

# SAIC 2020 GRI KPI Content Index

## GENERAL DISCLOSURES

### Organization Profile

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-1	Name of the organization	Science Applications International Corporation (SAIC) Science Applications International Corporation ("SAIC")
102-2	Activities, brands, products, and services	SAIC's business is organized in five segments: <u>Defense Systems</u> : Systems Engineering & Integration, Enterprise IT Modernization, Cyber, Training, Logistics & Supply Chain Management <u>Civilian Markets</u> : Management of Complex IT Systems, Space Missions & Operations, Air Traffic Controller Training, Cloud Implementation, Cloud Migration, Enterprise Application Development, Cybersecurity <u>National Security</u> : Systems Engineering & Integration, Space Missions, Intelligence Community Mission Operations, SETA <u>Solutions &amp; Technology</u> : Solutions Development, Solutions Architecture, Solutions Delivery <u>Corporate and Other</u> : Executive Management and Administrative Functions
102-3	Location of headquarters	12010 Sunset Hills Road Reston, VA 20110
102-4	Location of operations	SAIC Locations <a href="https://www.saic.com/who-we-are/about-saic/locations">https://www.saic.com/who-we-are/about-saic/locations</a>
102-5	Ownership and legal form	Publicly traded corporation
102-6	Markets served	SAIC Annual Report, Part I, Item 1 (Business) <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>
102-7	Scale of the organization	As of the time of the submission of this response, SAIC has approximately 25,500 employees. Subsequent to the end of SAIC's fiscal year 2020 (January 31, 2020) and before this submission, SAIC acquired a company that employed approximately 1,800 employees. Additionally, SAIC has a joint venture that, while containing approximately 1,500 employees that are considered SAIC employees, operates at arms' length, and detailed employee information is not available. After adjusting for these two items, at this time SAIC is able to provide the following employee breakdown information: The Company is comprised of three customer-facing operating segments (Defense Systems, Civilian Markets, National Security) supported by the Solutions and Technology group. The Company had revenues of \$6.4 billion for the fiscal year ended January 31, 2020 See SAIC Annual Report, Part I, Item 1 (Business) <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>

102-8	Information on employees and other workers	<p>As of the time of the submission of this response, SAIC has approximately 25,500 employees.</p> <p>Subsequent to the end of SAIC's fiscal year 2020 (January 31, 2020) and before this submission, SAIC acquired a company that employed approximately 1,800 employees. Additionally, SAIC has a joint venture that, while containing approximately 1,500 employees that are considered SAIC employees, operates at arms' length and detailed employee information is not available. After adjusting for these two items, at this time SAIC is able to provide the following employee breakdown information:</p> <p>As of January 31, 2020, SAIC had approximately 22,200 employees. All of our employees are at-will, and employee data is compiled and stored by the Company's human resources organization.</p> <p>The Company's employee demographics are as follows:</p> <p><u>Employment Status:</u></p> <ul style="list-style-type: none"> <li>▪ Full-time: 19,898 employees</li> <li>▪ Part-time: 2,175 employees</li> </ul> <p><u>Gender</u></p> <ul style="list-style-type: none"> <li>▪ 25% full-time female employees</li> <li>▪ 2% part-time female employees</li> <li>▪ 65% full-time male employees</li> <li>▪ 8% part-time male employees</li> </ul> <p><u>Regional Location</u></p> <ul style="list-style-type: none"> <li>▪ U.S. Northeast: 811 employees</li> <li>▪ U.S. Southeast: 15,616 employees</li> <li>▪ U.S. Midwest: 1,713 employees</li> <li>▪ U.S. West: 3,470 employees</li> <li>▪ International: 554 employees</li> </ul>
102-9	Supply chain	<p>Suppliers and Small Business</p> <p><a href="https://www.saic.com/suppliers-and-small-business">https://www.saic.com/suppliers-and-small-business</a></p>
102-10	Significant changes to the organization and its supply chain	<p>This is the first year that SAIC is providing comprehensive sustainability reporting; accordingly, the organizational profile represents SAIC's current size, structure, ownership and supply chain. For business and financial details, see the Company's annual report for fiscal year 2020.</p> <p><a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a></p>
102-11	Precautionary principle or approach	<p>SAIC maintains an enterprise-level Business Continuity Team (BCT) that is comprised of 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 (ERM) team that reports directly to the Risk Oversight Committee of the Board of Directors.</p> <p>See SAIC's 2020 Proxy Statement, Risk Oversight Committee, page 20, for detailed information on the Risk Oversight Committee of the Board of Directors</p> <p><a href="https://d18rnOp25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf">https://d18rnOp25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf</a></p>
102-12	External initiatives	<p>SAIC's environmental, social, and governance responses are developed with reference to the GRI Standards Reporting Framework. SAIC subject matter experts participate in a number of collaborative initiatives with stakeholders and external organizations. See SAIC's 2020 Sustainability and Social Responsibility Report at <a href="https://www.saic.com/responsibility-and-sustainability">https://www.saic.com/responsibility-and-sustainability</a></p>
102-13	Membership of associations	<p>SAIC and its employees actively participate in numerous industry associations related to the professional services industry, with a predominant amount specific to the government services market.</p> <p>SAIC and its employees are also active participants in numerous community and philanthropic organizations that serve the communities in which our employees</p>

		live and work, as well organizations directly supporting areas of customer affinity, such as military veterans and humanitarian relief. SAIC does not currently maintain a centralized repository of all organizational involvement.
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## Strategy

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-14	Statement from senior decision-maker	See CEO's message in SAIC's 2020 Sustainability and Social Responsibility Report at <a href="https://www.saic.com/responsibility-and-sustainability">https://www.saic.com/responsibility-and-sustainability</a>
102-15	Key impacts, risks, and opportunities	See SAIC Annual Report, Part I, Item 1 (Business) and Part I, Item 1A (Risk Factors) <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>

## Ethics and Integrity

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-16	Values, principles, standards, and norms of behavior	<p>SAIC's core values, principles, standards, and norms of behavior are an integral part of how we operate as a company and our core value of integrity guides everything that we do. SAIC maintains a high-performing ethics program, using enterprise-wide training, guidance, communications, and engagement to sustain and grow our ethical culture.</p> <p>See SAIC's ethics website <a href="https://www.saic.com/who-we-are/about-saic/ethics">https://www.saic.com/who-we-are/about-saic/ethics</a></p> <p>SAIC's Code of Conduct outlines our company's commitment for business and professional conduct that is aligned to our values, principles, and standards of behavior, in addition to legal and regulatory requirements. The Code of Conduct also helps us recognize and address ethical issues.</p> <p>See SAIC's Code of Conduct <a href="https://investors.saic.com/corporate-governance/governance-documents/default.aspx">https://investors.saic.com/corporate-governance/governance-documents/default.aspx</a></p> <p>In addition, SAIC participates in several external organizations that help guide and reinforce ethical behavior in our company and industry.</p> <p>SAIC is an active member of the Defense Industry Initiative on Business Ethics and Conduct. <a href="https://www.dii.org/about/member-companies">https://www.dii.org/about/member-companies</a></p> <p>SAIC is also an active member of the Ethics and Compliance Initiative, an organization founded to advance ethical culture and leadership. <a href="https://www.ethics.org/membership/who-are-eci-members/">https://www.ethics.org/membership/who-are-eci-members/</a></p>
102-17	Mechanisms for advice and concerns about ethics	<p>SAIC maintains a robust ethics and compliance program, providing annual training, reporting, and resolution services.</p> <p>Individuals seeking advice about or to report concerns about unethical or unlawful behavior, as well as organizational integrity, can contact SAIC's Ethics and Compliance Hotline. <a href="https://www.saic.com/contact-us">https://www.saic.com/contact-us</a></p>

## Governance

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-18	Governance structure	<p>SAIC is governed by a Board of Directors comprised of ten directors, nine of which are independent directors as defined by the New York Stock Exchange and corporate governance guidelines.</p> <p><a href="https://investors.saic.com/corporate-governance/board-of-directors/default.aspx">https://investors.saic.com/corporate-governance/board-of-directors/default.aspx</a></p> <p>See SAIC's 2020 Proxy Statement, Corporate Governance, beginning on page 15, for detailed information on the governance structure of the Board of Directors</p> <p><a href="https://d18rn0p25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf">https://d18rn0p25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf</a></p> <p>The board consists of four standing committees, including an Audit Committee, Risk Oversight Committee, and a Nominating and Corporate Governance Committee that are chartered with the responsibility to review environmental, social, and governance issues that may significantly impact the Company.</p> <p><a href="https://investors.saic.com/corporate-governance/governance-documents/default.aspx">https://investors.saic.com/corporate-governance/governance-documents/default.aspx</a></p>

## Stakeholder Engagement

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-41	Collective bargaining agreements	As of January 31, 2020, 1.3% of SAIC employees are covered by collective bargaining agreements.

## Reporting Practice

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
102-48	Restatements of information	Not applicable. This is the first year that SAIC is providing comprehensive reporting; accordingly, restatements of information in previous reports are not applicable.
102-50	Reporting period	February 2, 2019 through January 31, 2020 (fiscal year 2020)
102-51	Date of most recent report	Not applicable.
102-52	Reporting cycle	Annual This is the first year that SAIC is providing comprehensive reporting.
102-53	Contact point for questions regarding the report	Shane Canestra, VP of Investor Relations <a href="mailto:shane.p.canestra@saic.com">shane.p.canestra@saic.com</a> 703.676.2720
102-54	Claims of reporting in accordance with the GRI Standards	This SAIC inaugural GRI Content Index has been prepared with reference to current GRI Standards.
102-55	GRI content index	This document represents SAIC's GRI Content Index.
102-56	External assurance	This is SAIC's inaugural GRI Content Index. As a result, SAIC has not yet sought external assurance.

## ECONOMIC TOPICS

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	SAIC generates and distributes economic value by delivering technology related services to our predominantly U.S. federal government customers. The subsequent disclosures related to economic performance are deemed material due to the volatility and significance each presents to SAIC. Our results may fluctuate as a result of cyclical or non-cyclical economic changes in our markets and our primary customer, the U.S. federal government. Our results may also fluctuate as a result of other events outside our control, such as terrorism or health related issues.  Information about our business and financial performance, reported pursuant to our fiscal year 2020 is provided in our annual report. <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>
	103-2	The management approach and its components	SAIC seeks to monitor and control risk exposure through an enterprise-wide risk management framework. Managed through an Enterprise Risk Management Committee (ERMC) that reports directly to the Board of Directors, SAIC has identified several major sources of risk: <ol style="list-style-type: none"> <li>1. Cybersecurity</li> <li>2. Strategy Execution</li> <li>3. Talent Management</li> <li>4. Ethical Conduct</li> <li>5. Compliance</li> <li>6. Supply Chain Management</li> <li>7. M&amp;A/Integration</li> <li>8. Business Continuity</li> </ol> The ERMC is a cross-functional group with representatives from a variety of functions, providing support and insight to the ERMC. The ERMC meets quarterly and considers the current and emerging risks, and their mitigation. Results are reported to the Board of Directors.

### Economic Performance

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Please refer to SAIC's Annual Report for details on fiscal year 2020 economic performance. <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a> SAIC distributes economic value to its shareholders through the payment of dividends and repurchases of shares of its common stock.
	201-2	Financial implications and other risks and opportunities due to climate	SAIC believes that it has minimal direct business risk exposure to climate change. The limited financial risk to the company primarily relates to the frequency and severity of weather events in areas of employee concentration, which if occurs, could limit their ability to provide services to customers for a period of time.
	201-3	Defined benefit plan obligations and other retirement plans	For a description of defined benefit plan obligations, see our disclosure of defined benefit plans on pages F-34 through F-37 in SAIC's Annual Report for fiscal year 2020. <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>
	201-4	Financial assistance received from government	SAIC did not receive financial assistance from any government in fiscal year 2020.

## Anti-Corruption

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 205: Anti-corruption	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. Risks and mitigation efforts are continuously monitored and performed. Controls and procedures are adjusted according to newly identified risks. The internal and external audit controls and procedures cover the entire enterprise to include all U.S. and international operations.
	205-2	Communication and training about anti-corruption policies and procedures	<p>SAIC has adopted an anti-bribery and anti-corruption position as part of our Code of Conduct. These provisions are applicable to all employees, officers and directors of the company. Each year, we perform a Code of Conduct certification process that requires every employee to certify his/her review, understanding, and compliance with the Code of Conduct. In addition, as part of a required annual training process, each employee is required to complete ethics training and security training.</p> <p>SAIC also maintains an Ethics and Compliance Hotline, whereby any internal or external party can voice a concern regarding compliance issues.</p> <p><a href="https://www.saic.com/contact-us">https://www.saic.com/contact-us</a></p> <p>See SAIC's Code of Conduct</p> <p><a href="https://investors.saic.com/corporate-governance/governance-documents/default.aspx">https://investors.saic.com/corporate-governance/governance-documents/default.aspx</a></p> <p>See SAIC's Supplier Code of Conduct</p> <p><a href="https://www.saic.com/suppliers-and-small-business">https://www.saic.com/suppliers-and-small-business</a></p> <p>See also KPI 414-1</p>

## ENVIRONMENTAL TOPICS

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	SAIC recognizes the risks climate change poses to our environment, the implications it could have for our predominantly U.S. federal government customers, and the impact our employees have on the environment as they perform their job functions and commute to and from work. Actions that SAIC can take to reduce our environmental impact help to mitigate these risks.  Information about SAIC's key risk factors can be found in our Annual Report for our fiscal year 2020 starting on page 7. <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a>
	103-2	The management approach and its components	SAIC is committed to assess, reduce, and mitigate its energy use, carbon footprint, and emissions. Please refer to the GRI KPI 100 series for a description of our risk management practices.  See GRI KPI 103-2 under 'economic topics' for more information about our risk management practices.

### Energy

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 302: Energy	302-1	Energy consumption within the organization	SAIC continuously strives to strategically evaluate building energy efficiency in its operations. This includes ongoing efforts to improve operating efficiencies in our space utilization, retiring underperforming assets as part of our leasing strategies, deploying building automation systems, installing energy-efficient lighting, and implementing programs addressing after-hour setback and interior temperature controls programs for HVAC systems.  As part of this effort, SAIC tracks and monitors electrical energy consumption at those facilities over which we have operational control. For a 2014 base year, electrical energy consumption was 28,433,055 kWh. This electrical energy consumption figure was adjusted subsequent to SAIC's acquisition of Scitor Corporation in May 2015. The base year of 2014 was chosen as this coincided with our first full year of operations as a newly created and standalone company, subsequent to the structural split of SAIC into two companies in 2013.
	302-2	Energy consumption outside of the organization	SAIC does not currently measure energy consumption outside of its organization. Due to the high amount of multi-tenant leased facilities, obtaining comprehensive and accurate information from leaseholders is complex. In addition, recent acquisitions have increased the number of facilities that are to be evaluated. SAIC continues to identify consistent data given the complexity of our large portfolio of leased facilities.
	302-3	Energy intensity	SAIC does not currently calculate an energy intensity ratio. Due to the high amount of multi-tenant leased facilities, obtaining comprehensive and accurate information from leaseholders is complex. In addition, recent acquisitions have increased the number of facilities that are to be evaluated. SAIC continues to work on identifying consistent data given the complexity of our large portfolio of leased facilities.
	302-4	Reduction of energy consumption	As a result of intentional efforts to identify and implement energy conservation and savings opportunities, as of the end of calendar year 2018, SAIC had reduced its electrical energy consumption over a 2014

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
			base year by approximately 17% (28,433,055 kWh reduced to 23,487,451 kWh). The base year of 2014 was chosen as this coincided with our first full year of operations as a newly created and standalone company, subsequent to the structural split of SAIC into two companies in 2013.
<b>GRI 303: Water and effluents</b>	303-3	Water withdrawal	SAIC does not currently have a water recycling program.

## Emissions

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 305: Emissions</b>	305-1	Direct (Scope 1) GHG emissions	SAIC recognizes the risks climate change poses to our environment, and we are committed to reducing our environmental footprint. As part of this commitment, SAIC has taken active steps to measure, monitor, and track our GHG emissions (Scope 1 and Scope 2) at those facilities over which we have operational control, and to publicly disclose those emissions against our stated reduction goal of 15% by 2025 over base year 2014 emissions. Base year emissions were adjusted subsequent to SAIC's acquisition of Scitor Corporation in May 2015. The base year of 2014 was chosen as this coincided with our first full year of operations as a newly created and standalone company, subsequent to the structural split of SAIC into two companies in 2013.  In compiling these GHG emissions, SAIC follows the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. All 7 gases are included in the reported emissions. Calculations are performed utilizing JLL's proprietary Portfolio Energy & Environmental Reporting System (PEERS), which references eGRID GHG references for electricity.  Base year 2014 Scope 1 emissions were approximately 539 metric tons of carbon dioxide equivalents.
	305-2	Energy indirect (Scope 2) GHG emissions	SAIC recognizes the risks climate change poses to our environment, and we are committed to reducing our environmental footprint. As part of this commitment SAIC has taken active steps to measure, monitor, and track our GHG emissions (Scope 1 and Scope 2) at those facilities over which we have operational control, and to publicly disclose those emissions against our stated reduction goal of 15% by 2025 over base year 2014 emissions. Base year emissions were adjusted subsequent to SAIC's acquisition of Scitor Corporation in May 2015. The base year of 2014 was chosen as this coincided with our first full year of operations as a newly created and standalone company, subsequent to the structural split of SAIC into two companies in 2013.  In compiling these GHG emissions, SAIC follows the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. All 7 gases are included in the reported emissions. Calculations are performed utilizing JLL's proprietary Portfolio Energy & Environmental Reporting System (PEERS), which references eGRID GHG references for electricity.  Base year 2014 Scope 2 emissions were approximately 15,251 metric tons of carbon dioxide equivalents.
	305-3	Other indirect (Scope 3) GHG emissions	SAIC does not currently measure indirect GHG emissions.



GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
	305-4	GHG emissions intensity	A GHG emission intensity metric by property of metric tons of carbon dioxide equivalents per square foot of facility space is calculated annually as part of our SAIC GHG emissions report. Scope 1 and Scope 2 emissions are part of this intensity metric. As SAIC is primarily a services business, the primary metric by which we evaluate the overall efficiency of our space utilization is by tracking the total square footage in our property portfolio.
	305-5	Reduction of GHG emissions	See response to GRI KPI index 305-4.

## Effluents and Waste

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 306: Effluents &amp; Waste</b>	306-2	Waste by type and disposal method	<p>SAIC's generation of hazardous waste from its operations is generally immaterial. Of SAIC's approximately 150 operating locations, less than 2% generate hazardous waste, and generally not as a result of daily operations, but rather on an infrequent episodic basis.</p> <p>SAIC promotes several initiatives to encourage employees to be proactive and aware of non-hazardous waste reduction and disposal. These initiatives include:</p> <ol style="list-style-type: none"> <li>1) Recycling and promoting responsible disposal practices, including recycling bins for plastic, aluminum, and coffee pods.</li> <li>2) Alternative transportation incentives for our workforce that encourage mass transit and van pool use.</li> <li>3) Fostering a digitally-connected workforce, to minimize printer ink and paper use, and to facilitate employees' ability to work remotely.</li> </ol> <p>Additional details with respect to our non-hazardous waste reduction and disposal efforts can be found in <a href="#">SAIC's ISO 14001 Standards Fact Sheet</a>.</p>

## Supplier Environmental Assessment

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	SAIC does not screen new suppliers for environmental criteria. Also refer to KPI 414-1
	308-2	Negative environmental impacts in the supply chain and actions taken	None.

## SOCIAL PERFORMANCE

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	<p>SAIC is committed to building an organization of the future; a diverse, engaged and incentivized workforce that values the health, safety, development and dignity of our employees. As a predominantly human-based service provider, our future success will be affected by our continued ability to attract, develop and retain qualified employees. Meeting employee expectations with respect to health, safety, development, and dignity is a key component to executing on this commitment. The subsequent disclosures related to social performance are important to our success in building a talented workforce.</p> <p>Information about SAIC's key risk factors can be found in our Annual Report for our fiscal year 2020 ended January 31, 2020, starting on page 7.</p> <p><a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a></p>
	103-2	The management approach and its components	<p>SAIC manages its priority to build an organization of the future by making a commitment to objectively assess the current state of the organization and adjust strategies and actions, as necessary to address impediments. For example, management has made a commitment to an inclusive and diverse workplace because we believe that when our employees feel accepted and engaged, our business thrives. SAIC believes embracing inclusion and diversity means that we appreciate our differences and reinforce inclusive behaviors at all levels.</p> <p>Our inclusion and diversity program, MOSAIC, fosters a workplace where all employees feel valued for their unique perspectives, life experiences, values, and skills. Understanding how our similarities and differences impact our interactions and shape our viewpoints is essential for creating an inclusive culture.</p> <p><a href="https://www.saic.com/features/Inclusion-and-Diversity-Drives-Innovation">https://www.saic.com/features/Inclusion-and-Diversity-Drives-Innovation</a></p> <p>See GRI KPI 103-2 under 'economic topics' for more information about our risk management practices.</p>

### Labor/Management Relations

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	<p>Significant organizational changes are communicated to employees through formal communication channels and, by and large, are planned in advance. We aim to communicate to our leaders and employees most impacted by a change before communicating out to our larger employee workforce.</p>

### Occupational Health and Safety

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 403: Occupational	403-2	Hazard identification, risk assessment, and incident investigation	<p>SAIC places a strong emphasis on the implementation of relevant and effective environmental health and safety (EH&amp;S) programs and management systems both internally and on behalf of our clients. We</p>

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
Health and Safety			<p>emphasize direct management responsibility, legal and ethical compliance, and adherence to corporate and client 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 create a safe and healthy work environment.</p> <p>Our Corporate EH&amp;S Program, includes mechanisms for the anonymous reporting of workplace hazards without fear of reprisal. These mechanisms include, but 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 newly hired employee.</p> <p>EH&amp;S orientation also includes discussion of each supervisors responsibility to assess hazards associated with any significant changes in EH&amp;S exposures as a result of new or changed contracts/tasks, including but not limited to, changes in employee job assignments, changes to machinery or equipment, or the introduction of new processes, and institute appropriate control measures.</p> <p>The Corporate EH&amp;S Program also outlines a process for the timely reporting and investigation of work-related incidents. Incident reporting, investigation, and corrective action follow-up are supported and coordinated through a multi-functional team including Corporate EH&amp;S, Corporate Insurance and Risk Management, and Corporate Human Resources. Incident related claims and statistics are used to track, measure, and manage performance.</p>
	403-6	Promotion of worker health	<p>SAIC offers a variety of medical, pharmacy, dental, vision, life insurance, accident insurance, disability, employee assistance, and retirement savings plans, allowing employees to choose the level and type of access they desire. All of our medical insurance carriers provide services and programs for non-work-related conditions by evaluating risk factors determined through submitted claims and communicating directly with those employees in need.</p> <p>Additionally, we offer wellness programs that cater to the physical, financial, mental and social well-being of our employees</p>

## Training and Education

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
GRI 404: Training and Education	404-1	Average hours of training per year per employee	<p>SAIC provides employees with ongoing learning and professional development to keep pace with technology and leadership in today's market. We make significant investments in our development programs, specifically in technology and leadership development. This enables SAIC to retain staff whose expertise stays relevant and whose knowledge base is always growing.</p> <ul style="list-style-type: none"> <li>▪ Front-line leaders and program managers spent 3,329 hours in leadership development programs in fiscal year 2020.</li> <li>▪ SAIC employees completed 74,123 hours of compliance and ethics training in fiscal year 2020.</li> <li>▪ Employees participated in over 67,000 hours on voluntary learning by pursuing professional credentialing (degrees and certifications) and continuous learning in fiscal year 2020.</li> </ul>

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
			Not included in this information is a significant amount of informal and customer-specific training that occurred across the business.
	404-2	Programs for upgrading employee skills and transition assistance programs	See GRI KPI 404-1
	404-3	Percentage of employees receiving regular performance and career development reviews	Each employee, regardless of gender or role, is formally evaluated and receives a performance discussion annually. In addition, performance reviews are encouraged to take place between manager and employee on an ongoing basis to discuss goals, overall performance, development opportunities, and demonstration of leadership and corporate values.

## Diversity and Equal Opportunity

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	<p>SAIC is committed to an inclusive and diverse workplace because we believe that when our employees feel accepted and engaged, our business thrives. SAIC believes embracing inclusion and diversity means that we appreciate our employees' differences and reinforce inclusive behaviors at all levels.</p> <p>Our inclusion and diversity program, MOSAIC, fosters a workplace where all employees feel valued for their unique perspectives, life experiences, values, and skills. Understanding how our similarities and differences impact our interactions and shape our viewpoints is essential for creating an inclusive culture.</p> <p><a href="https://www.saic.com/features/Inclusion-and-Diversity-Drives-Innovation">https://www.saic.com/features/Inclusion-and-Diversity-Drives-Innovation</a></p> <p>The following displays the composition of our governance bodies and overall workforce:</p> <p>Board of Directors:</p> <ul style="list-style-type: none"> <li>▪ Gender diversity – Five of our ten (50%) board members are female, including our Chair of the Board and our Chief Executive Officer.</li> <li>▪ Age diversification – Our board members range in age from 47 to 71 (at the time of our latest proxy statement). See our fiscal year 2020 proxy statement for more information.</li> </ul> <p>See SAIC's 2020 Proxy Statement, Corporate Governance, beginning on page 15, for detailed information on the governance structure of the Board of Directors</p> <p><a href="https://d18rn0p25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf">https://d18rn0p25nwr6d.cloudfront.net/CIK-0001571123/805692eb-0b43-4b03-a8b1-b0b5e9fb5e2f.pdf</a></p> <p>Executive Leadership Team:</p> <ul style="list-style-type: none"> <li>▪ Gender diversity – three of our ten executive leaders are female</li> </ul> <p>As of January 31, 2020, SAIC had approximately 24,200 employees. Overall employee gender composition:</p> <ul style="list-style-type: none"> <li>▪ 27% female employees</li> <li>▪ 73% male employees</li> </ul> <p>SAIC has been recognized by several organizations for our diversity and commitment to inclusion:</p> <p>#1 Women on Public Company Boards in Greater D.C. (Washington Business Journal – February 2020)</p>

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
			Best Places to Work for LGBTQ Equality (Human Rights Campaign – February 2020) America’s Best Employers for Diversity 2019 (Forbes – January 2019)

## Human Rights Assessment

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 412: Human Rights Assessment</b>	412-2	Employee training on human rights policies or procedures	Human rights are integral to our core company value of respect. SAIC is built on the principle of doing the right thing by our customers, employees, business partners and the communities we work in. SAIC is committed to an equal opportunity workplace that is free of discrimination and harassment based on national origin, race, color, religion, gender, ancestry, age, sexual orientation, gender identity, disability, marital status, veteran status, genetic information, or any other status protected by law. We support our employees with: <ul style="list-style-type: none"> <li>▪ Corporate employee resource groups/affinity groups</li> <li>▪ An anti-discrimination policy</li> <li>▪ Anti-harassment and inclusion policies, and accompanying training to employees</li> <li>▪ An anonymous reporting hotline and dedicated website to help employees report concerns and maintain anonymity; See GRI KPI 102-17.</li> </ul>

## Local Communities

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 413: Local Communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	SAIC has a robust community engagement program across a majority of our operations and locations. <a href="https://www.saic.com/who-we-are/life-at-saic">https://www.saic.com/who-we-are/life-at-saic</a>

## Supplier Social Assessment

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 414: Supplier Social Assessment</b>	414-1	New suppliers that were screened using social criteria	SAIC requires all suppliers to the company adhere to its’ Supplier Code of Conduct, which provides a variety of compliance, governance, and social standards to which suppliers must adhere in order to be a qualified supplier to the company. <a href="https://www.saic.com/suppliers-and-small-business">https://www.saic.com/suppliers-and-small-business</a>

## Public Policy

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 415: Public Policy</b>	415-1	Political Contributions	For calendar year 2019, the SAIC Voluntary Political Action Committee (VPAC), an organization funded entirely through voluntary employee contributions (i.e. no corporate funds), made \$215,200 in political contributions. No in-kind contributions were made. All VPAC contributions were made within the United States. No political

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
			<p>contributions were made to state and local candidates and committees.</p> <p>In addition, SAIC, through corporate funds, made \$29,414.80 in state and local contributions, of which \$964.83 were in-kind contributions. All SAIC corporate fund contributions were made within the United States.</p>

### Customer Privacy

GRI STANDARD	DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION OR RELEVANT INFORMATION
<b>GRI 418: Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>None.</p> <p>See SAIC's privacy statement  <a href="https://www.saic.com/privacy-statement">https://www.saic.com/privacy-statement</a></p>