

UN GUIDING PRINCIPLES (UNGP) REPORTING FRAMEWORK INDEX

Booz Allen Hamilton has applied the [UN Guiding Principles Reporting Framework](#) in preparing its 2024 Impact Report and the index below. The UN Guiding Principles Reporting Framework is a comprehensive guide for companies to report on human rights issues in line with their responsibility to respect human rights. This responsibility is outlined in the global standard, UN Guiding Principles on Business and Human Rights. Booz Allen strives to align with the UN Guiding Principles, as indicated through the index below and as may be supplemented on our corporate website at www.boozallen.com.

SECTION	REQUIREMENTS	RESPONSE
GOVERNANCE OF RESPECT FOR HUMAN RIGHTS		
POLICY COMMITMENT		
A1.	What does the company say publicly about its commitment to respect human rights?	2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 Code of Business Ethics and Conduct , Page 40 Human Rights and Combating Trafficking in Persons Policy See also: Booz Allen Policies and Programs
EMBEDDING RESPECT FOR HUMAN RIGHTS		
A2.	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	See our 2024 Impact Report for discussion of our Board of Directors’ role with respect to Enterprise Responsibility and Sustainability (ERS) matters (page 46); pay practices and pay equity (page 12); environmental health and safety (page 23); ethics and compliance programs, including third-party risk management (pages 49); and our overarching approach to human rights (page 47). Employees are made aware of their responsibilities related to human rights through mandatory annual training through our Ethics and Compliance program and the reflection of such responsibility throughout our Code of Business Ethics and Conduct and related corporate policies referenced above in A1. We establish our expectations related to human rights and standards for subcontractors and suppliers through our Supplier Code of Conduct .
DEFINING A FOCUS OF REPORTING		
B1.	Statement of salient issues: State the salient human rights issues associated with the company’s activities and business relationships during the reporting period.	2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 See also: Code of Business Ethics and Conduct
B2.	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 Human Rights and Combating Trafficking in Persons Policy
B3.	Choice of focal geographics: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	N/A
B4.	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues and explain how they have been addressed.	N/A

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SECTION	REQUIREMENTS	RESPONSE
MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES		
SPECIFIC POLICIES		
C1.	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	2024 Impact Report; Empower Our Talent, Page 8 2024 Impact Report; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41 2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 2024 Impact Report; Corporate Governance, Enterprise Risk Management, Managing Our Supply Chain, Page 49 Human Rights and Combating Trafficking in Persons Policy See also: Code of Business Ethics and Conduct <ul style="list-style-type: none"> • Anticorruption and Anti-Bribery Policy • Data Privacy Policy • Equal Employment Opportunity and Affirmative Action Policy • Gifts and Business Courtesies Policy • Mandatory Reporting and Non-Retaliation Policy • Total Rewards Program • Working with Ethical Business Intermediaries Policy • Workplace and Sexual Harassment Policy • Workplace Health, Safety, Security, and Access Policy • Supplier Code of Conduct • Compliance with International Trade Regulations Policy
STAKEHOLDER ENGAGEMENT		
C2.	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 2024 Impact Report; Corporate Governance, Enterprise Risk Management, Page 49 2024 Impact Report; Corporate Governance, Enterprise Risk Management, Managing Our Supply Chain, Page 49 See also policies referenced above in C1.

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SECTION	REQUIREMENTS	RESPONSE
C3.	How does the company identify any changes in the nature of each salient human rights issue over time?	<p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p>2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p> <p>2024 Impact Report; Corporate Governance, Enterprise Risk Management, Page 49</p> <p>Human Rights and Combating Trafficking in Persons Policy</p> <p>See also:</p> <p>Risk Matrix Policy</p> <p>Ethics and Compliance Program</p>
C4.	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	<p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p>2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p> <p>2024 Impact Report; Corporate Governance, Enterprise Risk Management, Page 49</p> <p>See also:</p> <p>Risk Matrix Policy</p> <p>Ethics and Compliance Program</p> <p>Human Rights and Combating Traffic in Persons Policy</p>
C5.	How does the company know if its efforts to address each salient human rights issue are effective in practice?	<p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p>2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p> <p>2024 Impact Report; Corporate Governance, Enterprise Risk Management, Page 49</p> <p>See also:</p> <p>Risk Matrix Policy</p> <p>Ethics and Compliance Program</p> <p>Human Rights and Combating Trafficking in Persons Policy</p>
C6.	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to the salient human rights issues?	<p>2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47</p> <p>See also:</p> <p>Code of Business Ethics and Conduct</p> <p>Risk Matrix Policy</p> <p>Mandatory Reporting and Non-Retaliation Policy</p> <p>Ethics and Compliance Program</p>