



2025 Impact Report

CAPTECH CARES | DIVERSITY, INCLUSION & BELONGING

CapTech[®]

Executive Summary

CapTech is proud to reaffirm our commitment to our Belonging core value by dedicating our time and resources to meaningful actions. In 2025, we created opportunities to make positive impacts, both in how we work together as a company and in the broader communities we serve.

IMPACT REPORT



What is the impact report?

Each year, CapTech emphasizes cultivating a culture of giving back throughout our workforce. We're passionate about integrating service and social responsibility into our work because when our team members feel empowered to be their authentic selves, it helps our entire company grow and thrive together. These efforts foster a sense of belonging and trust, and that shows up in the work we do for our clients. When teams feel supported and valued, they deliver better products and solutions. The result makes a real impact both within CapTech and in the communities where we work and live.



What you'll see in this report:

This Impact Report showcases some of our exciting accomplishments in 2025 and reflects our strong commitment to each other, our environment, and our communities. It also highlights how our passion for giving back keeps us moving forward, year after year.



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A Letter from Our CEO

CapTech has always cared deeply about making a positive impact in the communities where we live and work. Each year, our team members proudly step up, share their skills, and offer support to those around them. This generous spirit of service helps define us as a company and is one of the best parts of our culture.

This past year, our teams truly made a beneficial impact across our offices and communities. Their generosity and enthusiasm brought about:

- Over \$350,000 in charitable contributions (almost 3x beyond the previous year!)
- Over 1,500 hours of volunteer and pro-bono work

I'm further inspired by the fact that many of these efforts originated from grassroots initiatives; ideas fueled and led by CapTechers who recognized opportunities to make a difference and eagerly took action. Our annual "Food Fight" is a shining example of this commitment, with 2025 marking our highest companywide participation rate since the team-led initiative began in 2013 to fight food insecurity. It's a wonderful reminder of what we can achieve when we work together.

As we look ahead, we remain firmly committed to continuing and strengthening these efforts. The impact we make is a direct result of the passion and care our people bring each day, and I am grateful for the meaningful difference we continue to make in the communities we serve.

Andy Sofish, CEO





OUR VISION

To improve the world we live and work in through the transformative power of technology.



OUR MISSION

Driving exceptional outcomes by relentlessly pursuing what's possible.

With expertise and a strong passion for what we do, we're focused on defining and delivering what's next for organizations. As a community of driven, collaborative, curious people, we thrive on the lasting partnerships we build through mutual success with our clients.

Let's do next together.

CapTech is a technology consulting firm focused on defining and delivering what's next for organizations.



~1000
Employees



10 Years
America's Best Management Consulting Firms, Forbes



8
Offices Nationwide
Atlanta / Charlotte / Chicago / Columbus / Reston / Denver / Philadelphia / Richmond



6
Core Values
Belonging / Trusted Advisor / Flexibility / Servant Leadership / Intellectual Curiosity / Enthusiasm



CAPTECH CARES: MAKING A DIFFERENCE TOGETHER

Our CapTech Cares Belief Statement



We are committed to leveraging our resources and strengths as innovators, engineers, and strategists to improve the lives of everyone, including the underrepresented and disadvantaged people in the communities we serve.

CapTech Cares



PROGRAM STRUCTURE

One of our objectives in 2025 was to increase the number of CapTechers who engage and contribute to our culture. The CapTech Cares program is a key way we bring this goal to life. We are making a difference in our communities by focusing these efforts:

Governance (Our Commitment)

Ensures a well-managed program and alignment of work to overarching goals.

People (Our Promise)

Provides a workplace that stays true to our values, an opportunity for CapTechers to make a difference during their tenure here, and transparency to our clients and stakeholders of our responsibility commitments.

Environment (Our Contribution)

Establishes sustainable actions and controls in our business practices.

Communities (Our Impact)

Activates the work we do in our communities across the nation.

Our Areas of Impact

From individual CapTechers finding ways to make a difference through volunteering their funds, time, and services, to our company-wide efforts organized under the CapTech Cares program, our philanthropic and responsibility efforts reach every corner of our organization. These efforts focus on the following impact areas:



Empowering Youth

Investing time and resources to create opportunities for youth to learn, grow, and build confidence to become future leaders



Increasing Housing Security

Supporting efforts that provide people with a secure and safe place to live and thrive



Increasing Food Security

Helping combat food insecurity in the communities where we live and work



Making Technology Accessible and Available

Ensuring access to technologies, education, and opportunities in technology



Responsible Business Practices

Fostering a diverse, inclusive, and accessible workplace that delivers on sustainability and impact area goals making a difference in our communities





Empowering Youth



The partnership between CapTech and Big Brothers Big Sisters is a powerful example of what's possible when a community invests in young people. Beyond financial support, CapTech's team has consistently served as Bigs and Board members — demonstrating a deep alignment with our mission. We are grateful for CapTech's continued belief in our work through nearly a decade of partnership.

—Ellie Martinez
Executive Director,
Big Brothers Big Sisters

Raising Funds for Big Brothers Big Sisters

In March 2025, CapTech's charity bowling team, Lord of the Pins, once again took part in Richmond's Big Brothers Big Sisters' Bowl for Kids' Sake (BFKS) event. CapTech has participated in this event annually since 2017, demonstrating an ongoing commitment to supporting youth mentorship in the community. Big Brothers Big Sisters promotes one-on-one mentorship between adult volunteers and children, and BFKS is its most significant and longest-standing annual fundraiser.

Lanto Griffin Foundation

CapTech is proud to partner with and support the Lanto Griffin Foundation in its mission to uplift disadvantaged youth through athletics, with a \$5,000 donation. By providing opportunities to participate in sports, the foundation equips young people with a healthy competitive outlet and a path for personal development. Through these athletic programs, children are empowered to cultivate critical life skills such as self-discipline, perseverance, and the confidence to pursue college scholarships.

First Tee

CapTech serves as both a Corporate Partner and a Trustee of First Tee. This nonprofit youth organization reaches over 3.3 million children through 150 U.S. chapters and six international chapters. It combines golf with educational initiatives that foster essential life skills, helping shape future generations based on shared values. We have been supporting First Tee for many years, donating over \$1 million and contributing numerous hours of volunteer work and mentoring through CapTech.

First Tee Innovation Forum

The First Tee Innovators Forum brought together 32 teen leaders in Ponte Vedra Beach, FL for a week of hands-on learning, creativity, and community impact. Through workshops and guided sessions with CapTech team members, teens built skills in collaboration, problem-solving, and communication, giving them the confidence to turn their ideas into real change.

The week long forum experience equipped teens with the tools and belief that they can go home and do something with their ideas. With support from partners like CapTech, they're ready to make meaningful change in their schools and communities.



\$225,000
Donated

First Tee

In 2025, CapTech added over \$225,000 to this meaningful organization in both corporate and employee donations.





Increasing Housing Security



Increasing Food Security



This meaningful investment will have a profound impact on the families we serve, and we are deeply grateful for your partnership. Your belief in our mission means the world to us and truly makes an impact in the lives of families caring for medically complex children.

—Christine DiBona Lobley
Executive Director,
Fred’s Foodsteps

Habitat for Humanity

We are proud to continue our annual partnership with Habitat for Humanity, a global nonprofit housing organization working in all 50 U.S. states with the mission to ensure everyone has a safe, decent, and affordable place to live. Through this ongoing partnership, our employees donate time and resources to support Habitat’s mission of building strength, stability, and self-reliance, volunteering alongside families and local communities to help expand access to affordable housing and create lasting impact in the communities we serve.

Local Shelter Support

CapTech proudly concluded its annual Week of Caring with a hands-on initiative to support individuals experiencing housing insecurity. Across all office locations, CapTech employees assembled hygiene kits filled with essential items for local family shelters. By focusing on housing security, one of CapTech’s core community impact areas, we continued to strengthen our role in building resilient communities.



\$25,000

Donated

Fred’s Footsteps

In 2025, CapTech donated \$25,000 to Fred’s Footsteps, a Philadelphia-based organization that provides critical support to families caring for seriously ill or injured children. CapTech is proud that our contribution helps make a difference for families in need and strengthen communities where we live and work.

Feeding America/Food Flight Blitz 2025:

CapTech continues to make an impact on Increasing Food Security by helping combat food insecurity in the communities where we live. The Food Fight has become an annual CapTech tradition, dating back to a friendly competition between two accounts in 2013 to see who could raise the most support for their local food bank. It is more than a fundraising effort; by coming together, we demonstrate our commitment to making a difference and inspire others to join us in the fight against hunger. Our partner, Feeding America®, is the largest hunger-relief organization in the USA.



\$374,000

Donated

Since 2022, CapTech has raised approximately \$374,000!



4 Million

Meals

Almost 4 million meals provided to those facing hunger in our communities.



For more than a decade, CapTech has been a deeply committed partner to Apparo and to the nonprofit community in Charlotte. From my earliest days at Apparo, I saw firsthand the exceptional quality CapTech brings to every skilled volunteer engagement. Through their sustained financial support and pro bono skilled volunteer teams, CapTech has invested world class expertise into nonprofit missions, elevating impact in our community in ways that would otherwise be out of reach for most nonprofits, touching countless lives for the better.

— Lavonne McLean, Chief Operating Officer and CEO, Apparo

→ Making Technology Accessible and Available



We were thrilled to have CapTech volunteers bring technology to life through interactive experiences, while their investment support enabled a powerful keynote from Dr. Moogega Cooper of NASA JPL for Girls in STEM participants.

—Anjali Dighe
Founder, Girls in STEM

The Khan Academy

We are proud to support Khan Academy, a global nonprofit expanding access to free, high-quality education for learners and educators worldwide. Through Khan Academy’s innovative, self-paced platform, students can accelerate their learning while teachers personalize instruction to meet the needs of every learner, at no cost to schools or families. With an estimated 617 million children globally lacking basic math and reading skills, our partnership reflects CapTech’s commitment to closing opportunity gaps and investing in education as a catalyst for long-term community impact.

Girls in STEM

Our CapTech Charlotte office sponsored the 2025 Girls in STEM conference to help expand access to education, mentorship, and career pathways for girls and young women pursuing science, technology, engineering, and math. Girls in STEM works to close gender and opportunity gaps by providing hands-on learning experiences, exposure to STEM careers, and support systems that empower the next generation of innovators. This partnership reflects CapTech’s continued commitment to community engagement and talent development for everyone and investing in programs that build confidence, capability, and economic opportunity for future technology leaders.

Apparo

CapTech continues its partnership with Apparo, a Charlotte-based nonprofit focused on strengthening the social good sector through technology and strategic expertise. Through this ongoing collaboration, we support Apparo’s mission to help nonprofits maximize their impact by improving data, systems, and digital capabilities. By contributing our employee’s skills, time, and resources, we help organizations like Apparo operate more efficiently, make informed decisions, and extend their reach across the communities they serve. This partnership reinforces CapTech’s commitment to applying technology to drive measurable, sustainable social impact.





Responsible Business Practices



The summer internship program is an incredible opportunity to connect with creative, innovative college students from across the country. As the program manager, I'm fortunate to collaborate with CapTechers who share a deep passion for learning and development... seeing the interns grow in confidence, capability, and connection over the course of the summer is truly rewarding, and it's one of the highlights of my work at CapTech.

—Whitney Bright
Learning & Development,
Sr. Specialist

Arbor Day Foundation

The Arbor Day Foundation is a global nonprofit dedicated to planting trees and community enrichment. Since 1972, it has planted over half a billion trees in over 60 countries and aims to plant another 500 million by 2027, using data science to maximize impact. At CapTech, our support reflects our commitment to environmental responsibility and sustainable communities, aligning with our values of responsible business and community engagement.



Elevate Internship

For 2025, CapTech is once again recognized as one of the Top 5 Best Consulting Internships in the country and ranks in the Top 20% of all internship programs evaluated by Vault. Our unique 10-week internship program, Elevate, simulates a client engagement. Interns achieve a full understanding of the consultant experience while solving client problems with innovative technology solutions. Interns work together in teams, paired with senior CapTech consultants for coaching and technical mentorship to solve the kinds of challenges we face with our Fortune 500 clients. Our internship program is offered every summer to rising seniors who intend to graduate within a year. Elevate is a highly competitive program, and many interns join CapTech as full-time consultants after graduation from college.



DIVERSITY, INCLUSION & BELONGING

Our Belief Statement



CapTech welcomes all people and strives to be a place of acceptance and belonging. We embrace the rich and diverse backgrounds that make each of us unique — our passions, cultures, perspectives, and identities. We are committed to a culture of belonging, and understanding we do our best work when all voices are included. Different thoughts, opinions, and life experiences do not just benefit our teams — they lead to innovation, creativity, and better results for our clients.



A Letter from our DIB Leaders

It's incredible to reflect on how much our community has continued to grow and deepen over the past year. As we look back on 2025, we're reminded that the strength of CapTech lies in the people who show up every day — curious, committed, and eager to make a difference. Together, we've continued to build a culture where everyone feels seen, supported, and valued, and that momentum inspires us as we look ahead.

This year, CapTech expanded DIB and ERG mentorship opportunities, deepened cross-ERG collaboration, and strengthened external partnerships via the CapTech Cares program to support community impact efforts. From increasing intersectional programming to supporting new avenues for professional development, the collective efforts made 2025 a year of meaningful progress. These initiatives not only connected us to one

another but also helped strengthen the sense of belonging that is foundational to our culture.

We're especially proud of how our seven ERGs continue to lead the way — creating space for dialogue, celebration, advocacy, and growth. Their programming this year reminds us that when we bring our whole selves to work, we elevate one another, build stronger teams, and foster an environment where everyone can thrive. The energy and creativity across all seven ERGs continue to shape us all for the better.

As we look toward 2026, our focus remains clear: to foster strong connections, expand mentorship opportunities, and make a positive impact on our communities where we live and work. Here's to another year of listening, learning, supporting one another, and strengthening the community we're so proud to be part of.

**Matt Beaver (he/him) DIB Chair, &
Lilia Weber (she/her) DIB Vice-Chair**

2025 GOALS & ACCOMPLISHMENTS

- Expanded DIB and ERG mentorship programs
- Fostered meaningful in-person connections through engaging events
- Supported community involvement and charity efforts
- Provided opportunities for employees to strengthen a belonging culture

Employee Resource Groups (ERGs)

ERGs are employee identity or experience-based groups that help all employees build community and share a common cause. At CapTech, we strive to build a culture of belonging through our ERGs by focusing on the following areas:



Belonging

Foster a culture of belonging by connecting with people who share a common identity or background



Growth

Cultivate employee growth by identifying professional development opportunities



Awareness

Raise awareness on specific ERG initiatives, provide access to leadership, and serve as a resource for leadership



Recruiting

Bolster recruiting by leveraging personal and professional connections to attract the most qualified candidates



Employee Resource Groups

Black Excellence at CapTech

Enhances, influences, and strengthens the relationship of Black employees, their allies, and the wider CapTech community while fostering a culture of inclusion within the workplace.

2025 Accomplishments

In 2025, Black Excellence ERG embraced the theme of “Connection,” delivering a vibrant calendar of events that fostered community and growth. The ERG kicked off the year with a powerful MLK Day event led by Dr. Cherry Collier who challenged attendees to build the Beloved Community and reflect on justice and belonging. During Black History Month, Dr. Willie Griffin, Staff Historian at the Levine Museum of the New South, spoke about the pivotal role of African Americans in labor history, helping members connect with the legacy and impact of Black workers in shaping American society.

Throughout the year, Black Excellence ERG collaborated with other ERGs, including Women ERG and AAPI ERG,

to host joint events as part of our Black Excellence Café series. Juneteenth was recognized with a documentary screening and open dialogue, reinforcing the ERG’s dedication to remembrance and progress. Recurring discussions with ERG members throughout the year provided ongoing mentorship, open dialogue, and feedback, helping members feel supported and engaged.

By year’s end, the ERG had celebrated heritage months, strengthened its foundation, and exemplified CapTech’s core value of belonging, making 2025 a year of meaningful connection and achievement for the Black Excellence ERG.





Employee Resource Groups

Pride at CapTech

Offers a resource and champion for LGBTQ+ employees and allies so that all CapTechers are comfortable bringing their authentic selves to work.

2025 Accomplishments

Pride ERG experienced a year of growth and transformation in 2025, highlighted by a new partnership with Out & Equal that provided valuable resources and expertise to make meaningful impacts on both our new and existing initiatives. Supported by Out & Equal resources, our “Active Allyship in the Workplace” discussion aimed to move allyship beyond buzzwords and enable impactful change.

Several Pride ERG members attended the Out & Equal Workplace Summit, both in person and virtually, where they gained insights into ERG effectiveness, intersectionality, and impact, and plan to share key takeaways with all CapTech ERGs in the coming year.

In addition, a company-wide virtual event led by Diversity Richmond’s James Milner focused on the history of LGBTQ+ activism, emphasizing the importance of understanding the past to shape the future. Office-based pride celebrations took place throughout June, fostering visibility and inclusion for LGBTQ+ employees and allies. The Pride ERG also sponsored Human Rights Campaign events in Charlotte and Philadelphia, as well as multiple VA Pride events in Richmond. Through these initiatives, the Pride ERG at CapTech strengthened its foundation, promoted allyship, and made meaningful strides toward a more inclusive workplace for everyone.





Employee Resource Groups

AAPI at CapTech

Brings together CapTechers who identify as Asian, and allies, sharing similar experiences and equitable goals, with a vision for sharing food as a bridge to their heritage.



2025 Accomplishments

AAPI ERG had a wonderful year of building community and connection, collaborating with other ERGs to host events and facilitate meaningful discussions about identity, history, and shared experiences. ERG members came together to celebrate identities and traditions, sharing that joy with colleagues.

2025 kicked off with a Lunar New Year celebration, both in person and virtually, featuring festivities and games that showcased the importance of the Lunar New Year. The AAPI ERG hosted a “History vs Heritage” discussion during AAPI Heritage Month, exploring the intersection

of personal identity and cultural legacy, and media discussions centered on AAPI narratives in books and films, fostering deeper understanding and connection among members.

Showcasing our company’s intersectionality, AAPI ERG co-hosted events with other ERGs, including a partnership with Neurodiversity and Juntos ERGs for Mental Health Awareness Week, focusing on wellness in our communities, and a session with the Black Excellence ERG, examining cultural solidarity and shared histories of resilience by the African American and AAPI communities.



Employee Resource Groups

Women at CapTech

The mission of Women at CapTech is to build a safe and equitable space, nurturing environment, and supportive community to mentor and grow women leaders and allies to be confident in their roles and empowered to drive their careers.

2025 Accomplishments

This year the Women ERG focused on two large initiatives, Women's History Month in March, and our annual Womentorship program. These efforts provided opportunities for all CapTech employees to connect, share experiences, and strengthen professional relationships.

During Women's History Month, the ERG hosted a leadership panel on the theme of Women Educating and Inspiring Generations, served coffee to encourage networking and relationship-building, and shared shout-outs for 28 female-identifying CapTechers and 5 allies, nominated by their coworkers.

The Womentorship program remained a cornerstone of the ERG's efforts, with 96 participants engaged in 10 unique sessions designed to support career growth and leadership development. Topics included visionary leadership, presentation skills, reputation-building, and more, with many sessions hosted by leaders of other ERGs. This program reinforced the ERG's commitment to mentorship and professional development, creating a structured environment for learning and growth for all.





Employee Resource Groups

Families at CapTech

Provides a forum for seeking and sharing resources related to specific family responsibilities at any stage in career and/or family life, with the goal of enabling CapTechers with tools to be good parents, guardians, and/or caregivers.



2025 Accomplishments

Throughout the year, the Families ERG continued to grow and thrive across all our company offices and Practice Areas. Together, the focus was on creating meaningful connections, sharing resources, and supporting families and caretakers across CapTech.

Celebrating its third year as an ERG in 2025, we reflected on our journey and celebrated our continued impact through leadership spotlights. Key events in 2025 included sessions on cyber safety for kids, as well as panel discussions led by CapTechers on caretaking as part of the “Sandwich Generation” and on navigating

the postpartum return to work. We partnered with the Neurodiversity ERG, for Lunch & Learn events with educational advocate Christine Levy, M. Ed., on valuable strategies for effectively championing children’s educational needs. In addition, we partnered with the Women ERG for a session on working parents as part of their annual Womentorship program. These initiatives underscored the ERG’s commitment to education, community, and family care across CapTech. By the end of 2025, Families at CapTech had strengthened its foundation and expanded its impact, helping employees balance work and family life.



Employee Resource Groups

Neurodiversity at CapTech

Amplifies the voices of those with neurological differences by providing a safe community for them, caregivers, and allies to share their experiences and perspectives while receiving understanding, empathy, and support.



2025 Accomplishments

This year, the Neurodiversity ERG focused on intersectionality and the myriad identities a person may carry, and had a full year of fantastic partnerships across CapTech. Throughout the year, the ERG coordinated and collaborated for celebrations of Neurodiversity Celebration Week, Autism and Neurodiversity Acceptance Month, Mental Health Awareness Week, Global Accessibility Awareness Day, Disability Pride Month, and National Disability Employment Awareness Month.

The Neurodiversity ERG had the honor of collaborating with nearly every other ERG this year on intersectional programming that highlights the overlap between neurodiversity and cultures, identities, and human

development, and provides educational resources and insights. The ERG also partnered with the Customer Experience Practice Area's Accessibility Service Offering (SO) and HR Benefits teams to promote discussions on allyship, disability language, resources, accommodations, and neurodiversity in the workplace.

With a commitment to helping CapTechers better understand differences, whether neurological or otherwise, the ERG broadened its reach and helped build awareness and acceptance of neurodiversity, demonstrating that the community is not limited by age, gender, ethnicity, or life experiences.

Employee Resource Groups

Juntos at CapTech

Translating to “together” in English, the name was selected as a nod to the Spanish language and the core value of Belonging. Their mission is to enhance and cultivate the relationships of Hispanic employees and their allies at CapTech.

2025 Accomplishments

The Juntos ERG at CapTech embraced a fun approach in 2025 through vibrant events celebrating culture, language, and community spirit, making learning and connection enjoyable for all members. From expansive programming to celebrate Latine Heritage Month and Cinco de Mayo to informal Spanish-speaking practice conversations through our “Charlemos” meetings and “Viajando con Juntos” travel experience series, Juntos ERG engaged with countless members and allies to deepen connections.

To celebrate Latine Heritage Month, the ERG hosted a series of events honoring tradition and fostering connection. The month began with a virtual mini “TED Talk” which featured speakers who shared personal stories that highlighted diverse aspects of Latine culture and explored ways to stay rooted in heritage. Festivities

continued with in-person celebrations at several CapTech offices, as well as a session exploring Latine representation in books, movies, and TV. A Heritage Month Cookbook was also created with ERG member recipes accompanied by stories, resulting in a meaningful opportunity for connection and cultural pride across CapTech.

Juntos ERG engaged a large variety of participants through lively events and activities, strengthening bonds across members of other ERGs. By fostering a vibrant and inclusive atmosphere, we have celebrated multiculturalism for all and promoted learning and also prioritized mental and cultural well-being. As members of the ERG honor their heritage and support the community, the Juntos ERG is excited to explore new opportunities for meaningful engagement and connection in the years ahead.



Celebrating Affinity Months & Days

CapTech recognizes affinity months and cultural and wellness events as an important way to celebrate and honor our cultures and communities. CapTech strengthens our core value of belonging by providing a platform and empowering all employees to share these experiences and approach these celebrations with authenticity and sensitivity to go beyond surface-level recognition to discuss issues. Here are some key efforts that we held in 2025:



January	February	March	April	May	June	July	August	September	October	November
<p>Dr. MLK Jr. Day</p> <p>Event: The Black Excellence ERG hosted an event with guest speaker Dr. Cherry Collier to celebrate the contributions of Dr. King</p>	<p>Black History Month</p> <p>Event: The Black Excellence ERG hosted an event with guest speaker Dr. Willie Griffin to discuss African Americans and Labor: Appreciating the Evolution and Impact on Society</p>	<p>Women’s History Month</p> <p>Event: The Women ERG hosted a panel discussion titled, “Women Educating and Inspiring Generations”</p> <p>Event: <i>Transgender Day of Visibility</i> — The Pride and Neurodiversity ERGs hosted a session focused on the Transgender Inclusion Toolkit and a discussion on the intersectionality between gender nonconformity and autism</p>	<p>Autism Acceptance Month</p> <p>Event: The Neurodiversity ERG led weekly chat sessions with topics including awareness topics, cross-ERG workshops, and fact-based discussion areas for everyone to join.</p>	<p>Asian American Pacific Islander (AAPI) Heritage Month</p> <p>Events: The AAPI ERG hosted two lunch and learns, “AAPI Presents: Heritage vs History” and “United for Justice: Exploring Cultural Solidarity through History”</p>	<p>Pride Month</p> <p>Events: The Pride ERG hosted two events — “Pride Month Discussion: Active Allyship in the Workplace” and guest speaker session, “Pride Month: CapTech Community Conversation”</p> <p>Event: The Pride ERG sponsored a CapTech booth at Richmond Pridefest</p> <p>The Pride ERG sponsored LGBTQ+ events in Richmond and Charlotte.</p> <p>Event: The Black Excellence ERG hosted an open discussion, “Juneteenth (2025): The Long Road to Freedom”</p>	<p>BIPOC Mental Health Awareness Month</p> <p>Disability Pride Month</p> <p>Event: The Neurodiversity and Family ERGs co-led an educational Lunch & Learn session</p> <p>Event: The Neurodiversity ERG hosted a discussion, “Disability Pride Month: Pop Culture & Media Representation”</p>	<p>Event: The Families and the Neurodiversity ERGs co-sponsored a lunch and learn with a guest speaker, “Empowering Parents & Caregivers”</p> <p>Event: The Women ERG held Womentorship over multiple sessions of varied content through August</p> <p>Event: <i>Disability Independence Day</i> — Women ERG celebrated the day with communication and awareness articles.</p>	<p>Latine/Hispanic Heritage Month</p> <p>Event: The Juntos ERG held a multi-speaker presentation titled, “Collective Heritage Mini Ted Talk: Honoring the Past and Inspiring the Present”</p>	<p>National Disability Employment Awareness Month</p> <p>Event: The Juntos ERG held a fun conversation, “Cine, Letras y Cultura (Film, Literature, and Culture)”</p>	<p>Native American Heritage Month</p> <p>Event: The Families ERG hosted moderated panel discussion of CapTechers, “The Postpartum Return: A Conversation with Working Parents”</p>

Mentorship Programs

Belonging is one of our core values, and we want every CapTecher to feel confident bringing their authentic self to work. Our Reverse Mentorship Program (RMP) brings that commitment to life in a tangible way. The six-month program flips the traditional mentorship model by pairing junior team members with senior leaders, creating space for open dialogue, new perspectives, and mutual growth. Conversations often focus on leadership, insights, emerging technologies, and lived experiences, all within a structured environment designed to build trust and encourage honest discussion.

RMP is part of a broader set of mentorship experiences that strengthen relationships and expand understanding across the firm. Through programs such as the AAPI Big/Little initiative, flash mentoring through Womentorship, and one-on-one cohort-based mentoring opportunities, CapTechers connect across roles, backgrounds, and experiences. Our multi-ERG mentoring sessions highlighted how much we can learn from one another. Together, these efforts help unlock knowledge at every level of the organization and reinforce a culture where listening, learning, and belonging are part of how we lead every day.



Supporting Early Talent Through On-Campus Events and CapTech College Programs

CapTech's college recruiting team partners with universities across the country to introduce STEM and consulting as potential career opportunities for students. In addition to countless engagements at schools nationwide, we hosted nearly 20 events focused on helping individuals from all backgrounds learn about a career at CapTech. They took place at the following universities:

- Georgia Tech
- North Carolina A&T State University
- Ohio State University
- University of North Carolina at Chapel Hill
- University of Maryland
- University of Virginia
- Virginia Commonwealth University



3

Focus Areas Represented

Empowering Youth
Making Technology Accessible
Responsible Business Practices



7

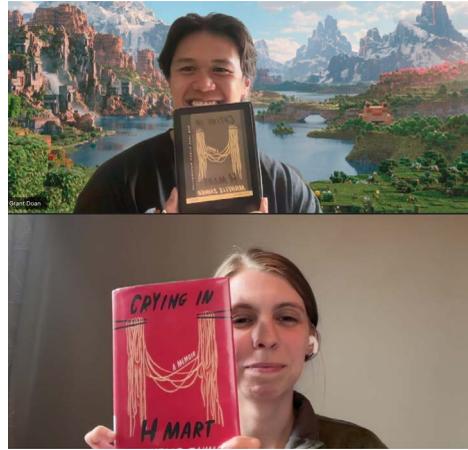
Universities



25

Activities

Career Fairs | Sponsorships | Hackathons |
Technical Workshops | Professional
Development | Office Visits | Information
Sessions | Resume Reviews |
Mock Interviews



We are honored by our CapTechers' generosity and commitment to our CapTech Cares and DIB programs. We know this report doesn't capture everything, as our Core Values are demonstrated every single day. Together we are making a difference at work, with our clients, and creating a better future in our communities.



Thank You.

CapTech[®]

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