# 2023 Sustainability Report

TRUSTED WHEREVER
THE MISSION LEADS

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# Leadership Letter

*"Our sustainability programs continue to reflect our corporate values and help drive long-term shareholder value, and we are proud to highlight our notable achievements for 2023, including enhancing our cybersecurity resilience, improving our environmental assessments, and continuing our commitment to a strong safety culture."*

**JEREMY C. WENSINGER**
President and CEO

## Letter from our President and Chief Executive Officer

I am pleased to share with you V2X's Sustainability Report for 2023. Upon assuming leadership at V2X, I was grateful to find an established sustainability program in place, reflecting the company's commitment to sustainable practices and responsible business conduct. This report underscores our ongoing dedication to integrating sustainability principles into our corporate strategy and values.

As a global organization with approximately 16,000 employees, V2X recognizes that our approach to environmental and social issues has a widespread impact on our customers, employees, investors, and communities. We seek to uphold our responsibility to develop a holistic program that addresses risks and identifies opportunities. We remain dedicated to delivering enduring value to our stakeholders and mitigating risks through our comprehensive environmental and social efforts.

In 2023, V2X refined its environmental guidelines for the year and continued its annual evaluations to assess environmental impacts of our operations and to identify risks and opportunities. In early 2024, we adopted a Cyber Incident Response Procedure, enhancing our internal framework to respond to cyber incidents. We also conducted internal cyber awareness and educational initiatives such as the celebration of Cybersecurity Awareness Month and observed Corporate Ethics and Compliance Week. Additionally, V2X maintained incident rates below the industry standard for Facilities Support Services. Our efforts were recognized by esteemed organizations, including Military Friendly Company and Military Times, underscoring our commitment to inclusion.

Aligned with the Global Reporting Initiative (GRI), an internationally recognized framework for sustainability reporting, this report highlights our progress and commitment to addressing environmental and social risks as a fundamental aspect of our corporate values. As we continue to enhance our strategy and objectives, we aim to provide additional disclosures containing relevant metrics and Key Performance Indicators (KPIs) for our stakeholders. By continually evolving our practices, we are actively contributing to a sustainable future for the U.S. military, while also mitigating business risks and preserving long-term value. This report signifies our dedication to integrating sustainability initiatives throughout our client support mission.

**JEREMY C. WENSINGER**
President and CEO

# ABOUT US

# V2X Company Overview

V2X, Inc. (V2X) is a leading provider of critical mission solutions, primarily to defense customers, in **322 locations** and **51 countries and territories** worldwide. As of December 31, 2023, we had approximately **16,000 employees** and **6,200 subcontract personnel**. We deliver a comprehensive set of integrated solutions and critical service offerings across the operations and logistics, aerospace, training and technology markets to national security, defense, civilian and international customers. Our global footprint and our integrated solutions enable us to support our customers' missions rapidly and with precision.

**MISSION**

Our people deliver performance excellence through client-centric, high-quality services and solutions, with an uncompromising focus on mission success.

**VISION**

We are 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.

**VALUE**

We are grounded in our core values of integrity, respect, responsibility and professionalism.

*Learn more about our Mission, Vision, and Values here.*

HEADQUARTERS
**MCLEAN, VA**

**75+ YEAR HISTORY**
OF EXPERT MISSION SUPPORT

OPERATE IN MORE THAN
**FIFTY COUNTRIES**

EMPLOY APPROXIMATELY
**16,000 PEOPLE**

APPROXIMATELY 50% OF OUR EMPLOYEES ARE
**VETERANS**

# Our Service Offerings

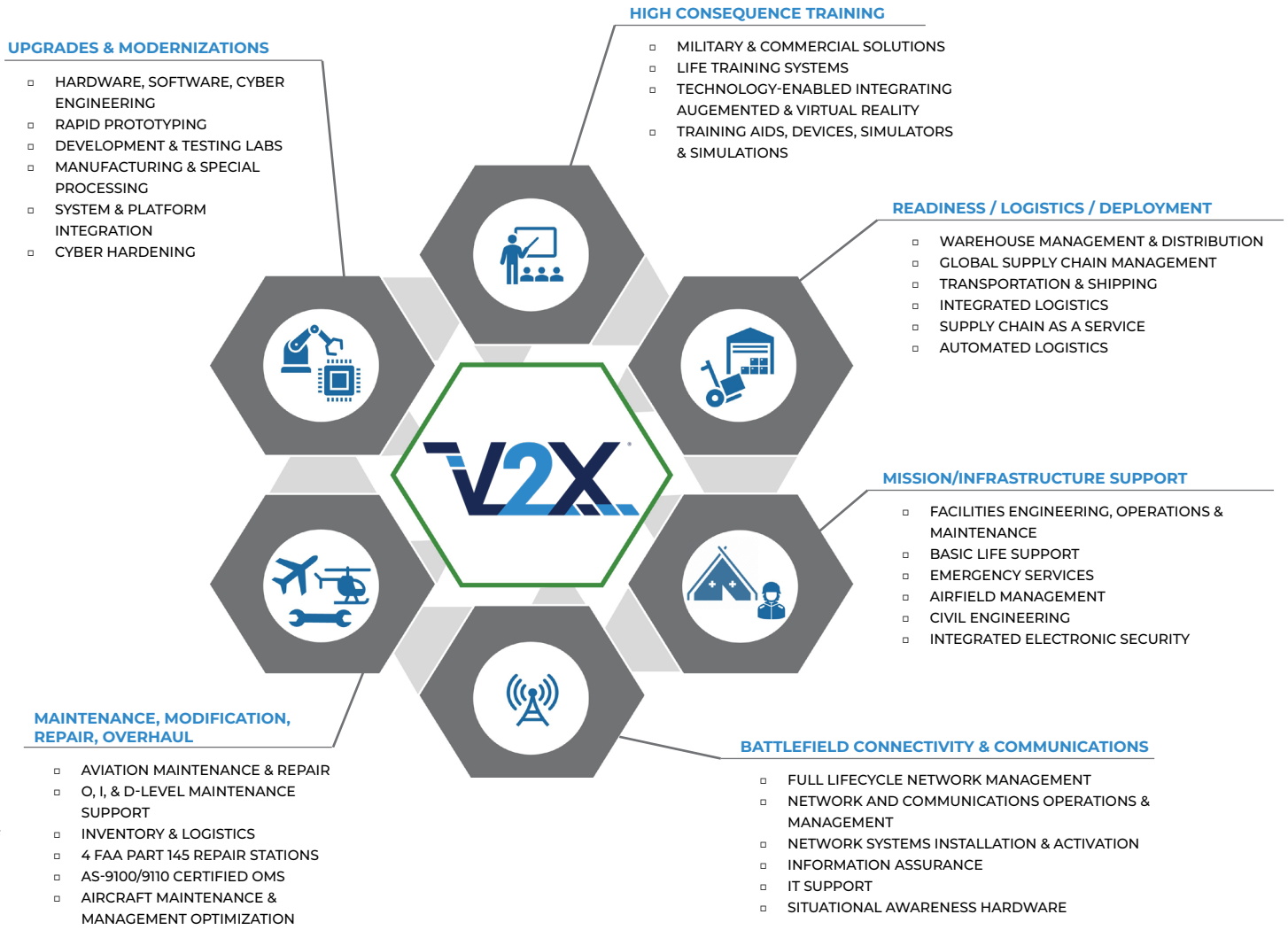
We have 75 years of collective experience in supporting missions and offer our customers around the world a broad suite of technology and services capabilities across the following markets:

**Operations and Logistics:** We provide a full spectrum support for logistics, infrastructure sustainment and contingency operations to our government customers. We provide infrastructure operations and sustainment for fixed facilities globally that focuses on preventative, predictive and reliable maintenance.

**Aerospace Solutions:** We provide the engineering, facilities, and skilled employees required to sustain systems and platforms for aircraft and ground vehicles. Our teams deliver full spectrum (flight line to depot) maintenance to approximately 1,200 aircraft deployed around the world that fly more than 300,000 flight hours annually.

**Training Solutions:** We deliver full life cycle innovative training solutions to government customers worldwide. At the same facilities where we provide Operations and Logistics solutions, we provide cutting edge training to prepare the Warfighter for their mission. We also provide commercial training to both large U.S. companies and to foreign governments that leverage state of the art remote learning platforms.

**Technology Solutions:** We bring cutting edge technological capabilities that support real time decision making and provide customers with tools that work at the speed of their mission. Our capabilities include the deployment, integration, and maintenance of sensors and solutions, as well as the operation of complex systems in austere locations.



## Selected Awards & Recognition

**MILITARY FRIENDLY:** 2023 Top Spouse Employer

**MILITARY TIMES:** 2023 Best for Vets Employer

**BEST WORKPLACES FOR COMMUTERS:** 2023 Award

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

# About This Report

V2X is committed to providing long-term value to our stakeholders. A structured approach to sustainability 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.

This report provides an overview of our significant initiatives and activities in 2023, unless stated otherwise. We have developed this report with reference to the GRI standards. A GRI Disclosure Index can be found at the end of the report.

**SARITA MALAKAR**
SUSTAINABILITY OFFICER

*"Our sustainability report reflects the cumulative passion, commitment and collaboration of our employees across V2X."*

# SUSTAINABILITY GOVERNANCE

## Our Approach to Sustainability Governance

At V2X, our sustainability strategy forms an important part of our corporate values and long-standing business priorities. Our programs reflect our current understanding of the goals and requirements of our stakeholders, as well as the obligations imposed by applicable laws, regulations, and standards.

Our Board of Directors (Board) standing committees oversee various aspects of our environmental and social initiatives:

- The **Nominating and Governance Committee** oversees our environmental and social programs, including health and safety matters.
- The **Compensation and Human Capital Committee** receives reports from management on culture and engagement efforts and initiatives.
- The **Audit Committee** oversees our ethics and compliance program, including the implementation of the V2X Code of Conduct and related policies, and reviews the cybersecurity program and cyber risk assessment.

Our governance framework supports our sustainability program and includes oversight by executive leadership. A Steering Committee that consists of functional leaders from across V2X meets during the year to strategize and prepare for reporting.

Functions represented in the Steering Committee include:

- Corporate Ethics
- Corporate Governance
- Culture & Engagement
- Environment, Health & Safety (EHS)
- Human Rights & Labor Practices
- Information & Cyber Security
- Philanthropy
- Procurement
- Talent Attraction

Our Sustainability Officer serves as the leader of the Sustainability Steering Committee and is responsible for developing and overseeing the implementation of our strategy. Our Sustainability Officer also provides updates on sustainability-related matters to the **Executive Leadership Team (ELT)** and the Nominating and Governance Committee of the Board at least annually.

### Sustainability Governance Model

| ROLE | STRUCTURE |
|---|---|
| OVERSIGHT | The **Board of Directors and relevant committees** oversee our environmental and social programs. |
| ACCOUNTABILITY | The **ELT** provides feedback and guidance to the Sustainability Officer on strategy, governance, risk management and reporting. It addresses sustainability-related resource needs, approves the budget, and consults with the Vice President for Investor Relations on an as-needed basis for corporate implementation. |
| CORPORATE IMPLEMENTATION | The **Sustainability Steering Committee**, led by the Sustainability Officer, implements relevant environmental and social initiatives with their respective working teams. It monitors ongoing initiatives and reports any significant risks to the ELT. |

## CURRENT ELT MEMBERS

**JEREMY C. WENSINGER**
President &
Chief Executive Officer

**JO ANN BJORNSON**
Senior Vice President &
Chief Human Resources Officer

**KEN SHREVES**
Senior Vice President – Global Mission Solutions

**SHAWN MURAL**
Senior Vice President &
Chief Financial Officer

**JEREMY NANCE**
General Counsel

# SUSTAINABILITY STRATEGY

# Our Approach to Sustainability

A prioritization assessment is essential to effectively determining the topics that are most important to our business and stakeholders. In early 2023, we assessed our priority topics to inform our 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 environmental and social topics for V2X and our key stakeholder groups, who determined 11 topics as top priority. In this report, we discuss our approach to managing all 17 sustainability topics and pay special attention to the 11 top-priority environmental and social topics.

**Our priority topics reflect our values and commitment to creating value for stakeholders.**

- Environmental compliance*
- Climate-related risk and resilience
- Greenhouse gas (GHG) emissions and energy management
- Waste management
- Hazardous waste and materials management
- Water management

- Employee health, safety, and well-being*
- Talent attraction, development, and employee engagement*
- Culture and engagement*
- 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 our prioritization assessment*

# Overview of 2023 Environmental Initiatives

At V2X, we work hard to minimize our environmental impact, comply with regulatory and customer requirements, and uphold environmental sustainability. By working together with our employees, customers and suppliers, we seek to contribute to creating a more sustainable future globally.

# Environmental Topics
## V2X Value: Responsibility

- ENVIRONMENTAL COMPLIANCE*
- CLIMATE-RELATED RISK & RESILIENCE
- GREENHOUSE GAS (GHG) EMISSIONS & ENERGY MANAGEMENT
- WASTE MANAGEMENT
- HAZARDOUS WASTE AND MATERIALS MANAGEMENT
- WATER MANAGEMENT

*"Cultivating a culture of environmental stewardship within V2X is not just a responsibility, but a commitment to shaping a sustainable future for all. By minimizing our environmental impact, adhering to regulatory guidelines, meeting customer expectations, and championing environmental sustainability, we hope to pave the way for a more sustainable future."*

**LIDIA PETERSON**
EXECUTIVE DIRECTOR
ENVIRONMENT, HEALTH, & SAFETY

## SELECT ACCOMPLISHMENTS & INITIATIVES IN 2023

- Conducted annual self-assessments to review and improve our environmental management system.
- Conducted program-level EHS reviews, evaluating the environmental aspects and impacts of our operations, and identifying opportunities for improvement.
- Refined environmental guidelines for 2023, including managing our solid waste and reducing use of hazardous materials.
- The Federal Services GmbH Kaiserslautern Project, which provides base operations services at the Ramstein Air Base in Germany, maintained its ISO 14001 and ISO 9001 certifications.

** High priority topics identified during our prioritization assessment*

## ENVIRONMENTAL COMPLIANCE

Due to the global 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. In addition, over the past year, there have been numerous changes in regulatory requirements surrounding sustainability disclosures, with the European Union Corporate Sustainability Reporting Directive (CSRD) coming into effect and the State of California passing climate disclosure laws. The U.S. Securities and Exchange Commission (SEC)'s climate disclosure rules are on hold pending court challenges. We continue to monitor regulatory updates from relevant authorities and work towards complying with applicable disclosure requirements.

### V2X Environmental Management Program

Compliance with regulations and the maintenance of an internal accountability framework are integral to our success. Our Environmental Management Program is designed to assess the environmental impacts of our daily operations, identify and mitigate environmental risks, and help ensure regulatory compliance. As part of this program, we conduct regular evaluations of our operations to identify opportunities to reduce negative environmental impacts, potential hazards, exposures, and risks. We also partner with our U.S. Government customers to advance their environmental management practices.

Our approach to environmental management is based on the following principles:

- Help ensure the health and safety of our employees, customers, and communities.
- Minimize adverse environmental impacts, including the reduction of waste, emissions, and other discharges.
- Promote efficient and responsible use of natural resources and energy.

V2X is proud to continuously sustain its ISO 14001 (environmental management system) and ISO 45001 (occupational health and safety) certifications[1] at our Federal Services GmbH Kaiserslautern Project, which provides base operations services at Ramstein Air Base in Germany. These achievements are a testament to our dedication to sustainability and the well-being of our employees and the communities we serve.

[1] *ISO 14001 is an international standard for Environmental Management System (EMS). ISO 45001 is an international standard managing Occupational Health and Safety concerns.*

## Elements of Our Environmental Management Program

Our Environmental Management Program is supported by the Environment, Health, and Safety (EHS) Management System that is aligned with recognized standards, such as ISO 14001 and ISO 9001 (quality management systems), which demonstrates our commitment to EHS excellence. Our EHS Management System supports our business values and strategy, which include profitable growth, resource optimization, and operational excellence. 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 set expectations, promote standardization and include an Environmental Protection and Management Plan as well as an EHS Policy Statement.

In 2023, we refined our environmental guidelines to:

- Understand environmental aspects and impacts at the program level
- Manage each aspect in a way that is protective of the environment and human health
- Comply with applicable environmental regulations and customer requirements
- Develop and implement mitigation measures for any identified environmental impacts

We conduct environmental assessments at the program level to identify and monitor our environmental impacts and risks. To help mitigate these risks, we have incorporated essential elements into our environmental program, including spill prevention and response protocols, sustainable procurement aligned with our V2X strategy and an effective environmental risk identification tool.

The compliance tracker and the Environmental Aspects, Impacts and Risks Matrix are essential components of our EHS Management System. These tools enable ongoing monitoring and verification of our compliance with environmental regulations, allowing us to promptly address any issues and continuously improve environmental performance.

We conduct annual self-assessments to review and improve our environmental management system and align with best practices. Our employees, supervisors, and EHS representatives review these assessments prior to their circulation to verify the quality, completeness and depth of our risk assessment.

**Incident Reporting and Investigation Program:** We have a dedicated program around incident reporting and investigating environmental risks. When an incident report is submitted, a preliminary investigation is conducted to determine a root cause. Once the relevant information has been gathered, we develop and implement a corrective and preventative action plan. These plans outline specific measures designed to correct the deficiencies identified during the incident investigation and to help implement systemic changes that seek to prevent future incidents.

### 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 RESPONSIBLE, 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

# CLIMATE-RELATED RISK AND RESILIENCE

We recognize the importance of addressing climate-related issues and their potential impacts, which present compliance and reputational risks for V2X as well as opportunities to improve our services as part of our sustainability journey.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

Climate-related 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. There may also be transitional risks such as regulatory changes or reputational risks, including not meeting the various reporting requirements which could result in financial penalties, reputational damage and legal action. V2X is dedicated to mitigating our climate-related risks and minimizing our environmental footprint through the following three pillars:

- **Enhancing Energy Efficiency:** We aim to actively conserve energy use across our operations by implementing energy-efficient technologies, adopting renewable energy sources, and exploring alternative fuel options.
- **Waste Management:** We aim to reduce, reuse, segregate, and recycle to minimize waste generation.
- **Sustainable Procurement:** We prioritize eco-friendly products and services where feasible, such as recycled materials and energy-saving appliances.

Addressing climate-related issues also presents significant opportunities for us to reduce energy consumption, create efficiencies and realize cost savings. For additional information on our climate risks and opportunities, please see: Environmental aspects & impacts - V2X (gov2x.com).

# GHG AND ENERGY MANAGEMENT

We take 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. We are predominantly a service provider, and our primary sources of Scope 1 and 2 GHG emissions include 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 environmental strategy to include a comprehensive carbon accounting process to track and manage GHG emissions. In response, we continue to assess our carbon impact and plan to gather GHG data across Scopes 1, 2 and 3 to establish a GHG emissions inventory.

## ENERGY OPTIMIZATION

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 headquarters office holds a Gold-level Leadership in Energy and Environmental Design (LEED) certification.

## AIR QUALITY MANAGEMENT

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

## WASTE MANAGEMENT

Our waste management program is designed to promote sustainability and reduce our environmental footprint. We look 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 (where applicable).

We encourage the separation of waste at the source, with most programs having a recycling program in place to support our customers' sustainability goals. We also focus on pollution prevention by improving processes to prevent or reduce waste generation.

### HAZARDOUS WASTE AND MATERIALS MANAGEMENT

We handle hazardous materials at both customer sites and our facilities and prioritize safety and environmental protection throughout our operations. Our operations cover the storage and handling of hazardous materials and disposal of hazardous waste. In our ongoing commitment to best practices to provide safety and environmental protection, we implement the following measures to help ensure the responsible handling of these materials across our operations:

- Collaborate with customers to assess their specific needs and risks related to hazardous materials and waste to address storage, transportation, and emergency response.
- Conduct regular audits and inspections at customer and V2X sites to verify compliance with established procedures.
- Manage proper disposal of hazardous waste in compliance with applicable regulations by collaborating with certified disposal vendors.
- Evaluate opportunities for process optimization to reduce the use of hazardous materials and waste generation.

### WATER MANAGEMENT

A significant portion of our operations are in water-stressed regions and our water conservation efforts form an important aspect of our sustainability strategy. Our water conservation efforts focus on reductions in water loss, waste and use, including for grounds and landscaping requirements and for facilities and functional areas. In 2023, our Indianapolis facility completed an improvement project to change from hard water to soft water that resulted in water quality improvement.

**The V2X Code of Conduct encourages every employee to do their part to reduce water and energy use and identify opportunities for improving our conservation and recycling efforts**

# Overview of 2023 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 we abide by and expect from our partners regarding human rights and labor practices.

We continue to maintain our robust Environment, Health and Safety (EHS) management system and program, and expanded training to promote growth and advancement within the organization.

## Social Topics
V2X value: Respect

- EMPLOYEE HEALTH, SAFETY, AND WELL-BEING*
- TALENT ATTRACTION, DEVELOPMENT, AND EMPLOYEE ENGAGEMENT*
- HUMAN RIGHTS AND LABOR PRACTICES*
- SUSTAINABLE PROCUREMENT*
- COMMUNITY IMPACT*

## SELECT ACCOMPLISHMENTS AND INITIATIVES IN 2023

- Recognized by the National Organization on Disability as a Leading Disability Employer, by the Military Friendly Company as a Top Military Spouse Employer, and by the Military Times as a Bronze Best for Vets Employer.
- Obtained recertification to the International Stability Operations Association Women, Peace, and Security program for 2023 through 2024.
- Maintained incident rates below the industry standard for Facilities Support Services according to the U.S. Bureau of Labor Statistic System (NAICS)[2] for TRIR.
- The Federal Services GmbH Kaiserslautern Project, which provides base operations services at the Ramstein Air Base in Germany, maintained its ISO 45001 certification.
- Began offering parental leave to domestic full-time employees not otherwise covered under a Collective Bargaining Agreement or Service Contract Act.

** High priority topics identified during our prioritization assessment*

[2]*As per the NAICS Code 5612, V2X offers facilities support services which includes military installations.*

DO YOU WANT TO KNOW MORE? VISIT:
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. We operate under a firm safety philosophy with a goal of achieving zero incidents in the workplace.

We strive to provide our employees with the right tools to take ownership of their safety and the safety of their co-workers.

- Our Stop Work Authority gives all employees authority to stop work when conditions are deemed unsafe and resume work only when acceptable controls are in place.
- Our Near-Miss/Good Catch Program trains employees to identify and report near-misses without fear of being disciplined, enabling issues to be thoroughly investigated.

By promoting a safety culture and empowering employees to identify and report potential hazards, we have consistently maintained a strong safety record.

## HAZARD HUNT

**V2X sponsors a Hazard Hunt annually, a summer-long hazard identification and resolution campaign. Our programs form teams to identify and report at least one hazard in their work area. The hazard can be environmental, safety, or health-related. Once identified, teams work to address the issue(s) found and demonstrate the impact made to the program after the resolution. The campaign is divided into three milestones and participants are rewarded based on the completion of each milestone.**

## EHS PROGRAM

Our comprehensive EHS program encompasses a range of policies, commitments, and actions that effectively manage occupational health and safety. Our consistently low incident rates relative to industry standards can be attributed to several key factors:

- Aligning with ISO 45001 (occupational health and safety) standards
- Ongoing risk assessment
- Regular monitoring of incident rates, addressing emerging hazards and taking appropriate measures to prevent future incidents
- Routinely conducting audits

## EHS MANAGEMENT SYSTEM

Our EHS Policy Statement applies to all V2X employees and subcontractors, and provides the framework for a safe and healthy workplace. This policy also articulates our drive toward the continuous improvement of our EHS Management System (EHSMS). Through the EHSMS we effectively manage EHS risks and proactively work to prevent work-related injuries, illnesses, and incidents. Our approach includes regular audits, ongoing monitoring of incident rates, and comprehensive training programs for our employees. Utilizing our Incident Management System, we track incidents, near-misses, and potential issues within the workplace, identifying trends in frequency and severity while investigating root causes.

The valuable insights gained from these investigations are communicated through various channels to inform and engage leadership, including incident and accident review boards and monthly calls with senior management, operational teams, and supervisors. This ongoing focus on improvement and transparency emphasizes our dedication to creating a safer and healthier work environment for all.

**IN 2023 OUR INCIDENT RATE WAS APPROXIMATELY 80% LOWER THAN INDUSTRY STANDARDS.**

## HEALTH AND SAFETY RECORD

Our proactive EHSMS helps keep our workplace safe and minimizes the occurrence of accidents and illnesses. V2X has consistently maintained injury rates below the industry average, see: V2X EHS Performance Metrics. This trend of excellence in injury prevention sets us apart in the industry and reflects our dedication to creating a safe and healthy work environment for all employees. The table below reflects incident rates of non-fatal occupational injuries and illnesses in the Facilities Support Services industry (NAICS 5612).

| FACILITIES SUPPORT SERVICES | V2X 2023 | BUREAU OF LABOR STATISTICS 2022* |
|---|---|---|
| TOTAL RECORDABLE INCIDENT RATE *(# OSHA RECORDABLE INJURIES PER 100 FULL-TIME EMPLOYEES)* | 0.46 | 3.2 |
| DAYS AWAY, RESTRICTED OR TRANSFERRED *(# DART CASES PER 100 FULL-TIME EMPLOYEES)* | 0.34 | 1.8 |

**Reflects the most recent available BLS statistics.*

### OSHA VOLUNTARY PROGRAM IN INDIANAPOLIS

**Our Indianapolis, IN facility is a sprawling 146-acre campus that brings together over 670 employees in manufacturing, engineering and maintenance operations to fulfill our customer commitments. Our Indianapolis facility voluntarily implemented an occupational health and safety management system in alignment with OSHA Voluntary Protection Program (VPP). OSHA VPP is a pro-active best practice program that demonstrates excellence in safety culture to foster an injury-free workplace. OSHA and special government employees from different industries conducted a multiple day onsite audit, including a thorough review of our policies and procedures and employee interviews, as part of their certification process. OSHA subsequently certified our Indianapolis facility as a "Star" VPP site, its highest level of recognition, for demonstrating management commitment and employee engagement in the continuous improvement of employee health and safety.**

## EHS AND BUSINESS RELATIONSHIPS

V2X recognizes its responsibility to prevent and mitigate negative occupational health and safety impacts that may arise from operations and services through business relationships. We have adopted a Supplier and Subcontractor Screening and Management Program to align V2X business relationships with our commitment to environmental stewardship, occupational health, and safety. As a part of our Supplier Code of Conduct, we assess the performance of suppliers and subcontractors, including evaluating the existence of adequate EHS policies, procedures, training programs, and compliance with relevant regulations. Due diligence processes are in place to evaluate occupational health and safety of potential partners. We incorporate specific occupational health and safety requirements into contractual agreements with our subcontractors.

## FOCUS ON OVERALL HEALTH

At V2X, we recognize that health goes beyond safe working conditions. The Occupational Health Program, available at select locations helps employees navigate 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 if 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.

# TALENT ATTRACTION, DEVELOPMENT AND EMPLOYEE ENGAGEMENT

We believe our employees are among our most important resources and are critical to our continued business success. 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.

**Our workforce as of December 31, 2023:**

- Approximately **16,000** employees
- Approximately **6,200** subcontractors
- **30%** of our employees were represented by **46** collective bargaining agreements with labor unions

In 2023, we were recognized by the National Organization on Disability as a Leading Disability Employer, by the Military Friendly Company as a Top Military Spouse Employer, by the Military Times as a Bronze Best for Vets 4 Star Employer, and by Best Workplaces for Commuters Award. V2X also obtained recertification to the International Stability Operations Association Women, Peace, and Security program through 2024.

## REWARDED AND VALUED TALENT

Taking care of our people is a top priority and talent retention is a key focus. We offer our employees competitive salaries and benefits, which includes:

- Tuition reimbursement program to select employees
- Wellness program
- Paid parental leave program
- Employee assistance program
- Retirement savings plan

In 2023, we began offering parental leave to domestic full-time employees not otherwise covered under a Collective Bargaining Agreement or Service Contract Act.

## WORK-LIFE BALANCE

V2X offers several flexible work options, as specified by our Flexible Work Arrangement Policy and Telecommuting Procedures, including the following arrangements:

- Telecommuting/remote work
- Hybrid work
- Compressed work weeks
- Part-time work schedule
- Contingent work
- Temporary work
- Job sharing

## OPPORTUNITIES FOR GROWTH AND DEVELOPMENT

We invest in our employees' education and career opportunities to promote growth and advancement within our organization. V2X has a compliance training calendar to ensure our employees are trained on key and relevant topics, including on the requirements associated with serving our U.S. Defense customers.

**OUR ROBUST EDUCATIONAL OFFERINGS DRIVE GROWTH AND DEVELOPMENT AMONGST OUR EMPLOYEES.**

- **Our online V2X University provides employees access to more than 3,840 virtual courses that address topics ranging from leadership/management to information technology skills.**
- **Our training programs keep our supervisors current on leadership practices and ensure they focus on the success of their people.**
- **We offer additional development opportunities to select employees to attend training and mentoring sessions.**

**KEN ACKERMAN**
EXECUTIVE DIRECTOR,
ORGANIZATIONAL & TALENT DEVELOPMENT

*"In addition to the trainings required by our customers and internal policies, our team completed an impressive 15,117 learning courses on V2X University in 2023, demonstrating our commitment to personal and professional development."*

Developing talent and ensuring a pipeline to leadership is a priority for V2X. We conduct periodic reviews of succession plans and the individual development plans of our emerging talent. These sessions focus on high potential talent, ensuring equal opportunity, and the succession for our most critical roles, and are led by our Chief Human Resources Officer and our executive leadership team.

**V2X'S TOP TALENT PROGRAM**

**V2X hosted a top talent development program designed to enhance leadership skills, refine V2X business imperatives and provide executive visibility for high-potential talent across the company. The two-year program provides participants opportunities to develop through a combination of training, mentorship, and experiential learning. Of our 15 program participants for 2023, 40% were women. The cohort program culminates in a capstone project where the participants work to solve real business challenges and implement solutions that drive company-wide impact.**

Our Nominating and Governance Committee oversees the development of our CEO succession plan for our Board consideration and our Compensation and Human Capital Committee oversees leadership development for our other senior executives. In July 2023, we held our annual Leadership Summit which brought together the top leaders from across our organization to collaborate on the future of V2X.

## ENGAGING OUR EMPLOYEES

V2X routinely conducts annual employee engagement surveys. The results of those surveys are anonymized and shared with our employees and with management. Additionally, the results of the surveys are scored to form a benchmark against which the results of future surveys will be evaluated. In 2023, we engaged our larger, and recently merged, global workforce through structured surveys using a third-party platform to better understand concerns and expectations regarding ethics, culture and engagement. Responses to the 2023 employee engagement surveys indicated that our employees generally find the company culture to be inclusive, V2X to be a great place to work, and that managers' behaviors were consistent with our Code of Conduct.

## CULTURE AND ENGAGEMENT

A talented and diverse workforce enables us to understand our customers better and help deliver exceptional services worldwide. Our ability to fulfill our company mission depends on a commitment to creating an all-inclusive environment that welcomes, respects, develops and leverages our individual differences as a competitive strength.

It is important we invest time and resources in promoting a culture of inclusion at all levels of the company. Through various initiatives, we commit to support a culture that recognizes the unique contributions of people and one that respects and values differences. Our culture and engagment strategy prioritizes intentional recruitment, retention, and growth of a talented and qualified global workforce, which includes employees, contractors, and Other Country Nationals (OCN).

Our three strategic pillars supporting culture and engagement include:

| STRATEGIC PILLARS | SELECT ASPIRATIONS |
|---|---|
| ENHANCE BUSINESS PERFORMANCE | We aim to utilize our strategy to enhance customer service and business performance. |
| SUSTAIN A DIVERSE WORKFORCE | We aim to promote diversity of thoughts and perspectives in our workforce through purposeful recruitment, inclusive onboarding, and mentorship programs designed to retain and nurture our global talent. |
| ADVANCE AN INCLUSIVE CULTURE | We foster inclusion within our workforce to promote an environment where every voice is valued. |

## OUR EMPLOYEE RESOURCE GROUPS

| ERGS | ALLIES OF PRIDE | DIVERSE ABILITIES | PEOPLE OF COLOR | V2X VETERANS | WOMEN AT V2X |
|---|---|---|---|---|---|
| EXECUTIVE SPONSORS | | | | | |
| | **LISA FREEMAN**<br>VP,<br>NATIONAL SECURITY SOLUTIONS | **JOE PONIATOWSKI**<br>VP,<br>CONTRACTS | **MICHAEL J SMITH**<br>VP,<br>ENGINEERING | **KEN SHREVES**<br>SVP,<br>GLOBAL MISSION SOLUTIONS | **KELLY PRESTEL**<br>VP,<br>FINANCIAL PLANNING & ANALYSIS |

We are dedicated to fostering a workplace where everyone, regardless of their background, is treated with respect and dignity, and has equal access to opportunities. Our ERGs strive to do just that, with the support of an Executive Sponsor for each ERG. In 2023, our five ERGs developed goals to support our strategic pillars including on three focus areas:

- Business development and outreach
- Employee engagement, retention and professional development
- Recruitment

Annually, ERGs evaluate their performance against these goals and report them to the Executive Council, and our CHRO, in turn, reports at least annually on matters related to culture and engagement to our Compensation and Human Capital Committee of the Board of Directors.

# SNAPSHOT OF OUR HUMAN CAPITAL METRICS

Employees who disclose personal demographic data:
**99%**

Millennial:
**41%**

Gen X:
**36%**

TOTAL GLOBAL EMPLOYEES

**~16,000***

Employees who self-identify as a veteran:
**49%**

Employees who self-identify as a person with a disability:
**10%**

Employees who self-identify as a person of color:
**42%**

Employees who self-identify as a woman.
**21%**

Supervisors who self-identify as a veteran:
**50%**

Supervisors who self-identify as a person with a disability:
**11%**

Supervisors who self-identify as a person of color:
**40%**

Supervisors who self-identify as a woman:
**21%**

*Note: U.S. Data Only*
**Global Data*

### APPROACH TO PREVENTING DISCRIMINATION

At V2X, we are determined to maintain an inclusive work environment free from discrimination and harassment. For this reason, our Code of Conduct sets out guidelines regarding appropriate behaviors to prevent, identify, report, and stop any type of unlawful discrimination, unethical behaviors, and unacceptable conduct. Our Code of Conduct elaborates on the personal and professional behavioral requirements that form the foundation of our organizational culture.

Non-discrimination is also included in our EHS Program, which ensures that workers are provided with safe conditions, free from discrimination, harassment, or exploitation. We have implemented a mandatory training program for all employees, covering topics such as anti-harassment and inclusivity.

## HUMAN RIGHTS AND LABOR PRACTICES

We believe everyone who works for V2X should be treated fairly and respectfully. We comply with applicable 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. We believe that relations with our employees and union representatives are positive.

### SAFEGUARDING OUR EMPLOYEES' RIGHTS

We respect the rights of everyone working on our company's behalf and are determined to provide them with safe and secure working conditions. We respect internationally recognized human rights and have implemented relevant processes designed to uphold human rights everywhere we operate, regardless of local business customs.

We recognize the inherent risks of child labor, human trafficking, and modern slavery potentially associated with our global contracting activities. 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 and we are compliant with the International Labour Organization Minimum Age Convention. We will also not knowingly work with any business partners that engage in any human trafficking activities, including child or forced labor, physical punishment or abuse, misleading or fraudulent recruiting, charging employees for recruitment, confiscation or destruction of employee identification documents, or supporting prostitution. We expect our suppliers to follow these same high standards.

We require subcontractors to verify that they are maintaining compliance with Combat Trafficking in Persons (CTIP) and other provisions in their contracts. Additionally, we maintain an active CTIP awareness campaign at each program location, to reinforce our protection of human rights and to empower all employees to confidently report suspected violations without fear of retaliation. We quickly investigate reported or suspected CTIP violations, which if verified, are reported immediately to the appropriate U.S. Government and program authorities.

### FAIR AND LAWFUL LABOR PRACTICES

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

Employees can raise any issues or concerns through a number of channels available to them, including our internal reporting platform, EthicsPoint, their HR business partner, or Corporate Employee Relations. External parties can also report potential or actual human rights or labor violations through EthicsPoint. When a violation is suspected by either an employee or a subcontractor, V2X investigates the matter, reports it to the appropriate stakeholders and takes appropriate corrective actions when violations are confirmed. We have an open-door policy where employees can also express their concerns locally with their management, through their leadership chain or through Corporate Human Resources.

# SUSTAINABLE PROCUREMENT

V2X strives to maintain its ethical standards in its interactions with employees, subcontractors, customers, suppliers, and stakeholders. Our 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 within the defense industry. We expect our suppliers to align with our values and lead by example.

Our Supplier Code of Conduct includes provisions on compliance with:

- Applicable local laws
- Anti-corruption laws
- Global trade requirements
- Quality standards for supplier work product; and
- Protections against the use of child labor and prohibition on human trafficking.

Our corporate procurement process sets out responsibilities, policies, ethics, and procedures to ensure compliance with the requirements under applicable 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 ISO9001 standards, the internationally recognized standard for quality management systems (QMS).

## ENHANCING SUSTAINABLE PROCUREMENT

Our Supplier and Subcontractor Screening and Management Program requires our vendors and suppliers to be screened for business ethics, health and safety, and human rights. When there are specific environmental/social risks or concerns due to the nature of services or supplies provided, we take the necessary remedial steps in partnership with our suppliers to minimize such risks.

We continue to develop sustainable procurement processes and expand our supplier due-diligence surveys to assess suppliers' environmental efforts and processes related to the protection of information and data.

## How we maintain and improve V2X's corporate procurement practices

### EXECUTING CONTROLS

- Starting with primary checklists, we execute 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.

### CONTINUOUSLY IMPROVING

- We work 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.

### MONITORING PERFORMANCE

- We develop and enhance digital tools, such as Power BI, to track our KPIs such as on-time delivery and cost against program.
- We conduct a Supplier and Subcontractor Screening and Management Program to assess 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 System for Award Management (SAM) database, which verifies entities status and standing with the government.

In 2023, V2X mentored The Albers Group, a Service-Disabled Veteran-Owned Small Business, as part of the Department of Defense (DoD) Mentor-Protégé program. As a mentor, we provided training and resources in the following areas: business development implementation, capture planning, customer development, proposal tools, and pricing and program management. We received the highest rating as part of DCMA's (Defense Contract Management Agency) evaluation of our performance and commitment under this program.

## COMMUNITY IMPACT

V2X is active in our communities and seeks to foster a spirit of volunteerism and giving. We strive to make a meaningful impact in our communities by supporting initiatives aligned to our corporate values. We present our philanthropic strategy and initiatives to the Nominating and Governance Committee. We also circulate company-wide a Philanthropy Quarterly Highlights newsletter describing ongoing local and global philanthropic initiatives and achievements, noting upcoming initiatives.

The goals for the Philanthropy Committee were to boost geographic visibility throughout V2X and to use its subcommittees to increase employee engagement.

**Our philanthropic mission 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 the V2X mission.**

**Our philanthropic global reach - V2X employees in Japan collaborated with the Philanthropy Committee to help support a Special Olympics for the Kanto region on Yokota Base. We donated funds to help cover expenses for athlete meals, facility rentals, and event shirts. V2X employees also volunteered at the event.**

In November 2023, the committee laid out quarterly goals for 2024, including:

- Collaborating with various non-profit organizations or foundations to sell promotional items on the V2X company store for their benefit
- Facilitating employees' ability to contribute a portion of their paycheck to designated non-profit organizations or foundations
- Publishing philanthropy news/highlights to the V2X external webpage and intranet
- Continuing support of our veterans during the November Month of Service

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

## INDY HELICOPTER PAD USAGE

Our Indianapolis facility, along with our Modernization & Sustainment business, support local community by answering an ongoing need to transfer critical patients by helicopter to Community East Hospital, which provides specialized stroke patient care for the Indianapolis region. Community East has no helipad and was unable to reliably transfer lifeline patients. After being notified of the need, our leadership at the Indianapolis facility opened up a portion of the campus parking lot for use as a helipad, expediting necessary patient transfer to the hospital.

# Highlights from our 2023 philanthropic activities.

Learn more about our philanthropic initiatives and impact through our Philanthropic Outreaches 2023 video

### DISASTER RELIEF EFFORTS

The Philanthropy Committee assisted with multiple natural disasters relief efforts throughout 2023, including the Turkey earthquake relief. In February, monetary aid was provided directly to employees impacted by the earthquake in Turkey. A wish list was created for employees to purchase items to send to those affected by the earthquake.

### PAT TILLMAN HONOR RUN

Employees in Colorado Springs joined teams in Kuwait, Bahrain and California to participate in the Pat Tillman Foundation run and hosted a food drive to benefit the Springs Rescue Mission, a homeless shelter for veterans located in Colorado Springs.

### MT. CARMEL VETERANS SERVICE CENTER PATRIOT DAY GIVE BACK EVENT

Our V2X volunteers attended this annual event to distribute food kits, gently used sports equipment, and other complimentary items to veterans, their families, and the general public.

### WREATHS ACROSS AMERICA (WAA)

V2X volunteers partnered with WAA to remember the fallen and honor those who serve by placing 130 wreaths in various locations including Fort Moore, Fort Liberty, Arlington National Cemetery, and various other military cemeteries in Colorado Springs, Fort Worth, Indianapolis, and Madison.

# Overview of 2023 Governance Initiatives

V2X's long-standing commitment to our sustainability efforts is underpinned by our corporate governance, Board oversight, and foundational ethics and compliance culture. Additionally, our commitment to cybersecurity, and our dedication to service quality and excellence for customers, help create integrated solutions to improve business performance.
We keep governance at the forefront of our approach to sustainability and our 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 2023

- Sustained compliance with the National Institute of Standards in Technology (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.
- Analyzed and aligned our information systems to ISO 27001 (Information security, cybersecurity and privacy protection — Information security management systems) standards.
- Initiated creation of Cyber Incident Response Procedure in 2023 and finalized in 2024, enhancing our internal framework to respond to cyber incidents.
- Conducted various internal cyber awareness and educational initiatives such as Cybersecurity Awareness Month.
- Observed second annual Corporate Ethics and Compliance week in November 2023.

** High priority topics identified during our 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 operations and logistics, aerospace, training, and technology markets to national security, defense, civilian and international customers.

Our initiatives focus on delivery excellence and are designed to improve customer relationships and business performance across our integrated solutions. As part of this strategy, we are standardizing, improving, and automating our core operational capabilities through enterprise system excellence, as well as technology insertion and enablement. For example, we continue to leverage 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 customers and our core internal operations. Additionally, we incorporate continuous improvement and delivery excellence processes throughout all aspects of our business.

## CYBER CAPABILITIES

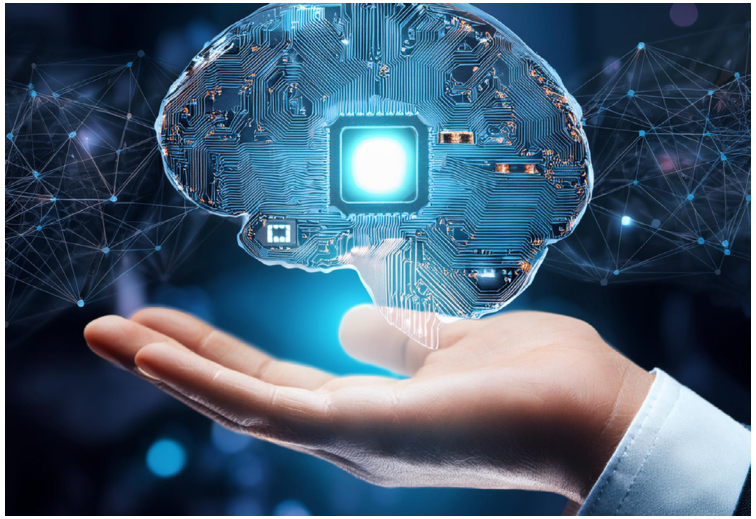
V2X is a leading cyber and mission IT services provider. We operate the largest cyber center for the U.S. Army outside of the U.S. and provide a full range of cyber defense support services to the U.S. military. Our capabilities include supporting Network Operations and Cybersecurity Operations Centers, IT and cyber defense integration, and Internet of Things (IoT) protection.

## CYBER ANALYSIS & SOLUTIONS LAB

Our Cyber Analysis & Solutions Lab (CASL) is comprised of a dedicated DoD-certified Systems Security Engineering Team to serve three primary functions:

- **Secure Development Environments:** Provides secure development environments and systems that surpass current and future requirements to perform DoD and federal projects.
- **Product Hardening and Cyber Testing:** Offers a suite of tools for product hardening and product cyber testing. By conducting offensive cyber tests and vulnerability assessments, CASL ensures that delivered systems have built-in cyber resiliency.
- **Comprehensive Cyber Assessments:** Facilitates full cyber assessments at varying levels of complexity of products and platforms.

The CASL includes a computer network that consists of an unclassified domain within the V2X network and a classified network that is not connected to the V2X network in order to facilitate classified work.



## 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. In 2023, we launched V-SPACE, our 5G network that provides a secure and reliable private communications solution and enables smart logistics for our customers' missions. We also introduced a new enhanced facility and asset protection commercial system offering for airports and other large-secured areas that utilizes our proprietary integrated electronic security solutions (IESS) which has become a standard in the government space for protecting high value assets and critical infrastructure. Protecting our intellectual property is a component of our overall risk framework. To protect the intellectual property that makes us unique, we leverage 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 annual report.

# CORPORATE GOVERNANCE

Our Board members utilize their key skills and experiences to make informed decisions that align with our strategic goals and values. The Board oversees the actions and results of management, and advises the CEO and senior executives that are responsible for managing the business. The Board 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. The Committee seeks to have a Board with diverse backgrounds and perspectives and when searching for a new director, the Company includes in its initial list of qualified candidates those candidates who reflect diverse backgrounds and experiences.

The Board reviews and assesses its composition on an ongoing basis. Currently, 55% of the Board of Directors comprises women, veteran, racially diverse, or disabled members. Information regarding our Board diversity is based on voluntary, self-identification information provided by our Directors. The Nominating and Governance Committee and the Board of Directors also regularly review our corporate governance practices to ensure that such practices, including the procedures for the election of Directors, remain in the best interests of the Company, its shareholders and other relevant constituencies.

**OUR BOARD'S SKILLS AND EXPERIENCE**

| | | |
|---|---|---|
| SENIOR LEADER- | PUBLIC COMPANY GOVERNANCE | INVESTMENT AND M&A |
| TECHNOLOGY AND CYBERSECURITY | FINANCE AND ACCOUNTING | GOVERNMENT AND MILITARY |

## Our Board of Directors as of July 2024

**MARY L. HOWELL**
*CHAIRMAN SINCE: 2022*
*DIRECTOR SINCE: 2014*

**JEREMY C. WENSINGER**
*PRESIDENT, CEO AND*
*DIRECTOR SINCE: 2024*

**DINO CUSUMANO**
*DIRECTOR SINCE: 2022*

**ABBAS ELEGBA**
*DIRECTOR SINCE: 2023*

**LEE EVANGELAKOS**
*DIRECTOR SINCE: 2022*

**MEL F. PARKER**
*DIRECTOR SINCE: 2014*

**ERIC M. PILLMORE**
*DIRECTOR SINCE: 2014*

**JOEL ROTROFF**
*DIRECTOR SINCE: 2022*

**NEIL SNYDER**
*DIRECTOR SINCE: 2022*

**STEPHEN L. WAECHTER**
*DIRECTOR SINCE: 2014*

**PHILLIP C. WIDMAN**
*DIRECTOR SINCE: 2014*

## Stakeholder Dialogue

Our Board believes it is important to maintain an open dialogue with the Company's shareholders to understand their views on the Company, its strategy, governance, and compensation practices. The Company has a program to communicate with our top institutional investors on a variety of topics throughout the year to seek input and provide perspective on Company policies and practices and to ensure we are addressing any questions and concerns. These topics include financial performance and governance, agenda items for the Company's annual meeting, and environmental, social, and governance matters.

We regularly engage with our investors through quarterly conference calls and webcasts that are posted to our investor relations website. During 2023, the Company's senior leadership also engaged investors by presenting at several investor conferences (both in-person and virtually) and through one-on-one and group meetings. We regularly report our investors' views and feedback to our Board of Directors.

## CYBERSECURITY, DATA SECURITY, & PRIVACY

V2X takes cybersecurity of its corporate network and protection of its company data seriously. The mission of our cybersecurity program is to safeguard our organization's assets and information against cybersecurity threats through proactive risk management, robust security controls, and continuous vigilance. The Company integrates cybersecurity risk management into its broader risk management framework to ensure that cybersecurity considerations form an integral part of our risk management program.

The Audit Committee oversees cybersecurity risks and meets regularly with management to discuss our cybersecurity program, including the review of reports on cyber incident response processes, emerging cybersecurity developments and threats, and cyber risk assessment.

In 2023, we established the office for the Chief Information Security Officer (CISO). Our CISO is primarily responsible for assessing, monitoring and managing our cybersecurity governance risk and compliance. The CISO coordinates with senior management, including members of the incident response team (IRT), to implement a program designed to protect the Company's information systems from cybersecurity threats and to promptly respond to any material cybersecurity incidents or threats in accordance with the Company's incident response procedure.

Our approach to information and system security is designed to Identify, Protect, Detect, Respond and Recover in line with the Cybersecurity Framework 2.0 guidance provided by NIST. During 2023, we enhanced our cybersecurity efforts to align with NIST 800-171 (Protecting Controlled Unclassified Information in Nonfederal Systems and Organizations), NIST CSF 2.0 (Cybersecurity Framework), and ISO 27001/27002 (International Standard Focused on Information Security) frameworks, and to help ensure compliance with applicable rules and regulations.

We seek to ensure the health of our cybersecurity systems by focusing on the following six pillars:

**GOVERN** – We focus on establishing the V2X cybersecurity risk management strategy, expectations, and policies to effectively manage and align our security program.

**IDENTIFY** – We focus on the management of information technology assets, assessment of information security risk, and continuous improvement of our information security environment. By identifying these elements, we are able to effectively manage cybersecurity risks and align our security efforts with key business objectives.

**PROTECT** – We develop and implement measures and controls designed to safeguard the organization's critical assets, systems, and data from cybersecurity threats and vulnerabilities. Emphasis is placed on the following:

- Identity management
- Awareness and training
- Data encryption
- Endpoint protection
- Technology infrastructure resilience

**DETECT** – We are dedicated to the timely identification of cybersecurity events, anomalies, and incidents. By enhancing our capabilities in detection, we minimize the impact of potential threats to our organization.

The following values guide our efforts in bolstering our detection capabilities:

- Early threat identification and anomaly detection
- Continuous real-time event monitoring and analysis
- Incident response preparedness

**RESPOND** – We focus on the activities outlined in our Cyber Incident Response Procedure that was adopted in early 2024. The following steps guide our efforts in effective response and reporting:

- Preparation
- Detection and Analysis
- Containment, Eradication & Recovery
- Post-incident Activities

**RECOVER** – We perform incident and contingency planning to identify the priority of recovering systems, accounts, services based on business requirements and contractual mandates.

**RIMAS GUZULAITIS**
VP EI & TRANSFORMATION

*"In our modern, technology-driven world, cybersecurity is constantly evolving. Staying ahead of threats is crucial to protect our data and systems from ever-changing vulnerabilities. It's not just about responding to threats but anticipating and mitigating them to ensure the security and integrity of our operations."*

### TRAINING AND AWARENESS

We provide regular, mandatory training for employees on safeguarding against cybersecurity threats, and communicate our evolving information security policies, standards, processes, and practices, which is mandated through our Cyber Awareness and Training Policy. We ran a Cybersecurity Awareness campaign during October's cybersecurity awareness month. The campaign focused on the use of stronger passwords, use of multi-factor authentication, recognizing and reporting phishing attempts and ensuring that software is updated and patched.

### THIRD-PARTY ENGAGEMENTS

Recognizing the complexity and evolving nature of cybersecurity threats, we engage external experts, including managed security service provider (MSSP) and consultants, to evaluate our cyber governance and monitor our risks. These partnerships enable us to leverage their specialized knowledge to help ensure that our cybersecurity strategies and processes reflect industry best practices.

## 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 applicable laws and regulations. As part of that commitment, all members of the V2X team must take personal responsibility for acting in accordance with our values even when making difficult choices.

Our key policies and standards for ethical performance include:

- The Code of Conduct that sets the ethical and performance standards that we live by and is grounded in our core values. Our Code of Conduct, updated in 2023, applies to all employees, officers and directors and is reinforced annually through mandatory training.
- The Anti-Corruption Policy that 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 we operate.
- The Supplier Code of Conduct that 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.

The Code of Conduct provides that employees are expected to understand and comply with the laws, regulations and policies that apply to their respective duties. We have a concern resolution process in place for resolving employee issues, instances of noncompliance and ethics violations. The organization maintains an EthicsPoint Hotline and a webpage for employees to report their concerns on an anonymous basis. These concerns are reviewed and addressed by the appropriate responsible function.

V2X proactively provides annual anti-corruption and anti-bribery (ABAC) training for select employees in high-risk roles and functions, and all employees are required to complete annual Code of Conduct training. In addition, employees complete mandatory compliance courses and project-specific competencies as part of our ongoing employee development. Compliance courses include Insider Trading, Information Security, Labor Charging, Insider Threat, and Anti-Harassment, while project-specific competencies are based on the customer's Performance Work Statements. We track ethics and compliance trends extrapolated from our helpline reporting tool and create training to address and mitigate any negative trends. These trends are routinely briefed to senior leadership along with the action plan to address the trends. We also provide regular reports on ethics to the Audit Committee of the Board of Directors.

**Our employees completed 191,749 compliance related trainings in 2023 on V2X University, our online educational platform.**

Per our Code of Conduct, employees are responsible for "completing all required employee training in a timely manner and keep up to date on current standards and expectations" and leaders, supervisors and managers are responsible to "hold employees accountable for completing all training requirements."

In 2023, we sponsored our Annual Corporate Compliance Ethics Week, which was open to all V2X employees, and was designed to spotlight our Corporate Ethics program by highlighting our Core Values, educating employees on our "Speak Up" culture and providing best practices resources for leaders in addressing employees' concerns.

# Path Forward

We are proud of the progress presented in this Sustainability Report. We firmly believe that we are building on the foundation established last year to further integrate environmental and social initiatives across the business, align with our values and drive long-term value for V2X shareholders and stakeholders.

In 2023, we have dialed in our focus on the priority topics identified last year. Ever mindful of the stakeholders we serve as a federal contractor, we have made notable progress in our cybersecurity risk management and environmental compliance efforts. We continue to take a responsible posture regarding the impact our human capital policies have on our employees, subcontractors, and suppliers. We continued our strong performance in this area in 2023, expanding our paid parental leave policies and maintaining our strong safety record. Staying true to our roots, we also continued our community engagement with active-duty military, veterans and their families, remaining a top employer for veterans.

Looking ahead we plan to continue to establish baseline data in relation to key metrics (such as energy and waste), complete a GHG inventory and further strengthen our processes to identify and monitor climate-related risks and opportunities, and obtain various ISO certifications throughout the entire organization. We will continue to expand our learning and development activities and highlight and celebrate our diverse workforce. In addition, as sustainability regulations take shape globally, we plan to further increase our efforts to prepare for new regulatory requirements.

**We are excited about the journey ahead and look forward to sharing our future progress.**

# APPENDIX: GRI INDEX[5]

## GRI 2: GENERAL DISCLOSURES**

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 2-1 | ORGANIZATIONAL DETAILS | ◇ 2023 FORM 10-K |
| 2-2 | ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING | ◇ 2023 FORM 10-K |
| 2-3 | REPORTING PERIOD, FREQUENCY AND CONTACT POINT | ◇ 01-01-2023 TO 12-31-2023 UNLESS NOTED OTHERWISE RELATED TO GOVERNANCE AND POLICIES.<br>◇ ANNUAL<br>◇ FOR ANY QUESTIONS REGARDING THE 2023 SUSTAINABILITY 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 | ◇ 2023 FORM 10-K |
| 2-7 | EMPLOYEES | ◇ APPROXIMATELY 16,000 EMPLOYEES AND 6,200 SUBCONTRACT PERSONNEL<br>◇ 2023 FORM 10-K |
| 2-8 | WORKERS WHO ARE NOT EMPLOYEES | ◇ 2023 FORM 10-K |
| 2-9 | GOVERNANCE STRUCTURE AND COMPOSITION | ◇ 2024 PROXY STATEMENT<br>◇ VISIONARY LEADERSHIP |
| 2-10 | NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY | ◇ 2024 PROXY STATEMENT<br>◇ VISIONARY LEADERSHIP |
| 2-11 | CHAIR OF THE HIGHEST GOVERNANCE BODY | ◇ 2024 PROXY STATEMENT<br>◇ VISIONARY LEADERSHIP |
| 2-12 | ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS | ◇ SUSTAINABILITY GOVERNANCE<br>◇ GOVERNANCE – CORPORATE GOVERNANCE<br>◇ 2024 PROXY STATEMENT |
| 2-13 | DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS | ◇ SUSTAINABILITY GOVERNANCE<br>◇ GOVERNANCE – CORPORATE GOVERNANCE<br>◇ 2024 PROXY STATEMENT |

[5]Any disclosures not included in this index are not publicly available at this time.
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| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 2-14 | ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING | ◇ SUSTAINABILITY GOVERNANCE<br>◇ GOVERNANCE – CORPORATE GOVERNANCE<br>◇ 2024 PROXY STATEMENT |
| 2-15 | CONFLICTS OF INTEREST | ◇ 2024 PROXY STATEMENT |
| 2-16 | COMMUNICATION OF CRITICAL CONCERNS | ◇ 2024 PROXY STATEMENT |
| 2-17 | COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY | ◇ GOVERNANCE – CORPORATE GOVERNANCE<br>◇ 2024 PROXY STATEMENT |
| 2-18 | EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY | ◇ 2024 PROXY STATEMENT |
| 2-19 | REMUNERATION POLICIES | ◇ 2024 PROXY STATEMENT<br>◇ 2023 FORM 10-K |
| 2-20 | PROCESS TO DETERMINE REMUNERATION | ◇ 2024 PROXY STATEMENT<br>◇ 2023 FORM 10-K<br>◇ FORM 8-K COVERING RESULTS OF SHAREHOLDER VOTE ON 2023 COMPENSATION |
| 2-21 | ANNUAL TOTAL COMPENSATION RATIO | ◇ 2024 PROXY STATEMENT |
| 2-22 | STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY | ◇ SUSTAINABILITY GOVERNANCE<br>◇ 2024 PROXY STATEMENT |
| 2-23 | POLICY COMMITMENTS | ◇ CODE OF CONDUCT<br>◇ 2023 FORM 10-K , COMBATING TRAFFICKING IN PERSONS (CTIP) AND OCN COMPLIANCE<br>◇ SUPPLIER CODE OF CONDUCT |
| 2-24 | EMBEDDING POLICY COMMITMENTS | ◇ CODE OF CONDUCT<br>◇ 2023 FORM 10-K , COMBATING TRAFFICKING IN PERSONS (CTIP) AND OCN COMPLIANCE<br>◇ SUPPLIER CODE OF CONDUCT |
| 2-25 | PROCESSES TO REMEDIATE NEGATIVE IMPACTS | ◇ CODE OF CONDUCT |
| 2-26 | MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS | ◇ CODE OF CONDUCT |
| 2-27 | COMPLIANCE WITH LAWS AND REGULATIONS | ◇ CODE OF CONDUCT |
| 2-28 | MEMBERSHIP ASSOCIATIONS | ◇ N/A |
| 2-29 | APPROACH TO STAKEHOLDER ENGAGEMENT | ◇ SUSTAINABILITY STRATEGY<br>◇ 2024 PROXY STATEMENT |
| 2-30 | COLLECTIVE BARGAINING AGREEMENTS | ◇ 2023 FORM 10-K |

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## GRI 3: MATERIAL TOPICS**

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 3-2 | LIST OF MATERIAL TOPICS | ◇ SUSTAINABILITY STRATEGY |
| 3-3 | MANAGEMENT OF MATERIAL TOPICS | ◇ SUSTAINABILITY GOVERNANCE<br>◇ 2024 PROXY STATEMENT |

## GRI 204: PROCUREMENT PRACTICES

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 204 | PROPORTION OF SPENDING ON LOCAL SUPPLIERS | ◇ 2023 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 2023 |
| 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 SUCH LEGAL MATTERS PENDING OR COMPLETED DURING THE REPORTING PERIOD |

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## GRI 308: SUPPLIER ENVIRONMENTAL

| 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 2023 |

## 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 | ◇ SOCIAL - TALENT ATTRACTION, DEVELOPMENT AND EMPLOYEE ENGAGEMENT<br>◇ 2023 FORM 10-K |
| 401-1 | PARENTAL LEAVE | ◇ SOCIAL - TALENT ATTRACTION, DEVELOPMENT AND EMPLOYEE ENGAGEMENT<br>◇ 2023 FORM 10-K |

## GRI 403: OCCUPATIONAL HEALTH & SAFETY*

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 403-1 | OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ 2024 PROXY STATEMENT |
| 403-2 | HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K |
| 403-3 | OCCUPATIONAL HEALTH SERVICES | ◇ 2023 FORM 10-K |
| 403-4 | WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ EHS POLICY STATEMENT |

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| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 403-5 | WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ EHS POLICY STATEMENT |
| 403-6 | PROMOTION OF WORKER HEALTH | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K |
| 403-7 | PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ EHS POLICY STATEMENT |
| 403-8 | WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ EHS POLICY STATEMENT |
| 403-9 | WORK-RELATED INJURIES | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ EHS POLICY STATEMENT |
| 403-10 | WORK-RELATED ILL HEALTH | ◇ SOCIAL - EMPLOYEE HEALTH, SAFETY AND WELL-BEING<br>◇ 2023 FORM 10-K<br>◇ 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 & EQUAL OPPORTUNITY

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 405-1 | DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES | ◇ SOCIAL - CULTURE AND ENGAGEMENT |
| 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

| GRI | GRI DISCLOSURE TITLE | DISCLOSURE |
|---|---|---|
| 407-1 | OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BAR-GAINING 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 | ◇ SOCIAL - HUMAN RIGHTS AND LABOR PRACTICES<br>◇ 2023 FORM 10-K<br>◇ 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 | ◇ SOCIAL - HUMAN RIGHTS AND LABOR PRACTICES<br>◇ 2023 FORM 10-K<br>◇ 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 | ◇ SOCIAL - COMMUNITY IMPACT |
| 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 2023 |

## 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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