

CORPORATE SOCIAL RESPONSIBILITY



Corporate social responsibility is an integral part of what we do each day at SAIC and embedded in our culture, vision, and mission.

The three pillars of our social responsibility focus are:

Privacy and Data Security

Given the nature of our business and its impact on national security, privacy and data security are integral across everything we do. We are committed to securing our own data systems while also ensuring we protect our customers, business partners, and prospective employees.

We take this subject seriously, as does our Chief Information Security Officer, Chief Ethics and Privacy Officer, and internal SAIC Enterprise Risk Management Committee (ERMC) that reports directly to the Board of Directors. Also see the Governance Leadership section on page 13.

SAIC aligns itself with internationally recognized standards such as the [ISO 27001](#) information security management systems standard, nationally recognized security standards such as National Institute of Standards and Technology (NIST) Special Publication [\(SP\) 800-171](#) safeguarding controlled unclassified information on non-federal information systems and organizations, and other industry best practices.

SAIC regularly reviews and updates its security practices to accommodate evolving requirements, technology, and threats. While no security is 100% foolproof, our [Code of Conduct](#), company [Privacy Statement](#), customer [Integrated Cyber Security](#), [supplier Code of Conduct](#), and GRI KPI Content Index responses [\[insert link to content index\]](#), as well as our numerous affiliations with industry privacy and data security best

practices organizations, provide glimpses of our rigor to privacy and data security.

Employee Relations

As a highly specialized services provider, we know that our most important assets are our talented and dedicated employees. SAIC's workforce is the engine of growth for our success. Therefore, commitment to, and specifically relations with, our employees is foundational to who we are as a company. We strive to ensure SAIC employees are engaged, motivated, and fulfilled by their careers.

For SAIC, investment in professional development, diversity and inclusion, and health and wellness is simply the right thing to do.

We believe this strong commitment to our employees is a significant part of why SAIC was recognized as one of *America's Best Large Employers* by Forbes and one of the *World's Most Admired Companies* by Fortune.

Professional Development

We believe professional development is key to talent attraction, recruitment, and retention of SAIC's most highly valued asset – our employees. To that end, SAIC provides employees with ongoing learning and professional development to keep pace with technology and leadership in today's market. During fiscal year 2020, SAIC employees participated in over 144,000 hours of leadership training and development. It is to our nation's benefit that SAIC team members' expertise stays relevant and their knowledge base is always growing.

Inclusion and Diversity

SAIC is committed to an inclusive and diverse workplace, because our business thrives when our

employees feel accepted and engaged. Our employees' differences, perspectives, and life experiences contribute to our success. Our very purpose is to help make the world a better place – serving and protecting are at the core of what we do.

We address inclusion and diversity in many ways. One of the most visible channels for our employees to lead and actively champion efforts is through our six [MOSAIC Business Resource Groups](#) (BRGs). The [Military/Veterans](#), [Equality Alliance](#), [Women](#), STEM, Connect & Grow, and [Multi-Cultural](#) BRGs foster a workplace where [all employees](#) feel valued for their unique perspectives, life experiences, values, and skills.

SAIC and our employees are recognized every year for inclusion and diversity. SAIC was named [Top Employer for Diversity & Inclusion](#) by Forbes and among the [Best Places to Work for LGBTQ Equality](#) by the Human Rights Campaign Foundation's [2020 Corporate Equality Index](#) (CEI). And, SAIC minority employees are regularly recognized in the 30-year-old annual [Black Engineer of the Year Awards](#) (BEYA) and by the [Society of Asian Scientists and Engineers](#) for their leadership and accomplishments across a myriad of categories. Other awards are highlighted in the Certifications and Awards section of this report.

Human rights are integral to our core company value of respect. 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. Our [Gender Equality](#) commitment reinforces our pledge to maintain a transparent

compensation program based on objective criteria and free from gender bias.

Employee Health and Wellness

Our employees' health and wellness are of importance across all levels at SAIC. In addition to a variety of insurance, employee assistance, and retirement savings plans and flexible leave benefits, we offer wellness programs that cater to the physical, financial, mental, and social well-being of our employees. More about this can be found on our [working at SAIC](#) website. For additional information on SAIC Employee Relations, see the SAIC GRI Content Index [\[add hyperlink to the Appendix\]](#).

Community Engagement

The strength of SAIC's corporate stewardship and social responsibility is intertwined with consideration of the broader communities around us.

Corporate Citizenship and Philanthropy

We are proud of our employees who positively influence our communities through their work with our customers and their time spent volunteering. We understand the importance of partnering with nonprofit organizations and look to them as the experts in what our communities need.

SAIC's Citizenship and Community Engagement program builds upon the talent, creativity, and passion of our employees and their families as we give back to our local communities. We build partnerships with nonprofit organizations that serve the populations and causes that matter to our employees: military and veteran resiliency, lifelong STEM learning, community well-being, and environment and sustainability.

6 BUSINESS RESOURCE GROUPS

#1 IN GREATER D.C. FOR WOMEN ON PUBLIC COMPANY BOARDS

#6 IN GREATER D.C. FOR EMPLOYEE VOLUNTEER HOURS

19 EMPLOYEES RECOGNIZED AT THE BLACK ENGINEER OF THE YEAR AWARDS