

BRING ON TOMORROW... AND BEYOND

2022 SAIC Corporate Responsibility Report



SAIC[®]



ABOUT THIS REPORT

SAIC's 2022 Corporate Responsibility Report is the company's third annual report. This report is published as a reflection of SAIC's deep commitment to environmental, social and governance (ESG) and the desire to positively impact our communities and the world. Unless otherwise noted, this report includes data and activities for SAIC's fiscal year 2022, ending Jan. 28, 2022. In parallel, it is our third year responding to the Global Reporting Initiative (GRI) Standards 2016 and is prepared with reference to that framework. Our [GRI Index](#) is available here.

We have added a Task Force on Climate-Related Financial Disclosures (TCFD) Report, which is guided by the recommendations of the TCFD and discusses our approach to evaluating and managing climate-related risks and opportunities, including our governance structure and relevant metrics. The report covers calendar year 2021, unless otherwise noted.

Additionally, we have included an ESG Reporting Framework and Standards Index, which is based on SAIC activities in fiscal year 2022, except otherwise noted. We used the principles and practices outlined in globally accepted sustainability reporting frameworks to inform the content of this report. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016, the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UNSDGs). Our [ESG Reporting Index](#) is here.

If you have questions or for more information, please contact us at investorrelations@saic.com.

SAIC CORPORATE RESPONSIBILITY HIGHLIGHTS

ENVIRONMENTAL



REDUCING GREENHOUSE GASES

Calendar year 2021 emissions reflect a 30% decrease over our 2019 base year.



REDUCING ELECTRICITY USE

Calendar year 2021 electrical energy consumption reflects a 13% decrease over our 2019 base year.

SOCIAL



FORBES BEST EMPLOYERS FOR DIVERSITY

Every year since 2019

FORBES 2022 BEST LARGE EMPLOYERS

Every year since 2019

FORBES AMERICA'S BEST EMPLOYERS FOR VETERANS

#5 on the 2021 list as 23% of SAIC'S workforce are U.S. military veterans



HUMAN RIGHTS CAMPAIGN BEST PLACES TO WORK FOR LGBTQ+ EQUALITY

Perfect score for the past four consecutive years



3.8 MILLION EQUIVALENT MEALS

Donated through feeding america in 2021

GOVERNANCE



64% OF SAIC'S BOARD OF DIRECTORS ARE FEMALE OR PEOPLE OF COLOR

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MESSAGE FROM OUR CEO, NAZZIC KEENE

Today, we're focusing on tomorrow. Whether that involves architecting what's next for our customers, reinventing the future of work for our employees or improving the communities and world around us, we are committed to a better tomorrow. Corporate responsibility is an integral part of that commitment and drives our actions.

We embrace a broad scope of environmental, social and governance (ESG) imperatives in the company's daily operations because we believe it makes our business, employees and communities better. With this report, I'm pleased to share our progress on our ESG goals.

At SAIC, we believe our efforts begin with strong governance. Ethical behavior and acting with integrity are non-negotiables in our company. These commitments enable growth in all other areas.

We recognize that our employees are our greatest asset and their well-being is paramount. That's why we have enhanced employee benefits — from expanding work flexibility to keeping employee medical premiums down to implementing programs for back-up child and elder care — to ensure we all have what we need to thrive both at work and home.

We've elevated Diversity, Equity and Inclusion (DEI) to be a more critical business imperative than ever before. SAIC is committed to increasing representation of women and people of color throughout all levels of our leadership. How does that translate to action? More than talk — we're measuring our successes and addressing our opportunities for improvement. Last year, we also became one of the first in our industry to honor the contributions of African Americans by celebrating Juneteenth as a paid, annual holiday.

Our legacy of philanthropy and employee volunteerism is a natural outgrowth of our values. To make the most impact, we focus our efforts on long-term commitments to programs that specifically address three areas: military heroes, community wellness and science, technology, engineering and mathematics (STEM) efforts. We've also amplified communications around our SAIC Charitable Foundation, which aims to help our own employees and their dependents in times of need.

Today, as we focus on tomorrow, we are building on our ESG commitment and setting bold goals. We will strengthen SAIC's sustainability and will continue to measure these efforts as we explore and deliver customer and employee solutions and services.



Nazzic S. Keene
CHIEF EXECUTIVE OFFICER

ENVIRONMENTAL

SAIC is committed to being a good steward of the environment through assessing, mitigating and reducing the impact we have on the world around us. Due to the nature of our business, SAIC is exposed to limited environmental risks, yet we set self-imposed goals related to the reduction of greenhouse gas emissions, energy conservation, recycling and other important environmental initiatives.

We implement ISO 14001 environmental management standards, promote initiatives to reduce our direct environmental impact and track and report key performance metrics. For additional details, see our [ISO 14001 Standards Fact Sheet](#).

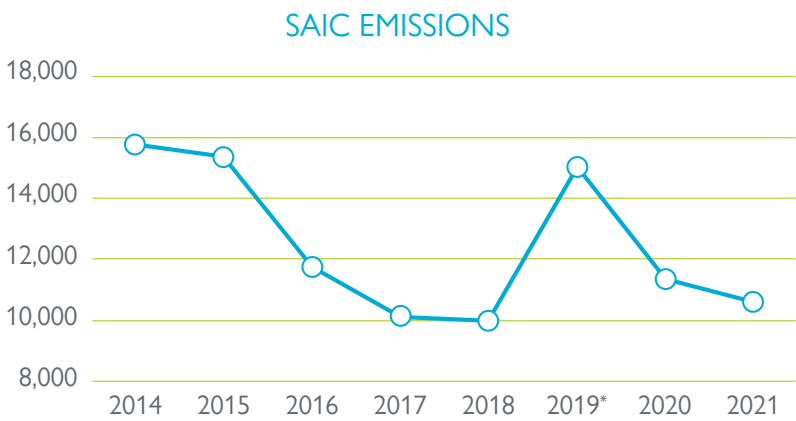
We focus our environmental efforts in three areas — greenhouse gas emissions, energy conservation and recycling — and report our performance through the Global Reporting Initiative (GRI) Standards 2016, the Task Force on Climate-Related Financial Disclosures (TCFD) and the CDP (formerly the Carbon Disclosure Project) global disclosure system.



Greenhouse Gas Emissions

SAIC measures, monitors and tracks our greenhouse gas (GHG) emissions (Scope 1 and Scope 2) at facilities where we maintain operational control and publicly disclose those emissions. We determine our results by adhering to the method outlined in the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#). In 2014, SAIC set a goal of reducing emissions by 15% by 2025 and exceeded that goal with a reduction of 25% in 2016. To further encourage cuts to our carbon footprint, we use 2019 as a new baseline and have established a new interim goal of an additional 15% by 2025 for Scope 1 and Scope 2 emissions to ensure we continue to make significant progress in reducing emissions.

In calendar year 2021, Scope 1 — direct emissions from owned or controlled sources — were 3% higher than our baseline year of 2019. Scope 2 — indirect emissions from purchased electricity — were 14% below 2020 levels and nearly 33% below the 2019 baseline. The modest increase in Scope 1 emissions is attributed to a more severe winter. The Scope 2 decrease reflects ongoing efforts to find innovative ways to cut our carbon footprint. Using our reset baseline, the 2021 GHG emissions are 30% lower than our 2019 emissions. We measure these figures in terms of metric tons of carbon dioxide equivalents (MTCO2e). Additionally, between 2019 and 2021, we lowered our emissions by square foot of occupied space from 0.006 to 0.0047 (measured in MTCO2e/sf).



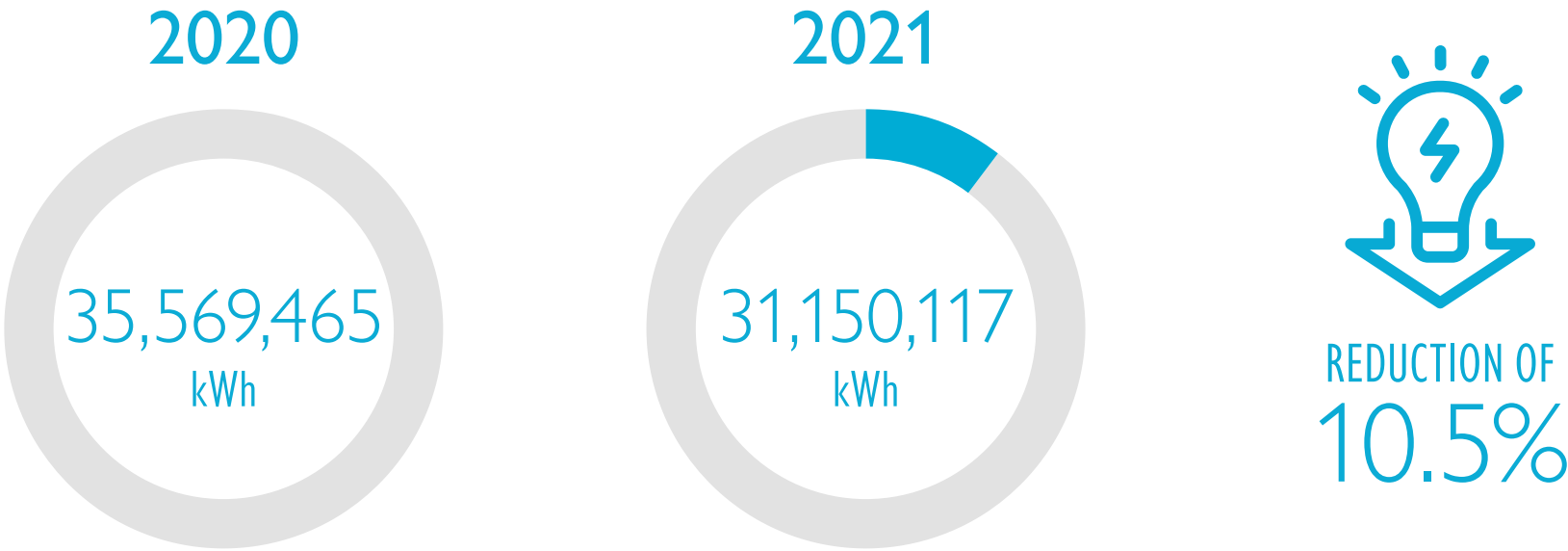
Emissions by Metric Tons of Carbon Dioxide Equivalents at Facilities Operationally Controlled by SAIC.

*2019 emissions increased primarily due to additional facilities obtained through acquisition of Engility

| CARBON FOOTPRINT (TONNES) | | | | | |
|---------------------------|-------------|--------|--------|--------|---------------|
| SCOPE | FUEL | 2019 | 2020 | 2021 | 2021 VS. 2019 |
| SCOPE 1 | Natural Gas | 823 | 611 | 850 | 3% |
| SCOPE 2 | Electricity | 14,214 | 11,109 | 9,583 | -33% |
| Total | | 15,037 | 11,720 | 10,433 | -30% |

Energy Conservation

Given our real estate portfolio, SAIC’s efforts are sharply focused on electrical energy consumption. We track and evaluate electricity consumption and efficiency at facilities where we have operational control. In calendar year 2021, SAIC reduced our electrical energy consumption by 10.5% from 2020 levels, with a total consumption of 31,150,117 kWh. This is due to our ongoing and consistent efforts across our portfolio to improve operating efficiencies. These include optimizing space utilization, retiring under-performing assets as part of our leasing strategies, deploying energy efficient lighting and implementing programs addressing after-hours setback and controls for heating and cooling.



CLIMATE CHANGE AT SAIC



“The growing priority of climate change is making its way into government, businesses and our everyday lives. This includes a need to better understand the impacts of climate change on energy supply and use, water management, air quality, public health, and land use and its management. For SAIC, and our customers, it is of high importance for procurement, supply chain, infrastructure, security and equity. Our customers need a company to help them prepare for the future risks and adaptation needed to secure their investments for a sustainable future. My role at SAIC is helping our organization and customers better understand climate change and its impacts on infrastructure and resources. This means sharing environmental data through improved analytics, artificial intelligence, machine learning and innovation. I believe there isn’t a service provider as fully lined up and ready to address these needs as SAIC.

— Steve Ambrose, Chief Climate Scientist



Waste Recycling and Reduction

SAIC encourages recycling and responsible disposal of non-hazardous waste through several initiatives. We are an industry leader in encouraging and implementing flexible and remote work environments for our employees, which reduces paper consumption, transportation fuel consumption and vehicular emissions.

Through the help of a partner, the company promotes responsible disposal practices of retired SAIC electronic equipment such as laptops and monitors are refurbished. Reusing electronics is significantly more sustainable than recycling, so we make every effort to refurbish and resell SAIC formerly owned electronics to maximize a product’s lifecycle. Electronics unable to undergo refurbishment are recycled. Additionally, our employees receive a 25% discount on SAIC pre-owned certified refurbished equipment.

SAIC also works to reduce paper waste. While we have fewer employees working from a traditional office, all SAIC network multi-function printers are programed by default to print double-sided, reducing paper usage and disposal by up to 50%. SAIC has committed to using 30% recycled paper for all network multi-function printers. Once printed documents are no longer needed, we ensure this paper is properly recycled with paper bins in our offices intended for secure shredding and recycling of documents.

EMPLOYEES IN ACTION: CONNECT & GROW



SAIC has an Employee Resource Group (ERG) that keeps the environment at the forefront of their initiatives and actions. Connect & Grow is an ERG for early-career individuals and their supporters to increase connectedness to the company and help create opportunities for mentoring, networking and community outreach with a twist. When it comes to citizenship and community outreach efforts, they focus on environmental sustainability.

SOCIAL

The social aspect of corporate responsibility and ESG is embedded in our culture, vision and mission. The four pillars of our social efforts are diversity, equity and inclusion; empowering and supporting our employees; privacy and data security; and citizenship and community engagement.

Diversity, Equity, and Inclusion

At SAIC, we are proud of our commitment to diversity, equity and inclusion, and of the strides we continue to make as we ensure that every voice is heard and appreciated. We believe the strength of our leadership is greatest when it fully reflects the diversity of our workforce. In fiscal year 2022, our goals to achieve parity in the representation of women and people of color between our leadership and non-leadership roles within five years are yielding results. Our progress to date is meaningful, with women now representing 27% of our leadership and people of color representing 22%.

Measuring and Holding Ourselves Accountable for Results

Our ongoing DE&I efforts demonstrate our continuing dedication to share our intentions, hold ourselves accountable and be transparent about our progress and areas of opportunity. We believe diverse companies are more likely to create unparalleled innovations and deliver exceptional business results.

We seek to drive tangible change through our commitments to:

- 1. Fight racism, bias, and prejudice in our workplace.
- 2. Make SAIC more inclusive and diverse.
- 3. Support non-profit organizations that are uplifting women and people of color in our communities.
- 4. Measure and hold ourselves accountable for results.

Fighting Racism, Bias and Prejudice in our Workplace

We are a people-first culture taking important steps to ensure that each employee feels valued for their contributions. These steps include:

- Gender pay parity
- Diverse slates required for leadership positions
- Procedures and tools to eliminate bias from hiring
- Unconscious bias training mandatory for all new employees.
- Inclusiveness training compulsory for all leaders.
- Zero tolerance on any form of racism in the workplace.

Making SAIC More Inclusive and Diverse

Demonstrating SAIC’s commitment to advance diversity, equity and inclusion, SAIC is one of the first in the industry to recognize the historically significant day of Juneteenth as a paid holiday for all of our employees. We also encourage our employees to create or join one or more of our seven Employee Resource Groups where they can enhance their personal networks and help SAIC build a more inclusive culture by bringing awareness to diverse groups.

Through our annual culture survey, we gather feedback to learn how we can improve efforts to provide meaningful work, create a fulfilling and differentiated employee experience and support our employees’ development.

Supporting Organizations that Uplift Women and People of Color

We continually partner with nonprofit organizations that uplift underrepresented populations and ensure equitable access to economic opportunities, education and justice. These include:

- Historically Black Colleges and Universities (HBCUs)
- Hispanic-Serving Institutions (HSIs)
- Black Girls Code
- Girls Who Code
- The Equal Justice Initiative
- Out & Equal Workplace Advocates
- Disability: IN

Our supplier diversity efforts reflect our values as well, with many of our vendors being small, minority-owned businesses.



64% OF OUR BOARD OF DIRECTORS ARE WOMEN AND/OR PEOPLE OF COLOR

Empowering and Supporting Our Employees

We believe professional development is key to recruiting and retaining highly skilled employees. That’s why SAIC provides employees with ongoing and leading-edge learning and professional development. During fiscal year 2022, our employees completed approximately 134,000 hours of training including 55,000 hours of ethics and compliance training. Our managers completed over 11,000 hours of leadership development training. Additionally, we invest in our people through technical and professional skills training, leadership development, higher education and tuition assistance programs for continuing education or industry certification.

We actively promote this investment for our employees and our customers — we know that our nation directly benefits when SAIC team members’ expertise stays relevant and their knowledge base continues to grow.

SAIC provides wide-ranging options to support employees’ well-being, including an Employee Assistance Program and wellness program. Listening to what employees tell us is important, SAIC now offers substantially raised paid family leave in 2022 to further support parents and multi-generational families as well as offering company-subsidized backup child and elder care. Additionally, for the second year in a row, SAIC is fully covering the increased costs of employee premiums in the company’s medical insurance plans and holding

employee premiums flat. At the core of our commitment to our employees is the SAIC Foundation, a public 501(c)(3) organization created by SAIC. The SAIC Foundation assists employees and their dependents by providing emergency funds to help them when financial hardships arise. Last year, the SAIC Foundation provided over \$90,000 to employees in need.

Because work-life balance contributes greatly to employee physical and mental well-being, we continue to create flexible work schedules, building upon the 80-hours-over-9-days schedule introduced in fiscal year 2021. This year, we continue to support greater telecommuting and hybrid work options and through the introduction of a 4-day workweek and other schedule options. To help make this a reality, we provide managers with a toolkit that outlines ways flexibility can work in various situations.

Employee health and safety is paramount to our business. We encourage employees to prevent workplace hazards and engage in health and wellness initiatives. Throughout the COVID-19 pandemic, we continue to prioritize the safety and well-being of our employees and business partners. We closely monitor COVID-19 matters, share timely information and provide comprehensive resources and programs for managing through the pandemic, working virtually and handling associated stress.



Citizenship and Community Investment

SAIC is a values-driven company. We are committed to serving the communities in which we live and work. As an organization, we form lasting relationships with community partners to harness our collective energies and make meaningful contributions in our focus areas of military and veteran resiliency, STEM and community wellness.

Military and Veterans

We are proud to serve our military and veterans, who make up about 23% of our workforce. SAIC partners with Building Homes for Heroes, a national nonprofit that builds and modifies houses and then gives a mortgage-free home to veterans and their families. Since 2013, we have helped donate 10 homes to our military heroes through our Building Homes for Heroes partnership.

STEM

One way SAIC supports STEM learning is with scholarships through the Astronaut Scholarship Foundation, which was created to ensure that the United States would maintain its leadership in science and technology by supporting some of the very best science, technology, engineering and math college students. To date, SAIC has provided 15 scholarships in helping to inspire future generations.

Community Wellness

We're in our ninth consecutive year of helping combat hunger in America through our partnership with Feeding America. During Hunger Action Month in September 2021, SAIC raised \$385,338 — the equivalent of 3.8 million meals for people facing food insecurity. Recognizing the impact of COVID-19 on food insecurity, our employees generously continue to rise to the occasion, raising record funds and volunteering at more local charities than ever before.

Volunteerism

At the heart of our citizenship efforts are our employees. They volunteer their time and resources to causes that are important to them, and also come together to represent SAIC in local volunteer efforts. Every hour of service has a positive impact on our communities. During fiscal year 2022, employees volunteered more than 21,000 hours in service to their communities.

EMPLOYEE RESOURCE GROUP — 7 TO CHOOSE FROM



Powerful and positive changes occur when a community's voice is heard and when its members feel supported. At SAIC, our seven ERG communities are essential for driving demonstrable changes by providing more ways to connect and stimulate open and honest conversations. Over the past two years, our members' voices helped inform companywide efforts like remote-work flexibility, accessibility improvements, employee recognition, leadership program creation, free educational workshops, personal development activities and more. This has resulted in connections and relationships that bring authentic meaning to SAIC's culture and values — and create a sense of belonging within SAIC.

— Natasha Hansen, Women's ERG Co-Lead



Partnering with the Yale School of Nursing
for a Better Tomorrow

As a values-driven company, SAIC looks for ways to help create a better world. That can't happen if anyone is left behind, which is why we sponsored research by the Yale University School of Nursing to ensure that underserved communities are no longer disproportionately impacted by the effects of the pandemic.

The study recommends that to improve communication among underserved communities in future pandemics or national response events, outreach workers should:

- Use trusted members of the community to deliver pandemic information
- Increase the use of social media, radio and outreach workers to disseminate vaccine information and counter misinformation
- Limit registration requirements and avoid online-only communication
- Provide information in multiple languages
- Offer more options for locations and times to overcome conflicts between work and clinic hours.

EMPLOYEE RESOURCE GROUP:
EQUALITY ALLIANCE



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In many ways, ERGs are the means for employees to interact with one another outside of their normal work relationships. Within the Equality Alliance we often highlight the ability to engage with SAIC leadership they may not otherwise encounter. Ultimately, ERG events are replacing the traditional summer picnic or holiday gathering as the way to meet and interact. We're seeing the alignment between ERGs and corporate social responsibility initiatives create even greater value for the company and those we serve by facilitating engagement while also helping our communities. This creates a more engaged and satisfied workforce that ultimately delivers on our business goals by improving our recruiting and retention performance.

— Jeff Raver, Equality Alliance ERG Executive Sponsor

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Ethics, Integrity and Compliance

Given the nature of our business and its potential impact on national security, data privacy and cybersecurity are integral across everything we do. SAIC provides our customers this expertise across the entire activity range for securing and operating digital assets and services. Combined with our unique technological capabilities, SAIC’s capability comprehensively answers the challenges of a complex and continually evolving cyberspace.

Hand in hand with our technical proficiency is our commitment to securing our data systems while ensuring we protect our customers, business partners and current and prospective employees. We take this subject seriously, as do our chief information security officer, chief ethics and privacy officer and chief risk officer. All oversee SAIC’s Enterprise Risk Management Committee, which reports directly to the Board of Directors and Risk Oversight Committee.

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

We regularly review and update our security practices to address evolving requirements, technology and threats. While no security is 100% foolproof, we look to the following to strengthen our rigor in the discipline:

- SAIC Code of Conduct
- SAIC Privacy Statement
- Customer-integrated cybersecurity
- Supplier Code of Conduct
- Global Reporting Initiative (GRI) Standards 2016 responses
- Numerous affiliations with industry data privacy organizations
- Cybersecurity best practices organizations

DIVERSITY, EQUITY AND INCLUSION AT SAIC



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Along with executing impactful Diversity, Equity and Inclusion (DE&I) strategies at SAIC, I want to leverage our industry’s collective best practices to help the government reimagine DE&I so they may better serve and protect our nation. Although I engage with industry-leading DE&I practitioners around the world, there are nuances unique to government contractors. Last year, I partnered with WashingtonExec to launch their new DE&I Council. Today more than 20 leading government contractors have joined as founding members ready to make a lasting impact. We collaborate, share knowledge and discuss what’s needed to drive government contracting-nuanced strategies on combating racism, developing diversity and inclusion goals, and fostering equity. Collectively we can and are seeking to do much to improve DE&I at the national level.

– **Bridget Chatman**, Vice President, Diversity, Equity, Inclusion and Belonging

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GOVERNANCE

Strong corporate governance is core to SAIC culture and how we operate every day for our shareholders, employees, customers and other stakeholders. We demand accountability, transparency, integrity and the highest ethical standards from the Board of Directors to each individual employee.

At SAIC, strong corporate governance is not simply about being compliant, but rather about doing the right thing without exception. We set the bar not only for our own conduct, but for those we serve and those who rely on us.

Board of Directors

SAIC's Board of Directors governs the standards by which we operate, and oversees our strategy, risk, operations and reporting. The Board establishes expectations through several documents such as the company's [Corporate Governance Guidelines](#) and [Code of Conduct](#). Information about SAIC's corporate governance can be found in our [fiscal year 2022 Proxy Statement](#), as filed with the U.S. Securities and Exchange Commission.

SAIC's Board of Directors consists of 11 members, 10 of whom are independent. The Board is a leader in gender diversity with 45% of the board being women and 18% of the board representing people of color. Donna Morea, a non-executive director who is a woman, chairs the Board.

While the directors bring a variety of experience and individual viewpoints, they work as a team for the benefit of all SAIC stakeholders. Their interests are aligned to those of the company's shareholders. The Board adheres to director and executive stock ownership guidelines and provides annual equity grants to non-employee directors.

SAIC's board members believe in accountability for themselves, evaluating and improving their performance annually through:

- Board of Directors self-evaluations
- Board of Directors reviews of independence
- Committee self-evaluations
- Board of Directors orientation and education programs
- SAIC Code of Conduct certification

Board Committees

The Board has the following principal standing committees:

Audit Committee ■■■
Evaluates SAIC's guidelines and policies regarding risk assessment and risk management, including risks related to internal control over financial reporting, the company's major financial risk exposures and the steps management has taken to monitor and control those exposures.

Risk Oversight Committee ■■■
Reviews and provides oversight of SAIC's regulatory, enterprise and strategic risk; ethics, compliance and corporate responsibilities including environmental, social and governance risks; and its classified and business operations.

Nominating and Corporate Governance Committee ■■■
Identifies and recommends individuals for selection to SAIC's board, develops and recommends corporate governance guidelines to the board, makes recommendations regarding the size, composition and charters of the board, and oversees the evaluation of the board and its committees.

Human Resources and Compensation Committee ■■■
Assesses risks potentially arising from SAIC's human resources and compensation policies and practices.



Risk Oversight

The Board and its committees monitor risk as part of their regular, thoughtful discussions throughout the year. When conveying authority to management, approving strategies, making decisions and receiving management reports, the Board considers, along with other factors, the risks facing SAIC. Additionally, the Board oversees risk and ethics in particular areas through its committee structure.

SAIC also employs an internal Enterprise Risk Management Committee (ERMC) with senior management as its members that works with the Chief Executive Officer, the committees of the Board and the full Board. Together, they set overall corporate risk strategy and oversight of policies, systems, processes and training. With representatives from various functions, the ERMC directly reports to the Board of Directors and Risk Oversight Committee to provide support and insight related to nine major sources of risk identified by SAIC:

- 1. Cybersecurity
- 2. Strategy execution
- 3. Competitiveness
- 4. Talent Management
- 5. Infrastructure
- 6. Business continuity
- 7. Organizational change
- 8. Compliance
- 9. Culture

The ERMC reports quarterly to the Risk Oversight Committee of the Board and annually to the full Board on its activities and findings, highlighting the key risks SAIC faces and management’s actions for mitigating those risks.



Ethics, Integrity, and Compliance

Integrity guides everything we do and we believe acting with integrity is our collective responsibility. At SAIC, we maintain a high-performing ethics program through enterprise-wide training, guidance, communications and engagement to sustain and cultivate our ethical culture, which includes reporting and resolution services.

For example, during fiscal year 2022 our employees completed 54,770 hours of ethics and compliance training. Employees seeking advice or wishing to report concerns about unethical or unlawful behavior and organizational integrity can contact SAIC's Ethics and Compliance Hotline and do so anonymously. SAIC does not tolerate any acts of retaliation against those who make reports of misconduct in good faith.

Our network of Ethics Champions — individual employees from across the company — works to broaden our communication reach and foster a culture that encourages people to speak up when they think there may be an ethical issue.

All employees are expected to meet SAIC's Code of Conduct business conduct standards. Alongside our values and culture, our Code of Conduct builds a strong foundation for our day-to-day behaviors, stakeholder commitments and high business standards.

As human rights are integral to our core company value of respect, SAIC is committed to an equal opportunity work environment 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 and any other status protected by law.

CODE OF CONDUCT AT SAIC



Each fiscal year, SAIC's ethics program selects a theme. Recognizing that we work best when supported by our leadership and colleagues, our theme this year is "Encourage the Courage." Our messaging, engagement and resources prompt managers to be supportive of employees coming to them to discuss a question or raise an issue. We are asking employees to provide the same encouragement should a colleague come to them wanting to discuss a concern. At SAIC, we work better when we know we are empowered to ask for help. Our culture of integrity is dependent on all of us doing the right thing and encouraging each other to do the same.

— Cristina Potter, Vice President, Chief Ethics and Privacy Officer





BRING ON FLEXIBILITY TO EMPOWER THE FUTURE

Over the last two years as the way we work and live is changing, people are re-evaluating their expectations about work. To better understand this, we take the lessons we learn from our employees and transform them into our vision for the future of work at SAIC — one that prioritizes flexibility, inclusion and well-being. We translate what might have been a short-term reaction into a comprehensive shift in culture where our employees are empowered to own their work experience.



Flexibility of work schedule and location is a key reason why people join and stay at companies, and we foster an environment at SAIC where our employees use the power of flexibility to thrive. Today, SAIC offers hybrid work schedule options that give employees the opportunity to optimize work-life balance in a way that is meaningful.

We offer flexible work schedules including a 4-day workweek and other schedule options, along with increasing remote and hybrid work environments. Our definition of flexibility is not a one-size fits all, rather it is tailored and nurtured through relationships and engagement between our employees and their leaders.

Flexibility is responsible for helping us widen our talent pool and attract and retain highly skilled people in extremely sought-after disciplines such as science, technology, engineering and cybersecurity. During fiscal year 2022, we hired more than 5,800 new employees and kept voluntary turnover below our industry's average rate.

To support our commitment to flexibility and employee well-being, SAIC has outlined new and actionable cultural norms that consider how we work together. These are grounded in our values and take customer requirements into consideration. They recognize that individuals uniquely understand their role expectations and goals, which enables them to make intentional decisions about where, when and how they work. These new cultural norms support and empower managers to talk with customers about ways to introduce flexible work schedules.

We take a deliberate approach to **Bring on Flexibility**, to ensure success today and tomorrow.

FLEXIBILITY AT SAIC



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Determining what flexibility looks like for 26,000 employees is no small feat, but it's one we embrace as an underpinning to an inclusive culture and employee well-being. By empowering our employees to manage what happens both inside and outside work, we foster a work environment that enables employees to engage in a healthy and productive way. We are expanding flexible work schedules to now include a 4-day workweek option, along with increasing remote and hybrid work opportunities. Our leaders work with their employees to determine what flexibility means for them and help bring it to life.

*— Michelle O'Hara, Executive Vice President,
Chief Human Resources Officer*

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Forward-Looking Statements: Certain statements in this presentation are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “may,” “will,” “should,” “expects,” “intends,” “projects,” “plans,” “believes,” “estimates,” “targets,” “anticipates,” and similar expressions identify forward-looking statements in this presentation. Such statements include, but are not limited to, statements about future financial and operating results, plans, objectives, expectations and intentions, and other statements that are not historical facts. These statements are subject to numerous assumptions, risks, and uncertainties, and other factors, many of which are outside the control of SAIC. These factors could cause actual results to differ materially from such forward-looking statements. Risks, uncertainties and assumptions that could cause SAIC’s actual results to differ materially from those discussed in the forward-looking statements include, but are not limited to, those described in the “Risk Factors” section of SAIC’s most recent Form 10-K filed with the Securities and Exchange Commission (“SEC”) and updated in any subsequent Quarterly Reports on Form 10-Q and other filings with the SEC. The reports referenced above are available on SAIC’s website at [saic.com](https://www.saic.com) or on the SEC’s website at [sec.gov](https://www.sec.gov). No assurance can be given that the results of events described in forward-looking statements will be achieved and actual results may differ materially from these statements. SAIC disclaims any obligation to update any forward-looking statements provided in this presentation to reflect subsequent events, actual results, or changes in SAIC expectations.

BRING ON TOMORROW... AND BEYOND

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