyond self. We've partnered with the Pat Tillman Foundation for the past nine years as part of our ongoing commitment to helping military members, veterans and their spouses find career success.



Each year, we support the Tillman Scholars program, which provides military service members, veterans and spouses with scholarships, leadership development and a global community of high-performing peers. We proudly serve as title sponsor for the annual Pat's Run, held to honor the legacy of [Pat Tillman](#) and be the signature fundraiser for Tillman Scholars. We rally around the mission of the foundation across our geographically diverse employee base, using Pat's Run as a call to action to engage our employees.

Global Partnerships

Technovation

[Technovation](#) is a global tech education nonprofit that empowers girls to become leaders, creators and problem-solvers in STEM. Technovation and TEKsystems Global Services work together to provide the resources and spark they need to discover their full potential as future tech leaders. Together, both organizations believe that intentional opportunities fuel innovation and make businesses stronger.

NPower

[NPower](#) is an employment program that provides free, in-demand digital and professional skills training. Through our partnership, TEKsystems provides training and career opportunities in technology to over 70 learners.

Kshamata Innovation Foundation

[Kshamata Innovation Foundation's](#) (KIF) flagship women's entrepreneurship program, STREE (She Transforms Routine to Equitable Entrepreneurship), aims to strengthen women's entrepreneurship by helping homemakers contribute to their family incomes and become financially

independent. This unique initiative supports women by helping them transform their ideas into sustainable businesses and providing them with livelihood-based entrepreneurship opportunities. TEKsystems' monetary support helps fuel their mission.

Prakash Nanjappa Sports Academy

Prakash Nanjappa Sports Academy's (PNSA) vision is to encourage children to play sports to improve community participation. PNSA believes in creating sports enthusiasts at all levels by building the basics to improve young athletes' skills. We have collaborated with PNSA to fund the purchase of equipment and accessories for athletes.

Local Schools

TEKsystems teams support the renovation of a local school in a local village, including creating digital classroom solutions and providing essential classroom infrastructure like electricity, desks, tables and general repairs.



Tech She Can

Our teams in Europe support [Tech She Can](#), whose mission is for women to be equal members in creating and developing the new technology businesses, products and services that shape our world, ensuring technology

works for all. With 13 trained and approved champions, TEKsystems has successfully delivered lessons and assemblies to more than 1,000 children across 15 schools throughout the U.K., covering topics such as technology in gaming, fashion, space and sports.

Employee Engagement



MLK Day of Service

At TEKsystems, we collectively recognize Martin Luther King Jr. Day as a day of service in the U.S. Our team members engage in organized service activities that are meaningful to them—an event coordinated with their office or department, a community event, something with their family, or any number of other opportunities to give back each January.

Some of the service activities include:

- Organizing donations (furniture, clothing, household items)
- Assisting in a food pantry
- Performing commercial revitalization tasks
- Picking up trash
- Removing overgrown plants

“At TEKsystems, we live our core value of serving others by showing up every day to serve our customers, consultants and communities. We are proud of our CSR global programs and of the employees dedicated to supporting organizations worldwide.”



Alice Zients

MANAGER, CORPORATE SOCIAL RESPONSIBILITY, WORKFORCE DEVELOPMENT
AND FOUNDATION MANAGEMENT

Employee Matching Program

We empower employees to support the causes they feel passionate about—whether it’s a team that comes together to give back to their community or an employee who rallies the support of their peers for a cause close to their heart.

Through our TEK Gives Back program, we provide matching funds of up to \$1,000 for employees who raise money for a qualifying charitable organization. Groups are also eligible for matching funds of up to \$3,000 when two or more local teams or departments support the same organization.

In 2023, TEKsystems’ employees raised **\$151,560**, which TEKsystems matched dollar for dollar. Employees also volunteered **10,000-plus** hours for global initiatives.

@LifeAtTEK

[@LifeAtTEK](#) is our corporate Instagram channel that gives our customers, consultants and applicants a closer look into the heart of our organization—our people. It’s dedicated to celebrating our employee community and celebrates our core values in action.



CELEBRATING

Giving Tuesday With
TEKsystems

OUR STANDARDS AND ACCOUNTABILITY:

Abiding by High Ethical Standards and Governance



Global Code of Conduct

As a member of [Allegis Group](#), TEKsystems serves thousands of communities, customers, employees and each other. We provide our people with a [Global Code of Conduct](#)—a resource that describes and reinforces who we are and how we conduct ourselves in every part of the world. We designed our code to remind us of our commitment to our company's stakeholders. It also reminds us that our fundamental core values bind our network of specialized companies together. The code and related training, compulsory for all our staff, reinforce our pride in working for an organization that embraces honesty, integrity, respect and ethical behavior in everything we do.

Safeguarding Privacy and Annual Enterprise-Wide Training

TEKsystems is committed to safeguarding the privacy of our customers, candidates and employees. We ensure that any data under our control is secured effectively. Our [Data Privacy Notice](#) is available on [TEKsystems.com](#). TEKsystems has information security management systems aligned with the requirements of ISO 27001.

Our staff undergoes annual, compulsory training on data security and privacy responsibilities.

Allegis Group is committed to maintaining a safe and productive work environment and minimizing risks across all aspects of our business. In line with this commitment, all employees are required to complete specific training courses at the time of hire and every year.

Our enterprise-wide training includes:

- Allegis Group Global Code of Conduct
- Allegis Enterprise Data Security Curriculum
- Allegis Enterprise Privacy and Data Protection Curriculum

Ethics

We strive to provide our employees and stakeholders with a safe, productive work environment where they feel comfortable raising concerns. In addition, we have an open-door policy to encourage reporting noncompliance issues. We work with EthicsPoint, an independent external ethics reporting hotline service provider, to support employee anonymity. Any reports made are treated in confidence and are thoroughly investigated. We want our employees to feel comfortable raising concerns without fear of retaliation, so we have a zero-tolerance policy for any act made against anyone who makes a good faith report of actual or suspected misconduct.

Any form of bribery or corrupt practice is strictly forbidden. Our employees are trained regularly in our antibribery and anticorruption policy, which includes prohibition of accepting any form of facilitation payment, giving or accepting extravagant gifts, or practicing anything that could be interpreted as bribery.

We comply with all legislation to ensure everyone who works with our organization is treated fairly and equally. Our policies are in place to make sure all TEKsystems business is conducted honestly and ethically per the letter and spirit of applicable legal and regulatory requirements in the jurisdictions where we carry out our operations. For more legal policies, please see our latest [statement](#) on the Allegis Group website.

Suppliers

Our [Supplier Code of Conduct](#) sets ethical standards for TEKsystems' current and potential suppliers. We view these partnerships as critical to our success and work only with suppliers who share our commitment to conducting business ethically and with integrity.

Sustainability

We understand our responsibility to minimize the impact of our business on the world around us. As a result, we proactively seek opportunities to improve our company's conduct directly and through our business partnerships.



To maximize our transparency and our ability to have the most considerable positive impact as an organization, we manage our environmental, social and governance (ESG) reporting through our parent company, Allegis Group, in accordance with best practices for reporting on the highest available scope. We measure and report our annual greenhouse gas (GHG) emissions for Scope 1, 2 and 3 and participate in the Carbon Disclosure Project (CDP). CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to

manage their environmental impacts. Allegis Group, through the Allegis ESG team, continues to improve the GHG emission calculation process to obtain increasingly accurate group-level measurements. Further details about our carbon footprint reporting are available on the [official CDP website](#).

One of the most significant direct contributors to our carbon footprint is the office space we occupy. As of June 2022, our global corporate campus in Hanover, Maryland, is powered by electricity from renewable sources (wind/solar), which means that approximately 10% of our global energy usage is now procured from renewable sources. We participate in two sustainability assessment tools:

- <https://ecovadis.com/> (Allegis Group Inc.)
- <https://www.cdp.net/en> (Allegis Group Inc.)

For a technology services company such as TEKsystems, IT equipment is an important area of focus as we look to reduce environmental impact. We have a range of measures in place to minimize the adverse effects of technology in the workplace. These include the deployment of sustainable on-demand printing in all our offices, as well as the remarketing and recycling of old IT equipment.

Looking Ahead

At TEKsystems, our people, customers and communities remain at the center of everything we do. We're a team of 80,000 strong—brimming with fully-engaged, hands-on collaborators who are passionate about accelerating positive change. We look forward to broadening our impact and expanding the difference we can make in years to come. **Owning change together.**





About TEKsystems and TEKsystems Global Services

We're a leading provider of business and technology services. We accelerate business transformation for our customers. Our expertise in strategy, design, execution and operations unlocks business value through a range of solutions. We're a team of 80,000 strong, working with over 6,000 customers—including 80% of the Fortune 500—across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, hands-on collaborators, helping customers capitalize on change and master the momentum of technology. We're building tomorrow by delivering business outcomes and making positive impacts in our global communities. TEKsystems and TEKsystems Global Services are Allegis Group companies. Learn more at [TEKsystems.com](https://www.teksystems.com).