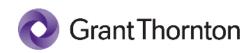


Diversity, Equity & Inclusion Updates

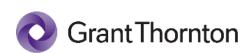
Grant Thornton's DE&I Evolution

- Modernizing our philosophy and embracing the need to do things differently
 - Commitment to equity
 - Going beyond status quo, leveraging data and metrics
- Ensuring our firm's Purple Chips support all of our people current, future and former
 - Aligning People & Community
 - Deeper connection to the external communication
- Taking a leadership position in the industry through transparency and action-driven outcomes
 - National Leadership Task force powered by Business Resource Groups
 - Industry leadership



Grant Thornton Response to the Current Movement for Equality

- 1. Make unconscious bias training mandatory for all employees
- Expand the range of schools (organizations and resources) to amplify our recruiting outcomes
- 3. Apply our diversity, equity and inclusion point of view to our firm's political action committee (PAC) contributions as part of our evaluation process
- 4. Leverage public policy group resources for to support anti-discrimination and racial justice legislation
- 5. Make contributions of \$600,000 total to Southern Poverty Law Center and Thurgood Marshall College Fund
- 6. Provide 40 annual chargeable hours for each GT employee's internal support of our Business Resource Groups and external support of community and charitable activities
- 7. Expanding our community footprint through a Purple Paladins CSR initiative (e.g. Weird Enough Productions as our latest Purple Paladin)
- 8. Share our broad, long-term DE&I action plan in the fall that will promote greater transparency and accountability in these areas



Unconscious Bias Offerings



National Leadership Team
participated in initial training
Talent Acquisition Team
participated in a recruiting
specific training

Firmwide Keynote Kick-off

- The entire firm will participate in a kick-off session to have a unified grounding in intention and concepts
- Focus:
 - What is Implicit Bias?
 - Why is it important?
 - What aspects of the business does it impact?

Deep-Dive Workshops

- Deep-dive sessions take place across regions in smaller pods to explore concepts more closely
- Focus:
 - What can I do?
 - Personal commitments
 - Population specific examples

Group Discussions

- Following the deep-dive workshops, local group discussions will embed the content into our culture
- Focus
 - What are my actions?
 - How are my commitments going?

Main themes for all sessions: hiring, team interactions and giving feedback



New Benefits

15 extra back-up care days

GrubHub+

Tutoring Services

Happify

Flexible Work Arrangements

Care@Work



Business Resource Groups Growth





- Future Leaders & Allies
- African-Americans & Allies





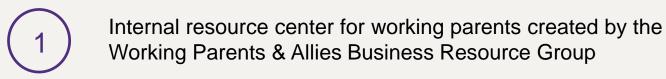








Business Resource Groups Covid-19 Response



Managing Stress During Times of Uncertainty webcast was hosted by the Diverse Abilities, African- American, Pan-Asian and Hispanic/Latinx Business Resource Groups

Creative Parenting and Mindful Living webcasts hosted by the Diverse Abilities & Working Parents Business Resource Groups

Our Women & Allies Business Resource Group hosted a Working Remotely Effectively webcast

Created local advisory councils to partner with BRGs for a more customized focus on local needs in each office



Recent Internal Webcasts





Featuring:

- Wynston Reed, GT Associate
- · Michael Akande, GT Associate
- Josh Bushard, GT Audit Partner
- TaMiya Dickerson, GT Advisory Partner
- · Barron Ford, GT Manager
- Rebekah Feather, GT Tax Partner



Women & Allies- Managing Virtual Presence

Featuring:

 Rachel Raquel Arredondo, Associate Director, Outreach, Engagement & Professional Development, Drexel University



Celebrating Your Roots

Featuring:

- David Chavez, Vice President & Chief Financial Officer of Latin America, Marathon Petroleum
- Patricia Mota, President & Chief Executive Officer, Hispanic Alliance for Career Enhancement
- Jeff Burgess, National Managing Partner, Audit Services



Awards & Recognition

- Working Mother Magazine: Best Companies for Working Mothers
- Working Mother Magazine: Best Companies for Working Dads
- Disability Equality Index: Best Place to Work for Disability Inclusion 100%
- Corporate Equality Index: Human Rights Campaign 100%
- National Association for Female Executives: Top Companies for Executive Women





