

UN GUIDING PRINCIPLES (UNGP) REPORTING FRAMEWORK INDEX

Booz Allen has applied the [UN Guiding Principles Reporting Framework](#) in preparing its 2023 Environmental, Social, Governance (ESG) Report (“FY23 ESG Report”) and the index below. The UN Guiding Principles Reporting Framework is a comprehensive guide for companies to report on human rights issues in line with their responsibility to respect human rights. This responsibility is outlined in the global standard, UN Guiding Principles on Business and Human Rights. Booz Allen strives to align with the UN Guiding Principles, as indicated through the index below and as may be supplemented on our company website at www.BoozAllen.com.

GOVERNANCE OF RESPECT FOR HUMAN RIGHTS

POLICY COMMITMENT

<p>A1. What does the company say publicly about its commitment to respect human rights?</p>	<p>FY23 ESG Report; Corporate Governance, Human Rights (Page 56) Code of Business Ethics and Conduct (Page 40) Commitment to Human Rights and Combating Trafficking in Persons Policy</p> <p>See also: Booz Allen Policies and Programs</p>
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EMBEDDING RESPECT FOR HUMAN RIGHTS

<p>A2. How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?</p>	<p>See our FY23 ESG Report for discussion of our Board of Directors’ role with respect to ESG matters (page 52); pay practices and pay equity (page 25); environmental health and safety (page 28); ethics and compliance programs, including third-party risk management (pages 53-54); and our overarching approach to human rights (page 56).</p> <p>Employees are made aware of their responsibilities related to human rights through mandatory annual training through our Ethics and Compliance Program and the reflection of such responsibility throughout our Code of Business Ethics and Conduct and related corporate policies referenced above in A1.</p> <p>We make clear our expectations related to human rights and standards for subcontractors and suppliers through our Supplier Code of Conduct.</p>
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DEFINING A FOCUS OF REPORTING

<p>B1. Statement of salient issues: State the salient human rights issues associated with the company’s activities and business relationships during the reporting period.</p>	<p>FY23 ESG Report; Corporate Governance, Human Rights (Page 56) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54)</p> <p>See also: Code of Business Ethics and Conduct</p>
<p>B2. Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.</p>	<p>FY23 ESG Report; Approach to ESG, Our ESG Strategy (Page 9) FY23 ESG Report; Approach to ESG, Managing ESG Topics (Page 10) FY23 ESG Report; Approach to ESG, ESG Topic Materiality (Page 11) FY23 ESG Report; Corporate Governance, Human Rights (Page 56) Commitment to Human Rights and Combating Trafficking in Persons Policy</p>
<p>B3. Choice of focal geographics: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.</p>	N/A
<p>B4. Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues and explain how they have been addressed.</p>	N/A

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MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES

SPECIFIC POLICIES

<p>C1. Does the company have any specific policies that address its salient human rights issues and, if so, what are they?</p>	<p>FY23 ESG Report; Empower Diverse Talent (Pages 12-31) FY23 ESG Report; Drive Community Resilience, Cybersecurity & Data Privacy (Pages 46-47) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54) FY23 ESG Report; Corporate Governance, Supply Chain Management (Page 55) FY23 ESG Report; Corporate Governance, Human Rights (Page 56) Commitment to Human Rights and Combating Trafficking in Persons Policy</p> <p>See also:</p> <ul style="list-style-type: none"> • Code of Business Ethics and Conduct • Anticorruption and Anti-Bribery Policy • Data Privacy Policy • Equal Employment Opportunity and Affirmative Action Policy • Gifts and Business Courtesies Policy • Mandatory Reporting and Non-Retaliation Policy • Total Rewards Program • Working with Ethical Business Intermediaries Policy • Workplace and Sexual Harassment Policy • Workplace Health, Safety, Security, and Access Policy • Supplier Code of Conduct • Compliance with International Trade Regulations Policy
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STAKEHOLDER ENGAGEMENT

<p>C2. What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?</p>	<p>FY23 ESG Report; Approach to ESG, Our ESG Strategy (Page 9) FY23 ESG Report; Approach to ESG, Managing ESG Topics (Page 10) FY23 ESG Report; Approach to ESG, ESG Topic Materiality (Page 11) FY23 ESG Report; Corporate Governance, Board of Directors (Page 52) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54) FY23 ESG Report; Corporate Governance, Enterprise Risk Management (Page 55) FY23 ESG Report; Corporate Governance, Supply Chain Management (Page 55) FY23 ESG Report; Corporate Governance, Human Rights (Page 56)</p> <p>See also policies referenced above in C1.</p>
<p>C3. How does the company identify any changes in the nature of each salient human rights issue over time?</p>	<p>FY23 ESG Report; Approach to ESG, ESG Topic Materiality (Page 11) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54) FY23 ESG Report; Corporate Governance, Enterprise Risk Management (Page 55) FY23 ESG Report; Corporate Governance, Human Rights (Page 56) Commitment to Human Rights and Combating Traffic in Persons Policy</p> <p>See also:</p> <ul style="list-style-type: none"> • Risk Matrix Policy • Ethics and Compliance Program

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C4. How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	<p>FY23 ESG Report; Approach to ESG, Our ESG Strategy (Page 9) FY23 ESG Report; Approach to ESG, Managing ESG Topics (Page 10) FY23 ESG Report; Approach to ESG, ESG Topic Materiality (Page 11) FY23 ESG Report; Corporate Governance, Board of Directors (Page 52) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54) FY23 ESG Report; Corporate Governance, Enterprise Risk Management (Page 55) FY23 ESG Report; Corporate Governance, Human Rights (Page 56)</p> <p>See also: Risk Matrix Policy Ethics and Compliance Program</p>
C5. How does the company know if its efforts to address each salient human rights issues are effective in practice?	<p>FY23 ESG Report; Approach to ESG, Managing ESG Topics (Page 10) FY23 ESG Report; Corporate Governance, Board of Directors (Page 52) FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54) FY23 ESG Report; Corporate Governance, Enterprise Risk Management (Page 55) FY23 ESG Report; Corporate Governance, Human Rights (Page 56)</p> <p>See also: Risk Matrix Policy Ethics and Compliance Program Commitment to Human Rights and Combating Traffic in Persons Policy</p>
C6. How does the company enable effective remedy if people are harmed by its actions or decisions in relation to the salient human rights issues?	<p>FY23 ESG Report; Corporate Governance, Ethics & Compliance (Pages 53-54)</p> <p>See also: Code of Business Ethics and Conduct Risk Matrix Policy Mandatory Reporting and Non-Retaliation Policy Ethics and Compliance Program</p>
