

# SAIC GRI Content Index

## Introduction

SAIC has developed its 2024 Corporate Responsibility Report and its Environmental, Social, Governance (ESG) Index, referred to as the "2024 ESG Reporting Framework and Standards Index," with reference to the Global Reporting Initiative (GRI) Standards. This compilation comprises our answers to the disclosures outlined by the 2021 standards update, encompassing both the General Standard disclosures that are applicable to all businesses and the topic-specific disclosures that we deemed pertinent to SAIC.

The GRI Standards promote a stakeholder-inclusive perspective of materiality, which concentrates sustainability reporting on the economic, environmental and social impacts that are most significant to an organization and its stakeholders. It is important to note that subjects deemed material according to the GRI Standards may not necessarily be material for U.S. securities law. The SAIC GRI Content Index indicates the location of each disclosure within this report, externally on our website or other reports. For some topics, information may be provided directly via a statement in the content index.

## Materiality Framework

GRI defines material as ESG topics that may reasonably be considered important for (1) reflecting an organization's economic, environmental or social impact, or (2) substantively influencing the assessments and decisions of stakeholders. In calendar year 2023, SAIC conducted a materiality assessment to understand which topics within the universe of ESG matters are most significant to a variety of our stakeholders. This GRI report is informed by the topics identified in SAIC's materiality assessment and other internal evaluations, and was created in consideration of GRI's material topics. Within this report, we considered GRI's concept of materiality, presenting among our material topics those aspects that have been identified through our assessments as most relevant to understanding our business' impact and of substantial importance to our stakeholders. The inclusion or absence of information in this report should not be construed to represent any belief regarding the materiality, relevance or financial impact of that information.

## GRI Content Index

<b>Statement of Use</b>	Science Applications International Corporation has reported the information cited in this GRI content index for the period February 4, 2023, through February 2, 2024, unless otherwise indicated with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Not applicable

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<a href="#">Science Applications International Corporation Form 10-K, page 1</a>
	2-2 Entities included in the organization's sustainability reporting	All of Science Applications International Corporation and its subsidiaries.
	2-3 Reporting period, frequency and contact point	This report covers activities during SAIC's fiscal year, period February 2, 2023, through February 4, 2024, unless otherwise indicated. This material is reported annually. Please contact Office of ESG Integration for questions about the report or reported information.
	2-4 Restatements of information	No significant changes to applicable operational boundaries, scope or measurement methodology during the reporting period.
	2-5 External assurance	External assurance was provided by JLL for the greenhouse gas (GHG) emissions inventory. All other metrics have been validated through our internal processes.
	2-6 Activities, value chain and other business relationships	<a href="#">Science Applications International Corporation Form 10-K, page 3</a>
	2-7 Employees	<a href="#">Science Applications International Corporation Form 10-K, pages 6-8</a>
	2-9 Governance structure and composition	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , <a href="#">Science Applications International Corporation Corporate Governance Documents</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Science Applications International Corporation Proxy Statement</a> , <a href="#">Science Applications International Corporation Corporate Governance Documents</a>

GRI STANDARD	DISCLOSURE	LOCATION
	2-11 Chair of the highest governance body	Donna Morea, Chair of the Board, Independent
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Science Applications International Corporation Corporate Governance Documents</a> Board committees: <ul style="list-style-type: none"> <li>• <a href="#">Audit Committee</a></li> <li>• <a href="#">Risk Oversight Committee</a></li> <li>• <a href="#">Human Resources and Compensation Committee</a></li> <li>• <a href="#">Nominating and Corporate Governance Committee</a></li> </ul> The Nominating and Corporate Governance Committee has oversight for ESG and is the highest governing body of SAIC that oversees the management of ESG impacts.
	2-13 Delegation of responsibility for managing impacts	<a href="#">SAIC 2024 Corporate Responsibility Report</a> for details on: <ul style="list-style-type: none"> <li>• ESG Council</li> <li>• Our Approach to ESG</li> <li>• Governance</li> </ul>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">SAIC 2024 Corporate Responsibility Report</a> for details on: <ul style="list-style-type: none"> <li>• ESG Council</li> <li>• Our Approach to ESG</li> <li>• Governance</li> </ul>
	2-15 Conflicts of interest	<a href="#">Science Applications International Corporation Corporate Governance Guidelines</a> , page 9
	2-16 Communication of critical concerns	SAIC maintains an enterprise-level Business Continuity Team (BCT) that is comprised a cross-functional set of managers that identifies significant business risk and establishes recovery efforts in the event of a business disruption. The BCT reports to the Enterprise Risk Management Committee (ERMC) team that reports directly to the Risk Oversight Committee of the Board of Directors. Stakeholders may report any concern through an independent third-party, which is available 24/7. All reports are held in strict confidence and can be made anonymously via phone at 800-760-4332 or <a href="#">online submission</a> .  <a href="#">SAIC Code of Conduct</a>

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	2-17 Collective knowledge of the highest governance body	<a href="#">Science Applications International Corporation Proxy Statement</a> , pages 10-16
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Science Applications International Corporation Corporate Governance</a> , <a href="#">Science Applications International Corporation Governance Documents</a>
	2-19 Remuneration policies	<a href="#">Science Applications International Corporation Proxy Statement</a> , pages 45-56
	2-20 Process to determine remuneration	<a href="#">Science Applications International Corporation Proxy Statement</a> , pages 32-45
	2-21 Annual total compensation ratio	<a href="#">Science Applications International Corporation Proxy Statement</a> , page 55
	2-22 Statement on sustainable development strategy	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , CEO Letter <a href="#">SAIC 2024 Corporate Responsibility Report</a> , Our Approach to ESG
	2-23 Policy commitments	<a href="#">SAIC Commitment to Human Rights</a> <a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Supplier Code of Conduct</a>
	2-24 Embedding policy commitments	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Ethics</a> <a href="#">SAIC Commitment to Human Rights</a>
	2-25 Processes to remediate negative impacts	<a href="#">SAIC Ethics</a>  Stakeholders may report any concerns through an independent third-party, which is available 24/7. All reports are held in strict confidence and can be made anonymously via phone at 800-760-4332 or <a href="#">online submission</a> .  <a href="#">SAIC Code of Conduct</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Ethics</a>
	2-27 Compliance with laws and regulations	<a href="#">Science Applications International Corporation Form 10-K</a> , page 4
	2-28 Membership associations	SAIC and its employees actively participate in numerous industry associations related to the professional services industry, with a predominant amount specific to

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		the government services market. SAIC and its employees are also active participants in numerous community and philanthropic organizations that serve the communities in which our employees live and work, as well organizations directly supporting areas of customer affinity, such as military veterans and humanitarian relief. Through one of its corporate systems, SAIC can track all organizational involvement. Currently, our senior executives serve on 19 boards for community and philanthropic organizations.
	2-29 Approach to stakeholder engagement	<a href="#">SAIC's 2024 Corporate Responsibility Report</a> , Materiality Assessment
	2-30 Collective bargaining agreements	As of February 2, 2024, approximately 2.4% of SAIC employees are covered by collective bargaining agreements.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Our Approach to ESG and Sustainability
	3-2 List of material topics	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Our Approach to ESG and Sustainability
	3-3 Management of material topics	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Our Approach to ESG and Sustainability
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Science Applications International Corporation Form 10-K</a> , Item 1, Item 7, Item 8, F 5-9
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">SAIC 2024 TCFD Report, Risks and Opportunities</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Science Applications International Corporation Form 10-K</a> , page F-30
	201-4 Financial assistance received from government	SAIC did not receive assistance from any government in fiscal year 2024.
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	SAIC maintains an Internal Audit department and an external audit partner that conduct comprehensive audit controls and procedures across the entire enterprise. This includes all operational units, corporate functions and information technology and security organizations to ensure compliance with internal and external policies and procedures. We continuously monitor risks and mitigation efforts. We adjust controls and procedures according to newly identified risks. The internal and audit controls and procedures cover the entire enterprise to include all U.S. and international operations.

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	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Ethics</a> <a href="#">SAIC Supplier Code of Conduct</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Science Applications International Corporation Form 10-K</a> , page F-42
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Science Applications International Corporation Form 10-K</a> , page F-42
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="#">Science Applications International Corporation Form 10-K</a> , pages F-34 – F-36
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	302-2 Energy consumption outside of the organization	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship
	302-3 Energy intensity	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	302-4 Reduction of energy consumption	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	305-4 GHG emissions intensity	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
	305-5 Reduction of GHG emissions	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	SAIC's generation of hazardous waste from its operations is generally immaterial. In FY24, 0.8% of SAIC's approximately 125 operating locations generated hazardous waste, which is generally not a result of daily operations, but rather on an infrequent

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		episodic basis. In FY24, 10 locations disposed of hazardous waste with 8 locations doing so only once.
	306-2 Management of significant waste-related impacts	SAIC's <a href="#">ISO 14001 Standards Fact Sheet</a>
	306-3 Waste generated	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Environmental Stewardship <a href="#">SAIC 2024 TCFD Report, Metrics and Targets</a>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Supplier Code of Conduct</a>
	308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Supplier Code of Conduct</a>
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">Science Applications International Corporation Form 10-K</a> , page 8
	401-3 Parental leave	Employees, regardless of whether they are the primary or secondary caregiver, are given up to six weeks (240 hours) of paid leave for a birth, adoption, to provide foster care for a child placement, or to care for a close relative with a serious health condition. Employees also have the option to buy or sell paid time off once per year.  For more information, please see <a href="#">Employee Benefits</a> on jobs.saic.com.
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Significant organizational changes are communicated to employees through formal communication channels and, by and large, are planned well in advance. We aim to communicate to our leaders and employees most impacted by a change before communicating out to our larger employee workforce.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">Science Applications International Corporation Form 10-K</a> , page 8
	403-2 Hazard identification, risk assessment and incident investigation	SAIC places a strong emphasis on the implementation of relevant and effective environmental, health and safety (EH&S) programs and management systems both internally and on behalf of our customers. We emphasize direct management responsibility, legal and ethical compliance, and adhering to corporate and customer policies, programs and procedural requirements. Our compliance programs are proactive and include elements of employee education, training, auditing and reporting that, through employee awareness and integration into our business operations, improve our commitment to environmental protection and a safe and healthy work environment. Our Corporate EH&S Program includes mechanisms for the anonymous reporting of workplace hazards without fear of reprisal. These mechanisms include but



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		<p>are not limited to: (i) anonymous verbal, handwritten or electronic communications to corporate EH&amp;S or other management officials; and (ii) anonymous reporting to the Ethics Hotline. Awareness of this anonymous reporting channel is included in the EH&amp;S orientation completed by each new hire employee.</p> <p>EH&amp;S orientation includes discussion of each supervisor's responsibility to assess hazards associated with any significant changes in EH&amp;S exposures as a result of new or changed contracts or tasks. These may include, but are not limited to, changes in employee job assignments, changes to machinery or equipment, the introduction of new processes and the establishment of appropriate control measures.</p>
	403-4 Worker participation, consultation and communication on occupational health and safety	See GRI 403-2
	403-5 Worker training on occupational health and safety	See GRI 403-2
	403-6 Promotion of worker health	<a href="#">Employee Benefits</a>
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Attracting, Developing and Nurturing Our People
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Attracting, Developing and Nurturing Our People
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Attracting, Developing and Nurturing Our People
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">Science Applications International Corporation Proxy Statement</a> , pages 10-16 <a href="#">SAIC 2024 Corporate Responsibility Report</a> , Diversity, Equity and Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Diversity, Equity and Inclusion
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Ethics and Compliance
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Ethics and Compliance
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	SAIC's <a href="#">Citizenship &amp; Community Engagement</a> <a href="#">SAIC 2024 Corporate Responsibility Report</a> , Community Partnerships
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Supplier Code of Conduct</a>



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	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">SAIC Code of Conduct</a> <a href="#">SAIC Supplier Code of Conduct</a>
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<p>For calendar year 2023, the SAIC Voluntary Political Action Committee (VPAC), an organization funded entirely through voluntary employee contributions (i.e., no corporate funds), made \$229,000 in political contributions. The SAIC VPAC made no in-kind contributions — with all VPAC contributions being made within the United States. The VPAC did not make any political contributions to state and local candidates and committees. In addition, SAIC, through corporate funds, made \$32,000 in state and local contributions, none of which were in-kind contributions. All SAIC corporate fund contributions were made within the United States.</p> <p>For more information, please see <a href="#">SAIC Political Activities</a> on investors.saic.com.</p>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">SAIC 2024 Corporate Responsibility Report</a> , Data Privacy and Cybersecurity