



2022 Environmental, Social and Governance Report

TRUSTED WHEREVER
THE MISSION LEADS



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Leadership Letter



“How we address ESG issues has a global impact on our customers, employees, investors and communities, and we recognize our responsibility to develop a holistic ESG strategy that addresses risks, identifies opportunities and seeks to create long-term value for V2X and its stakeholders.”

CHARLES L. PROFF
President and CEO

Letter from our President and Chief Executive Officer

We are excited to share our first Environmental, Social and Governance (ESG) report as V2X, Inc. (“V2X”), our newly formed company resulting from the merger of Vectrus, Inc. (“Vectrus”) and Vertex Aerospace Services Holding Corporation (“Vertex”) on July 5, 2022. As a result of this merger, we became a larger and more diversified company providing comprehensive service capabilities to our customers and exciting opportunities for our 15,000+ employees under one banner.

At V2X, our ESG strategy forms an important part of our corporate values and long-standing business priorities. How we address ESG issues has a global impact on our customers, employees, investors and communities and we recognize our responsibility to develop a holistic ESG strategy that addresses risks and identifies opportunities. We have always been committed to providing long-term value to our stakeholders through our ESG initiatives.

In 2022, V2X enhanced and implemented several new ESG programs. We expanded our Environment, Health and Safety (EHS) program by publishing a consolidated V2X EHS policy and implemented an annual evaluation of environmental aspects, including our impacts and risks, for several programs and locations across our different business units. We held our Annual Corporate Compliance Ethics Week Program and our Women’s Leadership Summit for 150 women leaders in the Middle East and Europe aimed at strengthening our governance and empowering our leadership post-merger. We exceeded the hiring benchmark for protected veterans,

earning recognition from the Military Friendly Company as a Top 10 Diversity Supplier and as a Top 10 Military Spouse Employer and from the Military Times as a Best for Vets Employer. We were also recognized by the National Organization on Disability as a Leading Disability Employer.

In 2023, we further advanced our ESG efforts by formalizing an ESG governance model and conducting an assessment of our most relevant ESG topics. Our ESG prioritization assessment has enabled V2X to focus on our high-priority ESG topics, ensuring a targeted approach to addressing sustainability concerns and enhancing our commitment to responsible practices. This report, guided by the Global Reporting Initiative (GRI), articulates our progress and dedication to ESG as an integral part of our corporate identity. As we work to further formalize our ESG strategy and goals, we plan to publish additional disclosures with metrics and Key Performance Indicators (KPIs) most useful to our stakeholders.

This report is only the beginning of the great things we will accomplish together as V2X. By continuously evolving how we operate, we are actively pursuing a more sustainable future for the U.S. military, mitigating risks to the business and safeguarding long-term value. As we continue to enhance our global operations, we understand that operating with excellence means being a part of the journey to a more sustainable future. This report represents our dedication to support our clients’ mission with ESG embedded in all we do.

CHARLES L. PROFF
President and CEO



About V2X



V2X company overview

V2X, Inc (V2X) is a leading provider of critical mission solutions primarily to defense clients in 343 locations and 45 countries and territories worldwide. As of December 31, 2022, we had approximately 15,400 employees and 6,500 subcontractors. Our global footprint and ability to deliver full lifecycle converged solutions across the world enable us to support the success of our clients' missions rapidly and with precision. We deliver a comprehensive set of integrated solutions and service offerings across aerospace solutions, advanced technology, and global mission training and sustainment. We also support both the digital and physical aspects of our civilian and international clients' missions.



OUR MISSION

Our people deliver a comprehensive set of integrated solutions and service offerings across aerospace solutions, advanced technology, and global mission training and sustainment to national security, defense, civilian and international clients.



OUR VISION

V2X is building a new era of transformed operations and sustainment. We link people, technology and capabilities globally across the mission lifecycle. Our commitment is to operate with excellence wherever the mission leads.



OUR VALUES

At V2X, we are grounded in our core values of integrity, respect, responsibility and professionalism.

Learn more about our Mission, Vision and Values [here](#) ↗



Journey to V2X

On July 5, 2022, Vectrus completed its merger with Vertex, forming V2X¹. The merger created a larger and more diversified company with the ability to compete for more integrated business opportunities and generate revenue across geographies, clients and contract types in a new, converged environment. As V2X, we have over 75 years of experience in providing expert mission support and a unique opportunity to create a holistic ESG strategy that expands and enhances our impact.

Selected awards and recognition



National Organization on Disability: **Leading Disability Employer**



Military Friendly: **Top 10 Diversity Supplier and Top 10 Military Spouse Employer**



Military Times: **Best for Vets Employer**

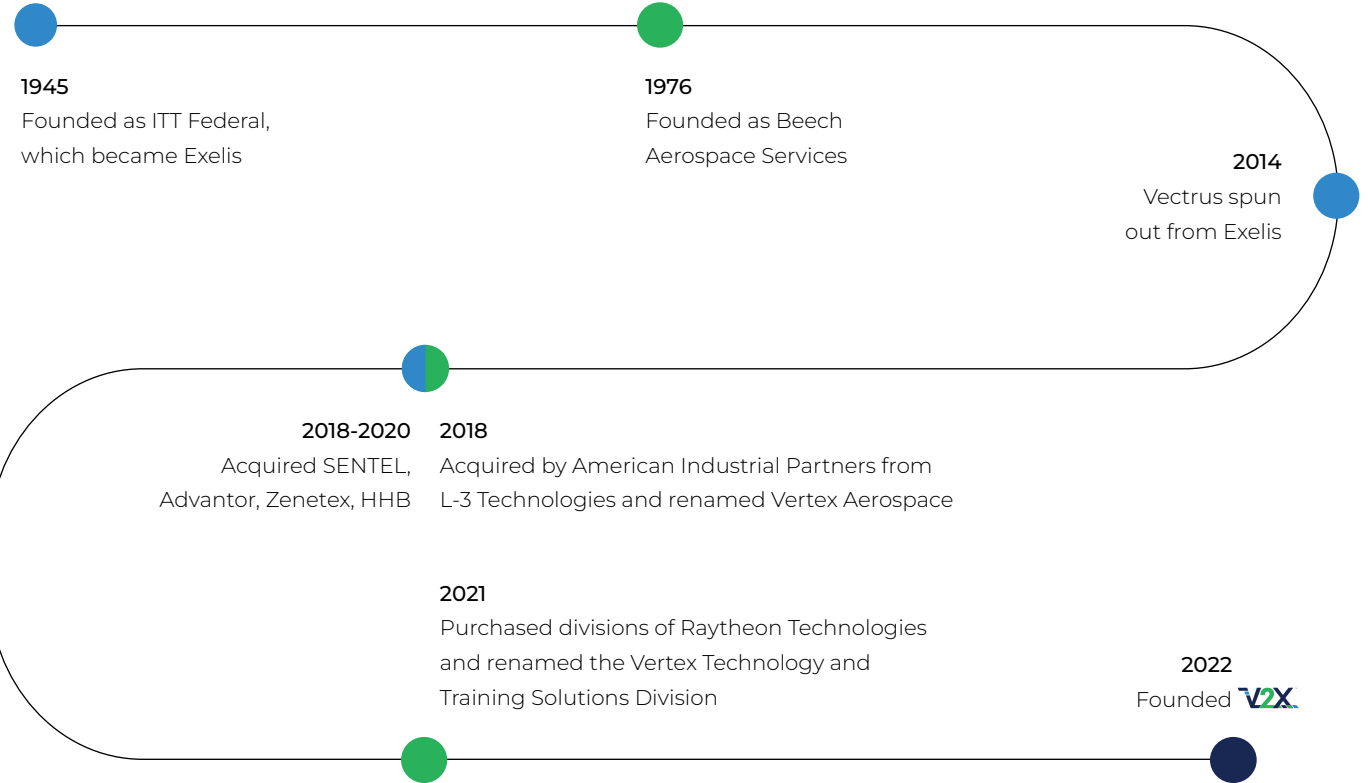


Recertification to the International Stability Operations Association **Women, Peace, and Security program** through 2024

Find more of V2X's accolades in our [2022 Diversity, Equity and Inclusion report](#)

¹Due to the ongoing data integration process following the merger of Vectrus and Vertex, V2X is in the process of collecting company-wide ESG metrics. We are dedicated to enhancing our disclosures in the future.

● VECTRUS ● VERTEX ● V2X





About this report

We have always been committed to providing long-term value to our stakeholders. A structured approach to ESG is fundamental to this commitment, as we continue to serve our customers and engage our employees in line with our values of integrity, respect, responsibility and professionalism.

As V2X's first ESG report, this report provides an overview of our 2022 initiatives and describes our journey to formalize our ESG strategy and integrate ESG governance across the organization after the merger. We have developed this ESG report with reference to the [GRI Standards](#). A [GRI Disclosure Index](#) can be found at the end of the report².



²All quantitative data presented in the report, unless otherwise specified, pertains to V2X.



LEADERSHIP LETTER

ABOUT V2X

ESG GOVERNANCE

ESG STRATEGY

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ESG Governance



ESG governance approach

At V2X, our ESG strategy forms an important part of our corporate values and long-standing business priorities. Our commitment to ESG reflects the expectations and requirements of our stakeholders and the relevant laws, regulations and standards under which we operate. To that end, we are evolving our ESG governance to drive greater accountability throughout the organization.

In early 2023, a group of cross-functional leaders identified ESG topics through a prioritization assessment to inform the development and implementation of an enterprise-wide ESG strategy. With support from our Board, we formalized our ESG governance structure to better support the development and implementation of action plans for our ESG topics and formed an ESG Steering Committee that meets during the year and includes leaders from across V2X. Functions represented in the Steering Committee include: Information and Cyber Security; Diversity, Equity & Inclusion (DE&I); EHS; Corporate Ethics and Compliance; Human Rights and Labor Practices; Procurement; Talent Attraction; Philanthropy and Corporate Governance.

We appointed a Chief ESG Officer responsible for developing the ESG strategy and overseeing its implementation. The Chief ESG Officer, who is our Deputy General Counsel reporting to the Chief Legal Officer, serves as the leader of the

ESG Steering Committee and is responsible for providing updates on progress and challenges to the Executive Leadership Team (ELT) and the Board of Directors at least annually.

Our Board of Directors standing committees oversee various aspects of our ESG program and our progress toward achieving our ESG aspirations:

- ◇ The **Nominating and Governance Committee** oversees our ESG programs, including environmental and health and safety matters.
- ◇ The **Compensation and Personnel Committee** receives reports from management on diversity and inclusion efforts and initiatives.
- ◇ The **Audit Committee** oversees the company's compliance program, including its Code of Conduct and ethics program, and reviews the cybersecurity program and cyber risk assessment.

ESG governance model

ROLE	STRUCTURE
OVERSIGHT	The Board of Directors and relevant committees oversee our ESG strategy.
ACCOUNTABILITY	The ELT provides feedback and guidance to the Chief ESG Officer on strategy, governance, goals, risk management and reporting. It addresses ESG-related resource needs, approves the budget, and consults with the Chief Information Officer (CIO) and VP of Investor Relations on an as-needed basis for corporate implementation.
CORPORATE IMPLEMENTATION	The ESG Steering Committee , led by the Chief ESG Officer , implements relevant ESG initiatives and policies with their respective working teams. The Committee collects and reports ESG-related metrics. It monitors ongoing ESG initiatives and regulatory requirements and discusses progress and risks with the Chief ESG Officer. The Chief ESG Officer provides updates to the ELT and the Board of Directors on an annual basis at a minimum.

Current ELT members



CHARLES L. PROW,
President and
Chief Executive Officer



SUE DEAGLE,
Senior Vice President
(SVP), Chief Growth and
Client Service Officer



SHAWN MURAL,
SVP and
Chief Financial Officer



JO ANN BJORNSON,
SVP and Chief Human
Resources Officer



KEN SHREVES,
SVP, Global Mission
Training and Sustainment



BILL BEARD,
SVP, Aerospace Solutions



KEVIN BOYLE,
SVP, Chief Legal Officer,
General Counsel and
Corporate Secretary



CORINNE MINTON-PACKAGE,
SVP, Advanced Technology



ESG

ESG Strategy

V2X's approach to ESG

An ESG prioritization assessment is essential to effectively determine the ESG topics that are most important to our business and stakeholders. In early 2023, we assessed our ESG topics to inform V2X's ESG strategy. We engaged stakeholders across V2X, including management and leadership, and incorporated the perspectives of our communities, customers, employees, investors and suppliers using internal proxies. Through this process, we assessed the importance of 17 ESG topics for V2X and our key stakeholder groups, who determined 11 topics as high-priority. In this report, we discuss our approach to managing all 17 ESG topics, with special attention to the 11 high-priority topics.

Our ESG topics reflect our values and commitment to creating value for stakeholders



- Environmental compliance*
- Climate change risk and resilience
- Greenhouse Gas (GHG) and energy management
- Waste management
- Hazardous waste and materials management
- Water management



- Employee health, safety and well-being*
- Talent attraction, development and employee engagement*
- Diversity, equity and inclusion*
- Human rights and labor practices*
- Sustainable procurement*
- Community impact*



- Service quality and excellence*
- Innovation, technology and intellectual property
- Corporate governance*
- Cybersecurity, data security and privacy*
- Ethics and compliance*

*High-priority topics identified during the ESG prioritization assessment



Overview of 2022 Environmental Initiatives

At V2X, we seek to minimize our environmental impact, comply with regulations and customer requirements, and commit to environmental sustainability. By working together with our employees, customers and suppliers, we are confident that we can contribute to a more sustainable future globally. Identifying the environmental impacts of our daily operations is crucial in managing our environmental risks and mitigating negative impacts on the communities in which we operate. Our environmental program was designed to minimize waste generation, reduce energy consumption, decrease GHG emissions and conserve natural resources.



Environmental topics

V2X value: Responsibility

-  ENVIRONMENTAL COMPLIANCE*
-  CLIMATE CHANGE RISK AND RESILIENCE
-  GHG AND ENERGY MANAGEMENT
-  WASTE MANAGEMENT
-  HAZARDOUS WASTE AND MATERIALS MANAGEMENT
-  WATER MANAGEMENT

SELECT ACCOMPLISHMENTS AND INITIATIVES IN 2022

- ◇ Published [V2X EHS Policy](#) and an Initial [Climate Change Strategy](#).
- ◇ Updated EHS processes to include an annual evaluation of environmental aspects, including our impacts and risks, for several programs and locations across the different business units.
- ◇ Completed an internal assessment of EHS practices, data collection and disclosures against GRI Standards.

WANT TO KNOW MORE?
VISIT: [ENVIRONMENTAL ASPECTS & IMPACTS](#) ↗

*High-priority topics identified during the ESG prioritization assessment

ENVIRONMENTAL COMPLIANCE

Due to the nature of our operations, we are subject to federal, state, local and foreign environmental protection laws and regulations, including those governing the management and disposal of hazardous substances, the cleanup of contaminated sites, and the maintenance of a safe and healthy workplace for our employees, contractors and visitors.

Compliance with regulations and the maintenance of an internal accountability framework are integral to our success. We conduct regular evaluations of our operations to identify opportunities to reduce negative environmental impact, potential hazards, exposures and risks.

V2X Environmental Management Program

We have established a V2X Environmental Management Program aligned with recognized standards for EHS management. The program addresses compliance with applicable EHS laws and regulations and reflects the expectations of our customers. We have received inquiries from customers regarding our environmental management plan, sustainable procurement efforts and climate change strategy.

Our approach to environmental management follows these principles:

- ◇ Understand environmental aspects and impacts at the program level
- ◇ Manage each environmental aspect in a way that is protective of the environment and human health
- ◇ Identify environmental related issues proactively for our clients in addition to our scope of work, and collaborate to provide solutions
- ◇ Commit to sustainable practices
- ◇ Comply with applicable environmental regulations and customer requirements
- ◇ Mitigate adverse environmental impacts

Elements of V2X Environmental Management Program

Our environmental management approach is implemented and managed through the following components:



Our approach begins with the development of policies and governing documents that serve as the foundation for our environmental management efforts. The governing documents ensure standardization and set expectations.



To help the success of this program, we have incorporated essential elements, including spill prevention and response protocols, sustainable procurement aligned with our V2X strategy and an effective environmental risk identification tool. These measures facilitate the implementation of leading practices and alignment with pertinent regulations and standards, thereby promoting a robust EHS management system.



As a testament to our commitment to compliance, we employ internal tools such as the Compliance Tracker and the Environmental Aspects, Impacts and Risks Matrix. These tools facilitate ongoing verification of our compliance with regulations, helping us to address any potential issues promptly and effectively.

We regularly evaluate opportunities to minimize our environmental impact and have developed four key aspirations as part of our Pollution Prevention Plan:



Air/Energy

Manage fuel usage across the enterprise to reduce GHG emissions



Materials

Procure products that are environmentally preferable, energy-efficient or contain post-consumer materials, in collaboration with supply chain



Training

Implement an environmental training program focused on hazard communication, waste minimization and pollution prevention



Solid waste

Minimize solid waste by waste reduction, reuse and recycling



Conservation management

Although we have limited operations in areas with high biodiversity, our commitment to environmental responsibility remains steadfast. We believe in the importance of protecting and preserving natural and cultural resources, including plant life, wild animals and cultural heritage sites present in or around our operating locations. Furthermore, we take care to avoid adverse impact on internationally protected animal and plant species and their habitats. Our employees are encouraged to embrace a culture of responsible stewardship and understand the significance of conserving biodiversity and cultural heritage.

CLIMATE CHANGE RISK AND RESILIENCE

We recognize the importance of addressing climate change and its potential impacts on our clients' operations. Climate Change presents compliance and reputational risks for V2X as well as opportunities to improve our services as part of our ESG journey. Climate Change risks include long-term shifts in climate patterns, such as extreme heat, sea level rise, and more frequent and prolonged droughts. Such events could disrupt our operations or those of our customers or third parties, including direct damage to assets and indirect impacts from supply chain disruption and market volatility.

We have developed a Climate Change strategy to reduce our carbon footprint and promote sustainable practices. Our strategy focuses on GHG emissions and energy management, waste management and sustainable procurement. By taking proactive steps to address Climate Change, we strive to operate more efficiently while also playing a role in protecting our planet for generations to come.

Focus areas of V2X's Climate Change strategy



GHG EMISSIONS & ENERGY MANAGEMENT



WASTE REDUCTION



SUSTAINABLE PROCUREMENT

GHG AND ENERGY MANAGEMENT

V2X takes great pride in our role as a provider of essential services to the government and recognizes that part of our responsibilities includes addressing our GHG emissions. V2X is predominantly a service provider, and our primary sources of Scope 1 and 2 GHG emissions include the operation of boilers and generators, operation of owned or leased vehicles, and consumption of electricity and natural gas at our warehouses and office buildings. A significant portion of our carbon footprint stems from our supply chain, covered under our Scope 3 emissions.

We recognize that it is critical for our ESG strategy to include a comprehensive carbon accounting process to track and manage GHG emissions. In response, we are actively assessing our carbon impact and plan to gather GHG data across Scopes 1, 2 and 3 to establish a GHG emissions inventory.

Energy efficiency

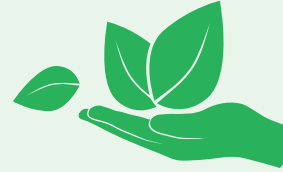
We strive to reduce our energy consumption and embrace renewable energy solutions. To achieve this, we proactively incorporate energy-efficient technologies into our operations such as LED lighting, providing cost-effective solutions and optimizing energy usage. Our V2X headquarters office has achieved Gold level LEED certification. We continue to explore and adopt alternative fuels and vehicles to achieve cleaner transportation options.

Air quality management









Our commitment to environmental stewardship drives us to continuously examine operations that involve air pollutants. We comply with relevant regulations and prioritize human health protection as part of that commitment.

Equipment generating air pollutants is closely monitored to meet emissions limits set by relevant regulations, be it from host countries or local, state or federal authorities. We also regularly maintain our equipment to help ensure that it operates efficiently.

Examples of our energy conservation initiatives



V2X's energy conservation program promotes sustainable practices, including:

-  **Reduction of energy consumption** by adjusting heating and cooling temperature settings for occupied buildings and facilities, unoccupied buildings, offices and maintenance bays
-  **Efficient use of natural light** to avoid unnecessary electricity consumption
-  **Continuous and comprehensive monitoring** of energy consumption to proactively identify potential opportunities for reduction
-  **Use of energy-saving settings** and standby mode for computer monitors
-  **Power down** of office equipment not in use or performing a function
-  **Enforcement of a ban on vehicle use** and operation when unoccupied
-  **Strict adherence** to posted speed limits for vehicle operators
-  **Standard operating procedures** for operations, maintenance and emergency startup/shutdown for facility equipment and machines



WASTE MANAGEMENT

At V2X, our waste management program is a pivotal component of reducing our environmental impact. We are consistently looking for innovative ways to reuse resources and curtail waste generation. We have designed a holistic and comprehensive waste management program that encompasses source separation, recycling and composting.

We actively support our customers' sustainability goals through robust recycling programs across our operations. Our waste reduction efforts and initiatives enable our clients to save costs. We recently implemented a successful cardboard recycling program at the U.S. Naval Support Facility (NSF) in Romania which led to significant improvements in waste management and generated cost savings for our client.

As a result of this program, V2X recycled in 2022:

6,982kg
cardboard



371kg
plastic

25kg
aluminum



155kg
glass

2,040kg
scrap metal



3,246kg
e-waste

Please see more about our [waste management efforts](#) at our U.S. NSF in Romania. >

Hazardous waste and materials management

We handle hazardous materials at both customer sites and V2X facilities and prioritize safety and environmental protection throughout our operations. Our procedures and operational assessments cover all phases, including storage, handling of hazardous material and disposal of hazardous waste to minimize negative environmental impacts and hazardous exposures.

WATER MANAGEMENT

V2X's water conservation efforts focus on reductions in water loss, waste and use. These efforts are considered the responsibility of every V2X employee. Program managers lead the efforts to reduce consumption and drive programs aimed at improving water conservation across our contracts. V2X focuses on initiatives related to water usage for grounds and landscaping requirements and also facilities and functional areas. A significant portion of our operations are in water-stressed regions and our water conservation efforts form an important aspect of mission success.





Overview of 2022 Social Initiatives

We empower our employees through our health, safety and well-being measures and our education and mentorship opportunities. Our [Code of Conduct](#) and [Supplier Code of Conduct](#) set out the standards that V2X abides by and expects from its partners regarding human rights and labor practices.

As a global business, it is essential to leverage our diversity and inclusion efforts to improve our performance, support our employees' aspirations and positively impact the communities where we operate, including the active-duty military, veterans and families that fuel our work. In 2022, we published our [DE&I report](#) and set goals for our Employee Resource Groups (ERGs) to support our three DE&I strategic pillars of enhancing business performance, sustaining a diverse workforce and advancing an inclusive culture.

To demonstrate our commitment to promoting the economic vitality of the communities where we operate, we have exceeded our obligations as federal contractors in supporting small businesses through our subcontractor spending. We also support our community through our philanthropic efforts focusing on veterans, active-duty military and their families.



Social topics

V2X value: Respect



EMPLOYEE HEALTH, SAFETY AND WELL-BEING*



TALENT ATTRACTION, DEVELOPMENT AND EMPLOYEE ENGAGEMENT*



DIVERSITY, EQUITY AND INCLUSION*



HUMAN RIGHTS AND LABOR PRACTICES*



SUSTAINABLE PROCUREMENT*



COMMUNITY IMPACT*

SELECT ACCOMPLISHMENTS AND INITIATIVES IN 2022

- ◇ Conducted a DE&I survey to better understand concerns and expectations.
- ◇ Hosted 150 women leaders in the Middle East/Europe at a Women's Leadership Summit focused on professional and personal development.
- ◇ Recognized by the National Organization on Disability as a Leading Disability Employer, by the Military Friendly Company as a Top 10 Diversity Supplier and as a Top 10 Spouse Employer, and by the Military Times as a Best for Vets Employer.
- ◇ Obtained recertification to the International Stability Operations Association Women, Peace, and Security program through 2024.
- ◇ Maintained incident rates below the industry standard for Facilities Support Services (NAICS 5612) according to the U.S. Bureau of Labor Statistics System (NAICS)³ for recordable incident rates; lost-work case rates; and Days Away, Restricted, or Transferred (DART) rates⁴. Near-miss reporting also increased.
- ◇ The Federal Services GmbH Kaiserslautern Project which provides base operations services at the Ramstein Air Base in Germany has maintained ISO 14001 and ISO 45001 certifications for several years⁵.

*High-priority topics identified during the ESG prioritization assessment.

³As per the NAICS Code 5612, V2X support services that offer facilities support services which includes military installations.

⁴As per Occupational Safety and Health Administration (OSHA), DART rates refer to recordable cases involving days away from work, days of restricted work activity or job transfer.

⁵ISO 14001 is an international standard for Environmental Management System (EMS). ISO 45001 is an international standard managing occupational health and safety.

Want to know more? Visit:
[V2X for Everyone: DE&I Annual Report 2022](#) >
[V2X EHS Performance Metrics](#) >



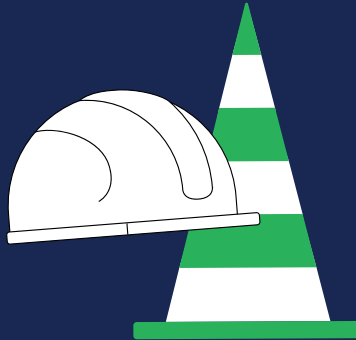
EMPLOYEE HEALTH, SAFETY AND WELL-BEING

Safety first, always

V2X prioritizes EHS excellence as a reflection of our values. We are dedicated to implementing programs and practices that safeguard and support our employees and subcontractors.

Hazard Hunt for a healthier workplace

As part of our “Vector to ZERO” philosophy of achieving zero incidents in the workplace, in 2022 we ran our annual Hazard Hunt, a summer-long hazard identification and resolution campaign.



Step by step

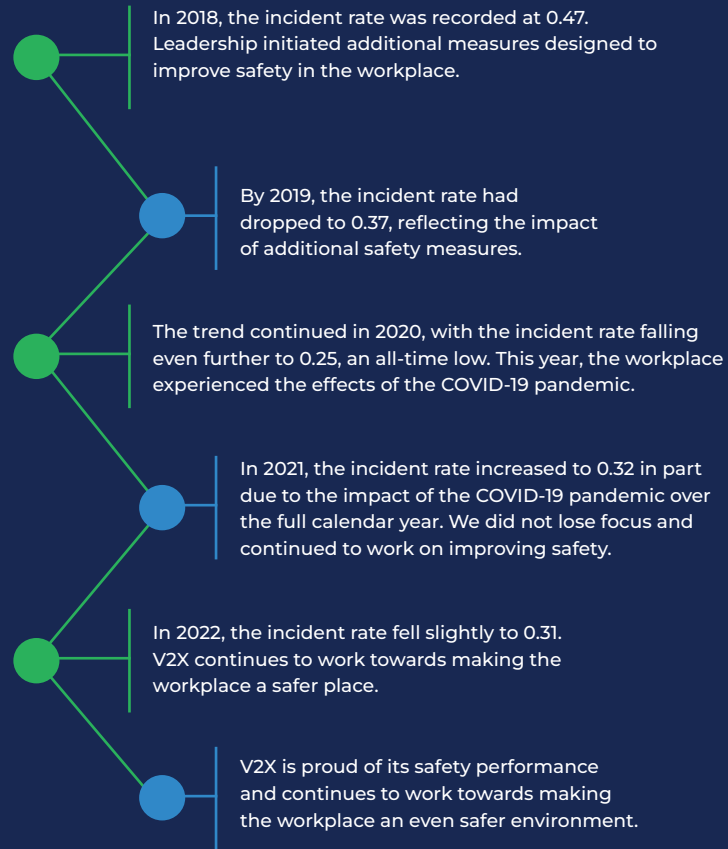
The campaign is divided into three milestones and prizes are awarded based on the completion of each milestone:

- 1. IDENTIFICATION:** Organized in teams, employees identify a minimum of one hazard in their work area.
- 2. RISK REDUCTION:** Teams identify and implement a mitigation plan and controls needed to resolve the identified hazard.
- 3. RESOLUTION:** Teams assess how their controls and plans achieved risk mitigation/elimination, cost reduction and process improvement.

Learn more here: [2023 Vector to Zero: Hazard Hunt](#) >



V2X's unwavering commitment to safety, year over year



For an overview of our 2022 health and safety performance (e.g., recordable injuries, Total Recordable Incident Rate (TRIR), near-miss frequency), see more in our [EHS Performance Metrics](#).

Our [EHS Policy statement](#), launched in 2022 to cover all V2X employees and contractors, provides the framework for a safe and healthy workplace. This policy also articulates V2X's drive toward the continuous improvement of our EHS Management System (EHSMS).

Our EHSMS, aligned with the ISO 45001 and ISO 14001 standards, was implemented in 2020 at the corporate level and applies to all our direct hires and supervised personnel. The EHSMS provides the framework to manage EHS risks and prevent work-related injuries, illness and other incidents.

We take a proactive approach to EHS that includes routine audits and regular monitoring of incident rates and training for our employees. We maintain an Incident Management System (IMS) to track incidents, near-misses and potential issues in the workplace. The IMS identifies incident trends including their frequency and severity and investigates root causes. The insights gained from investigations are shared through a variety of channels to inform leadership, including incident and accident review boards and monthly calls with senior management, operation teams and supervisors. For example, in 2022, we conducted a review of our COVID-19 pandemic response actions, lessons learned and changes in workplace standards. As a result, we are currently updating our Infectious Disease Preparedness and Response Action processes.

We strive to provide our employees with the right tools to take ownership of their safety and the safety of their co-workers. One example is the Stop Work Authority, which gives all employees authority to stop work when conditions are deemed unsafe and resume work only when acceptable controls are in place. Another example is our Near-Miss/Good Catch Program, which trains employees to identify and report near-misses without fear of being disciplined, enabling issues to be thoroughly investigated.

Focus on overall health

At V2X, we recognize that health goes beyond safe working conditions. The Occupational Health Program, available at select locations, supports employee navigation of their health at work. The program includes consistent revision of occupational health plans and programs, offers technical and medical professional guidance and provides first-aid and emergency care for on-the-job injuries and illnesses. The program will also assist with random drug testing when required, offer educational material and counseling, and notify employees when an outbreak of contagious disease occurs.

Beyond their daily work life, employees are encouraged to cultivate healthy behaviors. We offer a well-being program in partnership with Virgin Pulse, which offers rewards for completing wellness initiatives such as engaging in healthy habits, fitness challenges and mindfulness. As V2X grows its business, we are committed to reviewing and enhancing our benefits program, including the wellness of our workforce, in the upcoming years.

TALENT ATTRACTION, DEVELOPMENT AND EMPLOYEE ENGAGEMENT

V2X actively invests in the attraction, development and retention of talented and experienced individuals. We believe consistent dialogue with our employees is key to retaining our best talent and driving employee engagement. We support our employees' career advancement and experience with opportunities for professional development.

Rewarded and valued talent

Taking care of our people is a top priority. We offer our employees competitive salaries and benefits, flexible work options, education benefits through a tuition reimbursement program for eligible employees, a wellness program, paid parental leave, an employee assistance program and a retirement savings plan.



Opportunities for growth and development

We invest in our employees' education and career opportunities to promote growth and advancement within our organization, at the corporate level and across V2X's field locations.

In addition to compliance and project-specific training covered in more detail in the Ethics and Compliance section of this report, V2X offers employees:

- ◇ **V2X University**, a virtual learning platform with a wide variety of courses on leadership, management and information technology, along with the standard compliance courses required for a defense contractor company
- ◇ Knowledge to **help early-in-career employees** develop the skills needed to advance within V2X
- ◇ Training to keep our **supervisors** current on leading practices and help them support their teams
- ◇ **Training and mentoring** sessions for eligible employees
- ◇ **Talent and succession planning**, including periodic reviews and individual development plans, focused on high-potential talent, diverse talent and succession for our most critical roles

Engaging our employees

We collect employee insights through annual employee engagement surveys, and our first V2X-wide employee engagement survey was conducted in June 2023 which received 73% participation from our workforce. These anonymous surveys help us understand the concerns and expectations of our employees and inform decision-making at the management and leadership level. Surveys conducted in 2022, before the founding of V2X, indicated that employees generally felt the company supported an inclusive and ethical culture in alignment with our values and [Code of Conduct](#).



V2X's Top Talent Program

V2X offers a top talent development program designed to enhance skills and provide mentorship and executive visibility for identified high-potential talent across the company. It is a multiyear program that gives participants opportunities to develop through a combination of training, mentorship and experiential learning. Of our 23 program participants for 2022, 48% identified as people of color and 48% as women. Each cohort program culminates in a capstone project where the participants work to solve

real business challenges and implement solutions that drive company-wide impact. Each participant is paired with a V2X executive mentor and is encouraged to meet with their mentor on a biweekly basis to build strong relationships and discuss professional and personal improvement opportunities. Participants also attend sessions facilitated by V2X senior leaders who share lessons they have learned on leadership and career navigation.



DIVERSITY, EQUITY AND INCLUSION

A talented and diverse workforce enables us to understand our customers better and help deliver exceptional services worldwide. We strive to create an inclusive business environment that prepares our people for leadership, boosts their engagement, and enables them to thrive at work. Our DE&I philosophy prioritizes intentional recruitment, retention and growth of a diverse workforce. Our three DE&I strategic pillars include:

DEI STRATEGIC PILLARS	SELECT ASPIRATIONS
ENHANCE BUSINESS PERFORMANCE	We aim to measure progress within our workforce, inform business strategies and promote the use of diverse-owned businesses in our supply chain.
SUSTAIN A DIVERSE WORKFORCE	We aim to sustain the diversity of our workforce through purposeful recruitment, inclusive onboarding, and mentorship and sponsorship programs designed to retain and nurture our diverse talent.
ADVANCE AN INCLUSIVE CULTURE	We foster inclusion within our workforce to promote an environment where every voice is valued. We educate our workforce to raise awareness and break down barriers to understanding ourselves and others.

The Executive DE&I Council oversees and drives the implementation of V2X’s DE&I strategic pillars and tailors our initiatives to drive a diverse and inclusive workforce.



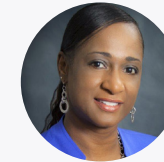
SHELLI GREEN,
Executive Director, DE&I



JO ANN BJORNSON,
SVP and Chief Human Resources Officer



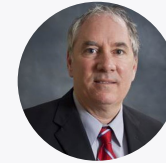
CHARLES L. PROW,
President, Chief Executive Officer, and Chair



ERIKA MORRIS,
Executive Director, Human Resources Operations



SUE DEAGLE,
SVP, Chief Growth and Client Service Officer



KARL SAGSTETTER,
Vice President (VP), Mission Support Program



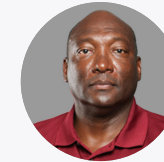
IONA BREWER,
VP and LCV® Kuwait Country Manager



JENNIFER LUCAS,
Director, Marketing Communications and Events



ROGER PREWETT,
Executive Director, Human Resources Operations



JOHN L. SMITH,
Executive Director, Army Logistics Operation

We published our annual 2022 [DE&I report](#) to share our diversity strategies, practices, policies and programs from across the business and our U.S. employee demographics. We expect to continue communicating our progress year over year. As a result of our DE&I efforts, V2X has renewed its certification with the International Stability Operations Association’s Women, Peace, and Security Program through 2024. The program focuses on the proactive integration of the needs and perspectives of women and empowers them to contribute to international peace, security and prosperity. V2X was also recognized once again with a “Best for Vets” designation by the Military Times (a Sightline Media Group Company) and “Military Spouse Friendly Employer” by Military Friendly (a Victory Inc. organization).

LOGCAPV (LCV) is the fifth iteration of the Logistics Civil Augmentation Program, in which contractors from the private sector are used to provide a broad range of logistics and support services to U.S. and allied forces during combat, peacekeeping, humanitarian and training operations (The United States Army).



Catalyzing women leadership globally across V2X

In November 2022, the DE&I Executive Council hosted 150 women leaders in the Middle East and Europe for the Annual Women's Leadership Summit, a one-day professional and personal development event that highlights stories of women leaders who contribute every day to the success of V2X.

Under the theme "Build Your Own Beehive", V2X's women leaders participated in networking activities, panels and inclusive discussions, including building a honeycomb vision board and working as a team to share a message through a dance performance.



Fostering an environment of mutual understanding, trust, respect and unity includes the empowerment of our employees to connect and lead. V2X's ERGs strive to do just that, with the support of an Executive Sponsor for each ERG. In 2022, our five ERGs developed goals to support our DE&I strategic pillars. ERGs evaluate their progress annually and report to the DE&I Executive Council, which provides updates to the Board of Directors.

ERG Executive Sponsors:



LISA FREEMAN,
VP, National Security Programs
Allies of Pride



JOE PONIATOWSKI,
VP, Contracts
Diverse Abilities



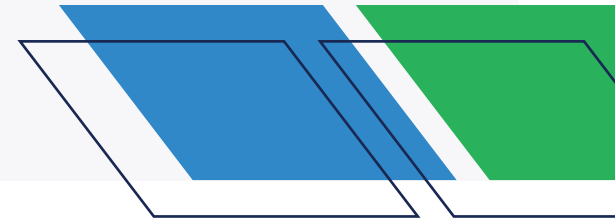
MICHAEL J. SMITH,
VP, Engineering
People of Color



CORINNE MINTON-PACKAGE,
SVP, Advanced Technology
Women at V2X



KEN SHREVES,
SVP, Global Mission
Training and Sustainability
V2X Veterans



Our Employee Resource Groups – see more in our [2022 DE&I report](#)



Allies of Pride
Aims to create and maintain a safe, inclusive and unbiased workplace for the LGBTQ+ community.



Diverse Abilities
Aims to empower individuals with visible and invisible disabilities and to educate our colleagues and teammates around the world.



People of Color
Aims to promote cultural awareness, career development and human dignity by cultivating a self-aware and diverse workforce.



Women at V2X
Aims to promote allyship of women at V2X, acknowledging the contributions women make to teams with advancement opportunities.



V2X Veterans
Aims to recruit and transition veterans into V2X and position them for long-term success with the company.



SNAPSHOT OF OUR DE&I HUMAN CAPITAL METRICS. SEE MORE ABOUT OUR DE&I WORK IN V2X'S [2022 DE&I REPORT](#)

Total global employees:
approximately
15,400



Millennial:
38%
Gen X:
38%



Global women*
representation in
leadership roles:
25%



Global women*
representation in
technical roles:
17%



Employees who self-
identify as a veteran:
42%



Employees who
self-identify as a
person of color:
45%



Employees who self-
identify as a person
with a disability:
12%



Executive leaders
who self-identify
as a woman:
28%



Executive leaders
who self-identify as
having a disability:
13%



Supervisors who
self-identify as a
person of color:
58%



Supervisors who self-
identify as a veteran:
50%



Employees who
disclose personal
demographic data:
93%



Note: U.S. data only
*Global data



Approach to preventing discrimination

At V2X, we are determined to maintain an inclusive and diverse work environment free from discrimination and harassment. For this reason, our [Code of Conduct](#) sets appropriate behaviors to prevent, identify, report and stop any type of unlawful discrimination, unethical behaviors and unacceptable conduct. To emphasize the importance of upholding our values and corporate ethical standards, we hosted the first Annual Corporate Compliance Ethics Week Program, designed to allow all employees to learn more about our “Speak Up” culture and our updated [Code of Conduct](#) post-merger.

Non-discrimination is also included in V2X’s EHS Program, which ensures that workers are provided with safe conditions, free from discrimination, harassment or exploitation. Non-discrimination is key to our commitment to providing a professional, respectful and safe work environment, and we monitor the effectiveness of our programs and initiatives against discrimination through EthicsPoint, our internal platform.

HUMAN RIGHTS AND LABOR PRACTICES

Our employees are our most valuable resources and critical to our continued success. We believe everyone who works for V2X should be treated fairly and respectfully. We follow laws related to working hours, working conditions and compensation. To foster positive employee and union relations and align our decisions with their needs and concerns, we negotiate in good faith with our local and international labor organizations to create partnerships that enhance the overall employee experience.

Safeguarding our employees’ rights

We respect the rights of everyone working on our company’s behalf. V2X is determined to provide safe and secure working conditions and respect internationally recognized standards to support human rights everywhere we operate, regardless of local business customs.

V2X recognizes the risks of child labor, human trafficking and modern slavery associated with our global contracting activities, and our [Code of Conduct](#) explicitly states that we will not knowingly engage with or tolerate any practices involving child labor, human trafficking and modern slavery. Unacceptable practices include knowingly working with commercial business partners that employ children or forced labor, including prison or bonded labor, and engaging in physical punishment, abuse and human-trafficking-related activities.

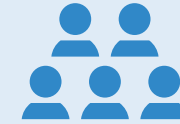
Human rights are also considered part of V2X’s EHS program, which includes measures to provide workers with healthy and safe conditions, free from discrimination, harassment or exploitation.

Fair and lawful labor practices

Our commitment to fair labor is codified in our [Code of Conduct](#) and our [Supplier Code of Conduct](#) and extends beyond the people who directly work with V2X. We follow the provisions and prohibitions established under the Federal Acquisition Regulation (FAR), Combating Trafficking in Persons (CTIP) and the laws and regulations of the countries where we conduct business. We monitor subcontractors to verify their compliance with relevant regulations and maintain active CTIP awareness and non-retaliation campaigns at each program location.

Employees represented by a labor organization can file a grievance through the grievance process outlined in their Collective Bargaining Agreement (CBA). They can also submit their concerns through our internal platform, EthicsPoint, their HR business partner or through Corporate Employee Relations. External parties can also report potential violations through EthicsPoint. When a violation is suspected by either an employee or a subcontractor, V2X investigates and reports it, taking corrective actions when violations are confirmed. V2X has an open-door policy where employees can express their concerns locally with their management, through their leadership chain or through Corporate Human Resources.

Our workforce as of December 31, 2022



approximately **15,400** full-time employees



6,500 subcontractors



35% of our employees were represented by 54 collective bargaining agreements with labor unions



SUSTAINABLE PROCUREMENT

A supply chain in line with our values

V2X strives to maintain its ethical standards in its interactions with employees, subcontractors, customers, suppliers and stakeholders. V2X's [Supplier Code of Conduct](#), developed in line with the Defense Industry Initiative (DII) Model Supplier Code of Conduct, guides our suppliers in maintaining ethical practices in the defense industry. We expect our suppliers to align with our values and lead by example. Updated in December 2022, our Supplier Code of Conduct includes provisions on (a) compliance with local laws and anti-corruption practices, (b) global trade requirements including quality and ethics expectations, and (c) prevention of child labor and human trafficking.

Our V2X corporate procurement process sets out responsibilities, policies, ethics and procedures to help ensure compliance with the requirements under FAR. It applies to and governs all our procurement activities, including purchasing, subcontracting and leasing, and is regularly updated to comply with applicable laws and regulations. The process follows ISO 9001 standards, the internationally recognized standard for Quality Management Systems (QMS).

Opportunity and growth for diverse suppliers

V2X actively collaborates with diverse suppliers and supports small business opportunities. We foster positive partnerships with qualified small businesses to meet contractual obligations and cultivate a diverse supplier network that allows us to achieve the small business objectives set out in federal contracts. Additionally, we acknowledge the invaluable contributions small businesses make to the strength and prosperity of our economy and look for additional opportunities to engage diverse suppliers.

To monitor our progress, we have established a Small Business Department and Reporting structure to collect and consolidate data across purchasing locations and activities, which gets consolidated in a semiannual subcontract report submitted to the [Small Business Administration \(SBA\)](#) and to the [Federal Funding Accountability and Transparency Act Subaward Reporting System \(FSRS\)](#).

How we maintain and improve V2X's corporate procurement practices

Executing controls

Starting with primary checklists, V2X executes multiple layers of control to ensure the effectiveness of our policies.

We screen new suppliers to ensure compliance with our standards, asking specific questions relating to combating trafficking, equal opportunity employment, and complying with host nation laws and safety protocols, among others.

A dedicated process, and associated procedures, are used to track and report spending with small businesses.

Monitor performance

We develop and enhance digital tools, such as Power BI, to track our key performance indicators like on-time delivery and cost against program.

V2X conducts a Supplier and Subcontractor Screening and Management Program to ensure that our suppliers uphold our high health and safety standards.

We monitor suppliers against recognized databases like World-Check, which delivers screening and due diligence and includes heightened-risk individuals and organizations, as well as the System for Award Management (SAM) database, which verifies an entity's status and standing with the government.

Continuously improving

V2X works within an established review and update cadence, in line with ISO 9001 standards.

We also conduct "lessons learned" activities and incorporate insights into our operating manuals.

Our supplier categories

By small business category⁷

- ◇ Small Disadvantaged Business
- ◇ Women-Owned Small Business
- ◇ Historically Black Colleges and Universities and Minority Institutions
- ◇ Historically Underutilized Business Zone (HUBZone) Small Business
- ◇ Veteran-Owned Small Business
- ◇ Service-Disabled Veteran-Owned Small Business
- ◇ Alaska Native Corporations and Indian Tribes (Not Certified)
- ◇ Alaska Native Corporations and Indian Tribes (Not Small Businesses)

By location

- ◇ Local, based in one specific location, such as a city or state
- ◇ Regional, covering more locations, multiple states, a country or a region
- ◇ Corporate/enterprise, global agreements available to any program within V2X, within and outside of the continental U.S.

⁷V2X uses the same definition and characterization as the [SBA](#). The SBA defines small businesses as for-profit, based in and operating primarily in the U.S., independently owned and operated, and minority companies in their larger industry. For V2X diversity spend as a percentage of overall small business spend in 2022, please see [V2X Diversity Spend](#).



Supporting small businesses as we serve our customers

V2X supports small businesses and their contributions to the vitality of our economy. As part of our work in 2022, we served the Department of Defense (DoD) and the National Aeronautics and Space Administration (NASA). To achieve and surpass the requirements set out by our contracts, we allocated significant portions of our subcontracting spending to small businesses to support our contract execution.

DoD

V2X awarded more than \$216.7 million in small business subcontracts

46% of total U.S. subcontracted dollars to small businesses, surpassing the DoD's goal of 32.25%

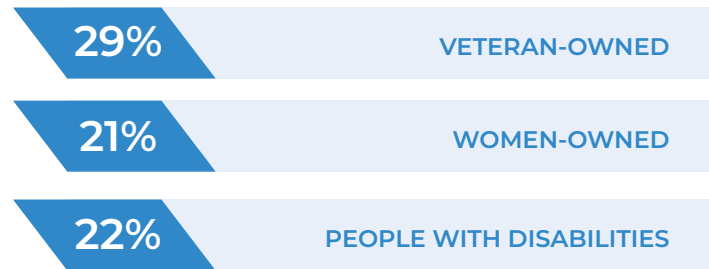
NASA

V2X awarded more than 62% of total subcontracting dollars to small businesses, exceeding NASA's goal of 35.5%



V2X diversity spend

as a percentage of overall small business spend in 2022



Enhancing sustainable procurement

In 2022, we developed an interdisciplinary working group with members of our Information Technology (IT), EHS, and Supply Chain and Logistics teams to increase focus on V2X's sustainable procurement efforts. In 2022, this working group started developing an internal process that would require our vendors and suppliers to be screened for environmental practices, business ethics, health and safety, and human rights.

Our approach to sustainable procurement will be further developed in 2023, including using surveys to assess our suppliers' sustainability and ESG efforts.

COMMUNITY IMPACT

V2X is devoted to working with veterans, active-duty military and their families to positively impact their communities. We are dedicated to supporting initiatives that advocate for women globally, working with partners around the world and collaborating with V2X ERGs to drive companywide inclusivity efforts aligned with the V2X mission.

The V2X community outreach goal is to advocate for veterans, active-duty military and their families and to positively impact communities in collaboration with V2X ERGs for company-wide inclusivity to support efforts aligned with V2X.

V2X's Philanthropic Committee oversees our community impact efforts, and we expanded the committee in 2022 to include five executive members and two administrative support staff from across the organization (learn more in the [2022 DE&I report](#)). In 2022, the Philanthropic Committee updated its strategic directives including a new mission statement and initiatives to increase internal awareness of our philanthropic approach, boost employee volunteering and communicate our initiatives externally.

2022 philanthropy goals

- 1 Increasing awareness of philanthropic endeavors with internal people/groups
- 2 Increasing the total hours that employees volunteer
- 3 Increasing awareness of philanthropic endeavors with external people/groups



We are proud of our work in 2022 and aim to drive an even greater impact in 2023. Some of our 2022 philanthropic activities included a holiday donation drive to support local homeless shelters, veteran-oriented job fairs, employee volunteering with local organizations, and scholarships for veterans and their family members.



Amina’s journey: starting over with the support from the Sisters of Service and V2X

Amina was an Afghan Female Tactical Platoon Soldier (FTPS) and was instrumental in identifying enemy personnel and protecting civilians. Amina was part of a team trained to support U.S. Special Operations in Afghanistan and was skilled in medical training, weapons and improvised explosive devices.

When U.S. forces began to withdraw, FTPS’s like Amina were forced to flee Afghanistan. With the support of the Sisters of Service, a team formed by American special forces soldiers to assist FTPS’s in their journeys to resettle across the U.S., Amina resettled in Colorado Springs, Colorado. Like Amina, over 40 former soldiers have found a home in the United States with support from the Sisters of Service.

At V2X, we are honored to have contributed to the work of the Sisters of Service since March 2022. We partner with Sisters of Service to provide FTPS’s with resources such as access to General Educational Development (GED) tutors, V2X-provided laptops, assistance with job placement and general support in navigating their new lives in the U.S.

Highlights from our 2022 philanthropy activities

Learn more about V2X’s philanthropic initiatives and impact through our [Philanthropic outreaches of 2022 video](#).



HONORING THE BRAVE BREAKFAST

We supported the annual fundraiser for the [Home Front Military Network](#), which connects military service members, veterans and their families to resources from a trusted community.



PAT TILLMAN HONOR RUN

In April 2022, a group of our Colorado Springs employees volunteered to participate in the [Pat Tillman Foundation Run](#), an annual event to raise funds to provide educational tools and support to help military service members, veterans and spouses reach their full potential.



THE ALL TRU GATHERING

Hosted by [Sisters of Service](#) in late 2022 in Washington, DC, the event reunited American and Afghan sisters. The event included the launch of a nonprofit mission, the showing of a film honoring women fighters and the celebration of the Military Women’s Memorial in its 25th anniversary.



MARCH FOR THE 22

V2X participates in the [22-mile hike](#) to increase awareness and raise funds to prevent veteran suicide. In 2022, V2X offered a financial contribution to the event, held in New Bern, North Carolina. An employee coordinated the registration process, and five employees took part in the hike.



JOHNNY MAC SOLDIERS FUND

The [Johnny Mac Soldiers Fund](#) is a scholarship-based program based out of the West Point Military Academy which supports veterans and military family members, with a focus on the families of our fallen and disabled. In 2022, V2X provided one year of college tuition to one student.



SOCIETY OF AMERICAN MILITARY ENGINEERS - SAME

In addition to providing a financial contribution to the organization, V2X sponsors young beneficiaries in joining a [STEM \(Science, Technology, Engineering, Math\) Engineering & Construction camp](#).



Overview of 2022 Governance Initiatives

V2X's long-standing commitment to our ESG programs has been underpinned by our corporate governance, Board oversight, and foundational ethics and compliance culture. Additionally, our commitment to cybersecurity and data security, and our dedication to service quality and excellence for customers, help create integrated solutions to improve performance. V2X keeps governance at the forefront of our ESG approach and wider business strategy, alongside our values of integrity, respect, responsibility and professionalism.



Governance topics

V2X value: Integrity

-  SERVICE QUALITY AND EXCELLENCE*
-  INNOVATION, TECHNOLOGY AND INTELLECTUAL PROPERTY
-  CORPORATE GOVERNANCE*
-  CYBERSECURITY, DATA SECURITY AND PRIVACY*
-  ETHICS AND COMPLIANCE*

SELECT ACCOMPLISHMENTS AND INITIATIVES IN 2022

- ◇ Sponsored the First Annual Corporate Compliance & Ethics Week program in November 2022 for all employees.
- ◇ Reviewed and updated V2X business continuity management systems, including for impacts from physical climate risks.
- ◇ Complied with the NIST 800-53 (Security and Privacy Controls for Information Systems and Organizations) and NIST 800-171 (Protecting Controlled Unclassified Information in Nonfederal Systems and Organizations) frameworks.

*High-priority topics identified during the ESG prioritization assessment



SERVICE QUALITY AND EXCELLENCE

V2X offers a wide range of solutions designed to be used across the mission lifecycle. We deliver a comprehensive set of integrated solutions and critical service offerings across aerospace solutions, advanced technology, and global mission training and sustainment to national security, defense, civilian and international customers.

Our initiatives focus on delivery excellence and are designed to improve client relationships and business performance across our integrated solutions. As part of this strategy, V2X is standardizing, improving and automating our core operational capabilities through enterprise system excellence as well as technology insertion and enablement. For example, we are leveraging our enhanced scale and footprint to further enable a global supply chain as a core competency. This core competency is expected to drive efficiencies to both external clients and our core internal operations. Additionally, we incorporate continuous improvement and delivery excellence processes throughout all aspects of our business.

Innovation, technology and intellectual property

We owe our success to the technological capabilities that allow us to differentiate ourselves and support our customers wherever the mission leads. To protect the intellectual property that makes us unique, V2X leverages a combination of patents, confidentiality agreements and other contractual arrangements, as well as copyright, trademark, patent and trade secret laws. For additional information, please refer to our [2022 Annual Report](#).

Converged solutions across the mission lifecycle



READINESS/LOGISTICS/DEPLOYMENT

- ◊ Warehouse Management & Distribution
- ◊ Global Supply Chain Management
- ◊ Transportation & Shipping
- ◊ Integrated Logistics
- ◊ Supply Chain as a Service
- ◊ Automated Logistics



MISSION/INFRASTRUCTURE SUPPORT

- ◊ Facilities Engineering, Operations & Maintenance
- ◊ Basic Life Support
- ◊ Emergency Services
- ◊ Airfield Management
- ◊ Civil Engineering
- ◊ Integrated Electronic Security



BATTLEFIELD CONNECTIVITY & COMMS

- ◊ Full Lifecycle Network Management & Communications Operations & Management
- ◊ Network Systems Installation & Activation Information Assurance
- ◊ IT Support
- ◊ Situational Awareness Hardware



MAINTENANCE, MODIFICATION, REPAIR, OVERHAUL

- ◊ Aviation Maintenance & Repair
- ◊ O, I & D-Level Maintenance Support
- ◊ Ground Platform Maintenance & Repair
- ◊ Inventory & Logistics
- ◊ 4 FAA Part 145 Repair Solutions
- ◊ AS-9100/9110 Certified OMS
- ◊ Aircraft Maintenance & Management Optimization (AMMO)



UPGRADES & MODERNIZATION

- ◊ Hardware, Software, Cyber Engineering
- ◊ Rapid Prototyping
- ◊ Development & Testing Labs
- ◊ Manufacturing & Special Processing
- ◊ Cyber Hardening
- ◊ Systems Integration & Engineering
- ◊ Sensor & Digital Interoperability



HIGH CONSEQUENCE TRAINING

- ◊ Military & Commercial Solutions
- ◊ Live Training Systems
- ◊ Technology-Enabled Integrating Augmented & Virtual Reality
- ◊ Training Aids, Devices, Simulators & Simulations





CORPORATE GOVERNANCE

Our Board of Directors has key skills and experiences to make informed decisions that align with V2X's strategic goals and values. The Board is elected to oversee the actions and results of management, set policy for the company, and advise the CEO and senior executives that are responsible for managing the different business units and affairs. The Board of Directors is responsible for reviewing and approving the company's long-term strategies, significant investments in new businesses, joint ventures and partnerships, and significant business acquisitions.

The Nominating and Governance Committee evaluates the current composition of the Board and determines the desired experience, skills and attributes to achieve a robust and diverse Board of Directors. The Committee seeks to have a Board of Directors with diverse backgrounds and perspectives. The Board of Directors reviews and assesses Board composition on an ongoing basis. As of December 2022, 55% of the Board of Directors comprises women, veteran, racially diverse and disabled members. Information regarding our Board diversity is based on voluntary self-identification information provided by our Directors and Director nominees.




Our Board's skills and experience

 Senior leadership	 Public company governance	 Investment and M&A
 Technology and cybersecurity	 Finance and accounting	 Government and military

Our Board of Directors as of October 2023:

To learn about our Board, read more [here](#).

Please refer to [ESG Governance](#) earlier in the report to see how we integrate ESG topics into our overall corporate governance structure.

<p>MARY L. HOWELL CHAIRMAN SINCE: 2022 DIRECTOR SINCE: 2014</p>		<p>CHARLES L. PROW PRESIDENT AND CEO SINCE: 2016</p>	
<p>DINO M. CUSUMANO DIRECTOR SINCE: 2022</p>		<p>ABBAS O. ELEGBA DIRECTOR SINCE: 2023</p>	
<p>LEE E. EVANGELAKOS DIRECTOR SINCE: 2022</p>		<p>MELVIN F. PARKER DIRECTOR SINCE: 2014</p>	
<p>ERIC M. PILLMORE DIRECTOR SINCE: 2014</p>		<p>JOEL M. ROTROFF DIRECTOR SINCE: 2022</p>	
<p>NEIL D. SNYDER DIRECTOR SINCE: 2022</p>		<p>STEPHEN L. WAECHTER DIRECTOR SINCE: 2014</p>	
<p>PHILLIP C. WIDMAN DIRECTOR SINCE: 2014</p>			



CYBERSECURITY, DATA SECURITY AND PRIVACY

We update and replace our systems and network infrastructure, as needed, to protect our computing environment, keep up with the latest versions of the products we source from vendors, improve the effectiveness of our systems, strengthen cybersecurity and improve the efficiency of our systems.

We ensure the health of our cybersecurity systems through a focus on six pillars:

Govern – Dedicated policies and procedures for the acceptable use, authorization and supervision of employees who work with sensitive and controlled information or in locations where it may be accessed.

Identify – Security Operations Center (SOC) personnel, Dell SecureWorks contract and a compliance analysis team use a variety of audit analysis tools to manage and alert on anomalies. Tools used include Active Directory with rule-based organizational units, vulnerability analysis tools and firewall alerts.

Protect – Automated tools are in place to update/patch systems based on known vendor vulnerabilities, provide anti-virus and spam protections, as well as boundary defenses with firewalls and virtual private networks. The system is audited periodically by third parties to confirm that our security mechanisms and controls are in place, effective and not bypassed.

Detect – Automated tools that provide real-time notification of detected anomalies and vulnerability exploitation, such as tools and proprietary third-party tools, as required.

Respond – In the event of an anomalous finding or activity, the SOC and leadership have processes and procedures for responding to and reporting to leadership and customers (as prescribed in contracts) in a timely and responsive manner.

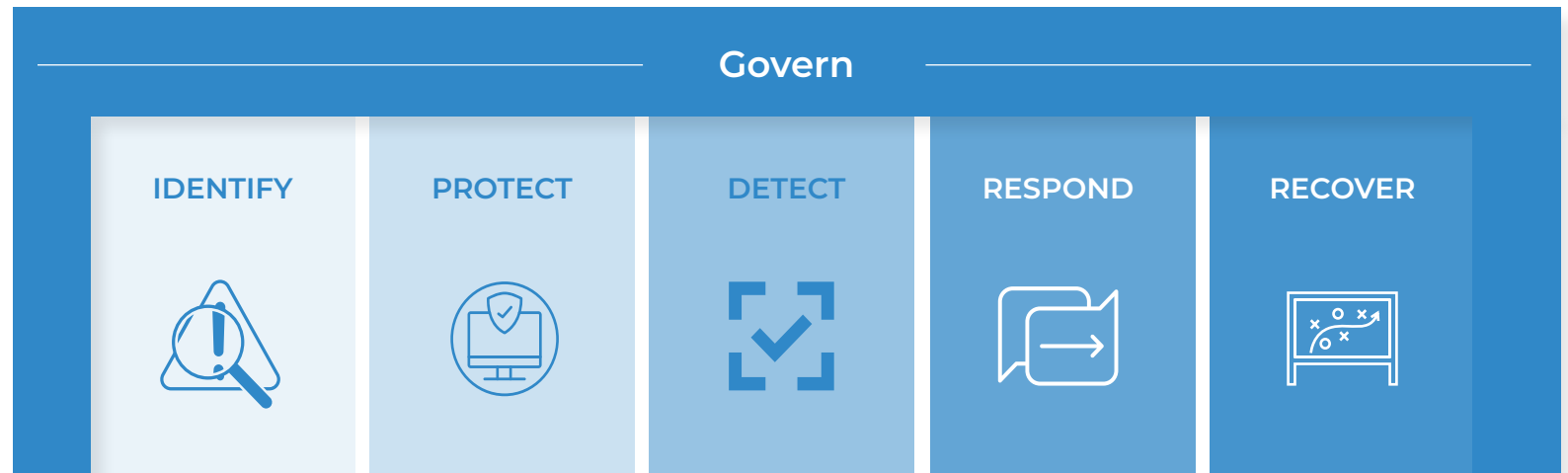
Recover – Incident and contingency planning processes identify the priority of recovering systems, accounts, services based on business requirements and contractual mandates.



V2X is a leading cyber and mission IT services provider. We operate the largest cyber center for the U.S. Army outside of the United States and provide a full range of cyber defense support services to the U.S. military. Our capabilities include supporting Network Operations and Cybersecurity Operations Centers, IT and cyber defense integration, and Internet of Things (IoT) protection. Within the cyber, mission IT and critical communications domain, V2X has an annual revenue of ~\$350 million, including a \$100 million contract won in 2022 to provide critical cyber support services for a government client.

NIST Cybersecurity Framework

Our approach to information and system security is designed to **Identify, Protect, Detect, Respond and Recover**, in line with the [Cybersecurity Framework 1.1 guidance](#), provided by NIST.



ETHICS AND COMPLIANCE

At V2X, our core values of integrity, respect, responsibility and professionalism are the foundation for the way we do business, and our success depends on our dedication to conducting business ethically and in compliance with all applicable laws and regulations. As part of that commitment, all members of the V2X team must take personal responsibility for acting according to our company values even when making difficult choices. The set of resources and standards for ethical performance standards include:

- ◇ The [Code of Conduct](#) sets the ethical and performance standards that we live by and is grounded in our core values. Our [Code of Conduct](#), updated in 2022, applies to all employees, officers and directors and is reinforced annually through mandatory training.
- ◇ The company's [Anti-Corruption Policy](#) requires all V2X officers, directors, employees and certain partners to adhere to applicable anti-corruption laws and regulations which include the U.S. Foreign Corrupt Practices Act (FCPA), UK Bribery Act and similar laws in the countries where V2X operates.
- ◇ Our [Supplier Code of Conduct](#) outlines our high standards for suppliers and follows provisions fully adopted from the DII Model Supplier Code of Conduct. V2X is a member of DII and supports the organization in its promotion of the highest standards of ethical conduct in the defense industry.

V2X proactively provides anti-corruption and anti-bribery annual training for select employees in high-risk roles and functions, and all employees are required to complete annual Code of Conduct training and to provide an attestation that they have read and understand the Code. In addition, employees complete mandatory compliance courses and project-specific competencies as part of our Employee Development Program (EDP). Compliance courses include Information Security, Labor Charging, DE&I, Insider Threat, Insider Trading, Anti-Harassment and Code of Conduct, while project-specific competencies are based on the client's Performance Work Statement.

V2X has a concern resolution process in place for resolving employee issues, instances of noncompliance and ethics violations.

Ethics and compliance trainings to support the mission

In 2022, we provided select employees with high-risk functions/roles who work on pursuits with foreign entities with anti-corruption and anti-bribery training. Employees trained included: purchase card holders, finance and supply chain employees, project managers and deputy project managers, site managers, operations directors, contract managers and business development employees.

In the last quarter of 2022, an FCPA review was conducted by internal audit advising that all V2X employees should be required to receive anti-corruption training. As a result of this recommendation, in 2023, we rolled out anti-corruption and anti-bribery training to all employees of V2X to continue upholding integrity, respect, responsibility and professionalism as the foundation for the way we do business.





Path Forward

We are embarking on a mission to further identify and address ESG opportunities and risks in order to integrate ESG across the business, align with our values and drive long-term value for V2X, our shareholders and stakeholders. As a recently formed company, we are proud of the progress we have made in identifying our ESG topics, formalizing our ESG governance structure and setting the foundation for an ongoing ESG reporting process. However, we recognize that the implementation of an ESG strategy is an ongoing journey. We are committed to annual disclosures of our ESG program, driving increased transparency and leveraging additional ESG frameworks to guide our progress.

As we look to the future years, we have identified a number of priority ESG initiatives and developed an implementation plan to drive progress, including completing a GHG inventory and solidifying our approach to monitoring climate change risks and opportunities

across our business. Recognizing our role as a federal contractor, we plan to work with suppliers to strengthen our sustainable procurement approach, improve how we collect data, and address concerns about the environmental and social impact of our supply chain. We will update our human capital-related policies, which impact our employees, subcontractors and suppliers, setting the foundation for being an employer of choice and a provider of choice.

Active-duty military, veterans and their families are the core of our community efforts and we will continue to advocate for and drive positive impact within this community. We will also continue advancing our three DE&I pillars to enhance business performance, sustain a diverse workforce and advance an inclusive culture.

Thank you for joining us on this journey.



Appendix: GRI Index⁸

GRI 2: GENERAL DISCLOSURES**

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
2-1	Organizational details	2022 Form 10-K
2-2	Entities included in the organization's sustainability reporting	2022 Form 10-K
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> ◇ 01-01-2022 to 12-31-2022 unless noted otherwise related to governance and policies. ◇ Annual ◇ For any question regarding the 2022 ESG Report, please reach out to ESGCommunications@goV2X.com
2-4	Restatements of information	(N/A)
2-5	External assurance	This report did not undergo external assurance.
2-6	Activities, value chain and other business relationships	2022 Form 10-K
2-7	Employees	<ul style="list-style-type: none"> ◇ Approximately 15,400 employees and 6,500 subcontract personnel ◇ 2022 Form 10-K
2-8	Workers who are not employees	2022 Form 10-K
2-9	Governance structure and composition	<ul style="list-style-type: none"> ◇ 2023 Proxy Statement ◇ Visionary Leadership
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> ◇ 2023 Proxy Statement ◇ Visionary Leadership
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> ◇ 2023 Proxy Statement ◇ Visionary Leadership
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ◇ ESG Governance ◇ Governance – Corporate governance ◇ 2023 Proxy Statement
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ◇ ESG Governance ◇ Governance – Corporate governance ◇ 2023 Proxy Statement

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⁸Any disclosures not included in this index are not publicly available at this time. Due to the ongoing data integration process following the merger of Vectrus and Vertex, some metrics are still within the collection process as we are aiming for a full V2X integrated system; however, we remain dedicated to enhancing our disclosures in the future. Unless otherwise specified, the data presented pertains to V2X.



GRI	GRI DISCLOSURE TITLE	DISCLOSURE
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> ◇ ESG Governance ◇ Governance – Corporate governance ◇ 2023 Proxy Statement
2-15	Conflicts of interest	2023 Proxy Statement
2-16	Communication of critical concerns	2023 Proxy Statement
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> ◇ Governance – Corporate governance ◇ 2023 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement
2-19	Remuneration policies	<ul style="list-style-type: none"> ◇ 2023 Proxy Statement ◇ 2022 Form 10-K
2-20	Process to determine remuneration	<ul style="list-style-type: none"> ◇ 2023 Proxy Statement ◇ 2022 Form 10-K ◇ 2022 Form 8-K covering results of shareholder notes on 2021-2022 compensation
2-21	Annual total compensation ratio	2023 Proxy Statement
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> ◇ ESG Governance ◇ 2023 Proxy Statement
2-23	Policy commitments	<ul style="list-style-type: none"> ◇ 2022 Code of Conduct ◇ 2022 Form 10-K, Combating Trafficking in Persons (CTIP) and OCN Compliance ◇ 2022 Supplier Code of Conduct
2-24	Embedding policy commitments	<ul style="list-style-type: none"> ◇ 2022 Code of Conduct ◇ 2022 Form 10-K, Combating Trafficking in Persons (CTIP) and OCN Compliance ◇ 2022 Supplier Code of Conduct
2-25	Processes to remediate negative impacts	2022 Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	2022 Code of Conduct
2-27	Compliance with laws and regulations	2022 Code of Conduct
2-28	Membership associations	N/A
2-29	Approach to stakeholder engagement	ESG Strategy
2-30	Collective bargaining agreements	2022 Form 10-K

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GRI 3: MATERIAL TOPICS**

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
3-2	List of material topics	ESG Strategy
3-3	Management of material topics	<ul style="list-style-type: none"> ◇ ESG Governance ◇ 2023 Proxy Statement

GRI 204: PROCUREMENT PRACTICES

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
204-1	Proportion of spending on local suppliers	2022 Form 10-K

GRI 205: ANTI-CORRUPTION

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
205-1	Operations assessed for risks related to corruption	V2X did not conduct an Anti-Corruption Risk Assessment in 2022
205-2	Communication and training about anti-corruption policies and procedures	Governance - Ethics and Compliance
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption during the reporting period

GRI 206: ANTI-COMPETITIVE BEHAVIOR

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal matters pending or completed during the reporting period

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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
308-1	New suppliers that were screened using environmental criteria	Social - Sustainable Procurement
308-2	Negative environmental impacts in the supply chain and actions taken	There were no known significant environmental impacts reported in 2022

GRI 401: EMPLOYMENT

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
401-1	New employee hires and employee turnover	Social - Talent Attraction, development and employee engagement
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ◇ Social - Talent Attraction, development and employee engagement ◇ 2022 Form 10-K
401-3	Parental leave	<ul style="list-style-type: none"> ◇ Social - Talent Attraction, development and employee engagement ◇ 2022 Form 10-K

GRI 403: OCCUPATIONAL HEALTH AND SAFETY*

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2023 Proxy Statement
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K
403-3	Occupational health services	<ul style="list-style-type: none"> ◇ 2022 Form 10-K
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement

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GRI	GRI DISCLOSURE TITLE	DISCLOSURE
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement
403-6	Promotion of worker health	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement
403-9	Work-related injuries	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement
403-10	Work-related ill health	<ul style="list-style-type: none"> ◇ Social - Employee Health, safety and well-being ◇ 2022 Form 10-K ◇ 2022 EHS Policy Statement

GRI 404: TRAINING AND EDUCATION

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
404-1	Average hours of training per year per employee	Social - Talent Attraction, development, and employee engagement
404-2	Programs for upgrading employee skills and transition assistance programs	Social - Talent Attraction, development, and employee engagement
404-3	Percentage of employees receiving regular performance and career development reviews	Social - Talent Attraction, development, and employee engagement

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GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> ◇ Social - Diversity, Equity and Inclusion ◇ DEI Annual Report 2022
405-2	Ratio of basic salary and remuneration of women to men	Not disclosed

GRI 406: NON-DISCRIMINATION

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
406-1	Incidents of discrimination and corrective actions taken	Not disclosed

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not disclosed

GRI 408: CHILD LABOR

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> ◇ Social - Human Rights and Labor Practices ◇ 2022 Form 10-K ◇ Supplier Code of Conduct

GRI 409: FORCED OR COMPULSORY LABOR

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
409-1	Operations and suppliers at significant risk for incidents of forces or compulsory labor	<ul style="list-style-type: none"> ◇ Social - Human Rights and Labor Practices ◇ 2022 Form 10-K ◇ Supplier Code of Conduct

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GRI 410: SECURITY PRACTICES

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
410-1	Security personnel training in human rights policies or procedures	Not disclosed

GRI 411: RIGHTS OF INDIGENOUS PEOPLES

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
411-1	Incidents of violations involving rights of Indigenous peoples	Not disclosed

GRI 413: LOCAL COMMUNITIES

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> ◇ Social - Community Impact ◇ DEI Annual Report 2022
413-2	Operations with significant actual and potential negative impacts on local communities	No negative impacts have been identified as a result of the Philanthropy program

GRI 414: SUPPLIER SOCIAL ASSESSMENT

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
414-1	New suppliers that were screened using social criteria	Social - Sustainable Procurement
414-2	Negative social impacts in the supply chain and actions taken	There were no known significant social impacts reported in 2022

GRI 418: CUSTOMER PRIVACY

GRI	GRI DISCLOSURE TITLE	DISCLOSURE
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no known significant complaints concerning breaches of customer privacy or losses of customer data

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The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to V2X for purposes of applicable securities laws or otherwise. All ESG goals stated in this report are aspirational in nature and there are no guarantees that we will meet all or any of these goals. Any quantitative data regarding our ESG activities are estimates and may be based on assumptions or developing standards.

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Forward-looking statements in this report about future performance, plans, expectations, objectives, forecasts, and other statements that are not purely historical reflect our current expectations; however, such statements involve risks and uncertainties. Actual results could differ materially from current expectations. These forward-looking statements represent our expectations only as of the date of this report, and V2X assumes no duty to update them to reflect new information, events, or circumstances. Some of the factors that could cause actual results to differ materially are discussed in V2X's financial report for the year ended December 31, 2022, and other publicly available reports.



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