



CORPORATE CITIZENSHIP UPDATE

Act Responsibly Think Sustainable

2026

Evolving Solutions helps clients modernize and automate their mission-critical applications and infrastructure to support business transformation. We are client-centric consultants delivering technical solutions to enable modern operations in the hybrid cloud world

The Evolving Solutions Corporate Citizenship Update outlines our efforts to make an impact, with a focus on the communities where our teams live and work.



Diversity, Equity & Inclusion |
Social Responsibility | Community
Impact | Sustainability & Supply
Chain | Governance

A MESSAGE FROM OUR PRESIDENT



At Evolving Solutions, our team members exemplify our Core Values each day. These values – Do the Right Thing, Be Humbly Confident, and Be a Team Player – do not just reflect how we operate internally. Rather, these are holistic values that also drive our interactions and commitments to our clients, vendor partners, prospective employees, and the communities we serve.

It is one thing to achieve business success. But, unless we do it the right way, that success does not matter. We must lift up our teams and communities along the way. We must act as environmental stewards throughout all stages of the supply chain. We must operate ethically and in a way that builds trust within our teams and communities.

Evolving Solutions is steadfast in our commitment to being a positive force for change. I invite you to join us on this journey and be a champion for positive corporate citizenship for all constituents involved.

Bo Gebbie
President

CORPORATE CITIZENSHIP AT EVOLVING SOLUTIONS



BALANCE AND BELONGING



Evolving Solutions is committed to fostering a culture where all employees are respected, supported, and empowered to do their best work. We believe that varied backgrounds and perspectives strengthen our teams and enhance the outcomes we deliver for our clients.

That commitment is reflected in our hiring practices, our approach to professional development, and the environment we cultivate across the organization. Evolving Solutions provides equal employment opportunity to all qualified applicants and does not discriminate on the basis of legally protected characteristics.

We also seek to work with a broad ecosystem of partners and suppliers when possible. For example, Evolving Solutions works with Nilan Johnson Lewis as its primary legal counsel, a firm certified by the Women's Business Enterprise National Council (WBENC).

Internally, we invest in ongoing learning and development for team members at all levels, including additional training for people managers. These opportunities are designed to strengthen leadership capability, ethical decision making, and inclusive team practices.



¹Evolving Solutions, OfficeVibe Employee Surveys data

SOCIAL RESPONSIBILITY



40%

FEMALE REPRESENTATION ACHIEVED AT THE DIRECTOR LEVEL AND ABOVE



95%

TEAM MEMBERS SHARED THEY SEE CONCRETE ACTIONS THAT BRING THE ORGANIZATION'S COMMITMENT TO SOCIAL RESPONSIBILITY TO LIFE



8 Years

SUPPORTING GENESYS WORKS AND THEIR MISSION TO PROVIDE PATHWAYS TO SUCCESS FOR UNDERSERVED COMMUNITIES

The most recent research from Zippia² indicates that women hold approximately 26–29% of technology roles in the United States, while Black and Hispanic/Latinx professionals represent only about 17% of the tech workforce.

It is imperative that our organization, our clients, and our vendor partners, work collectively to expand access to career opportunities in the technology field for underserved and underrepresented communities.

We have made a commitment to advancing this objective by supporting organizations such as [Genesys Works](#), a nonprofit organization focused on expanding career pathways and opportunities for youth from underserved communities. Across the communities we serve, we believe we must partner with nonprofit organizations like Genesys Works, along with technical training institutions, is essential to helping students see that a career in technology is not only possible, but achievable.

²Sources: Zippia; U.S. EEOC High Tech Workforce Report.



COMMUNITY IMPACT



The Evolving Solutions team is comprised of some of the most talented individuals in the technology industry. We are focused on client-centric consulting and the delivery of technical solutions that enable modern operations in a hybrid cloud environment. Just as important, the team supporting this work shares a strong commitment to giving back and contributing to the success of the communities we serve.

Evolving Solutions, our team members, and our clients support more than 50 nonprofit organizations each year. These organizations leverage both financial support and volunteer time to help drive meaningful, positive change.

Key organizations supported in the past year include:

Workforce Development



Genesys Works is actively expanding career pathways and opportunities for youth from underserved communities while filling critical talent gaps by providing training, support, and internships to trailblazing young people who have big career aspirations, but little to no access to the networks needed to help them achieve their dreams.

Food Insecurity



Second Harvest's mission is to ensure healthy, nutritious food gets to the households who need it. Every day, Second Harvest works to source and distribute food efficiently, advocate for effective policies and programs, and invest in new ways to end hunger in the heartland.

Environmental Impact



Treedom directly finances agroforestry projects across three continents. The philosophy is to realize sustainable ecosystems and allow thousands of farmers to support the initial costs of planting new trees, ensuring food autonomy, and income opportunities over time.

SUSTAINABILITY

At the Evolving Solutions headquarters, we have launched or completed several sustainability initiatives, including:

- Replacing HVAC control units to facilitate more effective temperature regulation in the office and data center facilities
- Replacing legacy infrastructure in our Client Innovation Center with energy-efficient servers and storage solutions to facilitate client training and proofs of concept
- Migrating all corporate IT assets to public cloud environments
- Updating fixtures with energy efficient LED lighting where possible
- Ensuring paper and plastic recycling options are prevalent throughout the facility
- Implementing electronic options for quoting, contract signature, and human resources documentation to reduce paper waste

At the highest level, Evolving Solutions' business is comprised of two components – products and services. With regards to product, 99% of all technology products we sell to our clients are purchased directly through the original equipment manufacturer (OEM), software developer, or our primary technology distributor. Thus, as it relates to our sustainability and diverse supply chain efforts, we are focused downstream with our vendor partners.

Our two largest suppliers are both members of the [Responsible Business Alliance](#) (RBA), a nonprofit industry group that helps its members support continuous improvement in the social, environmental, and ethical responsibility of their supply chains. As such, their first-tier suppliers of hardware, software, and services must adhere to the RBA Code of Conduct, which contains provisions on labor, health and safety, environmental requirements, ethics, and management systems.



Top 10 Suppliers

A list of our top 10 suppliers, with links to their corporate citizenship reports, is available below.

- [Cisco](#)
- [CrowdStrike](#)
- [Dynatrace](#)
- [HPE](#)
- [IBM](#)
- [NetApp](#)
- [Nutanix](#)
- [Palo Alto](#)
- [Red Hat](#)
- [TD Synnex](#)



Act Responsibly.
Think Sustainable.

Contact Us

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Let's get to work.