

# SAIC 2021 GRI INDEX

## General Disclosures

### Organizational Profile

DISCLOSURE NUMBER	GENERAL DISCRIPTION	LOCATION ON RELEVANT INFORMATION
102-1	Name of the Organization	Science Applications International Corporation (SAIC)
102-2	Activities, brands, products and services	<p>SAIC's business is organized in four segments:</p> <p><b>Defense and Civilian:</b></p> <ul style="list-style-type: none"> <li>• Systems engineering &amp; integration</li> <li>• Enterprise IT modernization</li> <li>• Platform, vehicle, C4ISR, &amp; weapons systems integration</li> <li>• Modeling &amp; simulation</li> <li>• Training—live, virtual, constructive and serious gaming</li> <li>• Logistics and supply chain management</li> <li>• Management of complex IT systems that support critical services</li> <li>• Air traffic controller training</li> <li>• Advanced analytics and IA/ML</li> <li>• Advanced app development</li> <li>• Cloud services, migration and security</li> <li>• Cybersecurity</li> <li>• Cyber test and evaluation</li> <li>• Digital engineering</li> <li>• Digital enablement</li> <li>• Infrastructure optimization</li> <li>• Managed services</li> <li>• Organizational change management</li> <li>• Secure systems engineering</li> <li>• IT modernization</li> </ul> <p>Our robust portfolio of offerings across the defense and civilian markets including state and local governments includes secure high-end solutions in engineering, IT modernization, and mission solutions. Using our expertise and understanding of existing and emerging technologies, we integrate the best components from our own portfolio and our partner ecosystem to deliver innovative, effective, and efficient solutions that are critical to achieving our customers' missions.</p> <p><b>National Security and Space:</b></p> <ul style="list-style-type: none"> <li>• Systems engineering and integration</li> <li>• SETA</li> <li>• Space missions</li> <li>• Mission IT services focusing on IT modernization, software development, application migration to cloud, and analytics</li> <li>• Policy thought leadership and broad mission IT services</li> <li>• Intelligence community mission operations</li> </ul> <p>The National Security &amp; Space (NSS) Sector provides specialty mission expertise, high-end engineering and system integration, and secure innovative solutions across the Intelligence Community, Air Force, and Space customers.</p> <p><b>Strategy, Growth, and Innovation:</b></p> <p>Strategy, Growth and Innovation (SGI) was created to drive organic growth across the company while also establishing SAIC as a leader in key strategic</p>



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		<p>markets where we can create innovative solutions and truly differentiate ourselves to our customers. SGI has two focus areas: Corporate Growth Organizations and Horizontal Businesses, with each uniquely designed to help achieve our strategic growth objectives.</p> <p>Among the Corporate Growth organization, sits Strategy, Marketing &amp; Communications, Government Affairs, and Corporate Development. Our Horizontal Businesses support our other segments as our hubs for innovation in Digital, Artificial Intelligence, Digital Engineering, and Service Deliver Innovation.</p> <p><b>Corporate and Other:</b></p> <ul style="list-style-type: none"> <li>• Legal</li> <li>• Business Conduct &amp; Excellence</li> <li>• Internal Audit</li> <li>• Finance</li> <li>• HR</li> <li>• Business Operations             <ul style="list-style-type: none"> <li>– Contracts</li> <li>– Execution Excellence</li> <li>– Facilities</li> <li>– ITO</li> <li>– Pricing</li> <li>– Procurement</li> <li>– Proposal Center</li> <li>– Security</li> </ul> </li> </ul>
102-3	Location of headquarters	12010 Sunset Hills Rd Reston, VA 20190
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	Corporation (SAIC)
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	<p>As of the time of the submission of this response, SAIC has over 26,000 employees.</p> <p>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 this item, at this time SAIC is able to provide the following employee breakdown information:</p> <p>The Company is comprised of two customer facing operating sectors (Defense &amp; Civilian and National Security &amp; Space) supported by Strategy, Growth, &amp; Innovation and Corporate &amp; Other.</p> <p>The Company had revenues of \$7.1 billion for the fiscal year ended January 29, 2021.</p> <p>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></p>

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102-8	Information on employees and other workers	<p>As of the time of the submission of this response, SAIC has approximately 26,000 employees.</p> <p>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 this item, at this time SAIC is able to provide the following employee breakdown information:</p> <p>As of January 29, 2021, SAIC had approximately 24,700 employees. All of our employees are at-will and employee data is compiled and stored by the company's human resource organization.</p> <p>The Company's employee demographics are as follows:</p> <p>Employment Status:</p> <ul style="list-style-type: none"> <li>● Full-time: 22,966 employees</li> <li>● Part-time: 1,750 employees</li> </ul> <p>Gender</p> <ul style="list-style-type: none"> <li>● 25% full-time female employees</li> <li>● 2% part-time female employees</li> <li>● 68% full-time male employees</li> <li>● 5% part-time male employees</li> </ul> <p>Regional location</p> <ul style="list-style-type: none"> <li>● US Northeast: 917 employees</li> <li>● US Southeast: 17,664 employees</li> <li>● US Midwest: 1,881 employees</li> <li>● US West: 3,904 employees</li> <li>● International: 350</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>While there were no changes to SAIC's organizational structure in fiscal year 2021, the Company did complete the purchase Unisys Federal, a subsidiary of the larger Unisys Corporation. This acquisition was completed in the first quarter of the fiscal year and added significant revenues and business operations.</p> <p>The acquisition was structured as an all cash transaction.</p> <p>SAIC has enhanced our rigor around our supply chain and procurement security practices moving to a secure, automated platform for supplier management, issuing requests for and receipt of proposals/quotations, and invoicing. Most recently, we added 3rd Party time-keeping to the platform for many suppliers (expanding this offering over the next 18 months). Access to the portal requires Identity Proofing as well as Multi-factor authentication and may require US Person Proofing depending upon supplier scope.</p> <p>For business and financial details, see the Company's annual report for fiscal year 2021.</p> <p><a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a></p>



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102-11	Precautionary Principle or approach	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 Committee (ERMC) team that reports directly to the Risk Oversight Committee of the Board of Directors.
102-12	External initiatives	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. <a href="https://www.saic.com/corporate-responsibility">https://www.saic.com/corporate-responsibility</a>
102-13	Membership of associations	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.  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.  SAIC does not currently maintain a centralized repository of all organizational involvement.

## Strategy

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
102-14	Statement from senior decision-maker	See CEO Nazzic Keene's letter as part of SAIC's Sustainability and Social Responsibility Report: <a href="https://www.saic.com/corporate-responsibility">https://www.saic.com/corporate-responsibility</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 ON RELEVANT INFORMATION
102-16	Values, principles, standards, and norms of behavior	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.  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>  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.

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		<p>See SAIC's Code of Conduct  <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 shares its expectations with regards to working with partners that meets its ethics and compliance thresholds. Upon engagement, our third party suppliers acknowledge compliance with SAIC's Supplier Code of Conduct.</p> <p><a href="https://www.saic.com/who-we-are/suppliers-and-small-business">https://www.saic.com/who-we-are/suppliers-and-small-business</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 Working Group member of the Defense Industry Initiative on Business Ethics and Conduct.</p> <p><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, and the Society for Corporate Compliance and Ethics, an ethics and compliance association dedicated to promotion lasting success and integrity of organizations worldwide.</p> <p><a href="https://www.ethics.org/membership/who-are-eci-members/">https://www.ethics.org/membership/who-are-eci-members/</a></p> <p><a href="https://www.corporatecompliance.org/">https://www.corporatecompliance.org/</a></p>
102-17	Mechanisms for advice and concerns about ethics	<p>At SAIC, our core value of integrity guides everything that we do. We are proud to maintain a high-performing ethics program, using enterprise-wide training, guidance, communications, and engagement to sustain and grow our ethical culture. We provide a variety of disclosure channels which allow for anonymous and confidential reports regarding alleged violations of our Code of Conduct. To read more about SAIC's commitment to acting with integrity, as well as our Code and disclosure channels, please visit the SAIC Ethics page: <a href="https://www.saic.com/who-we-are/about-saic/ethics">https://www.saic.com/who-we-are/about-saic/ethics</a></p>

## Governance

DISCLOSURE NUMBER	GENERAL DISCRIPTION	LOCATION ON RELEVANT INFORMATION
102-18	Governance structure	<p>SAIC is governed by a board of directors comprised of eleven directors, ten 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>The board consists of four standing committees, including an Audit Committee, Risk Oversight Committee, Human Resources and Compensation Committee, and a Nominating and Corporate Governance Committee that are chartered with the responsibility to review such 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>



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## Stakeholder Engagement

DISCLOSURE NUMBER	GENERAL DISCRIPTION	LOCATION ON RELEVANT INFORMATION
102-41	Collective bargaining agreements	As of January 29, 2021, 1.6% of SAIC employees are covered by collective bargaining agreements.



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## Reporting Practice

DISCLOSURE NUMBER	GENERAL DISCRIPTION	LOCATION ON RELEVANT INFORMATION
102-48	Restatements of information	None
102-50	Reporting period	Fiscal year 2021 which started on February 1, 2020 and ended on January 29, 2021
102-51	Date of most recent report	The previous report was submitted on June 7, 2020.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Shane Canestra, VP of Investor Relations shane.p.canestra@saic.com 703.676.2720
102-54	Claims of reporting in accordance with the GRI Standards	This SAIC GRI KPI Content Index has been prepared with reference to current GRI Standards.
102-55	GRI content index	The GRI content index is reflected in this table.
102-56	External assurance	A SAIC is pursuing independent assurance for its 2020 GHG Emissions Inventory under the AA1000 Assurance Standard.

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## Economic Topics

### Management Approach

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
103-1	Explanation of the material topic and its Boundary	<p>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.</p> <p>Information about our business and financial performance, reported pursuant to our fiscal year 2021 ended January 29, 2021 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></p>
103-2	The management approach and its components	<p>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:</p> <ol style="list-style-type: none"> <li>1. Cybersecurity</li> <li>2. Strategy Execution</li> <li>3. Competitiveness</li> <li>4. Talent Management</li> <li>5. Infrastructure</li> <li>6. Business Continuity</li> <li>7. Organizational Change</li> <li>8. Compliance</li> <li>9. Culture</li> </ol> <p>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.</p>

### GRI 201: Economic Performance

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
201-1	Direct economic value generated and distributed	<p>Please refer to SAIC's Annual Report for details on fiscal year 2021 economic performance.  <a href="https://investors.saic.com/financials/annual-reports/default.aspx">https://investors.saic.com/financials/annual-reports/default.aspx</a></p> <p>SAIC distributes economic value to its shareholders through the payment of dividends and repurchases of shares of its common stock.</p>
201-2	Financial implications and other risks and opportunities due to climate	<p>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 they occur, could limit their ability to provide services to customers for a period of time. SAIC has policy, procedure, and plans for Business Continuity and Crisis Management responsive to preparedness for any such weather events and possible related incidents</p>



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DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
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-32 through F-36 in SAIC's Annual Report for fiscal year 2021. <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 assistance from any government in fiscal year 2021.

## GRI 205: Anti-corruption

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
205-1	Operations assessed for risks related to corruption	SAIC maintains an Internal Audit department and an external audit partner that conducts 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. Controls and procedures are adjusted according to newly identified risks. The internal and audit controls and procedures covers the entire enterprise to include all U.S. and international operations.
205-2	Communication and training about anti-corruption policies and procedures	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 an annual required training process, each employee is required to complete ethics training and security training.  SAIC also maintains an Ethics and Compliance Hotline, whereby any internal or external party can voice a concern regarding compliance issues. <a href="https://www.saic.com/contact-us">https://www.saic.com/contact-us</a>  See SAIC's Code of Conduct <a href="https://www.saic.com/who-we-are/about-saic/ethics">https://www.saic.com/who-we-are/about-saic/ethics</a>  See SAIC's Supplier Code of Conduct <a href="https://www.saic.com/suppliers-and-small-business">https://www.saic.com/suppliers-and-small-business</a>  See also KPI 414-1
205-3	Confirmed incidents of corruption and actions taken	In fiscal year 2021, there were no confirmed incidents of corruption.

## GRI 206: Anti-Competitive Behavior

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In fiscal year 2021, there were no legal actions for anti-competitive behavior, anti-trust, and monopoly practices.

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## Environmental Topics

### Management Approach

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
103-1	Explanation of the material topic and its Boundary	SAIC recognizes the risks climate change poses to the 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.  Information about SAIC's key risk factors can be found in our annual report for our fiscal year 2021 ended January 29, 2021 starting on page 8. <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. Continuity and Crisis Management responsive to preparedness for any such weather events and possible related incidents

### GRI 302: Energy

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
302-1	Energy consumption within the organization	SAIC has an ongoing program to track and evaluate electricity consumption and efficiency at those facilities over which we have operational control. Electrical energy consumption in calendar year 2020 was 34,813,703 kWh based on utility provider invoices. Annual usage of natural gas and propane, though utilized to a much more limited extent, are also tracked.  As a technical services business, SAIC's real estate portfolio consists of approximately 4.4 million square feet of commercial real estate office, warehouse, and integration space of which approximately 2.5 million square feet was under our operational control in calendar year 2020.  Ongoing efforts to improve operating efficiencies include efforts related to space utilization, retiring underperforming assets as part of our leasing strategies, deploying building automation systems, energy efficient lighting, and implementing programs addressing after-hour setback and interior temperature controls programs for HVAC systems.
302-2	Energy consumption outside of the organization	This is not something that SAIC currently measures.
302-3	Energy intensity	In tracking overall energy consumption of its portfolio as discussed in Disclosure Number 302-1, SAIC collects and monitors monthly metrics for natural gas and electricity usage at each of the facilities over which we have operational control. These metrics enable us to calculate energy intensity ratios for each of our facilities on a square foot basis for comparison purposes as well as enterprise-wide.  Between 2019 and 2020, SAIC lowered emissions by square foot of property from 0.006 to 0.005 metric tons CO <sub>2</sub> e/SF (tons of carbon dioxide equivalents per square foot).

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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 2020, SAIC had reduced its electrical energy consumption over a newly established 2019 base year by approximately 3% (35,877,606 kWh reduced to 34,813,703 kWh). The potential impact of COVID-19 on total energy consumption in 2020 is as of yet not fully understood.
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## GRI 303: Water and Effluents

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
303-3	Water withdrawal	<p>SAIC does not have a program in place for water withdrawal.</p> <p>As a technical services business, SAIC's real estate portfolio consists of approximately 4.4 million square feet of commercial real estate office, warehouse, and integration space of which approximately 2.5 million square feet was under our operational control in calendar year 2020. For all but a relative few of the properties in our real estate portfolio, the landlord or property manager pays for water usage and passes related operating expenses on a pro-rata basis to its tenant base.</p> <p>Notwithstanding the foregoing, in an effort to minimize potential water waste or associated property damage resulting from leaking water lines from appliances in its offices, leak detection and shut-off devices have been installed on various kitchen appliances.</p>

## GRI 305: Emissions

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
305-1	Direct (Scope 1) GHG emissions	<p>SAIC recognizes the risks climate change poses to the 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. In addition, for its 2020 GHG Emissions Inventory, SAIC is pursuing independent assurance under the AA1000 Assurance Standard.</p> <p>As part of its 2019 GHG Emissions Inventory, 2019 became the new base year for GHG emissions. 2019 was chosen as the base year based upon significant changes in our real estate portfolio associated with the acquisition of Engility in January 2019. Having exceeded the previous emission reduction goal (i.e., 15% by 2025 over a 2014 base year), discussions on the establishment of a new GHG reduction goal are in progress.</p> <p>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 a well-known industry reporting system that leverages the EPA's Emissions &amp; Generation Resource Integrated Database (eGRID).</p> <p>Base year 2019 Scope 1 emissions were approximately 823 metric tons of carbon dioxide equivalents.</p>



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305-2	Energy indirect (Scope 2) GHG emissions	<p>2020 Scope 1 emissions were approximately 611 metric tons of carbon dioxide equivalents, or approximately 25% below the 2019 base year.</p> <p>SAIC recognizes the risks climate change poses to the 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. In addition, for its 2020 GHG Emissions Inventory, SAIC is pursuing independent assurance under the AA1000 Assurance Standard. As part of its 2019 GHG Emissions Inventory, 2019 became the new base year for GHG emissions. 2019 was chosen as the base year based upon significant changes in our real estate portfolio associated with the acquisition of Engility in January 2019. Having exceeded the previous emission reduction goal (i.e., 15% by 2025 over a 2014 base year), discussions on the establishment of a new GHG reduction goal are in progress.</p> <p>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 a well-known industry reporting system that leverages the EPA's Emissions &amp; Generation Resource Integrated Database (eGRID).</p> <p>Base year 2019 Scope 2 emissions were approximately 14,214 metric tons of carbon dioxide equivalents.</p> <p>2020 Scope 2 emissions were approximately 11,109 metric tons of carbon dioxide equivalents, or approximately 21% below the 2019 base year.</p>
305-3	Other indirect (Scope 3) GHG emissions	This is not something that SAIC currently measures.
305-4	GHG emissions intensity	<p>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. Between 2019 and 2020, SAIC lowered our emissions by square foot of property from 0.006 to 0.005 metric tons CO<sub>2</sub>e/SF (tons of carbon dioxide equivalents per square foot).</p>
305-5	Reduction of GHG emissions	See response to GRI KPI index 305-1 through 305-4.



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## GRI 306: Effluents & Waste

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
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 those generally not as a result of daily operations, but rather on an infrequent episodic basis.</p> <p>At SAIC, we promote several initiatives to encourage our 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 glass.</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 SAIC's ISO 14001 Standards Fact Sheet <a href="http://www.saic.com/sites/default/files/2019-10/20-0830-ISO-4001_FS_TIER2.pdf">http://www.saic.com/sites/default/files/2019-10/20-0830-ISO-4001_FS_TIER2.pdf</a></p>

## GRI 308: Supplier Environmental Assessment

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
308-1	New suppliers that were screened using environmental criteria	SAIC does not presently screen new suppliers for environmental criteria but has met with industry and academic partners to discuss best practices related to sustainability screening and environmental criteria and will be incorporating environmental screening into our due-diligence process.
308-2	<p>Negative environmental impacts in the supply chain and actions taken</p> <p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>a. None</p> <p>b. None</p> <p>c. None</p> <p>d. 0%</p> <p>e. 0%</p>

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## Social Performance

### Management Approach

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
103-1	New suppliers that were screened using environmental criteria	<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 2021 ended January 29, 2021 starting on page 8.  <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.  <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>

### GRI 402: Labor/Management Relations

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
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.

### GRI 403: Occupational Health and Safety

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
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



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		<p>systems both internally and on behalf of our clients. We 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 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 new hire 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 is 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 of access and type 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>

## GRI 404: Training & Education

DISCLOSURE NUMBER	GENERAL DISCRIPTION	LOCATION ON RELEVANT INFORMATION
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>• Frontline Leaders spent 5,125 hours in leadership development programs in fiscal year 2021.</li> <li>• SAIC employees completed 88,860 hours of compliance and ethics training in fiscal year 2021.</li> </ul>



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		<ul style="list-style-type: none"> <li>• Employees participated in over 33,828 hours on voluntary learning by pursuing professional credentialing (degrees and certifications) and continuous learning in fiscal year 2021.</li> <li>• Employees completed 3,142 hours of unconscious bias training in fiscal year 2021.</li> </ul> <p>Not included in this information is a significant amount informal and customer-specific training that occurred across the business.</p>
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 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

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
405-1	Minimum notice periods regarding operational changes	<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 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 eleven (45%) Board members identify as female, including our Chair of the Board and our Chief Executive Officer.</li> <li>• Age diversification – Our Board members range in age from 46 to 72 (at the time of our latest proxy statement). See our fiscal year 2021 proxy statement for more information.</li> </ul> <p>Executive Leadership Team:</p> <ul style="list-style-type: none"> <li>• Gender diversity – two of our seven executive leaders identify as female</li> </ul> <p>As of January 29, 2021, SAIC had approximately 24,700 employees. All employee gender composition:</p> <ul style="list-style-type: none"> <li>• 27% female employees</li> <li>• 73% male employees</li> </ul> <p>All employees by age:</p> <ul style="list-style-type: none"> <li>• Baby Boomers (57-75 years old): 7,456 (30%)</li> <li>• Generation X (41-56 years old): 9,583 (39%)</li> <li>• Millennials (25-40 years old): 7,493 (31%)</li> </ul>

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- Generation Z (24 years old and younger): 21 (<1%)

SAIC has been recognized by several organizations for our diversity and commitment to inclusion:

Best Places to Work for LGBTQ Equality (Human Rights Campaign – February 2021)

America's Best Employers for Veterans 2020 (Forbes – November 2020)

## GRI 412: Human Rights Assessment

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
412-2	Employee training on human rights policies or procedures	<p>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.</p> <p>In fiscal year 2021, SAIC employees completed 3,142 hours of unconscious bias training.</p> <ul style="list-style-type: none"> <li>• We also support our employees with:</li> <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>

## GRI 413: Local Communities

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

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## GRI 414: Supplier Social Assessment

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
414-1	New suppliers that were screened using social criteria	<p>SAIC requires all suppliers to the company adhere to its' Supplier Code of Conduct which provides a variety of compliance, governance, and social standards by which suppliers must adhere to in order to be a qualified supplier to the company.</p> <p>In 2020, SAIC created the role of Diversity and Inclusion VP, who is partnering with the Chief Procurement Officer to develop appropriate social screening criteria for our supply base as part of the due-diligence process. New suppliers are being continuously screened and added beyond socio-economic categories. We are establishing goals and recruiting for underrepresented and segmented suppliers.</p> <p><a href="https://www.saic.com/suppliers-and-small-business">https://www.saic.com/suppliers-and-small-business</a></p>

## GRI 415: Public Policy

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
415-1	Political Contributions	<p>For calendar year 2020, the SAIC Voluntary Political Action Committee (VPAC), an organization funded entirely through voluntary employee contributions (i.e. no corporate funds), made \$237,500 in political contributions. No in-kind contributions were made. All VPAC contributions were made within the United States. No political contributions were made to state and local candidates and committees. In addition, SAIC, through corporate funds, made \$14,300 in state and local contributions, none of which were in-kind contributions. All SAIC corporate fund contributions were made within the United States.</p>

## GRI 418: Customer Privacy

DISCLOSURE NUMBER	GENERAL DESCRIPTION	LOCATION ON RELEVANT INFORMATION
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>In fiscal year 2021, there were no substantiated complaints concerning breaches of customer privacy received from either outside parties or regulatory bodies.</p>

