

Global Impact Report

Corporate Social Responsibility
Inclusion and Diversity
Sustainability

2024/2025



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01 | Introduction

A Message from Our President

As we reflect on the past year, I'm proud to share our Global Impact Report—a testament to what we're building together and the momentum we're carrying into the future.

Not only do we guide our customers as they navigate change and transform their business, but we also drive meaningful change within our global communities through purpose-driven action. Our corporate social responsibility and sustainability efforts reflect our values, our people and our belief that transformation begins with connection, empathy and service. Whether it's through collaborative leadership, meaningful partnerships or the relentless pursuit of excellence, we're creating opportunity—real opportunity—for our customers, our consultants and our partners.

This report celebrates the work of our teams around the world and the impact they've had on the communities where they live and work. It's a reflection of our values in action and a preview of the future we're building, one that's more connected, more capable and more inspired than ever.

Thank you for being part of this journey. Let's keep building and pushing forward—together.

—Mark Collins



About This Report

This report offers a look at how TEKsystems turns purpose into progress. It reflects our ongoing commitment to building an inclusive culture, uplifting the communities we serve and advancing corporate social responsibility initiatives. The data and insights in this report cover the period from Jan. 1, 2024, to Dec. 31, 2025.

02 | Our Communities

Global Partnerships

Thriving communities are the foundation of a resilient, connected world. Our commitment extends beyond the workplace and into the neighbourhoods where we live and work.

United States

Per Scholas: Advancing Opportunity Through Shared Purpose

Focused on transforming the future of tech, [Per Scholas](#) equips learners with rigorous, no-cost training in technology and AI—unlocking pathways to high-growth careers and connecting 30,000 graduates with leading employers to date.

TEKsystems and Per Scholas celebrated [a decade of partnership in 2025](#)—a collaboration rooted in our shared commitment to equity, innovation and opportunity. Together, we’ve codeveloped curriculum aligned with evolving industry demands, ensuring learners are prepared to thrive in the digital economy.

Out of the 1,600 IT careers launched through this partnership, TEKsystems is responsible for **1,200**. Graduates have collectively earned more than **\$393 million**—a testament to the power of access, education and aligned values. TEKsystems and Per Scholas offer customised training in Baltimore, Boston, Charlotte, Chicago, Detroit, Orlando, Philadelphia, Phoenix, Pittsburgh and Seattle.



Thurgood Marshall College Fund: Elevating the Future Through Education

The [Thurgood Marshall College Fund \(TMCf\)](#) is the nation’s largest organisation representing publicly supported, historically Black colleges and universities.

TMCf delivers scholarships, research initiatives and innovative programmes that uplift students from K–12 through college and beyond.

Since 2020, TEKsystems has partnered with TMCf, engaging with over **1,000 students annually** through immersive development experiences. Our leaders actively participate in TMCf’s competitive conferences, delivering hands-on training, sharing industry insights and building meaningful connections with the next generation of talent.

Technovation: Expanding Interest in STEM

[Technovation](#) is a global nonprofit inspiring girls ages 8 through 18 to become tech leaders through immersive STEM education. By teaching coding, AI and entrepreneurship, they help young innovators turn ideas into real-world solutions.

Since 2021, TEKsystems has partnered with Technovation to support this mission. Each year, our employees serve as judges for the Technovation competition, where teams present mobile apps and AI projects designed to tackle pressing global challenges—reflecting our shared commitment to innovation, inclusion and empowerment.

Hesperus: Investing in Native American Tech Leadership

[Hesperus](#) is dedicated to advancing the next generation of Native American and Alaska Native leaders by addressing critical challenges in tribal communities—like the digital divide and access to technology training. By fostering tech-based skills and career pathways, Hesperus helps strengthen tribal economies and expand opportunities.

TEKsystems proudly launched a partnership with Hesperus in 2025, committing to create educational and employment opportunities through workforce development, skills training and technology access—driven by our shared values of equity, empowerment and innovation.



Pat Tillman Foundation: A Decade of Purpose-Driven Partnership

The [Pat Tillman Foundation](#) empowers military service members, veterans and spouses to become the next generation of civilian leaders, driven by a commitment to service beyond self.

In 2024, the foundation marked a milestone with the 20th Annual Pat's Run, a powerful tribute to Pat Tillman's legacy. Since 2015, TEKsystems has served as the [event's title sponsor](#), championing the Tillman Scholars programme. This initiative provides transformative scholarships, leadership development and a global network of high-performing peers dedicated to making a difference.

In 2024, TEKsystems was honoured with the Pat Tillman Foundation's inaugural [Leadership Through Action Award](#), recognising our enduring commitment to the foundation's mission and our embodiment of their core values: service, leadership and impact.

Canada

NPower Canada: Driving Inclusive Tech Careers

[NPower Canada](#) delivers free, in-demand digital and professional skills training to help individuals launch thriving careers in technology.

Since 2022, TEKsystems has partnered with NPower Canada to advance inclusion, diversity and opportunity in tech. Over the past three years, we've directly supported **150-plus learners**, equipping them with the skills and connections needed to succeed in the digital workforce.

Ottawa Community Housing: Strengthening Communities Through Service

[Ottawa Community Housing](#) (OCH) provides safe, affordable housing and youth programmes across the city—building stronger, more inclusive communities.

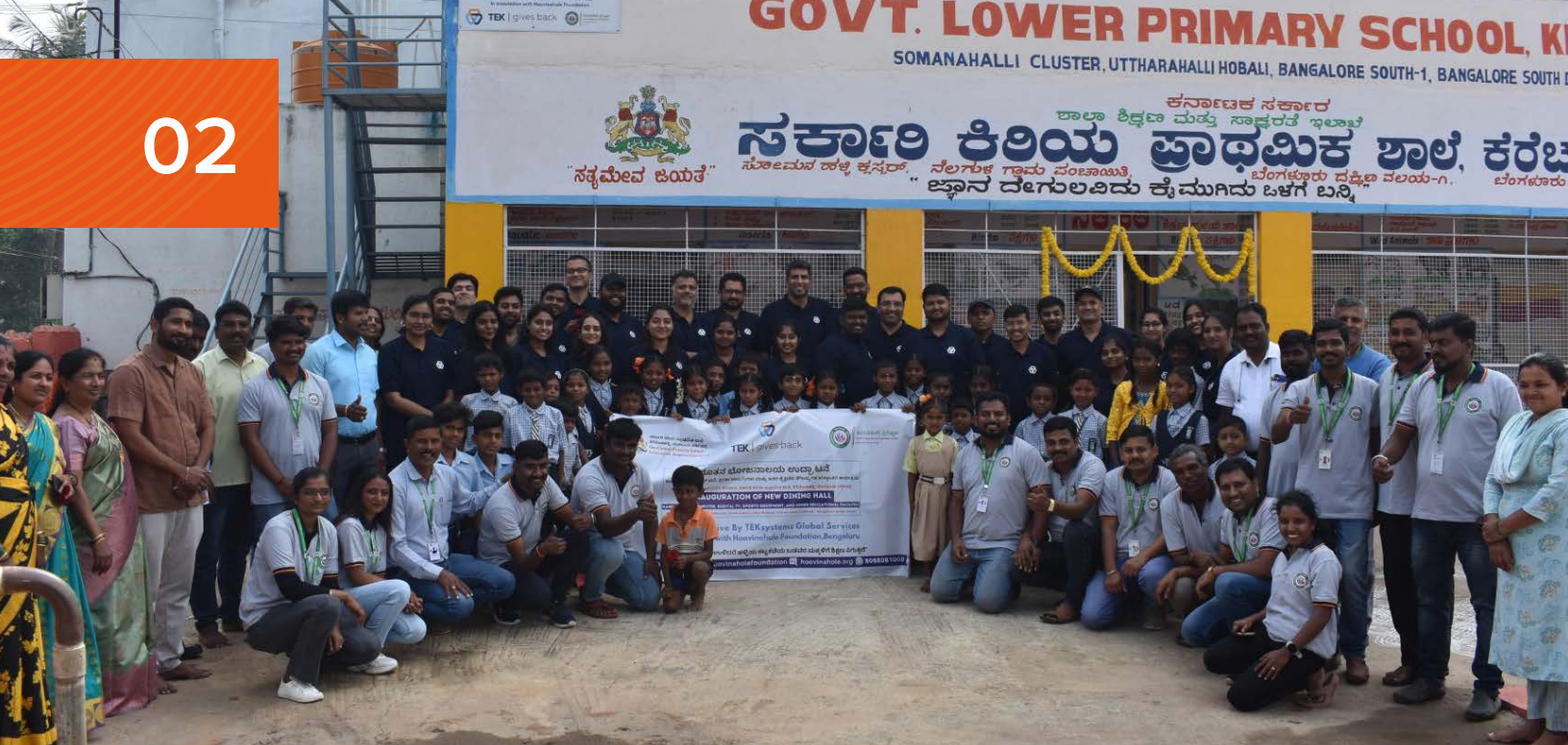
TEKsystems Ottawa supports OCH through hands-on volunteerism, including the Pack-a-Thon and Youth Futures Graduation Ceremony. We've also **raised funds** for the OCH Foundation Annual Charity Golf Tournament, helping expand opportunities and resources for residents. Together, we're making a meaningful impact where it matters most.



Trails Youth Initiatives: Supporting Youth Through Nature and Leadership

[Trails Youth Initiatives](#) is a Toronto-based nonprofit transforming the lives of vulnerable youth through outdoor education, mentorship and leadership development.

Since 2020, TEKsystems' Greater Toronto Area team has participated in annual campground cleanups, mentorship engagement and fundraising efforts. Together, we've raised over **\$50,000** to help sustain and grow their life-changing programmes—driven by our shared commitment to community, resilience and opportunity.



India

Empowering Communities Across Telangana and Karnataka

Between April 2024 and March 2025, TEKsystems partnered with organisations across Telangana and Karnataka to uplift communities through education, healthcare and outreach. Our initiatives impacted **2,025 students** through school renovations, scholarships and digital learning tools.

The TEKsystems Global Services team in India supported over **750 individuals** with medical aid, infrastructure upgrades and essential supplies. Additionally, we contributed to orphanages, special needs schools and veteran welfare, creating lasting, meaningful change across diverse communities.



EMEA

Tech She Can: Empowering the Next Generation of Innovators

Tech She Can inspires children to pursue careers in technology by offering free educational resources, career insight programmes, and events that spotlight inclusive and exciting roles in STEM. Through collaboration with schools, industry leaders and government, the organisation is actively closing the gender gap in tech.

Since 2021, TEKsystems EMEA has been a strategic partner, advancing youth engagement and inclusion in the technology sector. Our team of fully trained, STEM-approved volunteers has delivered interactive lessons and assemblies across the U.K., reaching nearly **2,500 students** and helping shape an inclusive future in tech.

APAC

Cerebral Palsy Alliance* | Asia Pacific

For 15 years, TEKsystems has partnered with the Cerebral Palsy Alliance (CPA) through [September](#)—a global movement that transforms daily steps into meaningful impact. What started as a simple wellness initiative has grown into a companywide tradition that promotes health, unity and purpose. TEKsystems APAC has contributed over **AU\$160,000** to CPA's groundbreaking research and services, supporting children and families affected by cerebral palsy across 48 countries.

In 2025, more than 300 employees helped raise over **AU\$22,000**, funding critical work in the first 1,000 days of life for children with cerebral palsy.

EnAble India*

[EnAble India](#) develops innovative models to train employable talent and foster inclusive leadership, empowering persons with disabilities (PwDs) to thrive in the workforce.

Since 2013, TEKsystems and EnAble India have created meaningful opportunities for PwDs in tech, using a multipronged approach.

The TEKsystems team also **invested over 1,100 hours** in training, contributing to more than **430 placements**. In 2024, employees **volunteered over 730 hours**, and by August 2025, nearly 400 hours were logged.



YueMiaoYuan Foster Home* | China

YueMiaoYuan is a privately funded foster home in Shanghai, China, supporting abandoned children with mental and physical disabilities.

Since 2018, TEKsystems China has partnered with YueMiaoYuan to strengthen their mission through fundraising, donations and volunteer engagement. Contributions have supported infrastructure upgrades, medical and educational supplies, and cultural events. This partnership has not only improved the lives of the children but also deepened employee purpose and CSR engagement across China, reinforcing values of compassion, inclusion and community empowerment.

*Indicates flagship partner.

Love 21 | Hong Kong

Since 2021, our Hong Kong team has proudly partnered with [Love 21](#), a charity that empowers individuals with Down syndrome and autism through personalised fitness and nutrition programmes. In 2024, we deepened our commitment by serving as a **Gold Sponsor** at Love 21's first fundraising gala, inviting seven customers to join us in celebrating inclusion and supporting vital services.

Beyond sponsorship, **45 employees volunteered** at Love 21's facilities, participating in fitness, music, dance and therapy sessions with beneficiaries. These experiences foster connection, joy and understanding—turning volunteerism into meaningful moments of inclusion and community.



National Parks Board | Singapore

Since partnering with [Singapore's National Parks Board](#) (NParks), the TEKsystems team has supported the protection and restoration of the country's natural spaces.

In 2024, **more than 40 employees** participated in beach cleanups at Pasir Ris Beach and East Coast Park, removing debris and learning about marine conservation. These hands-on efforts not only support environmental sustainability but also strengthen team bonds and raise awareness about protecting Singapore's natural heritage.



Marketplace Inclusion

Driving Workforce Development | North America and EMEA

TEKsystems' Marketplace Inclusion team partners with organisations to design intentional, ROI-driven strategies that attract top talent, increase retention and foster inclusive workplace cultures. By leveraging our deep expertise and expansive network, we help businesses modernise their workforce through inclusive recruiting, upskilling programmes and supplier partnerships—creating access and opportunity for talent from all backgrounds.



Building a Future-Ready Workforce for Data Centres | North America

TEKsystems and Per Scholas are transforming how tech talent is developed and deployed in the data centre space. Through customised, tuition-free training programmes, they equip learners with the technical and professional skills needed to thrive in high-demand infrastructure roles. This partnership has led to the creation of **custom data centre technician training**, tailored to meet the evolving needs of TEKsystems' customers.

TEKsystems recruiters are embedded in the training process, providing real-time feedback to refine the curriculum and ensure job readiness. Graduates emerge with hands-on experience in racking and stacking equipment, configuring networks, and troubleshooting live environments—skills that mirror the demands of modern data centres.

The impact is clear:

- 1,600+ careers launched (1,200 directly from TEKsystems' partnership)
- \$393M+ in graduate earnings
- \$15 return in wage gains for every dollar invested
- Graduates' consistent outperformance of typical early-career talent in productivity, creativity and adaptability

Together, TEKsystems and Per Scholas are not only closing the skills gap but also redefining what it means to build a resilient, inclusive and future-ready data centre workforce.

03 | Our Employees

Employee Matching | North America and EMEA

TEKsystems recognises the importance of supporting causes meaningful to our employees. Through the employee matching programme, employees can be eligible to receive a fundraising match from the Allegis Group Foundation. Since the beginning of 2024, TEKsystems has matched **over \$239,000** of employee-raised dollars.

Giving Tuesday and International Volunteer Day

North America and APAC

Each year, on Giving Tuesday, TEKsystems teams in North America recognise the hard work of our employees and impacts made through giving back to their local communities. Similarly, on the first Friday in December, APAC hosts APAC Gives Back Day. We share highlights on internal communication channels and corporate social media channels to celebrate the positive impacts and our employees' dedication to serving others.

TEKsystems North America also supports Pat Tillman Foundation's annual Double Your Impact Giving Tuesday campaign.



MLK Jr. Day of Service | North America

TEKsystems recognises Martin Luther King Jr. Day as a dedicated day of service. Teams across the U.S. participate in meaningful service activities—whether coordinated through their office, with family or in partnership with local organisations. Support for MLK Jr. Day of Service is further amplified through strategic partnerships with nonprofit organisations and a focus on three key priorities: education, workforce development and employee engagement. TEKsystems identifies and organises on-site and off-site volunteer projects, such as professional clothing drives, resume workshops, mentoring programmes and other community efforts.

Leadership and Personal Development

North America, India and EMEA

Best U: Creating Growth From Within

Best U is TEKsystems' personal development platform designed to launch employees into meaningful growth. Through curated, self-paced workshops aligned with our core values, employees gain insight and skill-building resources.

A cornerstone of Best U is RISE, a six-month programme with an immersive live kick off week supported by our Executive Leadership team. All participants have a mentor throughout the programme and access to their leaders. Content is focused on self-awareness, accountability and empowerment. RISE supports every employee's journey toward leadership and fulfilment.

RISE: Award-Winning Leadership Innovation

TEKsystems earned the prestigious Brandon Hall Group™ Gold Award for excellence in the category of Best Unique or Innovative Leadership Programme—a testament to our commitment to developing transformative leaders.

The award was judged by a panel of independent industry experts and Brandon Hall Group analysts and based on:

- Alignment with business needs and organisational environment
- Programme design, functionality and delivery
- Innovation, creativity and user experience
- Adoption, integration and measurable impact

This recognition reflects the strength of our leadership development strategy and its tangible impact across our organisation.



04 | Our Ethos

Standards and Accountability

Accountability is embedded in our culture. As an Allegis Group company, with our Global Code of Conduct, small supplier partnerships and sustainability efforts, we ensure our actions reflect our values. TEKsystems' sustainability policies, processes and reporting are supported at Allegis Group Inc. The frameworks, commitments and governance structures that guide our decisions and hold us to the highest standards are our North Star—because trust is earned through being consistent and transparent and doing what's right.

Global Code of Conduct

Our [Global Code of Conduct](#) guides how we operate across regions, reinforcing our shared values and ethical standards. It's a reflection of who we are and the principles that unite our network of specialised companies. The Code, along with mandatory training for all employees, emphasises our dedication to honesty, respect and ethical behaviour. It's more than a policy—it's a source of pride that shapes our culture and strengthens our commitment to stakeholders around the world.



Privacy and Annual Enterprise Training

TEKsystems protects the privacy of our customers, candidates and employees. We implement robust measures to ensure all data within our control is effectively secured. TEKsystems maintains information security management systems in accordance with the ISO 27001 standard. Additionally, our employees participate in mandatory annual training focused on data security and privacy obligations.

Our [Data Privacy Notice](#) can be found on [TEKsystems.com](https://www.teksystems.com).





Ethics

We're committed to maintaining a safe, respectful and ethical workplace. Our partnership with EthicsPoint, an independent reporting service, ensures concerns can be raised anonymously and investigated confidentially. We enforce a strict zero-tolerance policy against retaliation for good faith reports of misconduct.

We also uphold rigorous standards against bribery and corruption. Employees receive regular training on our antibribery policies, which prohibit facilitation payments, extravagant gifts and any behaviour that could be seen as unethical. Our operations comply with all relevant laws and regulations to ensure fairness, integrity and transparency across every aspect of our business.

For more details, please refer to our [latest legal policies](#) on the Allegis Group website.

Sustainability

At TEKsystems, we recognise our responsibility to minimise environmental impact and promote sustainable practices across our global operations. We're committed to making thoughtful choices that support a healthier planet and a more resilient future.

Allegis Group takes steps to measure and manage our environmental impact, calculating and reporting greenhouse gas emissions for Scope 1, 2 and 3 emissions each year with third-party assurance. Allegis Group has committed to setting companywide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). This Allegis Group commitment with SBTi is public and viewable at <https://sciencebasedtargets.org/companies-taking-action>.

Our global corporate campus in Hanover, Maryland, is now powered by electricity from renewable sources (wind/solar), which means that approximately 10% of our global energy usage is procured from renewable sources. We participate in two primary sustainability assessment and disclosure tools:

- EcoVadis sustainability assessment survey: <https://ecovadis.com/> (Allegis Group Inc.)
- CDP environmental disclosure: <https://www.cdp.net/en> (Allegis Group Inc.)

As a technology services company, we also reduce environmental impact through sustainable printing practices and responsible recycling and remarketing of IT equipment.



Suppliers

Our [Third Party Code of Conduct](#) establishes ethical standards that apply to all current and prospective suppliers. Recognising the importance of these partnerships to our ongoing success, we engage exclusively with suppliers who uphold our dedication to ethical business practices and integrity.

05 | Looking Ahead

As we move forward, TEKsystems remains dedicated to expanding our global impact through sustainable practices, inclusive partnerships and ethical leadership. We'll continue to invest in our people, communities and planet—driving meaningful change and building a future where opportunity, equity and innovation thrive 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 capitalise 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).