

WORLD ECONOMIC FORUM (WEF) STAKEHOLDER CAPITALISM METRICS CONTENT INDEX

The Booz Allen Hamilton 2024 Impact Report has been prepared in alignment with the World Economic Forum Core Stakeholder Capitalism Metrics (the “WEF Framework”), as applicable to our company. The [WEF Core Stakeholder Capitalism Metrics](#) seek to improve the ways that companies measure and demonstrate their contributions toward creating more prosperous, fulfilled societies and a more sustainable relationship with our planet. Topics that may be deemed material under the WEF Framework are not necessarily material for purposes of the U.S. federal securities laws or for other purposes.

TOPIC	METRIC	RESPONSE
PILLAR 1—PRINCIPLES OF GOVERNANCE		
Setting purpose	The company’s stated purpose, as the expression of the means by which a business proposed solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Our corporate purpose is to empower people to change the world®. 2024 Impact Report; Introduction, Message from our Chairman and CEO, and Lead Independent Director, Page 3 2024 Impact Report; Introduction, Our Business, Page 4 See also: GRI Content Index; GRI 2-12 Our Purpose and Values
Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; tenure on the governance body; number of each individual’s other significant positions and commitments; gender; membership of underrepresented social groups; stakeholder representation.	2024 Impact Report; Corporate Governance, Board of Directors, Page 46 See also: GRI Content Index; GRI 2-9 GRI Content Index; GRI 405-1 Leadership & Governance FY24 Proxy Statement ; Proposal 1: Election of Directors, Board Skills Matrix, Page 8 FY24 Proxy Statement ; Corporate Governance and General Information Concerning the Board of Directors and its Committees, Pages 8–25
Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 GRI Content Index; GRI 3-2 GRI Content Index: GRI 2-12 GRI Content Index; GRI 2-29
Anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization’s anti-corruption policies and procedures, broken down by region. 2a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and 2b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 Anticorruption and Anti-Bribery Compliance Program We do not report total number or nature of incidents as it is Booz Allen confidential information. See also: GRI Content Index; GRI 205-2

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TOPIC	METRIC	RESPONSE
Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behavior and organizational integrity; and 2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 Working with Ethical Business Intermediaries Policy Booz Allen's Code of Business Ethics and Conduct See also: GRI Content Index; GRI 2-26
Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the responses to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship.	2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38 See also: FY24 Annual Report; Part I, Item 1A, Risk Factors (Pages 15–16, 38–39) SV-PS-230a.1
PILLAR 2—PLANET		
Greenhouse gas (GHG) emissions	For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases, etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38 See also: FY24 Greenhouse Gas Emissions Statement and Methodology Report GRI Content Index; GRI 305:1–4
TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or are committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement—to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C—and to achieve net-zero emissions before 2050.	TCFD Content Index Two of Booz Allen's targets are verified by the Science Based Target initiative goal of reaching net-zero emissions by 2050 and Booz Allen has joined the Business Ambition for 1.5°C Campaign, committing to set targets aligned with a net-zero future. See also: 2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Pages 38 FY24 Greenhouse Gas Emissions Statement and Methodology Report GRI Content Index; GRI 305-5
PILLAR 3—PEOPLE		
Diversity and inclusion (%): Percentage of employees per employee category, by age group, gender, and other indicators of diversity (e.g., ethnicity)	Percentage of employees per employee category, by age group, gender, and other indicators of diversity (e.g., ethnicity)	2024 Impact Report; Empower Our Talent, Inclusion and Belonging, Page 10 See also: FY24 Annual Report; Part I, Item 1, Human Capital Management, Page 4 GRI Content Index; GRI 405-1 EEO-1

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TOPIC	METRIC	RESPONSE
Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	We do not report the specific ratio at this time, as it is Booz Allen confidential information. 2024 Impact Report; Empower Our Talent, Inclusion and Belonging, Page 10 See also: GRI Content Index; GRI 405-2 FY24 Proxy Statement; Compensation Discussion and Analysis, Setting Executive Compensation and Peer Group, Page 34 FY24 Proxy Statement; Compensation Discussion and Analysis, Compensation Elements, Page 35
Wage Level (%)	Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	Booz Allen currently does not report the ratio of standard entry-level wage by gender compared to local minimum wage. 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. FY24 Proxy Statement; Compensation Discussion and Analysis, Setting Executive Compensation and Peer Group, Page 33 FY24 Proxy Statement; Compensation Discussion and Analysis, Compensation Elements, Page 35 FY24 Proxy Statement; Pay Ratio, Page 54 GRI Content Index; GRI 2-21
Health and safety (%)	1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to nonoccupational medical and healthcare services, and the scope of access provided for employees and workers.	2024 Impact Report; Empower Our Talent, Employee Wellbeing and Environmental Health and Safety, Page 23 Further information regarding Booz Allen work-related injuries can be located in the Workplace Health, Safety, Security & Access Policy . For non-occupational medical and healthcare services, refer to the company's Total Rewards Fact Sheet . See Also: GRI Content Index; GRI 403-9 GRI Content Index; GRI 403-6
Training provided (#,\$)	1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). 2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	2024 Impact Report; Empower Our Talent, Talent Acquisition and Development, Page 14 2024 Impact Report; Drive Community Resilience, Resilient Enterprise and Workforce, Page 40 2024 Impact Report; Drive Community Resilience, Cybersecurity and Data Privacy, Page 41 2024 Impact Report; Corporate Governance, Ethics, Human Rights, and Compliance, Page 47 GRI Content Index; GRI 205-2 GRI Content Index; GRI 404-1
PILLAR 4—PROSPERITY		
Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	2024 Impact Report; Empower Our Talent, Inclusion and Belonging, Page 10 2024 Impact Report; Appendix, Data Tables, Pages 53–57 See also: GRI Content Index; GRI 404-1 SASB Content Index; SV-PS-330a.2 FY24 Annual Report; Part I, Item 1, Human Capital Management, Page 5

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TOPIC	METRIC	RESPONSE
Economic contribution	<p>Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:</p> <ul style="list-style-type: none"> • Revenues • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investment 	<p>2024 Impact Report; Drive Community Resilience, Resilience Through Community Engagement, Page 42 FY24 Proxy Statement; Fiscal Year 2024 Company Performance, Page 32</p> <p>Other direct economic value information that is not provided in the FY24 Annual Report is omitted as confidential.</p> <p>See also: GRI Content Index; GRI 201-1 FY24 Annual Report</p>
Wealth creation and employment	<ol style="list-style-type: none"> 1. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy 2. Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders 	<p>Since we do not own any of our facilities, our capital expenditure requirements primarily relate to the purchase of computers, management systems, furniture, and leasehold improvements to support our operations. Direct facility and equipment costs billed to clients are not treated as capital expenses. Our capital expenditures for fiscal years 2024 and 2023 were \$82.8 million and \$76.1 million, respectively.</p> <p>The company paid \$1.92 in dividends per share to shareholders of record in fiscal year 2024.</p> <p>During fiscal years 2024 and 2023, Booz Allen purchased 3.2 million and 2.1 million shares of its Class A Common Stock, respectively, for an aggregate of \$372.8 million and \$196.2 million, respectively. As of March 31, 2024, Booz Allen had approximately \$483.2 million remaining under the repurchase program.</p> <p>See also: FY24 Annual Report; Part II, Item 7, Capital Expenditures (Page 71) FY24 Annual Report; Part II, Item 7, Dividends and Share Repurchases (Page 67)</p>