

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX



CODE	METRIC	LOCATION AND/OR DISCUSSION
SV-PS-230a.2 (continued)	Description of policies and practices relating to collection, usage, and retention of customer information	The investments we make in security and in trust differentiate us as we support our clients' most important missions, and we strive to continually operate at the leading edge of best practice. To that end, we actively participate as a member of the Defense Industrial Base in the implementation of the Department of Defense Cybersecurity Maturity Model Certification (CMMC) Program, and have committed internally to a set of initiatives to ensure the necessary CMMC safeguards are met, such as mandatory multifactor authentication at the workstation level, implementation of "best in class" technology upgrades providing boundary protection to the internet, and Q M M i met, and Q "d w w n am M



CODE	METRIC	LOCATION AND/OR DISCUSSION
SV-PS-330a.1 (continued)	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	See also: <ul style="list-style-type: none"> • Booz Allen Diversity, Equity & Inclusion Program • Our Commitment to Advancing Diversity, Equity & Inclusion (boozallen.com) • Equal Employment Opportunity and Affirmative Action Policy • Total Rewards Program • Code of Business Ethics & Conduct
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	<p>2021 ESG Impact Report: Recruit, Reward, Recognize (Page 38) FY21 Annual Report, Part I, Item 1, Human Capital (Page 4)</p> <p><i>Note:</i> We do not report an aggregate annual turnover rate as that information is Booz Allen confidential. Consistent with our commitments to diversity, equity, and inclusion, we do report the percentage of employee new hires and departures in each of the following categories: female; male; BIPOC; and veteran status.</p> <p>As of March 31, 2021, based upon voluntary self-reporting: Of new employee hires, 30% globally identified as female, 34% globally identified as veterans, and 37% in the U.S. identified as BIPOC. Of employee departures, 30% globally identified as female, 36% globally identified as veterans, and 35% in the U.S. identified as BIPOC.</p>
SV-PS-330a.3	Employee engagement as a percentage	<p>2021 ESG Impact Report: Employee Experience Overview (Page 33) 2021 ESG Impact Report: Diversity, Equity, Inclusion (Page 34) 2021 ESG Impact Report: Develop, Perform, Lead (Page 39)</p> <p>Our annual firmwide Employee Experience Survey helps inform and evolve our priorities and programs, and we are proud of notable improvements in the</p>