

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

The Booz Allen Hamilton 2022 Environmental, Social, Governance (ESG) Report ("[2022 ESG Report](#)") has been prepared in accordance with the Sustainability Accounting Standards Board (SASB) Index: Professional & Commercial Services subset. SASB

CODE	METRIC	LOCATION AND/OR DISCUSSION
DATA SECURITY AND PRIVACY		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	<p>2022 ESG Report: Corporate Governance, Ethics & Compliance (Pages 45-46) 2022 ESG Report: Corporate Governance, Enterprise Risk Management and Supply Chain Management (Page 47) 2022 ESG Report: Drive Community Resilience, Cybersecurity and Data Privacy (Pages 39-40) FY22 Annual Report: Part I, Item 1 (Page 6) FY22 Annual Report: Part I, Item 1A (Pages 14-15, 20-22, 25-26)</p> <p>We safeguard information and technology assets in order to prevent harm to our employees, our enterprise, our clients, and those whose information or assets are entrusted to us.</p> <p>cyber issues.</p> <p>At the enterprise level, Information Services, Security, Enterprise Risk Management, Legal, Ethics & Compliance, and related advisory bodies engage in the following, among other activities, designed to protect sensitive information with which we come into contact:</p> <ul style="list-style-type: none"> • after-action walkthroughs for continuous improvement. • Collect, consume, and distribute cyber threat intelligence reporting. • Maintain partnerships within the information security community. • Support compliance with relevant security and control plans and guidance and conduct annual risk assessments and external audits, including external annual compliance assessments against the NIST 800-171 requirements. • Facilitate both internal and external collaboration for intelligence sharing. <ul style="list-style-type: none"> • Proactively search for vulnerabilities and attackers utilizing automated and manual techniques. • Conduct adversary emulation exercises using both in-house and external professionals without notice to threat defenders to continuously test our defend and respond capabilities. <ul style="list-style-type: none"> • Maintain secure facilities up to Top Secret and Sensitive Compartmented Information Facilities accredited by various agencies. • Advise on enterprise and entrusted asset privacy and international trade compliance, brand use and protection requirements, and intellectual property. • Advise on public reporting requirements and treatment of material nonpublic information <p>Every Booz Allen person is responsible for doing their part to maintain the integrity, proper use, and handling of information. All employees are required to participate in annual information security training</p> <p>evolving cyberthreat landscape.</p>

SASB CONTENT INDEX continued

CODE	METRIC	LOCATION AND/OR DISCUSSION
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<p>2022 ESG Report; Drive Community Resilience, Cybersecurity and Data Privacy (Pages 39-40)</p> <p>Our standard information security and data security policies, practices, and procedures apply to all Booz Allen entities, including wholly owned subsidiaries, as well as all cleared Booz Allen facilities and their policies and practices of our suppliers and business partners.</p> <p>Our data privacy policy outlines our commitment to the protection of personal information and sets forth retention and deletion requirements. We also recognize, respect, and seek to achieve compliance with applicable laws of foreign nations.</p> <p>connections, establish relationships, and build trust within teams. We support our employees with an ecosystem of services, programs, training, and tools designed to prevent, bring to light, and mitigate potential risk situations.</p> <p>See also: Compliance with International Trade Regulations Policy Data Privacy Policy Code of Business Ethics & Conduct (Page 16)</p>
SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' information (PII),	<p>2022 ESG Report; Drive Community Resilience, Cybersecurity and Data Privacy (Pages 39-40)</p> <p>Booz Allen has not reported any material cybersecurity breaches in the last three years.</p>
WORKFORCE DIVERSITY & ENGAGEMENT		
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	<p>2022 ESG Report; Empower Diverse Talent (Pages 12-27) 2022 ESG Report; Corporate Governance, Board of Directors (Page 44) FY22 Annual Report; Part I, Item 1, Human Capital (Pages 4-5)</p> <p>Refer to page 15 of our 2022 ESG Report for the percentage of gender and racial/ethnic group representation for our total workforce, senior leadership, and all other employees.</p> <p>See also: Booz Allen's Diversity, Equity & Inclusion Program Code of Business Ethics & Conduct (Page 14) Total Rewards Program</p>
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	<p>2022 ESG Report; Empower Diverse Talent, Diversity, Equity, & Inclusion (Page 15) FY22 Annual Report; Part 1, Item 1, Human Capital (Page 4)</p> <p>report the percentages of new hires and departures by demographic categories on page 15 of our 2022 ESG Report.</p>

SASB CONTENT INDEX continued

CODE	METRIC	LOCATION AND/OR DISCUSSION
SV-PS-330a.3	Employee engagement as a percentage	<p>2022 ESG Report; Empower Diverse Talent, Employee Engagement & Retention (Pages 21-22)</p> <p>2022 ESG Report; Empower Diverse Talent (Pages 12-27)</p> <p>2022 ESG Report; Drive Community Resilience, Resilient Enterprise & Workforce (Pages 35-36)</p> <p>2022 ESG Report; Drive Community Resilience, Cybersecurity and Data Privacy (Pages 39-40)</p> <p>2022 ESG Report; Corporate Governance, Ethics & Compliance (Pages 45-46)</p> <p>FY22 Annual Report; Part I, Item 1, Employee Engagement (Page 5)</p> <p>We conduct an annual Employee Experience Survey, which measures, among other factors, our employees' impression of the inclusiveness of our work environment. The survey results provide insights into how</p>