

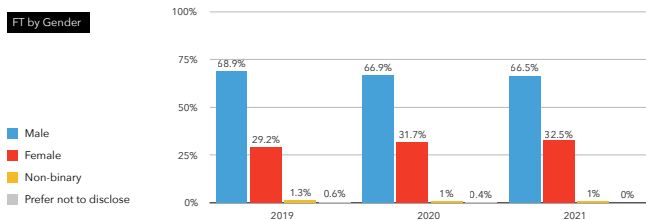
Diversity & Equity Annual Report

Our differences, both visible and invisible, benefit our teams, our communities, and the products we craft. That's why WillowTree strives to build a team with diverse backgrounds, skills, and perspectives. We're committed to creating an environment of inclusion – a place where every Tree can thrive. This is our first annual Diversity and Equity report that we will publish at the beginning of each year. Our goal is to measure our progress in several key areas and hold ourselves accountable for making real progress.

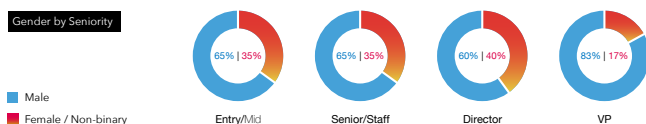
All data in this report is from 1/1/21.
To protect anonymity, we do not report on any group where there are fewer than 4 members of a particular demographic.

Section 1 | Current Self-reported Demographics

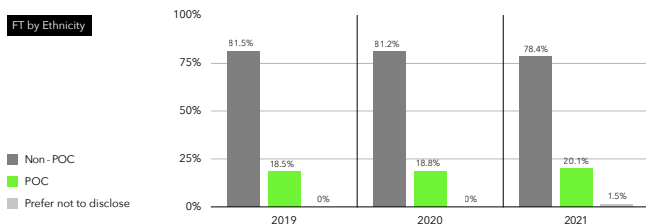
FT by Gender



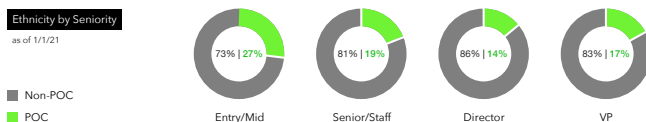
Gender by Seniority



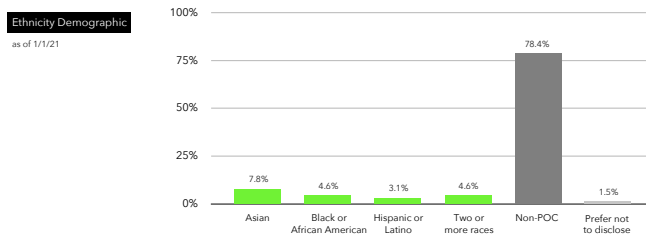
FT by Ethnicity



Ethnicity by Seniority as of 1/1/21

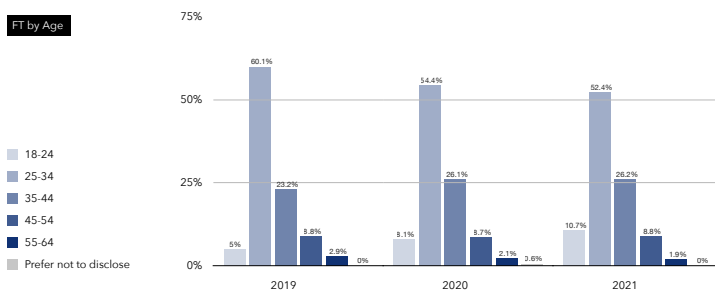


Ethnicity Demographic as of 1/1/21



*The ethnicities reported here are Federal EEOC Categories. WillowTree recognizes these are not inclusive of all racial identities and intersections.

FT by Age



Section 2 | Compensation

Did you know? We have 109 unique titles at WillowTree!

This section reports the average compensation % differential by job title where we have at least 2 genders or 2 ethnicities represented so there is a comparison. We removed the actual job title since many of these do not meet the anonymity threshold of 4 in each data point. This section also reports average compensation by seniority for positions where there are at least 2 genders or 2 ethnicities represented.

In the past we have been limited in the amount of compensation equity data we have reported based on anonymity thresholds. **This year we have looked for ways to be able to show more data.**

each cell (□) represents a title

29.90%	14.70%	4.10%	3.10%	2.10%	2.00%
10.00%	7.50%	2.20%	0.30%	1.10%	4.10%
3.80%	2.20%		0.40%	3.00%	5.60%
2.80%	0%		2.60%	4.80%	6.30%
1.20%	0.70%	3.80%	5.00%	6.00%	13.60%
1.60%	4.60%	5.90%	11.40%	13.60%	14.20%

Avg. Compensation by Gender

There are 74 roles where we only have 1 person or 1 gender in the role, so there is no data comparison. There are 13 roles where the average Male salary is greater than the average Female/Non-binary salary. (■) There are 21 roles where the average Female/Non-binary salary is greater than the average Male salary. (■) There is 1 role where the average Female/Non-binary salary is equal to the average Male salary. (□) No data represented. (□)

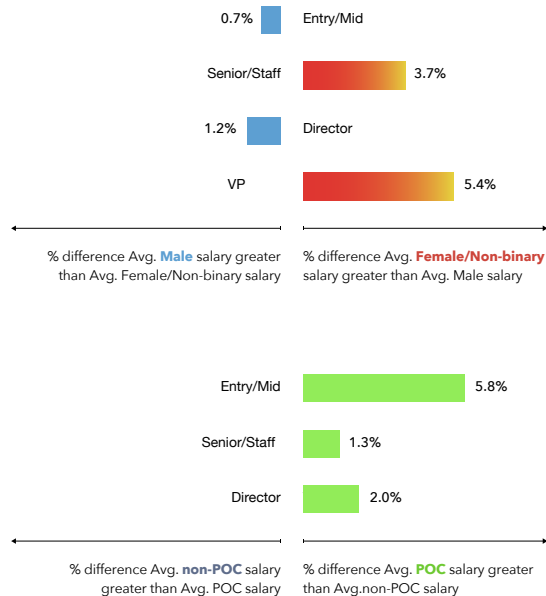
Avg. Compensation by Ethnicity

23%	20.70%	8.70%	2.30%	0.90%	2.70%
13.30%	5.20%	1.10%	0%	1.20%	5.40%
5.90%	1.10%		1.10%	3.90%	8.50%
1.70%	0%	2.40%	4.60%	7.30%	14.00%
0.60%	3.50%	5.60%	11.40%	15.50%	16.10%

There are 80 roles where we only have 1 person or 1 ethnicity in the role, so there is no data comparison. There are 12 roles where the average non-POC salary is greater than the average POC salary. (■) There are 15 roles where the average POC salary is greater than the average non-POC salary. (■) There are 2 roles where the average POC salary is equal to the average non-POC salary. (□) No data represented. (□)

Avg. Compensation by Seniority

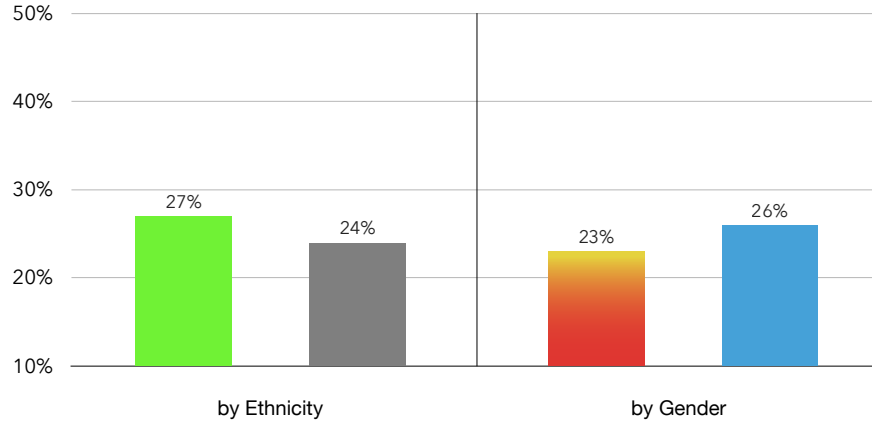
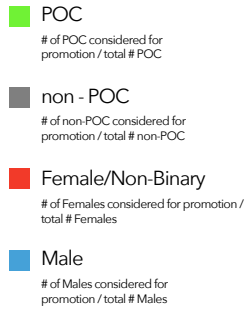
Data is calculated using roles where at least 2 genders/ethnicities are represented



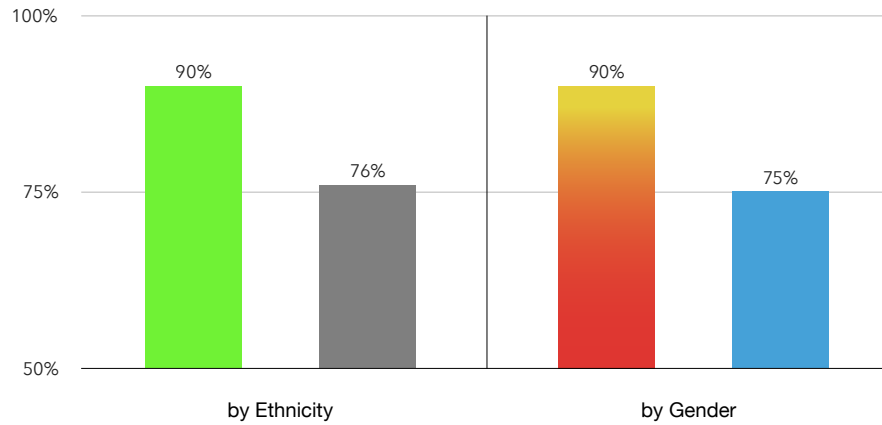
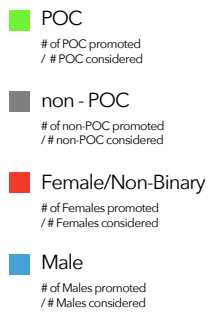
Section 3 | Promotions

*Going forward we will present YOY data including mid-year promotions.

Promotion Consideration %



Promotion Approval %



Overall Promotion %

