

IT'S WHAT HAPPENS WHEN YOU

# BRING ON TOMORROW

2023 SAIC CORPORATE RESPONSIBILITY REPORT



**SAIC**<sup>®</sup>

# TABLE OF CONTENTS

MESSAGE FROM OUR CEO,  
NAZZIC KEENE.....3

CORPORATE RESPONSIBILITY  
HIGHLIGHTS.....4

OUR APPROACH TO ESG AND  
SUSTAINABILITY .....5

    ESG Vision and Mission.....5

    Materiality.....5

    Strategy .....6

    ESG Goals .....6

    ESG Governance.....7

PEOPLE.....8

    Diversity, Equity and Inclusion.....9

    Employee Resource Groups and  
    Communities of Interest.....11

    Differentiated Employee Experience..... 13

    Developing Our Talent..... 13

    Listening to Our Employees..... 13

    Employee Well-being ..... 13

PHILANTHROPY..... 14

    Community Partnerships ..... 15

GOVERNANCE..... 18

    Ethics, Integrity and Compliance..... 19

    Corporate Governance..... 21

    Cybersecurity,  
    Data Security and Privacy ..... 22

PLANET ..... 23

    Our Environmental Roadmap ..... 24

    Greenhouse Gas Emissions..... 25

    Energy Conservation..... 26

    Everyday Environmental Stewardship ..... 26



Nazzic S. Keene  
CHIEF EXECUTIVE OFFICER

# MESSAGE FROM OUR CEO, NAZZIC KEENE

As we release our fourth corporate responsibility report, I am proud of the continued improvements we have made in sustainability; diversity, equity and inclusion; and social and governance imperatives, but perhaps more importantly that these efforts have become foundational to our culture at SAIC.

## Purpose

Our corporate responsibility efforts begin with strong governance that ensures ethical behavior and acting with integrity and accountability, which are non-negotiables in our company.

This past year, we solidified our ESG strategy and **galvanized the internal structure needed to fully execute on our ESG priorities** — a direct outcome of SAIC's commitment to corporate responsibility and sustainability that creates a well-governed mechanism to hold ourselves accountable to the goals we set. Importantly, this organization includes the integration of our focus on diversity and inclusion across our workforce.

## People

At SAIC, our diverse and inclusive workforce has become integral to who we are. Not only because it is the right thing to do, but because it is critical to providing our customers with new technologies and solutions enabled by diversity of thought and approaches.

Our leadership team is focused on efforts to ensure employees see themselves reflected in their leaders and customers see themselves reflected in our workforce.

In 2021, we set goals to achieve parity in the representation of women and people of color between our leadership and non-leadership roles within five years. I am pleased to share that in 2022 we reached parity between the percentage of women leaders in our organization and the percentage of women in the workforce — three years ahead of our goal. We continue to make progress in achieving parity in people of color between our leadership and non-leadership roles.

## Planet

We have made continued progress towards reducing our carbon footprint by decreasing our Scope 1 and Scope 2 greenhouse gas emissions by 36% since we set our 2019 baseline. To further understand carbon use across our value chain, we are reporting Scope 3 emissions for business travel and for our leased assets portfolio, as they are areas of significant volume.

## Philanthropy

We continue to focus our philanthropic and volunteer efforts through long-term commitments to nonprofit organizations that support military heroes, community wellness and STEM efforts. Our employees demonstrate their generosity with their time and their financial support in these areas as well.

At SAIC, we understand that corporate responsibility is interconnected, which is why we are committed to improvements across our enterprise that will positively affect our stakeholders, our people and our planet.

# CORPORATE RESPONSIBILITY HIGHLIGHTS

## GOVERNANCE



70% OF SAIC'S BOARD OF DIRECTORS ARE FEMALE OR PEOPLE OF COLOR

71% OF SAIC'S EXECUTIVE LEADERSHIP TEAM ARE WOMEN OR PEOPLE OF COLOR

## PLANET



36% DECREASE FOR SCOPE 1 AND 2 GHG EMISSIONS  
Since 2019 baseline year

## PEOPLE



NEWSWEEK AMERICA'S GREATEST WORKPLACES FOR DIVERSITY  
2022 and 2023



FORBES BEST EMPLOYERS FOR DIVERSITY  
Every year since 2019

FORBES AMERICA'S BEST EMPLOYERS FOR VETERANS  
Second consecutive year



DIVERSITYINC NO. 1 COMPANY FOR VETERANS

## PHILANTHROPY



\$1.5 MILLION COMMITTED TO THE ALABAMA SCHOOL OF CYBER TECHNOLOGY AND ENGINEERING



3.5 MILLION EQUIVALENT MEALS

Donated through Feeding America in 2022



15 HOMES  
Donated through our Building Homes for Heroes partnership

## ABOUT THIS REPORT

SAIC's 2023 Corporate Responsibility Report is the fourth annual report on the company's commitment to environmental, social and governance (ESG); dedication to sustainability; and desire to positively impact our communities and the world. Unless otherwise noted, this report includes data and activities for SAIC's fiscal year 2023, ending Feb. 3, 2023.

For the second consecutive year, we are including an ESG Reporting Framework and Standards Index, which is based on SAIC's activities in FY23, except otherwise noted. We used the principles and practices outlined in globally accepted sustainability reporting frameworks to inform the content of this report. This report has been prepared in reference to the Global Reporting Initiative Standards 2021, the Sustainability Accounting Standards Board, the Task Force on Climate-Related Financial Disclosures and the United Nations Sustainable Development Goals. Our ESG Reporting Index is here. The [Addendum to the 2023 SAIC Corporate Responsibility Report](#) is here.

If you have questions or want more information, please contact SAIC's ESG team.

# OUR APPROACH TO ESG AND SUSTAINABILITY

## ESG Vision

Establish SAIC as the industry leader in corporate responsibility and sustainability efforts to better our business, our customers' endeavors and employees' lives and the communities in which we live and operate.

## ESG Mission

Deliver SAIC business and stakeholder value through ESG by pursuing new business opportunities; practicing environmental stewardship, social responsibility and workforce engagement; and managing risk with a focus on increased transparency, comprehensive performance measurement and overall accountability to ensure SAIC's sustainable future.

## Materiality

In parallel with strengthening the structure and oversight of our ESG efforts, we conducted our inaugural materiality assessment to identify

the topics most important to our business and our stakeholders. This research included a materiality survey, key stakeholder interviews and deep analysis to ensure the voices of all our identified stakeholders were considered. The stakeholders included our Board of Directors, Executive Leadership Team, customers, investors, suppliers, community partners and all levels of employees. Coupling SAIC's business priorities with more than 800 stakeholders participating in the assessment, we identified topics material to the company.

As identified through the assessment, our material areas of impact are:

- Ethics and Compliance
- Cybersecurity, Data Security and Privacy
- Corporate Culture
- Employee Well-being and Talent Management
- Corporate Governance
- Diversity, Equity and Inclusion.



## SAIC + PEOPLE = SUCCESS

Fundamentally, SAIC is a people business, and, therefore, our company's success must start with our people. Our business is focused on engineering, IT and integrated solutions, so the need to acquire, develop and retain highly skilled talent is fundamental to the company's mission.

Advancing our company's culture is a top consideration for long-term shareholder value, so we work every day to foster a culture that provides every employee with a differentiated experience.

To deliver a differentiated experience, we seek to be a company that provides meaningful work and purpose. This means delivering solutions to our customers' most challenging problems; building our diversity, equity and inclusion efforts; nurturing our people through every phase of the talent lifecycle; and prioritizing employee flexibility and well-being.

## ESG Strategy

Our ESG strategy is a rolling three-year plan informed by the company's strategic priorities, industry best practices, evolving government rules and regulations, third-party assessments of our ESG efforts, our inaugural materiality assessment and our own internal evaluation.

Our first materiality assessment helped inform our ESG strategy by linking the topics of most importance to our business and stakeholders collectively, in support of our mission to deliver long-term value to both the business and stakeholders. Our three strategic

pillars tie to ESG to give structure to our efforts, help with goal-setting and allocate resources in a mindful and measured way. This helps ensure a sustainable and thriving business for all stakeholders.

## ESG Goals

### ENVIRONMENTAL STEWARDSHIP

Be a good steward of the environment by reducing and mitigating impact to the planet



1. Reduce our carbon footprint, energy consumption and waste
2. Engage with our customers to address the challenges of climate change, build resilience and adaptability for a more sustainable future
3. Instill a culture of sustainability

ENVIRONMENTAL

### DIVERSITY, OPPORTUNITY & ENGAGEMENT

Be a company committed to diversity, opportunity and engagement through our relationships with employees, customers, suppliers and the communities in which we operate



1. Attain parity between leaders and non-leaders and our customers for women and people of color
2. Ensure pay equity for equal work on a role-to-role basis
3. Reskill and upskill our workforce
4. Foster employee connections, engagement and business impact
5. Develop, mentor and partner with diverse suppliers
6. Improve strategic alignment and engagement in philanthropic efforts

SOCIAL

### ETHICS, INTEGRITY & GOVERNANCE

Be a company with unimpeachable integrity and ethics, and strong governance

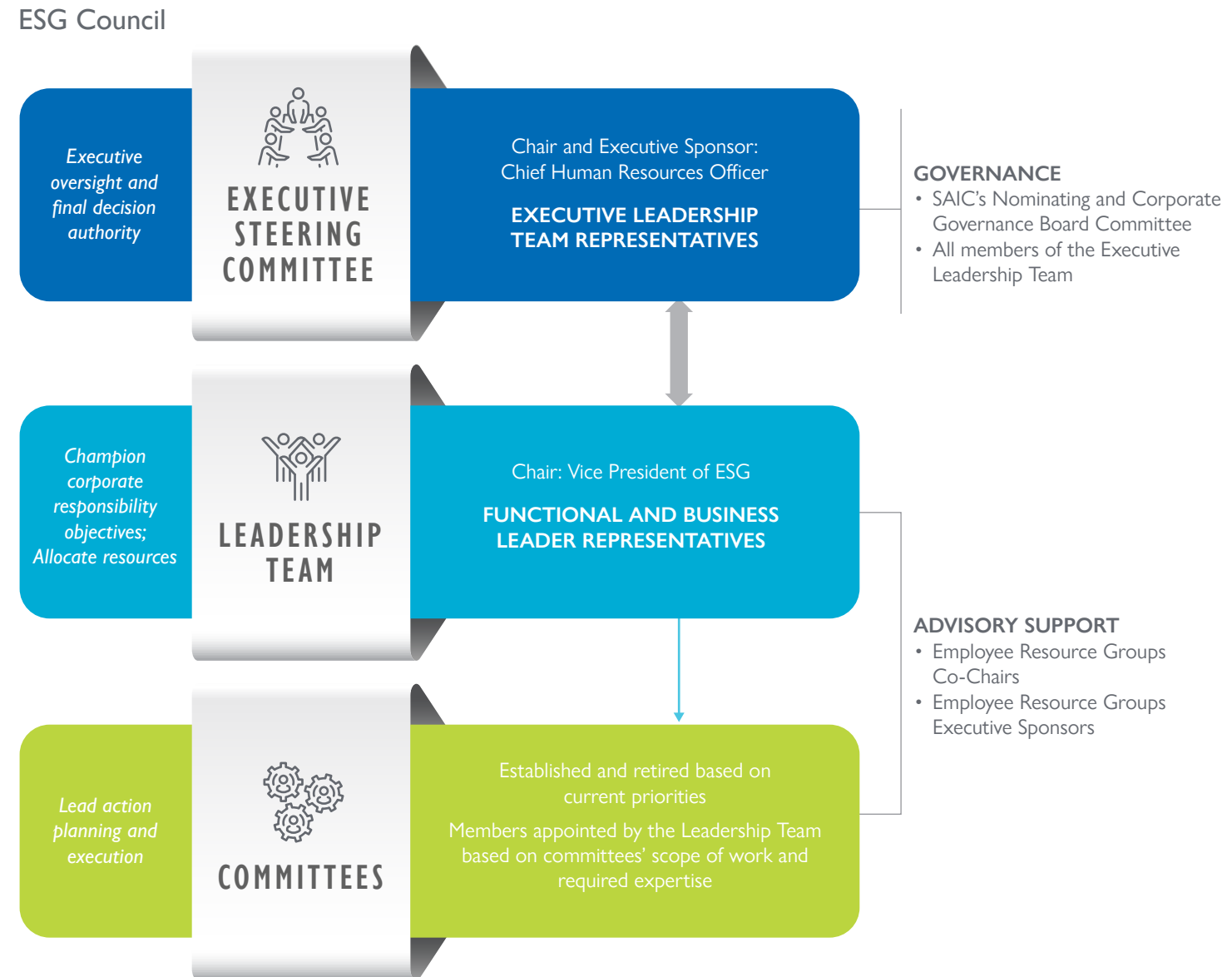


1. Continue best-in-class reputation for integrity, ethics and governance practices
2. Increase disclosure transparency
3. Reduce the risks associated with cybersecurity, data security and privacy
4. Leverage ethical culture to drive innovation and facilitate change

GOVERNANCE

## ESG Governance

The Nominating and Corporate Governance Committee of SAIC's Board of Directors has oversight of the company's ESG strategy. To facilitate the strategy, SAIC established the ESG Council to delineate clear governance around the company's sustainability efforts. Consisting of leaders from across the enterprise, the ESG Council serves as an advisory body to our Executive Leadership Team and the ESG team on matters related to corporate responsibility, ESG and sustainability.



# PEOPLE



The company's success begins and ends with its people.

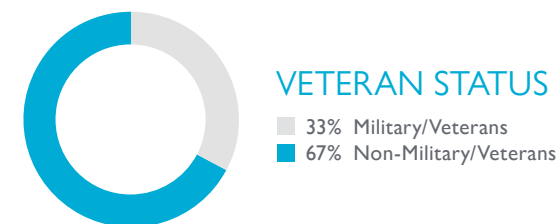
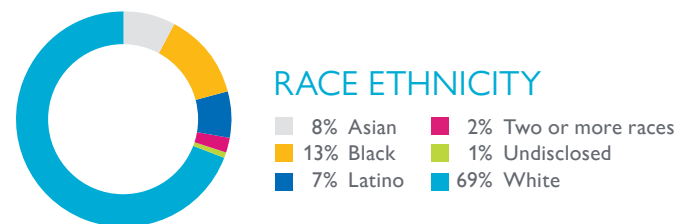
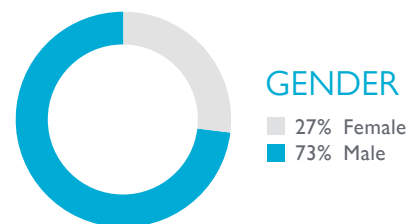
An essential element of our business strategy is attracting, developing and retaining top talent — engineering, science and IT innovation cannot happen without it. To deliver that strategy and its value to shareholders, customers and employees, we endeavor to be a company that provides meaningful work and purpose, as we:

- Develop solutions for our customers' most challenging problems
- Continue to strengthen our diversity, equity and inclusion efforts
- Nurture our people through every aspect of the talent lifecycle
- Create a culture where our people are empowered to be their authentic selves and do their best work
- Provide benefits and programs that enhance employees' experiences and their well-being.

## Diversity, Equity and Inclusion

We are a company committed to diversity, opportunity and engagement through our relationships with employees, customers, suppliers and the communities in which we operate. First and foremost, we believe our diversity, equity and inclusion efforts enhance our ability to deliver on the company's mission — to be a partner in transforming government, enhancing our nation and its citizens' lives through innovative solutions powered by diverse talent.

### Employee Demographics Snapshot



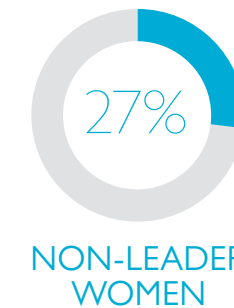
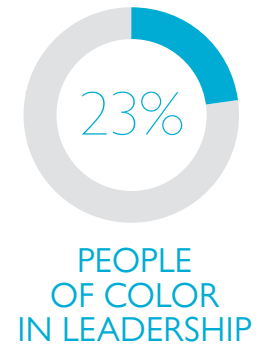
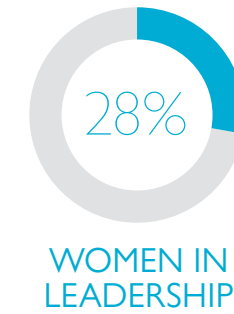
### Our Commitment to Diversity, Equity and Inclusion

We seek to drive tangible change through our commitments to:

- Fight racism, bias and prejudice in our workplace
- Make SAIC more inclusive and diverse
- Support nonprofit organizations that are uplifting women and people of color in our communities
- Measure and hold ourselves accountable for results.

In FY21, we first shared our diversity, equity and inclusion commitments to hold ourselves accountable and to be transparent about our progress and our areas of opportunity. We also established goals to achieve parity in the representation of women and people of color between our leadership and non-leadership roles by the end of FY26. Two years later, in FY23, we accomplished significant advancement of workforce diversity through internal development, talent acquisition, enterprise-wide employee engagement and, most importantly, leadership accountability. We achieved parity for women ahead of our committed timeline, as we increased women in leadership roles to 28%. We improved leadership parity for people of color by four percentage points over the past two years.

### Diversity Representation as of Feb. 3, 2023



We are committed to developing a diverse leadership team from within our existing workforce. We actively promote diverse slates of candidates for leadership roles. We focus on providing training, educational resources and leadership development programs, including our AcceleratHER Women's Leadership Academy, Leadership 365 and Developing Frontline Leaders programs. We participate in McKinsey & Company programs, including Leadership Essentials, Management Accelerator, Executive Leadership Program and Connected Leaders Academy for Asian, Black and Hispanic and Latino cohorts. To ensure greater opportunities for all, SAIC continues to provide gender pay parity and improve hiring and recruiting practices, including:

- Diversity, equity, inclusion and accessibility training for recruiters and hiring managers
- Use of key enablers such as diverse talent communities and sourcing tools
- Partnerships with organizations such as historically Black colleges and universities (HBCUs), DisabilityInc and Women in Aerospace.

SAIC continually assesses its recruiting practices to ensure a more inclusive approach for filling positions at all levels of the company — we always strive to put the best candidate possible in a role. This includes evaluating our recruiting tools and processes to ensure they don't contain unintentional biases as well as our advertising and marketing efforts to make sure we reach a diverse pool of candidates. Through these efforts, we are proud to report that women make up 32% and people of color make up 57% of our job candidates. Our recruiting team has been trained on making job descriptions more inclusive and ensures language in open requisitions reflects an inclusive and diverse culture.

As SAIC continues to foster a culture where diversity, equity and inclusion are paramount, we added Juneteenth as a paid company holiday in 2021. We have also established a voluntary self-identifying campaign for employees to indicate sexual orientation, gender identity, visible and non-visible disabilities and veteran status.



## FLEXIBILITY: GOOD FOR PEOPLE AND THE PLANET

Over the last three years, the way we work and live has shifted due to the COVID-19 pandemic. We have used the changes to transform our vision for work at SAIC — one that prioritizes flexibility, inclusion and well-being. We have translated what might have been a short-term response to the pandemic into a comprehensive shift in culture where our employees are empowered to own their work experiences.

SAIC fosters an environment where our employees use the power of flexibility to thrive, by offering flexible work schedule options that include a four-day workweek along with increasing remote and hybrid work environments. Our definition of flexibility is not a one-size-fits-all approach but rather it is tailored and nurtured through relationships and engagement between our employees, their leaders and our customers.

Employee flexibility helps us attract a wider talent pool and retain highly skilled people in extremely sought-after disciplines such as science, technology, engineering and cybersecurity.

The flexibility for individuals to choose a four-day workweek or a hybrid or remote work schedule helps lessen our impact on the planet too. By having fewer employees working in offices, we have been able to reduce our leased space, thereby lowering greenhouse gas emissions and paper use. Reducing or eliminating employee commutes helps our reduction of greenhouse gas emissions as well.



ACCESSIBILITY ERG



CONNECT & GROW ERG



EQUALITY ALLIANCE ERG



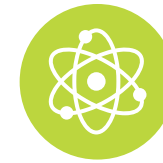
MILITARY/VETERANS ERG



MULTICULTURAL ERG



WOMEN'S ERG



STEM ERG

We are committed to expanding our partnerships with diverse small businesses and suppliers, hosting outreach sessions, and mentoring and providing contract opportunities to those that drive innovation, improve processes and value diversity. SAIC has a robust small business outreach program that engages small disadvantaged, minority-owned, women-owned, veteran-owned and service-disabled veteran-owned businesses; historically underutilized business zone firms; Alaska Native Corporations; Native Americans and Indian tribes; and HBCUs and minority-serving institutions.

To ensure greater accessibility for all stakeholders, we conducted a rigorous assessment of our corporate website and made updates to be compliant with the Americans with Disabilities Act (ADA). This proactive measure not only made SAIC's website inclusive but also accessible to all individuals. By achieving ADA compliance, we can expand our reach to a wider audience, including those with disabilities, such as veterans, who are a critical audience for SAIC. We also focused on making the website readable for screen readers to accommodate visually impaired individuals.

## Employee Resource Groups and Communities of Interest

We are proud of our seven Employee Resource Groups (ERGs) designed to foster engagement and inclusiveness. In FY23, ERG membership grew by 13%, with 11% of the workforce belonging to at least one ERG. Our goal is to have 20% of SAIC's workforce be a member of at least one ERG by the end of FY26.



Our ERGs are as follows:

- The **Accessibility ERG** supports and encourages open conversations about visible and non-visible disabilities, including mental health and neurodiversity
- The **Connect & Grow ERG** joins early-career and tenured professionals for mutual mentorship, networking, professional development, community service and environmental stewardship
- The **Equality Alliance ERG** hosts lesbian, gay, bisexual, transgender, queer and allied employees who celebrate and raise awareness for the LGBTQ+ community and enhance SAIC's culture through understanding, communication and training of concepts and topics related to LGBTQ+ experiences
- The **Military/Veterans ERG** focuses on being an advocate and resource for employees who are former or active-duty service members and their families, along with ex-Department Of Defense government civilians
- The **Multicultural ERG** is a forum to celebrate and champion employees' ethnic and cultural differences and encourage the growth, development, engagement and retention of SAIC's underrepresented minorities

Why SAIC employees enjoy belonging to an Employee Resource Group



“

The group provides so many great opportunities to learn and further expand your network within the company. The team leads for the Connect & Grow ERG are constantly engaged with the group and are extremely encouraging to everyone.

Brenda Buckner, Contracts Analyst

”



“

Being a member of the Women’s ERG has been very helpful during my SAIC career. There are so many resources such as professional development, mentoring, networking and other activities. It has been very welcoming and makes me proud to work for SAIC.

Brenda Toms, Systems Engineer

”



“

Being an ERG member lets me connect with like-minded individuals to help promote good causes while getting to know my work colleagues better.

Adam Hobgood, Senior Technical Services Analyst

”

- The **Women’s ERG** is a forum for employees to champion growth for women, create networking and outreach opportunities and educate others about the unique challenges women face at work
- The **STEM ERG** advocates innovative STEM programs in the communities where SAIC operates and employees reside as well as opportunities for current and future STEM professionals.

This year, we have established three social communities of interest to connect employees, which offers not only connections among

employees, but informal training opportunities and corporate support. They are:

- **Family Community of Interest:** A place for knowledge-sharing related to balancing work and caregiving for family members, and SAIC’s benefits and resources that help with family care
- **Mentoring Community of Interest:** A place for principals of mentoring programs across SAIC to connect and collaborate, leveraging the company’s mentoring resources
- **Wellness Community of Interest:** A place to share best practices on wellness and information on SAIC’s wellness benefits

Committed to Veterans and Military Service

We are proud to support our service members and veterans, who make up about 33% of our workforce. This year, SAIC expanded military leave for those who currently serve.

SAIC is pleased to be recognized as:

- A first-time recipient of the Gold HIRE Vets Medallion Award from the Department of Labor
- No. 7 on Military.com’s Top 25 Veteran Employers
- DiversityInc’s Top Companies for Veterans
- Forbes’ Best Employers for Veterans
- A partner with Building Homes for Heroes for 10 years.

“

As part of the Military/Veterans ERG, I enjoy being on an equal footing with other members, being able to share stories and provide information to others.

Christopher McNeill, Senior Training Analyst

”

## Differentiated Employee Experience

At every point in the talent lifecycle, we are committed to creating an engaging and inclusive culture for all our employees. From attracting highly skilled, exceptional talent to developing and sustaining employees' critical skills, our goal is to drive engagement and retention. We are an industry leader in the retention of employees, and employee referrals often result in some of our best-performing new hires. In FY23, we hired approximately 5,800 new employees.

## Developing Our Talent

To develop our people and keep their skills highly relevant, we invest in technical and professional skills training, leadership development programs, higher education programs and tuition assistance programs for continuing education or industry certification. In FY23, our employees completed approximately 129,000 hours of training that included over 7,800 hours of leadership development for aspiring managers.

## Listening to Our Employees

Through our annual culture and engagement survey, we gather confidential feedback from our employees to understand how we can improve our efforts to support an authentic culture and continue to provide an exceptional employee experience. Company managers at all levels receive aggregated results from the survey to understand employee feedback and develop action plans that address their teams'

needs. Opportunities are identified, leading to specific investments to build on our strengths and address areas identified for improvement.

## Employee Well-being

SAIC provides wide-ranging options to support employees' well-being. Most importantly, by increasing our benefit spend and renegotiating benefit provider contracts we have employed a two-pronged approach to minimize the financial impact to our employees. Last year, based on employee feedback, we substantially raised paid family leave to further support parents and multi-generational families and offered company-subsidized backup child and elder care. This year, we have significantly expanded military leave for our employees who continue to serve our nation.

We regularly assess the options we offer to support employee health and well-being. While our options include a long-standing employee assistance program and a wellness program, we have recently added other programs to help our employees in an ever-more digital world. There are two new offerings of note: A healthcare virtual assistance program to help answer any medical claim or coverage question and to help employees find providers, and a virtual physical care program to help members treat chronic and post-surgical pain.

Employee health and safety is paramount to our business and to our employees' well-being. We encourage our employees to participate in health and wellness initiatives, and we actively work to prevent workplace hazards.

Equally important is when third parties acknowledge SAIC's commitment to an inclusive workforce. We are very proud of the following recognitions:

- **Newsweek** America's Greatest Workplaces for Diversity, 2022 and 2023
- **Forbes** 500 Best Employers for Diversity, every year since 2019
- **DiversityInc** Top Regional Companies for Diversity, 2022 and 2023
- **DiversityInc** Top Companies for Veterans, 2022 and 2023
- **Forbes** Best Employers for Veterans, 2021 and 2022
- **LATINA Style** 50 Best Companies for Latinas, 2022
- For the fifth consecutive year, SAIC received a score of 100% on the **Human Rights Campaign Foundation's** 2022 Corporate Equality Index, as a best place to work for LGBTQ+ equality.

# PHILANTHROPY



## Community Partnerships

SAIC is committed to serving the communities in which we live and work. We form lasting relationships with community partners and make meaningful contributions to our three focus areas: military and veteran resiliency, STEM and community wellness.

### Military and Veteran Resilience

Active service members and veterans make up about 33% of our workforce and perform much of the work we do for our customers directly serving the nation's military. To honor those



SAIC employees regularly volunteer to get the new homes ready for veterans through our partnership with Building Homes for Heroes.

relationships, SAIC partners with Building Homes for Heroes, a national nonprofit organization that builds and modifies houses and then gifts them mortgage-free to veterans and their families. By the end of FY23, we helped donate 13 homes to our military heroes through our Building Homes for Heroes partnership, which began in 2013 and continues into our current fiscal year with two additional homes already delivered and another one scheduled for later in the year.

### STEM

SAIC supports STEM learning in many ways, including regional support of rocket clubs and robotics clubs across the country.

Most notably in 2022, SAIC committed \$1.5 million towards the Alabama School of Cyber Technology and Engineering's mission of educating the cyber technology and engineering workforce of the future. The school is one of Alabama's leading magnet schools in STEM education.

Since 2017, SAIC has provided STEM scholarships through the Astronaut Scholarship Foundation, which was created to ensure that the United States maintains leadership in science and technology by supporting some of the very best STEM college students. To date, SAIC has provided 15 scholarships in helping to inspire future generations.



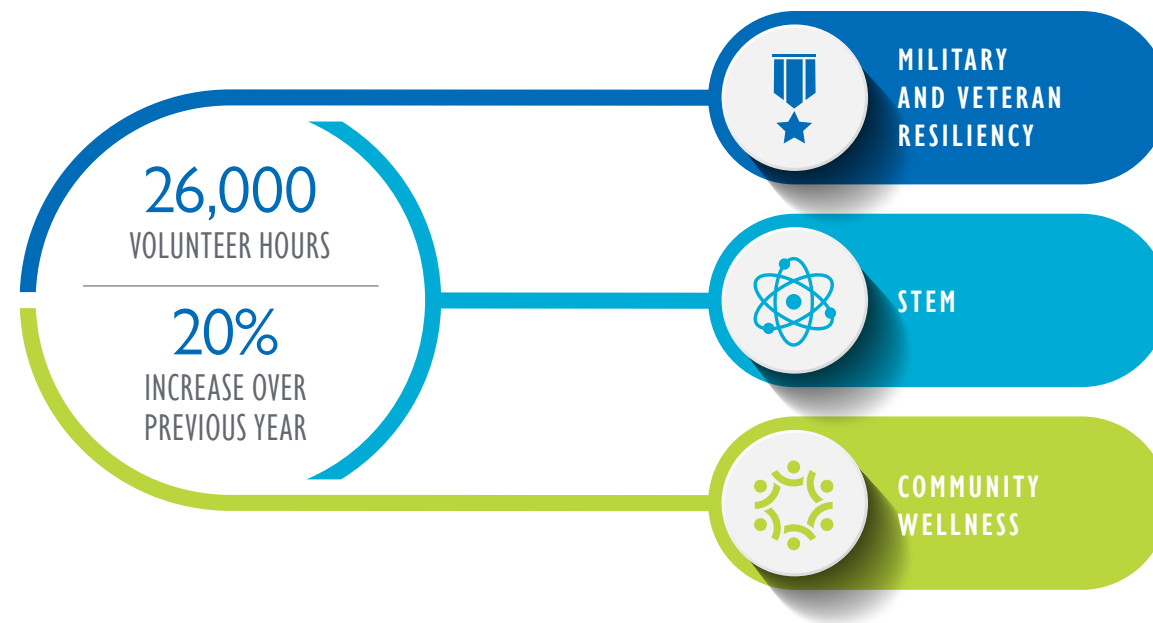
Members of our STEM ERG actively support SAIC's efforts in this area.



Across the country SAIC employees volunteer to help end hunger in the U.S.

### Community Wellness

For the past 18 years, we've partnered with the Leukemia & Lymphoma Society to help fight blood cancer. Together with the nation's largest nonprofit organization focusing on the cure, we've raised more than \$862,000 through individual and corporate donations. The company and employees continue to participate in the organization's Light The Night walks across the country.



We're in our ninth consecutive year of helping combat hunger in America through our partnership with Feeding America. During Hunger Action Month in September 2022, SAIC raised \$353,000 — the equivalent of 3.5 million meals for people facing food insecurity. At the time of this report's publication, we have raised a grand total of \$2.4 million to support Feeding America.

Our employees embrace SAIC's legacy of community involvement and philanthropy. Last year, SAIC employees logged more than 26,000 volunteer hours, which represents a 20% increase over the previous year. Our employees donated both their time and money to causes around SAIC's three pillars of military heroes, community wellness and STEM.

### SAIC Foundation

A key component of our culture and at the core of our commitment to our employees is the SAIC Foundation, a public 501(c)(3) organization that addresses unforeseen financial impacts on our employees and their families. The SAIC Foundation helps employees and their dependents by providing emergency funds when they experience financial hardships or when natural disasters arise. In FY23, the Foundation awarded 26 grants or \$69,000 in direct support to our employees.



Technical Sergeant Rahmeka Hopkins with her family for the dedication of her new mortgage-free home made possible by Building Homes for Heroes and SAIC.



SAIC employees pitch in to support Feeding America's national effort to end food insecurity.

## CREATING A BETTER WORLD

### Building Homes for Heroes

Imagine partnering with an organization whose mission is to bring vital attention to rebuilding the lives of U.S. veterans who were severely injured while serving. That's Building Homes for Heroes, an organization dedicated to not only serving those who served but their families and caregivers. How do they do it? By constructing and modifying homes, and gifting them mortgage-free, to veterans and their families.

An example of one of the heroes helped is Technical Sergeant Rahmeka Hopkins. She bravely served her country for 15 years as a member of the U.S. Air Force, operating daily in situations that were critical and life-changing. After 35 hospitalizations and more than seven different specialists, medical experts determined that she contracted a rare form of cancer, presumed to be from chemical exposure.

Last year, we joined [Building Homes for Heroes](#) to participate in a home dedication ceremony for Rahmeka and her family, welcoming them to their mortgage-free home.

By the end of FY23, SAIC, with Building Homes for Heroes, helped to donate 13 houses across the United States. This fiscal year we will have delivered three additional houses, with our employee volunteers putting the final touches on these homes before welcoming the receiving families.

### Feeding America

As one of the 10 richest countries in the world, it may be hard to believe that people in the United States go hungry or face food insecurity every day. In fact, 34 million people face hunger across the U.S. — in every county and in 100% of our communities. That's where Feeding America steps up as the largest hunger-relief organization with its nationwide network of food banks, food pantries and community-based organizations that aim to end hunger. For every dollar raised, Feeding America can provide at least 10 meals on behalf of local member food banks.

For nine years, SAIC has partnered with Feeding America in more than 20 locations across the country. In 2022, in addition to time spent volunteering, our employees donated more than \$174,000 through a variety of creative fundraising activities and direct donations. With the company's corporate match, the \$353,000 helped provide 3.5 million meals to those in need. At the time of this report's publication, we have raised a grand total of \$2.4 million to support Feeding America.



Core to SAIC culture is strong corporate governance —it’s how we operate every day for our shareholders, employees, customers and other stakeholders. We demand accountability, transparency, integrity and the highest ethical standards from the Board of Directors to each individual employee.

## Ethics, Integrity and Compliance

Integrity serves as the compass for everything SAIC does and is our collective responsibility. We sustain and cultivate our industry-leading ethical culture through a high-performing ethics program that deploys enterprise-wide training, guidance, communications and engagement and which includes reporting and resolution services.

The Ethics Office is part of SAIC’s Risk, Ethics and Compliance organization, which reports to the Office of the General Counsel. As importantly, our Ethics Office has direct access to the chair of the Risk Oversight Committee of SAIC’s Board of Directors. The Risk Oversight Committee receives quarterly updates from the Ethics Office that include helpline and misconduct reporting statistics; details on all misconduct investigations and resolutions; training and communications; program assessment and benchmarking; risk assessments, mitigation strategy and tactics; culture of ethics assessment or survey findings; company and industry trends; best practices updates; and all Code of Conduct updates or revisions.

All employees are expected to meet SAIC’s Code of Conduct. Alongside our values and culture, our Code of Conduct builds a



*The most important part of being an Ethics Champion is visibility, as it shows that ethics is important to SAIC and creates connections to other people in the company. When I send ethics communications out, people come back with all kinds of questions. I think it’s important for employees to know that someone is there to point them in the right direction. As Ethics Champions, we are that point of contact for employees.*

*Isra Jelich, Senior Principal, Internal Audit*



strong foundation for our day-to-day behaviors, stakeholder commitments and high business standards. In FY23, 100% of our employees successfully acknowledged SAIC’s Code of Conduct and completed assigned ethics training.

SAIC takes all reports about unethical or unlawful behavior seriously, listens carefully to concerns, conducts investigations objectively and takes appropriate corrective actions when warranted. SAIC employees are encouraged, by their leaders and colleagues, to seek guidance about potential or actual violations of our ethical standards and conduct. A breach to our integrity may be reported anonymously or on a disclosed basis. Our helpline and the form on our company website are hosted by an independent third party and

available 24/7. SAIC stands behind its employees and enforces a strict non-retaliation policy. We do not tolerate any acts of retaliation against those who make reports of misconduct in good faith.

Establishing and maintaining trust in the ethics case-management process is of utmost importance. We have created a system where employees can check on the status of their submitted cases — even when they were submitted anonymously. We provide further visibility into the outcomes of investigations by publishing quarterly summaries of substantiated cases as well as overall metrics on our company intranet.

On a biennial basis, we survey our employees about the company’s ethics program. We use a third-party vendor to assist with the benchmarking as well as to ensure the survey is both confidential and anonymous. The survey is structured to measure the essentials of an ethics program, as it aligns with, among other guidelines, the Department of Justice’s Sentencing Guidelines. In FY23, the survey responses illustrated that we exceeded all benchmarks for companies in a similar market and of a similar size.

Our employees completed approximately 54,770 hours of ethics and compliance training in FY23. Our employees understand that training assignments are identified based on both an enterprise risk review as well as risks specific to job responsibilities and assignments. Our ethics and compliance training program:

- Receives development input from functions outside of our Risk, Ethics and Compliance organization



*“Integrity is to tell it like it is. I tell people right from the heart — it might not be what they want to hear. But, as an Ethics Champion and as my true self, I am going to tell the truth every time.*

*Delta Hinson, Program Manager*



- Integrates modality of delivery for each topic and audience
- Assesses when training should be refreshed to ensure employees see new content
- Defines target audiences by employee function to ensure optimal training is delivered
- Integrates elements identified through risk assessment, evaluation or other risk factors to target specific and select audiences
- Targets audiences by onboarding status, such as new hires or employees added due to an acquisition, to ensure timely training
- Assigns training at a manager or business unit leader’s request
- Maintains a course library that employees can take on demand



*As an Ethics Champion, I think it’s important for employees to have a resource they can go to with questions or concerns — and really trust that resource to provide them with the best information. One ethics topic that resonates with me is how supervisors work with and speak to their employees. We have a diverse workforce and it’s important for everyone to be honest in their actions and discussions.*

*Jeff Goodwin, Security Director*



Ethics and compliance is woven into the fabric of our governance structure with ethics partners serving as liaisons to our operations groups. Our network of “Ethics Champions” — over 100 individual employees across the company — works to broaden our communication reach and foster a culture that encourages people to speak up when they think there may be an ethical issue. We share our expectations about their roles in writing, provide them with specialized training regarding their responsibilities and furnish resources to assist them in communicating the importance of the ethics program within their respective areas. Ethics Champions have regular meetings with the Ethics Office, receive regular communication on ethics and compliance topics and hear first-hand from company leadership about the importance of their roles in ensuring ethics is always at the forefront of SAIC’s activities.

SAIC prides itself on being involved with organizations that allow us to share insights and learn from other ethics and compliance professionals. As a long-standing steering committee member of the Defense Industry Initiative, we have been integral to the nonprofit organization’s commitment to providing best practices tools and materials that strengthen the entire ethics and compliance landscape as well as in the planning and execution of best practice forums. Our participation in other organizations such as the Ethics & Compliance Initiative and the Society of Corporate Compliance and Ethics has allowed us to contribute to research in the ethics and compliance field, participate in white paper development on relevant topics and appear as panel members at a number of conferences and webinars.

As human rights are integral to our core company value of respect, we are committed to an equal opportunity work environment that is free of discrimination and harassment based on national origin, race, color, religion, gender, ancestry, age, sexual orientation, gender identity, disability, marital status, veteran status, genetic information and any other status protected by law. We take seriously treating all people with respect and dignity, and protecting all vulnerable populations wherever they may be. We are dedicated to, and demand our suppliers, adhere to regulations prohibiting human trafficking and comply with all applicable local laws in the country or countries in which we have operations.

## Corporate Governance

Strong corporate governance is core to SAIC's culture and how we operate every day for our shareholders, employees, customers and other stakeholders. We demand accountability, transparency, integrity and the highest ethical standards at all levels and across the company — from the Board of Directors to each individual employee.

SAIC's corporate governance goes beyond simply being compliant: It is about doing the right thing without exception.

### Board of Directors

SAIC's Board of Directors governs the standards by which we operate and oversees our strategy, risk, operations and reporting. The Board sets expectations through several documents, such as the company's Corporate Governance Guidelines and Code of Conduct. Information about SAIC's corporate governance can be found in our [FY23 SAIC Proxy Statement](#), as filed with the U.S. Securities and Exchange Commission (SEC).

SAIC's Board consists of 10 members, 9 of whom are independent. The Board is a leader in gender diversity with 50% being women and 20% being people of color. Donna Morea, a non-executive director who is a woman, chairs the Board.



70% OF OUR BOARD OF DIRECTORS ARE WOMEN AND/OR PEOPLE OF COLOR

71% OF SAIC'S EXECUTIVE LEADERSHIP TEAM ARE WOMEN OR PEOPLE OF COLOR

While the directors bring a variety of experiences and individual viewpoints, they work as a team for the benefit of all SAIC stakeholders. Their interests are aligned to those of the company's shareholders. The Board adheres to director and executive stock ownership guidelines and provides annual equity grants to non-employee directors.

Board members believe in accountability for themselves, evaluating and improving their performance annually, and adhering to the highest ethical standards through:

- Required continuing Board education in ethics and compliance
- Adherence to the standards in our Corporate Governance Guidelines
- Board of Directors self-evaluations
- Board of Directors reviews of independence
- Committee self-evaluations
- Board of Directors orientation and education programs
- SAIC Code of Conduct certification

### Board Committees

SAIC's Board has the following principal standing committees: Audit; Nominating and Corporate Governance; Risk Oversight; and Human Resources and Compensation. You can find more information about the committees at [SAIC.com](#).

### Risk Oversight

The Board and its committees monitor risk as part of their regular, thoughtful discussions throughout the year. When conveying authority to management, approving strategies, making decisions and receiving management reports, the Board considers, along with other factors, the risks facing SAIC. Additionally, the Board oversees risk and ethics in particular areas through its committee structure.

We also employ an internal Enterprise Risk Management Committee (ERMC), with senior management as its members, which works with the Chief Executive Officer, the committees of the Board and the full Board. Together, they set overall corporate risk strategy and oversight of policies, systems, processes and training. With representatives from various functions, the ERMC reports directly to the Board of Directors and the Risk Oversight Committee to provide support and insight related to major sources of risk identified by SAIC.

The ERMC reports quarterly to the Risk Oversight Committee and annually to the full Board on its activities and findings, highlighting the key risks SAIC faces and management's actions for mitigating those risks. Risk is also addressed by all the other board committees according to their particular areas of focus.

## Cybersecurity, Data Security and Privacy

We know that our customers and employees rely on data to help support their missions in a secure environment. Given this critical nature of our business and its potential impact on national security, data privacy and cybersecurity are an integral part of everything we do. SAIC has this expertise across the entire activity range for securing and operating digital assets and services. Combined with our unique technological capabilities, SAIC's cybersecurity capability comprehensively answers the challenges of a complex and continually evolving cyberspace and data landscape.

Alongside our technical expertise is our commitment to securing our data systems while ensuring we protect our customers, business partners as well as current and prospective employees. Our Chief Privacy Officer, Chief Information Security Officer, Chief Security Officer and Chief Data Officer co-chair SAIC's Privacy and Data Protection Council. The purpose of the Council is to provide enterprise-wide awareness and centralized oversight of privacy and data protection matters, as well as to satisfy legal and regulatory compliance requirements and successfully manage associated risks. The privacy and data protection risks identified by the Council are monitored as part of SAIC's enterprise risk management process. These risks and associated mitigations are regularly reported to the Board of Directors via its Risk Oversight Committee.

SAIC aligns with internationally recognized standards. These include the ISO 27001 information security management systems standard and nationally recognized security standards such as the National Institute of Standards and Technology's SP 800-171 safeguarding controlled unclassified information on non-federal information systems and organizations. We also follow other industry best practices to include alignment with recognized state, federal and international standards.

We regularly review and update our security practices to address evolving requirements, technologies and threats.

To ensure our employees understand and help in our cybersecurity efforts, we do a broad mix of cyber-related training and communications that includes annual training, phishing training exercises, security blogs, cyber education videos, a cyber awareness month, regular meetings with our approximately 300 Cyber Champions, and other ongoing communications efforts featured in SAIC's formal channels.

### Strengthening Our Security

**While no security is 100% foolproof, we look to continue to strengthen our rigor through the following:**



# PLANET



Our goal is to be a good steward of the environment by reducing and mitigating any adverse impacts to the planet.

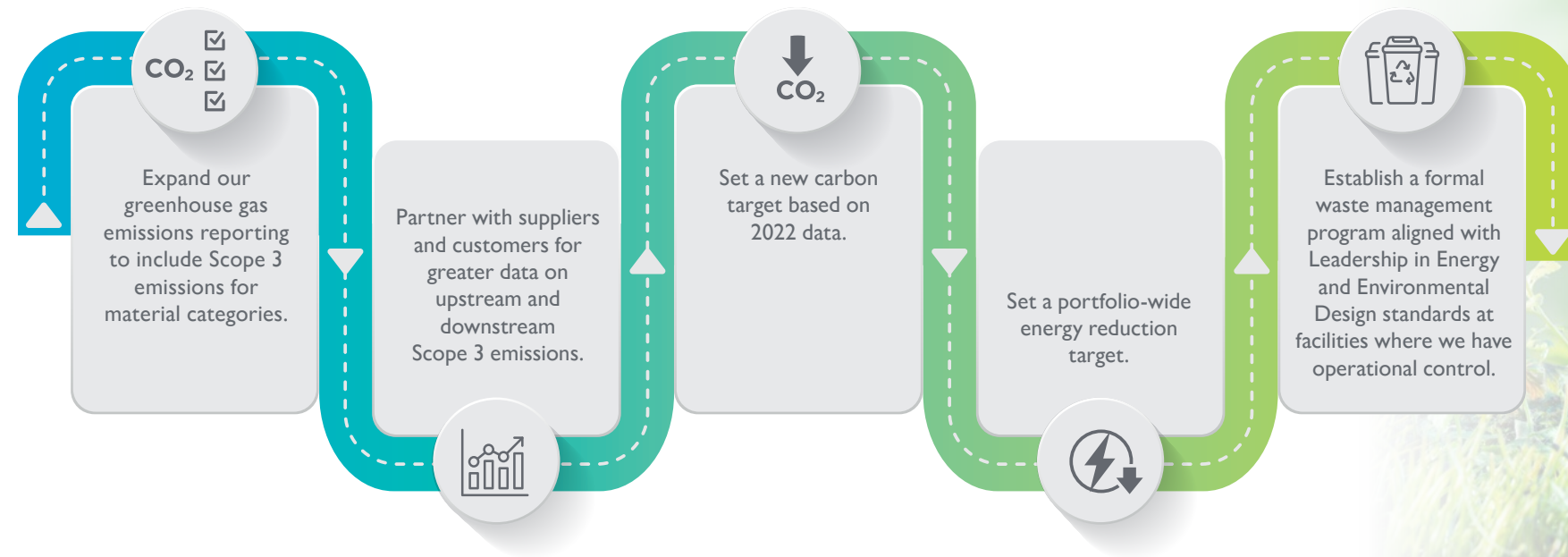
We are committed to reducing any negative impacts on the environment. Although we are exposed to limited environmental risks due to the nature of our business, we set self-imposed goals related to the reduction of greenhouse gas emissions, energy conservation and other important environmental initiatives. As importantly, we regularly look for additional opportunities for environmental stewardship while balancing them with our business priorities.

We implement ISO 14001 environmental management standards, promote initiatives to reduce our direct environmental impacts and track and report key performance metrics. For additional details, see our [ISO 14001 Standards Fact Sheet](#).

We report our environmental performance through the Global Reporting Initiative Standards 2021, the Task Force on Climate-Related Financial Disclosures and the CDP global disclosure system.

## Our Environmental Roadmap

We continue to look for ways to understand our impacts and potentially reduce or mitigate them. This includes the following planned efforts for calendar year 2023:



## Greenhouse Gas Emissions

We measure, monitor and track our greenhouse gas emissions (Scope 1 and Scope 2) at facilities where we maintain operational control and publicly disclose those emissions. In 2022, we also tracked emissions for business travel and our leased assets portfolio for which we do not have operational control (Scope 3). We determine our results by adhering to the method outlined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

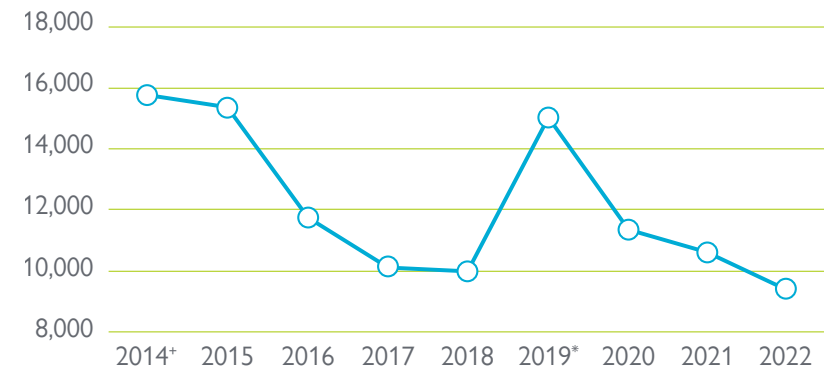
### Scopes 1 and 2

In 2014, SAIC set a goal of reducing emissions by 15% by 2025 and exceeded that goal with a reduction of 25% in 2016. To further encourage cuts to our carbon footprint, we used 2019 as a new baseline and established a new interim goal of an additional 15% by 2025 for Scope 1 and Scope 2 emissions. By year-end 2022, we achieved this additional 15% reduction. As we achieved our Scopes 1 and 2 reduction targets for 2025, we will be setting a new carbon target based on our 2022 calendar year-end results.

### GREENHOUSE GAS EMISSION REDUCTION GOALS

YEAR GOAL ESTABLISHED	REDUCTION TARGET	YEAR TO ACHIEVE TARGET BY	YEAR ACCOMPLISHED
2014	15%	2025	2016
2019	15%	2025	2022

### SCOPE 1 AND SCOPE 2 EMISSIONS



Emissions by Metric Tons of Carbon Dioxide Equivalentents at facilities operationally controlled by SAIC measured in MTCO2e

\*Adjusted from previously reported 11,952 to include Scitor Corp., which was acquired by SAIC in May 2015.

\*Increase was due primarily to additional facilities obtained through the acquisition of Engility Corp.

### CARBON FOOTPRINT (TONNES)

SCOPE	FUEL	2019	2020	2021	2022	2022 VS. 2019
SCOPE 1	Natural Gas	823	611	850	726	-12%
SCOPE 2	Electricity	14,214	11,109	9,583	8,957	-37%
<b>Total</b>		<b>15,037</b>	<b>11,720</b>	<b>10,433</b>	<b>9,683</b>	<b>-36%</b>

### Scope 3

A key step in a company's assessment to reduce its greenhouse gas emissions is to understand carbon use across its value chain — and then prioritize strategies that will likely have the greatest impact.

To this end, for the first time, we are reporting Scope 3 emissions for business travel and for our leased assets portfolio, which includes sites not under our operational control and that have not been included in our Scope 1 and Scope 2 reporting historically.

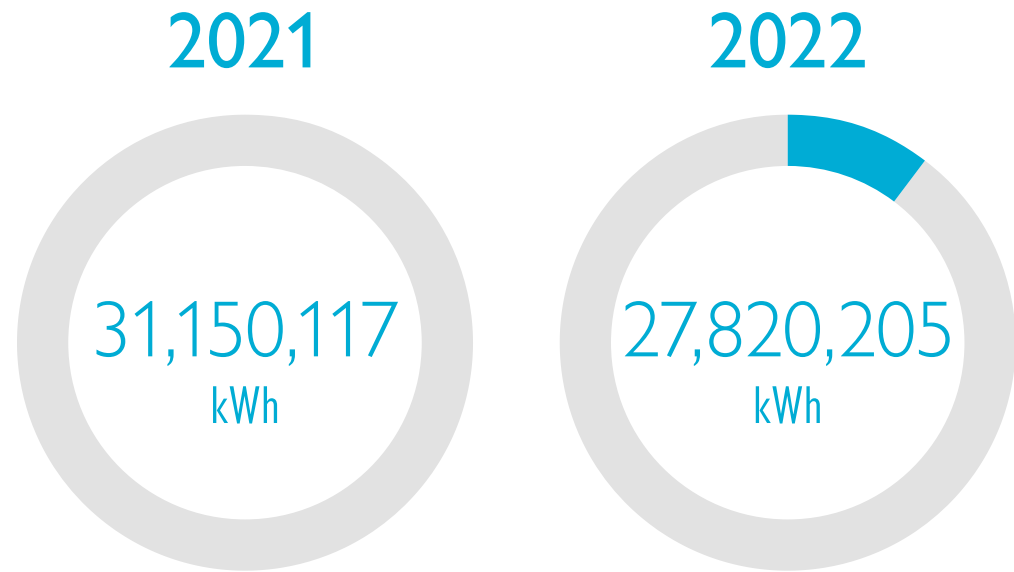
As you can see by this chart, Scope 3 emissions contribute significantly to our carbon footprint.



### 2022 GREENHOUSE GAS EMISSIONS

- Scope 1 Emissions – 725.76 tonnes
- Scope 2 Emissions – 8,957.27 tonnes
- Scope 3 Emissions (Leased Assets) – 9,604.17 tonnes
- Scope 3 Emissions (Business Travel) – 15,530.05 tonnes

## ELECTRICITY CONSUMPTION



REDUCTION OF  
**10%**  
YEAR OVER YEAR

REDUCTION OF  
**22%**  
FROM OUR  
2019 BASELINE



### Energy Conservation

SAIC's efforts are sharply focused on electrical energy consumption due to our real estate portfolio. We track and evaluate electricity consumption and efficiency at facilities where we have operational control. In calendar year 2022, we reduced our electrical energy consumption by 10% from 2021 levels, with a total consumption of 27,820,205 kWh. Our electricity use in calendar year 2022 reflects

a 22% decrease from our 2019 baseline and our ongoing and consistent efforts across our portfolio to improve operating efficiencies. These include optimizing space utilization, retiring under-performing assets as part of our leasing strategies, deploying energy-efficient lighting and implementing programs addressing after-hours setback and controls for heating and cooling.

### Everyday Environmental Stewardship

With SAIC's goal to be a good steward of the environment, we look for things that we can do now, every day and into the future. We have put a variety of programs into action to ensure environmental stewardship.

#### Responsible Non-hazardous Waste Disposal

As an industry leader in flexible, hybrid and remote work for our employees, we are seeing environmentally friendly reductions in paper and transportation-fuel consumption and vehicular emissions.

We promote responsible disposal practices of retired SAIC electronic and computer equipment, and we refurbish laptops and monitors whenever possible. Reusing electronics is significantly more sustainable than recycling, so we make every effort to refurbish and resell formerly owned electronics to maximize their lifecycles. Electronics unable to undergo refurbishment are recycled. Additionally, our employees receive a 25% discount on purchases of SAIC pre-owned, certified refurbished equipment.

### Paper Use Reduction

For employees who are working from a SAIC facility, all network multi-function printers are programmed by default to print double-sided documents, thus reducing paper usage and disposal by up to 50%. For our employees working from home in either a remote or hybrid arrangement, extremely limited offsite printing is available, which contributes to both paper reduction and increased security of sensitive documents.

We are committed to using 30% recycled paper for all our network multi-function printers. In our facilities, we provide recycling paper bins for secure shredding and recycling of documents.



## CREATING A BETTER WORLD

### Environmental Justice and the EPA

The Environmental Protection Agency, or EPA, is committed to environmental justice with its new office of community grants centered on environmental justice launched last year. The EPA is working to ensure fair treatment of all people and improve understanding of the risks associated with climate change, particularly when it comes to environmental rules and regulations and infrastructure and adaptation implementations. The goal is to give everyone the same protection from environmental and health hazards and equal access to the process for making decisions that affect their communities in which they live.

An example of our working toward environmental justice understanding is the support we provided to the EPA in building a tool to better quantify the societal impacts of climate resilience and adaptation solutions so that they are applied equally to all populations, regardless of race, income or other characteristics. SAIC helped the EPA build a geospatial system, with census, air quality, water, flooding and other environmental data, to identify and understand the impacts of climate-mitigation actions on disparate communities. The result of this work is the EPA's EJScreen environmental justice mapping and screening tool that provides users with a nationally consistent dataset and approach for combining environmental and demographic indicators for better decision-making. As a public access tool, EJScreen enables the EPA and all users to better understand the socioeconomic implications of climate mitigation.

IT'S WHAT HAPPENS WHEN YOU

# BRING ON TOMORROW



[saic.com](http://saic.com)



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