

# GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

The Booz Allen Hamilton 2024 Impact Report has been prepared with reference to the GRI Standards for the period April 1, 2023 to March 31, 2024. This index contains our responses to disclosures required by those standards, including certain General Standard disclosures that apply to all companies and Topic-Specific disclosures that we have identified as applicable to Booz Allen.

**GRI: Foundation 2021**

**Applicable GRI Sector Standard(s): None**

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 STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>GRI: GENERAL DISCLOSURES 2021</b>		
<b>1. THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
2-1	Organizational details	<p>Booz Allen Hamilton Holding Corporation Publicly traded corporation (NYSE: BAH) Headquarters Location: 8283 Greensboro Drive, McLean, Virginia, 22102</p> <p>We operate primarily in the United States. We derived 98% of our revenue from contracts where the end client was an agency or department of the U.S. government. Approximately 97% of our total employee headcount is U.S.-aligned. Internationally, we serve a portfolio of U.S. and non-U.S. government and commercial clients.</p> <p>Principal offices outside of McLean, Virginia, include: Annapolis Junction, Maryland; Bethesda, Maryland; Laurel, Maryland; San Diego, California; Herndon, Virginia; Charleston, South Carolina; Arlington, Virginia; Alexandria, Virginia; and Washington, DC.</p> <p>See also: <a href="#">FY24 Annual Report</a>; Part I, Item 1 History of Corporate Structure, Page 3</p>
2-2	Entities included in the organization's sustainability reporting	<p>The consolidated financial statements and notes of Booz Allen Hamilton Holding Corporation include its subsidiaries, and the joint ventures and partnerships over which the company has a controlling financial interest. The company uses the equity method to account for investments in entities that it does not control if it is otherwise able to exert significant influence over the entities' operating and financial policies.</p> <p>All of the entities included in the organization's consolidated financial statements are covered by this report.</p> <p>See also: <a href="#">2024 Impact Report</a>; Appendix, About This Report, Page 51 <a href="#">FY24 Annual Report</a>; Part II, Item 7, Basis of Presentation, Page 64 <a href="#">FY24 Annual Report</a>; Exhibit 21, Subsidiaries of the Registrant</p>
2-3	Reporting period, frequency and contact point	<p>Reporting Period: Fiscal Year, starting April 1, 2023 ending March 31, 2024</p> <p>Reporting Frequency: Annual</p> <p>Report Publication Date: January 15, 2025</p> <p>Contact Name: Elizabeth Wayt</p> <p>Contact Email: wayt_elizabeth@bah.com</p> <p>Contact Position: Director of Enterprise Responsibility and Sustainability</p>
2-4	Restatements of information	The FY22 pro bono services value has been restated due to a calculation error.
2-5	External assurance	<a href="#">2024 Impact Report</a> ; Corporate Governance, Data Assurance, Page 51

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>2. ACTIVITIES AND WORKERS</b>		
2-6	Activities, value chain and other business relationships	<p>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 their families, advancing cyber capabilities, keeping our national infrastructure secure, enabling and enhancing digital services, transforming the healthcare system, and improving governmental efficiency to achieve better outcomes. We serve commercial clients across industries, including financial services, health and life sciences, energy, and technology. We offer five functional service offerings: Analytics, Digital Solutions, Engineering, Cyber, and Consulting.</p> <p>To maintain a competitive advantage, Booz Allen teams with best-in-class large and small businesses to complement our services strategy and to offer our clients comprehensive, innovative solutions. We also seek services, products, and technologies from businesses to ensure our company has a sound infrastructure and the latest technologies to enhance our working environment. Read more about <a href="#">doing business with Booz Allen</a>.</p> <p>Read more about <a href="#">Booz Allen and small businesses</a>.</p> <p>Read more about our standards for subcontractors and suppliers in our <a href="#">Supplier Code of Conduct</a>.</p> <p>There were no significant changes to the organization’ size, structure, ownership, or supply chain during the reporting period.</p> <p>See also:</p> <p><a href="#">FY24 Annual Report</a>; Part I, Item 1, Pages 3–10</p> <p><a href="#">2024 Impact Report</a>; Introduction, Our Business, Page 4</p> <p><a href="#">2024 Impact Report</a>; Empower Our Talent, Inclusion and Belonging, Pages 10–13</p> <p><a href="#">2024 Impact Report</a>; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41</p> <p><a href="#">2024 Impact Report</a>; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47–48</p> <p><a href="#">2024 Impact Report</a>; Corporate Governance, Enterprise Risk Management, Page 49</p>
2-7	Employees	<p>Information about our permanent employees as of March 31, 2024, is provided on page 53 of the 2024 Impact Report. Of our permanent employees, 594 were part time; of those 32.3% were males, and 67.6% were females.</p> <p>See also:</p> <p><a href="#">2024 Impact Report</a>; Empower Our Talent, Page 8</p> <p>EEO-1</p>
2-8	Workers who are not employees	<p>In addition to our permanent employees, 4,500 of our workers were temporary/independent contractors for whom we do not capture demographic information.</p>
<b>3. GOVERNANCE</b>		
2-9	Governance structure and composition	<p>Booz Allen is governed by a Board of Directors comprising 11 directors, 10 of whom are independent directors as defined by the New York Stock Exchange and our Corporate Governance Guidelines. Our Board has four standing committees: an Executive Committee; an Audit Committee; a Compensation, Culture and People Committee; and a Nominating and Corporate Governance Committee. Among its other duties and responsibilities our Nominating and Corporate Governance Committee is responsible for overseeing practices related to corporate governance and Enterprise Responsibility and Sustainability (ERS) matters. Our Audit Committee oversees the quality and integrity of our financial reporting.</p> <p>See also:</p> <p><a href="#">2024 Impact Report</a>; Corporate Governance, Board of Directors, Page 46</p> <p><a href="#">2024 Impact Report</a>; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p><a href="#">FY24 Proxy Statement</a>; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Pages 16–25</p> <p><a href="#">FY24 Proxy Statement</a>; Proposal 1: Election of Directors, Board Skills Matrix, Page 8</p>
2-10	Nomination and selection of the highest governance body	<p><a href="#">FY24 Proxy Statement</a>; Proposal 1: Election of Directors, Board Skills Matrix, Page 8</p> <p><a href="#">FY24 Proxy Statement</a>; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Page 19</p>
2-11	Chair of the highest governance body	<p><a href="#">FY24 Proxy Statement</a>; Proposal 1: Election of Directors, Director Nominees, Page 9</p> <p><a href="#">FY24 Proxy Statement</a>; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Page 16</p>

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">FY24 Proxy Statement</a> ; Proxy Statement Summary, Pages 6–7 <a href="#">FY24 Proxy Statement</a> ; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Pages 21–22
2-13	Delegation of responsibility for managing impacts	Our formal ERS governance includes oversight by our Board of Directors and the executive management-level ERS Committee, operational responsibility by an ERS Council, and enterprise-wide strategic direction by a dedicated ERS team within the Office of the Corporate Secretary. See also: <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">FY24 Proxy Statement</a> ; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Pages 21–22
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">FY24 Proxy Statement</a> ; Proxy Statement Summary, Pages 6–7
2-15	Conflicts of interest	<a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">FY24 Proxy Statement</a> ; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Code of Conduct and Ethics, Page 16 <a href="#">Code of Business Ethics and Conduct</a>
2-16	Communication of critical concerns	We rely on all Booz Allen employees to promptly escalate concerns about our company's business or business practices. We provide multiple avenues for our people to do so, including our Ethics Helpline, which is always available and provides the option to report issues anonymously. Every report is evaluated and, if appropriate, investigated by our Legal Investigations and/or Employee Relations teams. See also: <a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">Code of Business Ethics and Conduct</a> <a href="#">Mandatory Reporting and Non-Retaliation Policy</a>
2-17	Collective knowledge of the highest governance body	<a href="#">2024 Impact Report</a> ; Corporate Governance; Board of Directors, Page 46 <a href="#">FY24 Proxy Statement</a> ; Proposal 1: Election of Directors (Pages 8–14)
2-18	Evaluation of the performance of the highest governance body	<a href="#">FY24 Proxy Statement</a> ; Corporate Governance and General Information Concerning the Board of Directors and Its Committees, Annual Board Performance Assessment, Page 18
2-19	Remuneration policies	At Booz Allen, we are committed to pay equity. This commitment is woven into the company's Compensation philosophy, Code of Business Ethics and Conduct, and practices, with support and oversight from the Compensation, Culture and People Committee of the company's Board of Directors. See also: <a href="#">2024 Impact Report</a> ; Empower Our Talent, Inclusion and Belonging, Page 10 <a href="#">FY24 Annual Report</a> ; Part I, Item 1 Human Capital Management, Page 6 <a href="#">FY24 Proxy Statement</a> ; Executive Summary, Pages 31–41 <a href="#">FY24 Proxy Statement</a> ; Compensation Recovery Provision (Clawbacks), Page 42

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
2-20	Process to determine remuneration	<p>As part of our commitment to pay equity, we have processes in place to monitor our compensation practices and we conduct a pay equity analysis on an annual basis in the U.S. to examine differences in pay between employees of different genders, races, and ethnicities.</p> <p>See also:</p> <p><a href="#">2024 Impact Report; Empower Our Talent, Inclusion and Belonging, Page 10</a>  <a href="#">FY24 Annual Report; Part I, Item 1 Human Capital Management, Page 4</a>  <a href="#">FY24 Annual Report; Part III, Item 11 Executive Compensation, Page 75</a>  <a href="#">FY24 Annual Report; Part III, Item 12 Security Ownership of Certain Beneficial Owners and Management of Related Stockholder Matters, Page 75</a></p>
2-21	Annual total compensation ratio	<p>The ratio of the annual total compensation of our CEO to the median of the annual total compensation of our employees (the Pay Ratio) was approximately 113 to 1.</p> <p>See also:</p> <p><a href="#">FY24 Proxy Statement; Compensation Discussion and Analysis, Setting Executive Compensation and Peer Group, Page 34</a>  <a href="#">FY24 Proxy Statement; Compensation Discussion and Analysis, Compensation Elements, Page 35</a>  <a href="#">FY24 Proxy Statement; Pay Ratio, Page 54</a></p>
<b>4. STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	<p><a href="#">2024 Impact Report; Introduction, Page 3</a>  <a href="#">Commitment to Environmental Stewardship &amp; Sustainability</a></p>
2-23	Policy commitments	<p>Our policies and practices support our commitments to responsible business conduct and respect for human rights, and apply to all relevant workers, business partners, and other relevant parties.</p> <p>See also:</p> <p><a href="#">2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</a>  <a href="#">2024 Impact Report; Corporate Governance, Enterprise Risk Management, Page 49</a>  <a href="#">2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</a>  <a href="#">Code of Business Ethics and Conduct</a>  <a href="#">Supplier Code of Conduct</a></p> <p>For more information regarding policy commitments, see our <a href="#">corporate website</a>.</p>
2-24	Embedding Policy commitments	<p>Booz Allen's Board of Directors, through delegation to its Nominating and Corporate Governance Committee, provides oversight of Booz Allen's approach to ERS matters. The integration of specific ERS policy commitments into Booz Allen's strategies and operational procedures is overseen by our Board of Directors and an executive management-level ERS Committee, operationalized by an ERS Council, and integrated with enterprise-wide strategic direction by a dedicated ERS team within the Office of the Corporate Secretary.</p> <p>See also:</p> <p><a href="#">2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</a>  <a href="#">2024 Impact Report; Corporate Governance, Board of Directors, Page 46</a>  <a href="#">2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</a>  <a href="#">Code of Business Ethics and Conduct</a></p>

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
2-25	Processes to remediate negative impacts	<p>Our commitment to ERS and the responsibility to act on that commitment is invested in the highest levels of governance of the company—the Board of Directors, through the Nominating and Corporate Governance Committee of the Board and the Board-authorized executive management-level ERS Committee.</p> <p>Booz Allen both empowers its employees and requires them to raise a concern if they see something that they think, or have a good reason to suspect, may violate the law, our Code or a company policy, put at risk an individual’s health or safety, cause undue risk to the company, or jeopardize the security of sensitive company information or a third party’s sensitive or classified information entrusted to the company. Booz Allen has zero tolerance for retaliation against anyone who raises an ethical or legal concern in good faith, asks a question, or cooperates with an investigation. Anyone who violates this non-retaliation policy is subject to disciplinary action.</p> <p>In addition, Booz Allen retains its ISO 14005:2015 certification for our McLean campus, which supports Booz Allen in our effort to identify and manage the company’s environmental impacts, fulfill our compliance obligations, and address risks and opportunities.</p> <p>See also:  <a href="#">2024 Impact Report</a>; Corporate Governance, Board of Directors, Page 46  <a href="#">2024 Impact Report</a>; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p>
2-26	Mechanisms for seeking advice and raising concerns about ethics	<p><a href="#">2024 Impact Report</a>; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47  <a href="#">Code of Business Ethics and Conduct</a>  <a href="#">Mandatory Reporting and Non-Retaliation Policy</a>  <a href="#">2024 Impact Report</a>; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p>
2-27	Compliance with laws and regulations	Booz Allen has not identified any non-compliance with social and economic laws or regulations in FY24.
2-28	Membership associations	Booz Allen and Booz Allen people participate in numerous professional industry associations and community/nonprofit organizations related to our business interests, environmental, social, and governance topics that we consider priorities, as well as organizations and associations in the communities in which our employees live and work. We do not currently report a centralized list of all involvement.
<b>5. STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	<a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
2-30	Collective bargaining agreements	Booz Allen supports the rights of U.S.-based employees under Section 7 of the National Labor Relations Act to self-organization; to form, join or assist labor organizations; to bargain collectively through representatives of their own choosing; and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, as well as the right to refrain from such activities. Currently, none of our U.S.-based staff are covered by a collective bargaining agreement.
<b>GRI 3: MATERIAL TOPICS 2021</b>		
<b>2. DISCLOSURES ON MATERIAL TOPICS</b>		
3-1	Process to determine material topics	<p><a href="#">2024 Impact Report</a>; Introduction, Our Business, Page 4  <a href="#">2024 Impact Report</a>; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6  <a href="#">2024 Impact Report</a>; Corporate Governance, About This Report, Page 51</p>
3-2	List of material topics	<a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>ECONOMIC PERFORMANCE (BOOZ ALLEN MATERIAL TOPIC: BUSINESS MODEL RESILIENCE)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<p><a href="#">2024 Impact Report</a>; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6  <a href="#">2024 Impact Report</a>; Drive Community Resilience, Resilience Through Community Engagement, Page 42</p>

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>		
201-1	Direct economic value generated and distributed	Information regarding revenue, operating costs, payments to providers of capital, and payments to the government may be found in the Booz Allen <a href="#">FY24 Annual Report Form 10-K</a> . Other direct economic value information that is not provided in the Booz Allen FY24 Annual Report Form 10-K is omitted as confidential. Community investment value in the forms of charitable cash contributions and pro bono services is detailed in the FY24 Impact Report; Drive Community Resilience, Resilience Through Community Engagement, Page 42
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">FY24 Annual Report</a> ; Part I, Item 1A Risk Factors (Pages 15–43)
<b>ANTI-CORRUPTION (BOOZ ALLEN MATERIAL TOPIC: ETHICAL CORPORATE BEHAVIOR)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">Code of Business Ethics and Conduct</a>
<b>GRI 205: ANTI-CORRUPTION 2016</b>		
205-1	Operations assessed for risks related to corruption	<a href="#">FY24 Annual Report</a> ; Part I, Item 1A Risk Factors, Pages 15–43
205-2	Communication and training about anti-corruption policies and procedures	Booz Allen's anticorruption policies and procedures are contained within our Code of Business Ethics and Conduct and Supplier Code of Conduct, and posted on our corporate website. Additional, detailed policies, such as our Anticorruption and Anti-Bribery Policy, Working with Ethical Business Intermediaries Policy, Gifts and Business Courtesies Policy, Preventing Money Laundering and Terrorist Financing Policy, among others, are communicated to all employees, and made publicly available on our <a href="#">corporate website</a> . We require company-wide annual Ethics and Compliance training to help guide employees and provide them with the information needed to live our purpose and values and to adhere to our Code of Business Ethics and Conduct. The company-wide training covers a variety of risk-based focus areas such as Data Privacy and Protection, Information Security, Competition, Anticorruption, Organizational Conflicts of Interest, and Intellectual Property. See also: <a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47
205-3	Confirmed incidents of corruption and actions taken	We do not report total number of alleged incidents and any corrective actions taken as it is Booz Allen confidential information.
<b>EMISSIONS (BOOZ ALLEN MATERIAL TOPIC: CLIMATE CHANGE AND EMISSIONS)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Drive Community Resilience, Climate Change and Environmental Impact, Page 38 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 305: EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	<a href="#">2024 Impact Report</a> ; Drive Community Resilience, Climate Change and Environmental Impact, Page 38 Additional information and details about our FY24 Greenhouse Gas Emissions can be found in: <a href="#">FY24 Greenhouse Gas Emissions Statement and Methodology Report</a> <a href="#">Environmental Sustainability</a>
305-2	Energy indirect (Scope 2) GHG emissions	See response in 305-1 for Standards, Methodologies, and Assumptions used for GHG Calculations.

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX continued

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
305-3	Other indirect (Scope 3) GHG emissions	See response in 305-1 for Standards, Methodologies, and Assumptions used for GHG Calculations.
305-4	GHG emissions intensity	Emissions intensity measurements can be seen in our <a href="#">FY24 Greenhouse Gas Emissions Statement and Methodology Report</a> <a href="#">FY24 CDP Response</a> See also: <a href="#">2024 Impact Report</a> ; Drive Community Resilience, Climate Change and Environmental Impact, Page 38
305-5	Reduction of GHG emissions	See response in 305-1 for Standards, Methodologies, and Assumptions used for GHG Calculations as well as reductions achieved from emissions reduction initiatives. Booz Allen has committed to set science-based targets through the Science Based Targets initiative (SBTi) and has joined the Business Ambition for 1.5C Campaign, committing to set targets aligned with a net-zero future. See also: <a href="#">FY24 Greenhouse Gas Emissions Statement and Methodology Report</a> <a href="#">2024 Impact Report</a> ; Drive Community Resilience, Climate Change and Environmental Impact, Page 38 <a href="#">Environmental Sustainability</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">FY24 Greenhouse Gas Emissions Statement and Methodology Report</a>
<b>EMPLOYMENT (BOOZ ALLEN MATERIAL TOPICS: WORKFORCE MANAGEMENT AND LABOR PRACTICES)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Page 8 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 401: EMPLOYMENT 2016</b>		
401-1	New employee hires and employee turnover	<a href="#">FY24 Annual Report</a> ; Part I, Item 1 Human Capital Management, Page 5
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	In the U.S., where approximately 97% of our workforce is aligned, all benefits that are standard for full-time employees are also available to part-time employees who work at least 20 hours per week on a regular basis. Additionally, all part-time employees are eligible for Paid Time Off, which accrues in proportion to hours regularly worked per week. See also: <a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 <a href="#">Benefits—Total Rewards Program</a>
401-3	Parental leave	All benefits-eligible employees receive up to six weeks of paid parental leave after the birth or adoption of a child. This is in addition to short-term disability leave available to employees who experience pregnancy and childbirth. See also: <a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 <a href="#">Benefits—Total Rewards Program</a>

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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>OCCUPATIONAL HEALTH AND SAFETY (BOOZ ALLEN MATERIAL TOPIC: EMPLOYEE HEALTH AND SAFETY)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
403-1	Occupational health and safety management system	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 See also: <a href="#">Workplace Health, Safety, Security &amp; Access Policy</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 See also: <a href="#">Workplace Health, Safety, Security &amp; Access Policy</a>
403-6	Promotion of worker health	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 See also: <a href="#">Benefits—Total Rewards Program</a>
403-8	Workers covered by an occupational health and safety management system	The <a href="#">Workplace Health, Safety, Security &amp; Access Policy</a> applies to all employees, officers, directors, subsidiaries, and affiliates of Booz Allen.
403-9	Work-related injuries	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23
<b>TRAINING AND EDUCATION (BOOZ ALLEN MATERIAL TOPIC: WORKFORCE MANAGEMENT)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Talent Acquisition and Development, Page 14 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
404-1	Average hours of training per year per employee	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Talent Acquisition and Development, Page 14 <a href="#">2024 Impact Report</a> ; Make Innovation Accessible to All, Innovation Ecosystem, Page 30 <a href="#">2024 Impact Report</a> ; Drive Community Resilience, Resilient Enterprise and Workforce, Page 40 <a href="#">2024 Impact Report</a> ; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41 <a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Talent Acquisition and Development, Page 14 <a href="#">Benefits—Total Rewards Program</a> <a href="#">Create and Grow Your Career With Us</a>
404-3	Percentage of employees receiving regular performance and career development reviews	Our performance evaluation programs provide for 100% of employees, regardless of gender or role, to receive, at minimum, annual feedback on their performance, alignment with company values, and progress on their professional goals. <a href="#">2024 Impact Report</a> ; Empower Our Talent, Talent Acquisition and Development, Page 14



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GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>DIVERSITY AND EQUAL OPPORTUNITY (BOOZ ALLEN MATERIAL TOPIC: INCLUSIVE WORKPLACE)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Inclusion and Belonging, Page 10 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">2024 Impact Report</a> ; Corporate Governance, Board of Directors, Page 46 <a href="#">FY24 Proxy Statement</a> ; Proposal 1: Election of Directors, Pages 8–14 <a href="#">FY24 Annual Report</a> ; Part I, Item 1, Human Capital Management, Page 4
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
405-1	Diversity of governance bodies and employees	<a href="#">2024 Impact Report</a> ; Corporate Governance, Board of Directors, Page 46 <a href="#">2024 Impact Report</a> ; Data Tables, Pages 54–57 See also: <a href="#">FY24 Proxy Statement</a> ; Corporate Governance and General Information Concerning the Board of Directors and its Committees, Pages 8–25
405-2	Ratio of basic salary and remuneration of women to men	We do not report the specific ratio at this time as it is Booz Allen confidential information. See also: <a href="#">2024 Impact Report</a> ; Empower Our Talent, Inclusion and Belonging, A Commitment to Pay Equity, Page 12
<b>NON-DISCRIMINATION (BOOZ ALLEN MATERIAL TOPIC: ETHICAL CORPORATE BEHAVIOR AND ACCESS AND AFFORDABILITY)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 406: NON-DISCRIMINATION 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	We do not report total number of alleged incidents and any corrective actions taken as it is Booz Allen confidential information. See also: <a href="#">Code of Business Ethics and Conduct</a> <a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX continued

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>CUSTOMER PRIVACY (BOOZ ALLEN MATERIAL TOPIC: CUSTOMER PRIVACY AND DATA SECURITY)</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6
<b>GRI 418: CUSTOMER PRIVACY 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We address and resolve all complaints regarding customer privacy and customer data. We do not report total number of complaints as that is confidential information. The company has not had any material cybersecurity breaches in the last three years. See also: <a href="#">2024 Impact Report</a> ; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41 <a href="#">Data Privacy Policy</a>
<b>NON-GRI TOPIC: HUMAN RIGHTS</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">Human Rights Policy</a>
<b>NON-GRI TOPIC: PHYSICAL AND SOCIOPOLITICAL RISKS</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Drive Community Resilience, Page 36 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">Political Activities and Lobbying Policy</a>
<b>NON-GRI TOPIC: CUSTOMER PRACTICES</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 <a href="#">Code of Business Ethics and Conduct</a>
<b>NON-GRI TOPIC: TRANSPARENCY</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report</a> ; Empower Our Talent, Page 8 <a href="#">2024 Impact Report</a> ; Corporate Governance, Page 44 <a href="#">2024 Impact Report</a> ; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX continued

GRI STANDARD	DISCLOSURE	LOCATION AND/OR DISCUSSION
<b>NON-GRI TOPIC: COMMUNITY RELATIONS</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report; Empower Our Talent, Page 8</a> <a href="#">2024 Impact Report; Make Innovation Accessible to All, Page 28</a> <a href="#">2024 Impact Report; Drive Community Resilience, Page 36</a> <a href="#">2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</a> <a href="#">Community Impact &amp; Philanthropy at Booz Allen</a>
<b>NON-GRI TOPIC: INNOVATION AND TECHNOLOGY</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report; Make Innovation Accessible to All, Page 28</a> <a href="#">2024 Impact Report; Drive Community Resilience, Page 36</a> <a href="#">2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</a> <a href="#">Technology &amp; Innovation</a>
<b>NON-GRI TOPIC: GOVERNANCE STRUCTURES AND MECHANISMS</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report; Corporate Governance, Page 44</a> <a href="#">2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</a>
<b>NON-GRI TOPIC: SOURCING EFFICIENCY AND MANAGEMENT</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-3	Management of material topics	<a href="#">2024 Impact Report; Empower Our Talent, Page 8</a> <a href="#">2024 Impact Report; Corporate Governance, Page 44</a> <a href="#">2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</a>