

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

The Booz Allen Hamilton 2022 Environmental, Social, Governance (ESG) Report (our [“2022 ESG Report”](#)) has been prepared in accordance with the GRI Standards: Core option. This index contains our responses to disclosures required by those stan-

The GRI Standards emphasize a stakeholder-inclusive concept of “materiality” that focuses sustainability reporting on the economic, environmental, and social impacts most relevant both to an organization and to its stakeholders. Topics that may be deemed material under the GRI Standards are not necessarily material for purposes of the U.S. federal securities laws or for other purposes. For additional information on the GRI Standards, please visit the [GRI Standards website](#).

<GRI 102: GENERAL DISCLOSURES 2016>

Organizational profile

Name of the organization	Booz Allen Hamilton Holding Corporation
Activities, brands, products, and services	We support critical missions for a diverse base of federal government clients, including nearly all of the U.S. government’s cabinet-level departments, as well as for commercial clients, both domestically and internationally. We support our federal government clients by helping them tackle their most complex and pressing challenges, such as protecting soldiers in combat and supporting
	See also: FY22 Annual Report 2022 ESG Report
Location of headquarters	
Location of operations	We operate primarily in the United States, with U.S. government agencies accounting for 97% of our FY22 revenue and approximately 94% of total employee headcount being U.S.-aligned. Internationally, we also serve a portfolio of U.S. and non-U.S. government and commercial clients.
	See also: FY22 Annual Report 2022 ESG Report
	FY22 Annual Report
Scale of the organization	FY22 Annual Report 2022 ESG Report
Information on employees and other workers	2022 ESG Report based in the U.S.

GRI CONTENT INDEX continued

Supply chain

[Booz Allen.](#)

Booz Allen believes in contributing to the communities in which we work and in helping their citizens obtain a fair share of available economic opportunities. Small business concerns and minority institutions

Read more about [Booz Allen and small businesses.](#)

Read more about our standards for subcontractors and suppliers in our [Supplier Code of Conduct.](#)

See also:

[2022 ESG Report](#)

[2022 ESG Report](#)

[2022 ESG Report](#)

[2022 ESG Report](#)

[2022 ESG Report](#)

organization and its supply chain

should be considered and addressed. The Top Risks (e.g., Tier I and Tier II) are then assigned a senior sponsor, who is responsible for risk mitigation and a risk owner who work in partnership with the Enterprise

See also:

[2022 ESG Report](#)

External initiatives

Additionally, Booz Allen supports a wide variety of voluntary initiatives related to environmental, social, and governance topics we consider priorities. We do not currently report a centralized list of all such involvement.

See also:

[2022 ESG Report](#)

topics that we consider priorities, as well organizations and associations in the communities in which our employees live and work. We do not currently report a centralized list of all involvement.

GRI CONTENT INDEX continued

Strategy	
Statement from senior decision-maker	2022 ESG Report
Key impacts, risks, and opportunities	2022 ESG Report
Ethics and integrity	
norms of behavior	<ul style="list-style-type: none"> • Ferocious Integrity: • Unflinching Courage: • Passionate Service: Listen and act with empathy as you make meaningful connections. Build community through generosity, and above all, embrace the mission. • Champion's Heart: Bring joy to the pursuit and learn from failure. Compete with passion and crave being the best. • Collective Ingenuity: <p>Conduct. Additional role-based training is required of some employees, such as those who handle certain types of information or serve as career managers. Firmwide training completion rates regularly exceed 99%. Additionally, our Code of Business Ethics and Conduct expresses our expectation that all our business partners, including subcontractors, suppliers, vendors, and business intermediaries, operate in a manner that is consistent with our commitment to diversity, integrity, and sustainability.</p> <p>See also: 2022 ESG Report 2022 ESG Report FY22 Annual Report 2022 ESG Report</p>
about ethics	2022 ESG Report
Governance	
Governance structure	<p>See also: 2022 ESG Report 2022 ESG Report</p>

See also:
[2022 ESG Report](#)

Stakeholder Engagement

List of stakeholder groups [2022 ESG Report](#)

Collective bargaining agreements

Identifying and selecting stakeholders [2022 ESG Report](#)

Approach to stakeholder engagement [2022 ESG Report](#)

Key topics and concerns raised [2022 ESG Report](#)

Reporting Practices

Entities included in the consolidated

See also:
[2022 ESG Report](#)
[FY22 Annual Report](#)
[FY22 Annual Report](#)

Boundaries

[2022 ESG Report](#)
[2022 ESG Report](#)
[2022 ESG Report](#)

List of material topics [2022 ESG Report](#)

Restatements of information

Changes in reporting

Contact point for questions regarding the report

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Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.

GRI content index

This serves as our GRI Content Index. It is also available on our corporate [website](#).

External assurance

[2022 ESG Report](#)

TOPIC SPECIFIC STANDARDS

MANAGEMENT APPROACH <GRI 103: MANAGEMENT APPROACH> 4060EMC 1 Tf1206 7nceTJETGSons regarding

ENVIRONMENTAL STANDARDS

EMISSIONS <GRI 305: EMISSIONS 2016>

2

₂, CH₄, and N₂

Assessment Report.

₂, CH₄, and N₂

Energy indirect (Scope 2)
GHG emissions

GHG emissions intensity

Emissions intensity measurements:

²
2

See also:
[FY22 Carbon Footprint Report](#)
[2022 ESG Report](#)

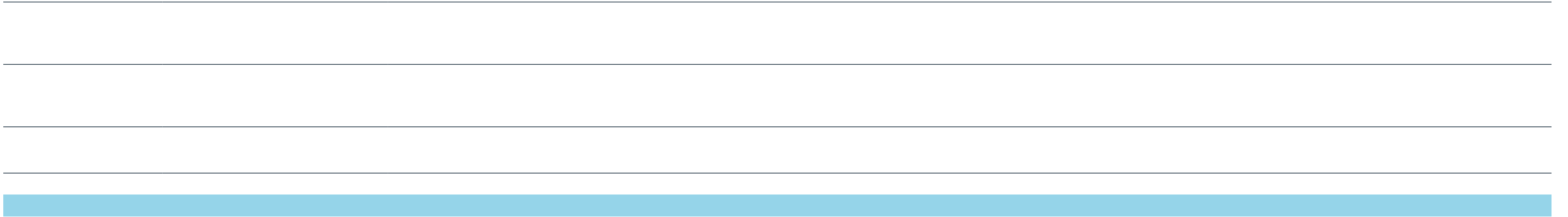
Reduction of GHG emissions

[FY22 Carbon Footprint Report](#)
[2022 ESG Report](#)
[Environmental Sustainability](#)

SOCIAL STANDARDS

<GRI 401: EMPLOYMENT 2016>

New employee hires and employee
turnover



DIVERSITY AND EQUAL OPPORTUNITY <GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016>

employees

[2022 ESG Report](#)
[2022 ESG Report](#)

See also:

[FY22 Annual Report](#)

Ratio of basic salary and remuneration
of women to men

See also:
[2022 ESG Report](#)

NON-DISCRIMINATION