

WORLD ECONOMIC FORUM (WEF) STAKEHOLDER CAPITALISM METRICS CONTENT INDEX

The Booz Allen Hamilton 2022 Environmental, Social, Governance (ESG) Report (our “[2022 ESG Report](#)”) has been prepared in alignment with the World Economic Forum Core Stakeholder Capitalism Metrics (the “WEF Framework”), as applicable to our firm. The [WEF Core Stakeholder Capitalism Metrics](#) seek to improve the ways that companies measure and demonstrate their contributions towards 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. 2022 ESG Report ; Introduction, Leadership Welcome (Pages 3-4) 2022 ESG Report ; Our Business (Page 6) See also: GRI Content Index ; GRI 102-16 Our Purpose & 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 under-represented social groups; stakeholder representation.	2022 ESG Report ; Corporate Governance, Board of Directors (Page 44) See also: GRI Content Index ; GRI 102-18 GRI Content Index ; GRI 405-1 Leadership & Governance FY22 Proxy Statement ; Corporate Governance and General Information Concerning the Board of Directors and its Committees (Pages 18-21)
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.	2022 ESG Report ; Approach to ESG, Materiality (Page 10) 2022 ESG Report ; Approach to ESG: Our ESG Strategy (Page 11) See Also: 2022 ESG Materiality Assessment Reference Guide GRI Content Index ; GRI 102-47
Anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization’s anticorruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	2022 ESG Report ; Corporate Governance, Ethics & Compliance (Page 45) 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
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.	2022 ESG Report ; Corporate Governance, Ethics & Compliance (Pages 45-46) Working with Ethical Business Intermediaries Policy Booz Allen’s Code of Business Ethics & Conduct

WEF CONTENT INDEX continued

TOPIC	METRIC	RESPONSE
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.	2022 ESG Report ; Approach to ESG, Managing ESG Topics (Page 9) 2022 ESG Report ; Drive Community Resilience, Climate Change (Pages 37-38) See also: FY22 Annual Report ; Part I, Item 1A, Risk Factors (Pages 14-15)
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 tones 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.	2022 ESG Report ; Drive Community Resilience, Climate Change (Pages 37-38) See also: FY22 Carbon Footprint Report FY22 CDP Response 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 how 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 Booz Allen has committed to set science-based targets through the Science Based Targets initiative and has joined the Business Ambition for 1.5C Campaign, committing to set targets aligned with a net-zero future. See also: 2022 ESG Report ; Drive Community Resilience, Climate Change (Pages 37-38) FY22 Carbon Footprint Report FY22 CDP Response 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)	2022 ESG Report ; Empower Diverse Talent, Diversity, Equity, & Inclusion (Page 15) See also: FY22 Annual Report ; Part I, Item 1, Human Capital (Pages 4-5) GRI Content Index ; GRI 405-1
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. 2022 ESG Report ; Empower Diverse Talent, Pay Practices & Pay Equity (Page 23) See also: GRI Content Index ; GRI 405-2
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 98 to 1. FY22 Proxy Statement ; Pay Ratio (Page 51)

WEF CONTENT INDEX continued

TOPIC	METRIC	RESPONSE
Health and safety (%)	<p>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.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p>2022 ESG Report; Empower Diverse Talent, Environmental Health & Safety (Page 25)</p> <p>Further information regarding Booz Allen work-related injuries can be located in the Workplace Health, Safety, Security & Access Policy.</p> <p>For non-occupational medical and healthcare services, refer to the firm's Total Rewards Fact Sheet.</p> <p>See Also: GRI Content Index; GRI 403-9</p>
Training provided (#,\$):	<p>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). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	<p>Omitted due to unavailability of comprehensive information at this time. Our employees have a wide variety of training opportunities available to them and other training courses that are required of them. These training programs are managed by different parts of our organization and tracked through different systems. We are working collaboratively to determine the most appropriate information, including boundary and scope, for a future reporting period.</p> <p>See also: 2022 ESG Report; Empower Diverse Talent, Talent Development, Badging Program (Page 19) 2022 ESG Report; Empower Diverse Talent, Talent Development, Executive Development (Page 20) 2022 ESG Report; Drive Community Resilience, Resilient Enterprise & Workforce, Employee Emergency Preparedness (Page 35) 2022 ESG Report; Drive Community Resilience, Cybersecurity and Data Privacy (Pages 39-40) 2022 ESG Report; Corporate Governance, Ethics & Compliance (Page 44) GRI Content Index; GRI 205-2 GRI Content Index; GRI 404-1 GRI Content Index; GRI 412-2</p>
PILLAR 4 – PROSPERITY		
Absolute number and rate of employment:	<ol style="list-style-type: none"> Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region. 	<p>2022 ESG Report; Empower Diverse Talent, Diversity, Equity, & Inclusion (Page 15)</p> <p>See also: GRI Content Index; GRI 404-1 SASB Content Index; SV-PS-330a.2 FY22 Annual Report; Part I, Item 1, Human Capital (Pages 4-5)</p>
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>2022 ESG Report; Drive Community Resilience, Resilience Through Community Engagement (Pages 41-42) FY22 Proxy Statement; Fiscal Year 2022 Company Performance, Page 32</p> <p>Other direct economic value information that is not provided in the FY22 Annual Report is omitted as confidential.</p> <p>See also: GRI Content Index; GRI 201-1 FY22 Annual Report</p>