V2X 2025 Sustainability Report



GO TOWARDS TOMORROW

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CEO Letter



Strong execution is built with one decision, one improvement, and one mission at a time. Across V2X, approximately 16,200 employees and 7,300 subcontract personnel carried our business toward tomorrow in 2025. Together, we supported critical missions in 349 locations across 49 countries and territories. Our team's expertise, commitment, and ability to execute form the foundation of our performance.

That execution delivered results in 2025. V2X reached $4.5 billion in revenue while continuing to invest in the capabilities, technologies, and systems that position us for the future. As we move through 2026, our customers' missions are increasing in complexity and depend on our ability to innovate. Our responsibility is not simply to respond to change, but to be ready for it.

The progress highlighted in our 2025 Sustainability Report is all a part of that readiness. Consider a few of our highlights as you read this report:

We completed our first double materiality assessment in 2026 and updated our material sustainability topics. The assessment strengthened our understanding of the sustainability topics most important to our business and stakeholders and helped refine the topics that will guide our sustainability priorities and reporting going forward.

We continued strengthening the systems we use to understand and manage environmental risk. In 2025, we completed third-party limited assurance of our 2024 Scope 2 greenhouse gas emissions, as well as third-party limited assurance of our 2025 Scope 2 emissions in 2026. We also made significant progress toward ISO 14001 alignment throughout 2025, and achieved certification in 2026. These milestones give us stronger data, more consistent processes, and a better foundation for continuous improvement across our operations.

Our people remain central to everything we do. V2X employees bring deep technical expertise to challenging environments and essential missions every day. We continued investing in their safety, well-being, and career development, from workforce and leadership development programs to more than 6,000 learning opportunities through V2X University. We also continued supporting veterans and military families as they build civilian careers, strengthening both our workforce and the communities connected to our mission.

We are expanding our capabilities in artificial intelligence and in technologies. We know technology is increasingly important to how we sustain our growth. It also makes our people more effective, strengthens mission readiness, and improves decision-making. At the same time, we are developing the governance, policies, and guardrails needed to adopt AI responsibly and maintain appropriate human oversight. Innovation is most valuable when it strengthens the judgment and expertise our people already bring to the mission.

Sustainability at V2X is not a campaign with an end date. It is reflected in the decisions we make every day about how we manage risk, support our people, serve our customers, invest in technology, and prepare our business for the future.

This report reflects the progress we made in 2025 and the foundation we continue to build upon in 2026. I am proud of what our teams have accomplished, and even more energized by what comes next.

Thank you to our employees, customers, shareholders, partners, and communities for your continued trust as we go towards tomorrow.



Jeremy C. Wensinger
President and Chief Executive Officer

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About V2X

For more than 80 years, V2X, Inc. has been a leading provider of critical mission solutions, primarily serving defense customers across 349 locations in 49 countries and territories. We bring people, technology, and operations together to support critical missions by delivering integrated capabilities at scale, enabling us to serve as a trusted partner in some of the world's most complex operating environments.

As of December 31, 2025, V2X employed approximately 16,200 employees and utilized 7,300 subcontract personnel. Our personnel work across defense, national security, civilian, and international markets, applying advanced capabilities — including AI and machine learning — to strengthen readiness, improve security, and help organizations succeed in complex environments. Operating as a single business segment, we provide a broad portfolio of capabilities, including High Consequence Training, Technology Enablement, Aircraft Readiness, Asset Optimization, Mission of Consequence, and Assured Communications to defense, national security, civilian, and international customers.

OUR MISSION, VISION, AND VALUES



MISSION

To deliver integrated solutions that help our customers operate with confidence in complex environments. By connecting people, technology, and infrastructure, we enable organizations to perform at the speed of need.



VISION

As missions evolve and technology accelerates, V2X is advancing the capabilities that help organizations stay ahead — building resilient operations, modern infrastructure, and digitally enabled environments that hold under pressure.



VALUES

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

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Spotlight:
Our Integrated Capabilities:

V2X delivers a comprehensive suite of integrated solutions across the operations and logistics, aerospace, training, and technology markets to national security, defense, civilian and international clients. Our global team of approximately 16,200 employees brings innovation to every point in the mission lifecycle, from preparation, to operations, to sustainment, as we tackle the most complex challenges with agility, grit, and dedication.

HIGH CONSEQUENCE TRAINING

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

AIRCRAFT READINESS

- Aviation Maintenance & Repair
- O, I & D-Level Maintenance Support
- Ground Platform Maintenance & Repair
- Inventory & Logistics
- 4 FAA Part 145 Repair Stations
- AS9100/9110/9120 Certified QMS
- Aircraft Maintenance & Management Optimization (AMMO®)

MISSIONS OF CONSEQUENCE

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

TECHNOLOGY ENABLEMENT

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

ASSET OPTIMIZATION

- **Warehouse Management & Distribution**
- **Global Supply Chain Management**
- **Transportation and Shipping**
- **Integrated Logistics**
- **Supply Chain Service**
- **Automated Logistics**

ASSURED COMMUNICATIONS

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

* Scope 2 emissions calculated using average emissions factors for the electricity grids where electricity is consumed.
** Scope 2 emissions calculated using emissions factors associated with contractual electricity purchasing arrangements, where available.

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Spotlight:
V2X By the Numbers*

80 years supporting critical missions

$4.5B FY2025 revenue

16,200 employees

27% of our U.S. employees voluntarily reported a military background

7,300 subcontract personnel

349 locations

49 countries & territories

7 continents

*As of December 31, 2025. Employee and subcontractor figures are approximate. Military background reflects U.S. employees who voluntarily self-identified.

PREVIOUS AWARDS AND RECOGNITION

MILITARY FRIENDLY® BRONZE EMPLOYER

MILITARY FRIENDLY® TOP 10 DIVERSITY SUPPLIER

MILITARY FRIENDLY® TOP 10 MILITARY SPOUSE EMPLOYER

MILITARY TIMES BEST FOR VETS EMPLOYER

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Sustainability Overview

Sustainability is an important component in how we execute on V2X's business strategy and reflects the values that guide how we operate—integrity, respect, responsibility, and professionalism. Our approach focuses on managing the environmental, social, and governance topics that are most important to our business, customers, shareholders, employees, and the communities where we operate. Through this approach, we aim to support long-term business resilience, improve efficiencies, and enhance operational excellence.

In 2026, V2X completed a double materiality assessment to better understand the sustainability topics that have the greatest significance to our business and our broader impact on people and the environment. The assessment builds upon our earlier materiality work and helps ensure this report reflects evolving stakeholder expectations, emerging risks and opportunities, and the changing regulatory landscape.

The assessment incorporated cross-functional input from leaders in Strategy and Growth, Investor Relations, Environment, Health and Safety, Human Resources, Procurement, Governance, Cybersecurity, and Information Technology. The assessment also included industry benchmarking, stakeholder interviews, and an evaluation of potential sustainability issues across our value chain to identify the environmental, social, and governance topics most significant to our business and stakeholders.

In this report, we are sharing the evolution of our materiality topics, which form the foundation for our strategy, decision-making, and disclosures today and as we advance our sustainability program.



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Sustainability Governance

Sustainability is integrated into how V2X manages risk, supports operational excellence, and creates long-term value. Rather than operating as a standalone function, environmental, social, and governance priorities are embedded across our business through established governance structures, cross-functional collaboration, and executive oversight.

Our Board of Directors provides oversight of sustainability through its standing committees. Our Sustainability Officer oversees our sustainability reporting alongside the cross-functional Sustainability Steering Committee, which includes representatives from Legal, Ethics and Compliance, Governance, Environment, Health and Safety, Human Resources, Cybersecurity, Procurement, Investor Relations, Strategy and Growth, and other business functions. The steering committee advances sustainability priorities, coordinates reporting, and stewards' initiatives related to sustainability in their areas of focus.

More information on our sustainability governance structure can be found in the Governance section of this report.





"At V2X, sustainability is integrated into how we operate, make decisions, and create long-term value."

SARITA B. MALAKAR
DEPUTY GENERAL COUNSEL, CORPORATE SECRETARY AND SUSTAINABILITY OFFICER

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Environmental Stewardship

Managing our environmental impact is fundamental to how V2X manages operational risk, improves efficiency, and supports long-term business resilience. Operating across multiple locations and territories, we recognize that our activities have environmental impact that must be managed responsibly while meeting the expectations of customers, regulators, shareholders, employees, and the communities where we operate.

Our approach enables us to comply with applicable environmental regulations and customer requirements while continuously strengthening the systems, processes, and governance that support environmental performance. By identifying environmental risks, measuring performance, and implementing improvements, we work to reduce our environmental footprint and enhance operational effectiveness across our global operations. Our environmental priorities focus on regulatory compliance, climate-related risks and opportunities, management of greenhouse gas (GHG) emissions and energy efficiency, waste management, and water stewardship.



MATERIAL ENVIRONMENT TOPICS

- CLIMATE-RELATED RISK AND RESILIENCE
- GHG EMISSIONS AND ENERGY MANAGEMENT
- WASTE MANAGEMENT
- WATER MANAGEMENT



> **"Responsible environmental management goes beyond meeting regulatory requirements, it's about building resilient systems, proactively managing risk, and driving continuous improvement across our global operations."**

J. MARK GRAHAM
EXECUTIVE DIRECTOR, QUALITY, ENVIRONMENT, HEALTH, AND SAFETY (QEHS)

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Environmental Management

Environmental management at V2X is guided by a structured management system that helps identify environmental risks, implement procedures to manage them, monitor performance, and drive continual improvement. This approach supports informed decision-making and helps ensure environmental considerations are integrated into day-to-day operations. V2X's Environmental, Health, and Safety Management System (EHSMS) supports this approach, and we incorporate applicable environmental requirements into subcontractor agreements. For more information on the occupational health and safety components of the EHSMS, see the Employee Health, Safety, and Well-Being section of this report.

We maintain an incident reporting and investigation program to identify, assess, and address environmental incidents. When an incident is reported, we conduct a preliminary investigation to determine the root cause and evaluate contributing factors. Based on the findings, we develop and implement corrective and preventive action plans that address identified deficiencies, strengthen processes, and help reduce the likelihood of similar incidents in the future.



Strengthening Environmental and Quality Management Through ISO Standards

During 2025, we continued strengthening our environmental management program as we advanced toward ISO 14001 certification, which we achieved in 2026. This internationally recognized standard provides a framework for identifying environmental risks, managing environmental impacts, supporting regulatory compliance, and driving continual improvement across our operations.

Additionally, V2X maintains a Quality Management System (QMS) to help meet customer and regulatory requirements while driving continuous improvement across its operations. During 2025, several V2X programs and locations maintained ISO 9001:2015 certification, an internationally recognized standard reflecting consistent quality management practices across program execution and site operations.

Several V2X locations maintain certifications to AS9100, AS9110, and AS9120, international quality management standards that are specifically designed for aerospace manufacturing, maintenance, repair, overhaul (MRO), and logistics organizations. See the table below for a full list of certified programs and locations.

Certified Program / Location	Certification Type
C-12 Air Force	ISO 9001:2015
C-12 Navy	ISO 9001:2015
Colorado Springs, Colorado	ISO 9001:2015
Crestview, Florida	ISO 9001:2015, AS9110
E-6B	ISO 9001:2015, AS9100, AS9120
Indianapolis, Indiana	ISO 9001:2015, AS9100
Madison, Mississippi	ISO 9001:2015, AS9100, AS9110, and AS9120
Naval Test Wing Atlantic (NTWL)	ISO 9001:2015, AS9110
Naval Test Wing Pacific (NTWP - Pt Mugu, China Lake)	ISO 9001:2015, AS9110
Reston, Virginia	ISO 14001, 45001
SECREPS	ISO 9001:2015
T-45 (NAS Kingsville, Texas, NAS Meridian, Mississippi, NAS Pensacola, Florida)	ISO 9001:2015, AS9110

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Climate Risk and Resilience

We recognize the importance of addressing climate change and its potential impact on our clients' operations. Climate change presents compliance and reputational risks for V2X as well as opportunities to enhance operational efficiency and resilience across our services. 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 manage GHG emissions. Our strategy focuses on improving energy efficiency, waste management, and sustainable procurement. We continue to enhance our greenhouse gas data management, emissions measurement, and reporting capabilities. By taking proactive steps to address climate change, we strive to operate more efficiently while also playing a role in protecting our planet.

Energy Efficiency

Energy management plays an important role in V2X's efforts to improve operational efficiency, manage energy consumption and costs, and reduce greenhouse gas emissions across our operations. As our emissions inventory continues to mature, we are strengthening our understanding of energy use and identifying opportunities to improve performance where we have operational control.

Improving Energy Efficiency Through LED Lighting

During 2025, V2X continued a phased lighting retrofit project at its Indianapolis facility, replacing existing compact fluorescent (CFL) lamps with energy-efficient LED lighting. During the year, 326 LED lamps were installed across 156 light fixtures, reducing electricity consumption while improving the efficiency of facility operations.

The project is expected to save approximately 63,229 kWh of energy annually, reduce greenhouse gas emissions by 38.5 metric tons of CO_2e per year, and generate approximately $10,000 in annual energy cost savings. This initiative reflects V2X's ongoing efforts to improve energy efficiency, reduce operating costs, and lower the environmental impact of its facilities.

OUR APPROACH TO ENVIRONMENTAL MANAGEMENT



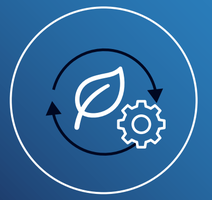
IDENTIFY IMPACTS

Identify environmental risks and impacts to prioritize actions that matter.



TRACK PERFORMANCE

Monitor and measure performance to ensure environmental considerations are integrated into daily operations.



IMPROVE SYSTEMS

Use insights to address root causes, strengthen processes, and drive continual improvement.

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Greenhouse Gas Emissions

Building a reliable GHG emissions baseline remains a key priority as we continue to strengthen our emissions management approach. In 2025, we completed limited third-party assurance of our 2024 Scope 2 GHG emissions inventory in accordance with ISO 14064-3:2019 (international standard for GHG verification and assurance), the U.S. Environmental Protection Agency, and Greenhouse Gas Protocol. Scope 2 emissions are indirect emissions from purchased electricity. Using an operational control approach, we calculated emissions from electricity used at operations where V2X has control over day-to-day activities, including applicable owned and leased locations. Our third-party assured 2024 Scope 2 emissions totaled 7,556 metric tons of CO_2e.

We also advanced our approach to Scope 2 GHG reporting by implementing a centralized process for collecting and managing electricity consumption data across the enterprise. During 2026, we completed our 2025 Scope 2 GHG emissions inventory, further strengthening the consistency, visibility, and quality of our emissions data. Our third-party assured 2025 Scope 2 emissions totaled 7,173 metric tons of CO_2e.



When California's SB 253 climate disclosure requirements were implemented, V2X did not yet have an enterprise-wide process in place to collect Scope 1 emissions data. To help address this, in 2026 V2X implemented a Fleet Management System module within its Enterprise Quality and EHS Management Information System to provide a centralized approach for collecting and managing Scope 1 emissions data across the enterprise. V2X intends to continue developing this capability through 2027 to improve the completeness and consistency of fleet emissions data. We plan to continue refining our Scope 1 data collection and reporting processes as data quality and availability improve over time, and to report on V2X's enterprise-wide Scope 1 emissions in a future sustainability report.

Because a significant portion of our GHG footprint is expected to occur across our value chain, we continue to evaluate approaches for improving our understanding of Scope 3 emissions. As our climate program evolves, we are taking steps to strengthen the data, processes, and stakeholder engagement to support future value chain emissions accounting.

Greenhouse Gas Footprint*

Metric	Unit	2023	2024	2025
Scope 1	In Process for 2026 Data			
Scope 2	Metric tons CO_2e	10,529	7,556	7,173
Scope 3	Data unavailable at this time			

* Scope 1: Direct emissions from operations that a company owns or controls (e.g., company vehicles, onsite fuel use); Scope 2: Indirect emissions from purchased energy (e.g., electricity, steam, heating, cooling); Scope 3: All other indirect emissions from the value chain (e.g., suppliers, business travel, product use).

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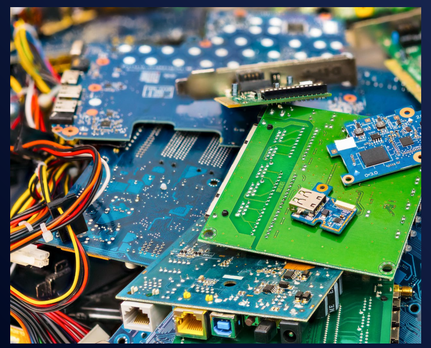
Waste Management

V2X manages waste across our operations with a focus on regulatory compliance, pollution prevention, and responsible resource management. We work to minimize waste generation where practical, expand recycling opportunities, and collaborate with customers and qualified vendors to ensure waste is managed responsibly throughout its lifecycle. Our approach includes waste segregation, employee awareness, routine inspections, and continuous evaluation of opportunities to improve resource efficiency and reduce environmental impacts.

During 2025, we continued expanding electronic waste (e-waste) recycling efforts across our operations and focused on responsible waste management when decommissioning facilities or transitioning operations. This includes complying with applicable waste management requirements and practices to help minimize environmental impacts.

Hazardous Materials Management

Many of V2X's operations involve the use, storage, and handling of hazardous materials in support of customer missions. We manage these materials in accordance with applicable environmental regulations and customer requirements through established handling and storage procedures, employee training, routine inspections, environmental due diligence, and the use of qualified vendors for transportation and disposal. We also evaluate opportunities to reduce hazardous material use where practical and incorporate environmental considerations into operational planning and continuous improvement efforts.



Expanding Electronic Waste Recycling

At our Indianapolis facility, we continued our partnership with RecycleForce, a nonprofit organization that combines responsible electronics recycling with workforce development opportunities. Through this partnership, the facility diverted more than 25,898 pounds of its own electronic waste, metals, and scrap from landfills, helping reduce our environmental impact while supporting a social enterprise dedicated to career re-entry opportunities for formerly incarcerated individuals.



Managing Hazardous Waste Responsibly

During 2025, V2X's Hazardous Waste Management team at Erbil Air Base in Northern Iraq expanded the installation's Hazardous Waste Storage Area as part of our contractual responsibilities to support the customer's hazardous waste management requirements. This expansion supported the safe management of increased hazardous waste volumes generated through regional base closures and consolidated operations. The project included the design and construction of an expanded hazardous materials yard featuring engineered spill containment, compliant storage layouts, and supporting infrastructure.

By increasing storage capacity and strengthening engineered controls, the project helped maintain full regulatory compliance during a complex operational transition while improving oversight of consolidated hazardous waste streams and reducing environmental risk.

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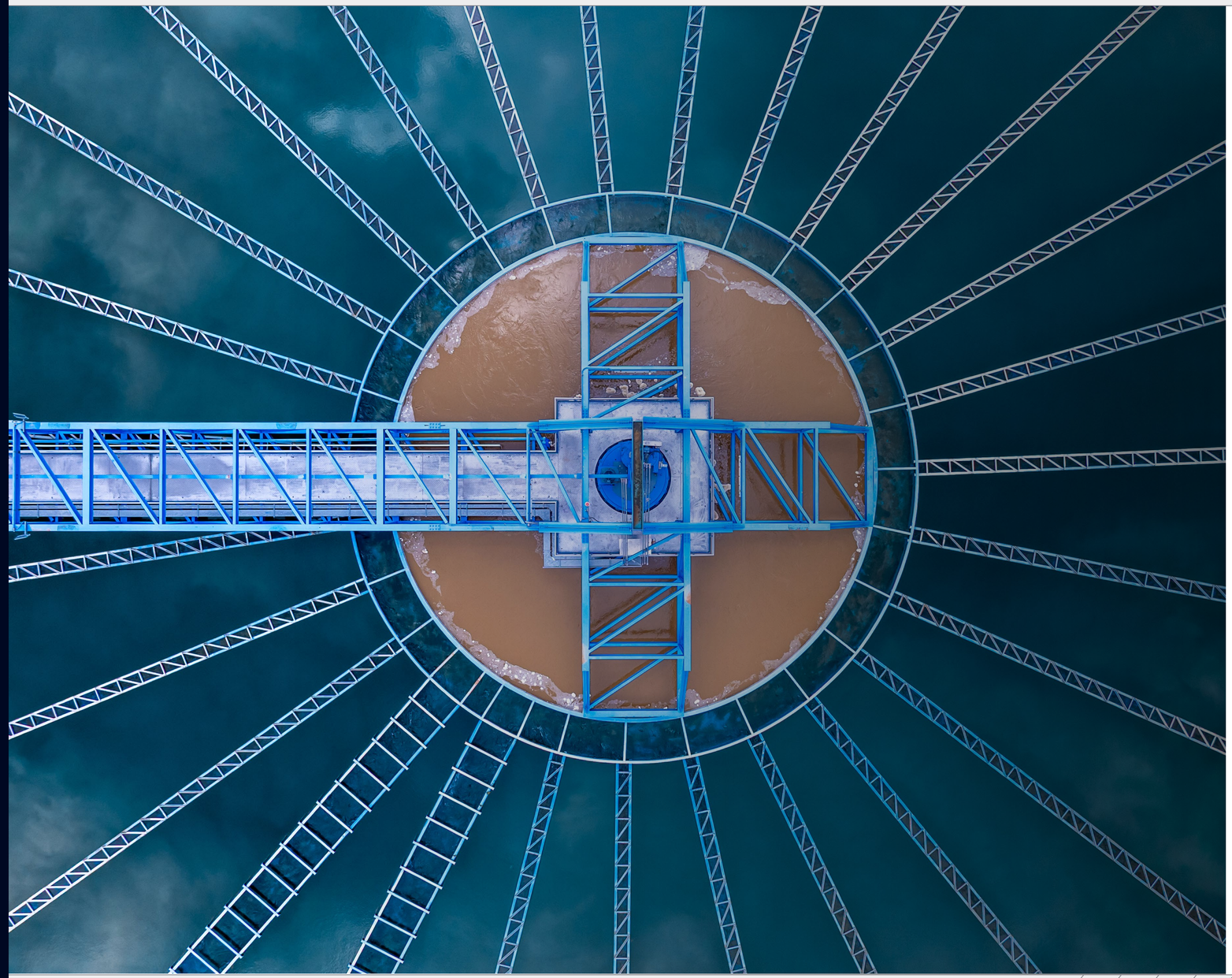
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Water Management

Responsible water management is an important part of our environmental management approach, particularly where our operations are in water-stressed regions. We seek opportunities to use water efficiently while maintaining safe and reliable operations.

Our approach focuses on understanding water use across our facilities, supporting conservation where possible, and incorporating water considerations into facility operations and environmental planning. As we continue strengthening our environmental management system, we evaluate opportunities to improve water stewardship across our global footprint.

IMPROVING WATER QUALITY

As part of our ongoing approach to responsible facility management, our Indianapolis facility implemented a water system improvement project that transitioned from hard water to soft water. The project improved water quality and supports the long-term performance of facility operations.

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People and Communities

We believe our employees are among our most important resources and are critical to our continued success. With approximately 16,200 employees and 7,300 subcontractors supporting operations in 349 locations across 49 countries and territories, we depend on a talented and engaged workforce to deliver for our customers every day. Supporting our people is fundamental to our business and essential to our long-term success and resilience.

We are committed to providing a workplace where employees can work safely, grow professionally, and contribute meaningfully. Our approach focuses on protecting employee health, safety, and well-being, attracting and developing talent, maintaining strong labor relationships, and investing in the communities where we live and work.

As our workforce and customer needs continue to evolve, we remain focused on adapting our programs, resources, and partnerships to meet changing needs across our global operations.

OUR GLOBAL WORKFORCE*

16,200 EMPLOYEES

7,300 SUBCONTRACTORS

~30% OF EMPLOYEES ARE REPRESENTED BY 60 COLLECTIVE BARGAINING AGREEMENTS

27% OF OUR U.S. EMPLOYEES VOLUNTARILY REPORTED A MILITARY BACKGROUND

MATERIAL SOCIAL TOPICS

- EMPLOYEE HEALTH, SAFETY, AND WELL-BEING
- EMPLOYEE EXPERIENCE AND CULTURE
- TALENT ATTRACTION AND WORKFORCE DEVELOPMENT
- LABOR RELATIONS
- COMMUNITY ENGAGEMENT



"Our success depends on creating an environment where employees can build meaningful careers, develop new skills, and reach their full potential. By investing in our people, we strengthen our ability to meet tomorrow's challenges."

MELON YESHOALUL
CHIEF HUMAN RESOURCES OFFICER

* As of December 31, 2025 employee and subcontractor figures are approximate. Military background reflects U.S. employees who voluntarily self-identified.

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Employee Health, Safety, and Well-Being

Protecting the health, safety, and well-being of our employees is fundamental to how we operate. Across our global operations, we are committed to providing a safe and healthy workplace where every employee has the resources, training, and authority to identify hazards, prevent incidents, and return home safely each day.

Our Environmental, Health, and Safety Management System (EHSMS) provides a consistent framework to identify and manage workplace risks, comply with regulatory and customer requirements, and drive continual improvement across our operations. Guided by our Environment, Health, and Safety (EHS) Policy Statement, the system applies to all employees and subcontractors and is designed to help prevent work-related injuries, illnesses, and incidents through proactive risk management.

The EHSMS is supported by employee training, routine internal inspections and audits, incident reporting and investigations, corrective and preventive action planning, and ongoing performance monitoring. Through our Incident Management System, we track workplace incidents, near misses, and potential hazards, helping identify trends, determine root causes, and implement actions to reduce future risk. Findings are shared through incident review boards and regular meetings with senior leadership, operational teams, and supervisors. This process reinforces accountability and promotes continuous learning across the organization. Our EHSMS encompasses both environmental management and occupational health and safety. For more information on the environmental components of our EHSMS, see Environmental Management section of the report.

ISO 45001 Certification

During 2025, we continued to strengthen our occupational health and safety management system in alignment with ISO 45001, the internationally recognized standard for occupational health and safety management systems, and achieved certification in 2026. Creating a strong safety culture requires active participation at every level of the organization.

Our Stop Work Authority program empowers employees to pause work whenever they identify an unsafe condition.

Our Near-Miss/Good Catch program encourages proactive reporting of hazards before incidents occur.

Our annual Hazard Hunt campaign engages employees across the company to identify, report, and resolve workplace hazards and reinforces a culture of shared responsibility.

Our Leadership and Employee Engagement program encourages employees and managers to proactively identify unsafe conditions and behaviors, track observations, and resolve findings to drive continuous safety improvement.

Together, these programs strengthen risk awareness, reinforce personal accountability, and help prevent injuries before they happen.

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ANNUAL HAZARD HUNT

Each year, V2X employees participate in our Hazard Hunt campaign, working in teams to identify, report, and resolve environmental, health, and safety hazards within their work areas. The initiative promotes proactive hazard identification, employee engagement, and continuous improvement while reinforcing that safety is everyone's responsibility.

Health and Safety Performance

Our commitment to safety is reflected in our ongoing monitoring of key performance indicators, including Total Recordable Incident Rate (TRIR), Days Away, Restricted or Transferred (DART), and Near-Miss Incident Rate (NMIR). These metrics help us evaluate risks, identify trends, and prioritize actions that reduce risk and strengthen workplace safety.*

Safety Performance Indicators

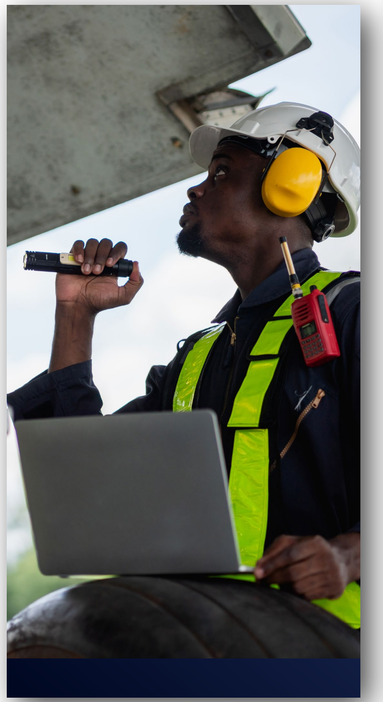
Safety Indicator	2023	2024**	2025
Total Recordable Incident Rate (TRIR)	0.93	0.97	0.87
Days Away, Restricted or Transferred Rate (DART)	0.65	0.70	0.66
Near-Miss Incident Rate (NMIR)	1.27	1.46	1.35

* TRIR: The number of OSHA-recordable work-related injuries and illnesses.

DART: The number of work-related injury and illness cases involving days away from work, restricted work activity, or job transfer.

NMIR: The frequency of reported incidents that did not result in injury or illness but had the potential to do so.

** 2024 health and safety data has been restated to reflect an updated methodology using actual hours worked and revised application of OSHA recordkeeping criteria.





Employees Driving a Strong Safety Culture

Creating a safe workplace requires active participation at every level of the organization. In 2025, employees and managers across V2X engaged in activities to identify hazards, reinforce safe work practices, and support continuous improvement. As part of our contractual responsibilities under the Logistics Civil Augmentation Program V (LOGCAP V), V2X maintains a behavior-based safety observation program. Through the program, employees identified and resolved more than 63,000 safety observations, helping address potential risks before incidents occurred.

At V2X's Indianapolis, Indiana facility, supervisors and managers conducted 969 leadership engagement activities, including safety walk-throughs, training sessions, and safety communications. Together, these activities demonstrate how employee participation and leadership engagement support a strong safety culture across our operations.

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Occupational Health and Safety Across Our Supply Chain

We seek to promote safe and healthy working conditions not only within our own operations but also throughout our supply chain. Our Supplier and Subcontractor Screening and Management Program incorporates environmental, health, and safety (EHS) considerations into supplier selection and oversight. In accordance with our Supplier Code of Conduct and due diligence processes, we evaluate suppliers' EHS policies, training programs, and regulatory compliance. We also incorporate applicable environmental, occupational health, and safety requirements into subcontractor agreements. This approach helps reinforce our commitment to responsible business practices and effective risk management across our business relationships. For more information on our responsible supply chain policies and programs, see the Human Rights and Responsible Supply Chain section of the report.



VPP
Voluntary Protection Programs
An OSHA Cooperative Program

A Culture of Safety Excellence

V2X's Neutral Buoyancy Lab (NBL) facility at the Johnson Space Center in Houston, TX maintains OSHA Voluntary Protection Program (VPP) Star status, the agency's highest recognition for workplace health and safety. The designation reflects the facility's strong safety culture, demonstrated management commitment, active employee engagement, and focus on continuous improvement in occupational health and safety.

Naval Test Wing Pacific's China Lake team, where V2X employees support the VX31 Squadron, was honored by the Commanding Officer as the FY25 Chief of Naval Operations (CNO) Safety Squadron Award winners. This prestigious recognition highlights the squadron's exceptional professionalism, unwavering commitment to excellence, strong leadership, and cohesive teamwork. This award reflects the team's strong safety performance and demonstrates how V2X's safety practices, including leadership engagement, employee participation, and proactive risk management, translate into strong performance against established safety standards.

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Supporting Employee Well-Being



In addition to maintaining safe workplaces, V2X supports employee well-being through programs designed to promote healthy lifestyles and provide employees with resources that help them thrive physically, mentally, and financially. During 2025, we continued to enhance our benefits programs to better meet the evolving needs of our workforce. New offerings included an additional Exclusive Provider Organization (EPO) medical plan, providing employees with greater healthcare choice. We introduced a new program that makes it easier for employees to request Family and Medical Leave Act (FMLA) and other leaves of absence. We also transitioned our life and disability benefits to a new provider to support a more streamlined employee experience. In 2025, we also introduced a Flexible Paid Time Off (PTO) program for senior managers and above.

V2X Propel is our employee well-being program, connecting employees with benefits and resources designed to support their personal health and well-being. Offerings include Teladoc for virtual healthcare and chronic condition support, Oshi Health for gastrointestinal care, and Sword for pain prevention and recovery. Employees also have access to Working Advantage, which offers discounts on travel, dining, electronics, and other products and services.

V2X PROPEL: EMPLOYEE WELL-BEING PROGRAM

Teladoc® HEALTH
Live healthily.
Live confidently.

sword
The full continuum
of healthcare.

OSHI HEALTH™
Finally, GI care for
the whole you.

working advantage
Save more on what
matters most.



Supporting Mental Health Through Peer Connections

In 2025, V2X introduced Wellbeing Ambassador training for frontline support employees to strengthen peer support and promote mental health awareness across the organization. Through the program, ambassadors learn to recognize when colleagues may need support, engage in appropriate conversations, and connect employees with available well-being resources. The program reinforces V2X's commitment to employee well-being by equipping employees to support one another and connect colleagues with the resources they need.

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Employee Experience and Culture



Creating a meaningful employee experience is essential to attracting, engaging, and retaining a high-performing workforce. Across our global operations, we focus on strengthening leadership and talent capabilities while fostering a workplace where employees feel respected, engaged, and empowered to contribute to our mission. Our employees bring unique experiences, perspectives, and expertise that strengthen V2X and the customers and communities we serve, including our strong military community, with more than 27% of our U.S. employees voluntarily reporting a military background. We value these experiences and the perspectives they bring to our culture, workforce, and mission.

Enhancing the Employee Experience

During 2025, our employee strategy continued to evolve with greater emphasis on overall employee experience. Guided by employee feedback and changing workforce needs, we strengthened our approach and process – from onboarding and orientation to access information, resources, and opportunities to connect with V2X. For example, we expanded our New Hire Orientation program with updated company information, refreshed training on operational excellence, quality, and environmental, health, and safety. We also improved online resource hubs that provide employees with timely, accessible, and department-specific information. These enhancements are designed to help new employees connect to V2X and our mission faster, navigate the organization with greater ease, and contribute more quickly from day one.

In addition, we continue to focus on advancing our enterprise job architecture to establish greater consistency in job classifications and provide employees with greater clarity around roles/skills and career pathways across the organization. This work creates a stronger foundation for career development, workforce planning, and future organizational capability analyses. We expect more information and updates to this work to be included in our future sustainability reports.

Building an Inclusive Workplace

We are committed to fostering a workplace where employees are treated with integrity and respect. Our Code of Conduct establishes expectations for professional behavior and prohibits discrimination, harassment, and retaliation. Through employee policies, training, and leadership accountability, we work to create an environment where employees feel safe, included, and empowered to contribute their best.

Rewarding Our People

Supporting employees remains a key priority. We offer competitive compensation and a comprehensive benefits package designed to support employees' health, well-being, and work-life balance. Benefits available to eligible employees may include:

- Comprehensive health and wellness benefits
- Employee Assistance Program (EAP)
- Paid parental leave
- Retirement savings programs
- Education benefits, including tuition reimbursement
- Employee well-being resources
- Flexible Paid Time Off

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Listening to Our Employees

Employee feedback plays an important role in shaping our human resources strategy and employee experience. We gather employee perspectives through ongoing interactions and feedback channels across the organization including employee surveys, town halls, site visits, and leadership interview-style videos that provide employees with opportunities to hear directly from and engage with company leaders.

ENHANCING BENEFITS TO SUPPORT EMPLOYEES

V2X has expanded employee benefits to provide greater flexibility and choice.

New offerings include:

- **an additional Exclusive Provider Organization (EPO) medical plan (providing employees with expanded healthcare choice)**
- **streamlined leave administration process (making it easier for employees to request and manage leaves of absence); and**
- **Flexible Paid Time Off (PTO) for senior managers and above, providing greater flexibility in managing time away from work.**



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Talent Attraction and Workforce Development

Attracting, developing, and retaining a highly skilled workforce is essential to V2X's long-term success. Our employees support customers across complex operational environments, requiring specialized technical expertise, adaptability, and a commitment to excellence. We continue to invest in programs that strengthen our talent pipeline, develop high-potential talent and future leaders, while expanding learning opportunities, and preparing our workforce for evolving customer needs and upskilling opportunities.

Recruiting Top Talent

V2X recruits talented professionals across engineering, aviation maintenance, logistics, technology, cybersecurity, and corporate functions to support customers around the world. Our recruiting strategy focuses on identifying individuals with the technical expertise and problem-solving skills needed to succeed in dynamic environments while creating meaningful career opportunities across our global operations.

To strengthen our long-term talent pipeline, we continue to expand relationships with military transition programs, educational institutions, trade schools, and other workforce development organizations. These partnerships connect students, skilled trades professionals, and former service members as they transition into the civilian workforce with rewarding careers at V2X while supporting the future workforce needs of our business and customers.

Workforce Development

Developing our employees is critical to maintaining the technical expertise needed to support our customers. We also invest in development opportunities that support employees' career growth and mobility within V2X. We provide learning opportunities that help employees strengthen technical capabilities, develop leadership skills, and prepare for career advancement across the organization.

In 2025, we continued investing in workforce development initiatives while expanding programs designed to prepare employees for emerging technologies and evolving customer requirements. Cross-functional collaboration between the Human Resources and Technology departments also advanced new learning opportunities focused on artificial intelligence (AI), helping employees build foundational knowledge while preparing the workforce for future business needs.



Supporting the Transition to Civilian Careers

We actively participate in the Department of War's (DoW) SkillBridge program, which provides opportunities for service members to work at V2X to gain valuable civilian work experience during their final months of military service. In 2025, we hosted four SkillBridge interns across various roles and 15 interns in total as of September 2026. V2X also actively engages with military Transition Assistance Program (TAP) offices around the country to connect transitioning service members and veterans with meaningful employment opportunities. Additionally, we participate in outreach events to help educate veterans in support of a smooth transition to the civilian workforce.

* Scope 2 emissions calculated using average emissions factors for the electricity grids where electricity is consumed.
** Scope 2 emissions calculated using emissions factors associated with contractual electricity purchasing arrangements, where available.

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Spotlight: **V2X University**

V2X University (V2XU) serves as V2X's centralized learning and development platform and provides employees with access to more than 6,000 professional learning courses that support technical, leadership, and professional development. Available to employees across the organization, V2XU offers training in topics ranging from project management and Six Sigma certification to leadership, information technology, and other professional skills.

V2X also continues to invest in leadership development by providing supervisors with training focused on effective leadership practices and people management, while offering additional learning opportunities to support employee growth and career advancement across the enterprise.

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Labor Relations

Maintaining strong labor relationships is an essential component of supporting our employees, meeting customer commitments, and delivering operational excellence. Approximately 30% of our workforce is represented by 60 collective bargaining agreements, reflecting the diverse labor environments in which we operate. We are committed to fostering constructive, trust-based relationships with our union partners through open communication and collaborative collective bargaining processes that help balance employee needs, customer requirements, and operational priorities. This ongoing engagement supports workforce stability and long-term business resilience.

Community Engagement

V2X seeks to make a positive contribution in the communities where we live and work. Across our global operations, we seek to build strong local relationships by creating employment opportunities, supporting community organizations, and operating responsibly. Our employees support local communities in ways that reflect the needs of the locations where they live and work. These efforts help strengthen community relationships while reinforcing our commitment to responsible business practices.



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Spotlight: **Supporting Veterans and Military Families**

V2X depends on a highly skilled workforce to support customers around the world and is committed to helping veterans, military spouses, and transitioning service members build civilian careers. Through partnerships with Hiring Our Heroes and the Department of War SkillBridge program, as well as 2025 career events hosted by VETS in TECH and the Microsoft Software and Systems Academy (MSSA), we connected veterans and transitioning service members with opportunities across aircraft maintenance, logistics, engineering, technology, cybersecurity, and corporate functions.



In 2025, employees across our sites led a wide range of community-focused initiatives, from local giving drives to multi-year partnerships with veteran and community organizations.

In Greenville, South Carolina, employees continued a three-year tradition of supporting veteran families through an employee-led holiday gift drive in partnership with Upstate Warrior Solution, a local nonprofit serving veterans and their families. Each year, the organization identifies a veteran family for the Greenville office to sponsor, and employees volunteer to select and purchase gifts based on the family's needs.



Supporting Veterans Facing Homelessness

Helping Veterans and Families (HVAF) of Indiana is the state's largest nonprofit provider of services to veterans facing homelessness, providing housing assistance, case management, mental health and employment services, and access to essential needs. Each month, the organization serves more than 500 veterans and their families. In 2025, V2X sponsored a table for the second consecutive year at Operation Alpha, HVAF's signature annual fundraiser. The event raised more than $250,000 to support HVAF's programs and services for veterans facing homelessness in Central Indiana.

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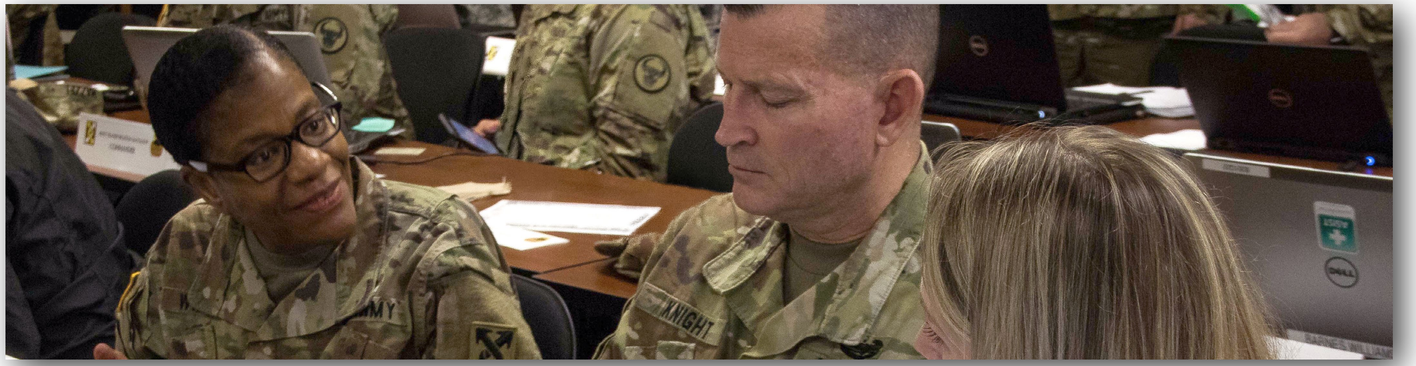
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Governance



Strong governance is fundamental to how V2X delivers on our mission. Our governance framework supports responsible decision-making, effective risk management, and ethical business practices while helping us meet the expectations of our customers, employees, shareholders, regulators, and other stakeholders.

Board oversight, enterprise policies, internal controls, and management systems work together to promote accountability and support consistent execution across our global operations. Guided by our values of integrity, respect, responsibility, and professionalism, we continually strengthen these practices to support long-term resilience and mission success.

MATERIAL GOVERNANCE TOPICS

- CORPORATE GOVERNANCE
- ETHICS AND COMPLIANCE
- CYBERSECURITY AND AI
- INNOVATION AND TECHNOLOGY
- HUMAN RIGHTS AND RESPONSIBLE SUPPLY CHAIN



"Strong governance is fundamental to how V2X delivers on our commitments. By operating with integrity, accountability, and transparency, we strengthen trust with our stakeholders, support our people, and build a resilient business that is prepared for the future."

JEREMY J. NANCE
GENERAL COUNSEL

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Corporate Governance

Strong corporate governance supports effective decision-making, accountability, transparency, and long-term value creation. Our governance framework is designed to provide oversight of strategy, risk management, financial performance, ethics and compliance, cybersecurity, and other matters that are important to our business and stakeholders. Through active Board oversight and clearly defined governance processes, we work to ensure our decisions align with the long-term interests of our customers, employees, and shareholders.

Our Board of Directors oversees the company's strategy and enterprise risks through its standing committees, each with clearly defined responsibilities. The Audit Committee oversees financial reporting, ethics and compliance, enterprise risk management, and cybersecurity. In 2026, the Audit Committee also began oversight of risks associated with Artificial Intelligence and data management. The Compensation and Human Capital Committee oversees executive compensation, leadership development, talent management, and human capital matters. The Nominating and Governance Committee oversees Board composition, corporate governance practices, and sustainability matters, including environmental, health, and safety oversight. This governance structure promotes accountability while supporting focused oversight of key business priorities.



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Board of Directors

As part of its ongoing commitment to effective governance and delivering long-term shareholder value, the Nominating and Governance Committee and Board continued reviewing its Board composition and succession planning in 2025. This work took place in anticipation of changes to the Board's composition. As part of its succession review, the Board retained an independent third party to assess directors' skills, competencies, and effectiveness in relation to V2X's business, long-term strategy, and to drive long-term shareholder value. The assessment validated the Board's existing capabilities and helped inform the qualifications considered in the search for new director candidates. During 2025 and early 2026, we onboarded four new Board members. In line with the Board composition review and skillset analysis, the new members have brought to the Board various new skillsets and experiences including technology and innovation, current public company CFO, global HR leadership, M&A, operations, and growth.

Additionally, during 2025 we continued to strengthen our governance framework through updates to our Board committee charters and Corporate Governance Principles. These updates clarified committee responsibilities and aligned our framework with evolving regulatory requirements and business priorities. The Nominating and Governance Committee and Board regularly review our corporate governance practices to ensure they remain in the best interests of V2X, our shareholders, and other relevant stakeholders.

OUR BOARD OF DIRECTORS*



MARY L. HOWELL
Chairman



JEREMY C. WENSINGER
Director, President and Chief Executive Officer



DAVID E. FARNSWORTH
Director



GERARD A. FASANO
Director



ROSS S. NIEBERGALL
Director



MELVIN F. PARKER
Director



ERIC M. PILLMORE
Director



NICOLE B. THEOPHILUS
Director



PHILLIP C. WIDMAN
Director

* As of October 2026

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Ethics and Compliance

Our Ethics and Compliance program promotes ethical decision-making, accountability, and compliance with applicable laws, regulations, contractual requirements, and company policies across our global operations. By fostering a culture of integrity, respect, responsibility, and professionalism, the program helps employees make ethical decisions, uphold our values, and helps meet the high standards expected by our customers, shareholders, regulators, and other stakeholders.

Our Ethics and Compliance program is anchored by our Code of Conduct, leadership commitment, mandatory employee training, confidential reporting channels, and Board oversight. The program is further supported by a framework of policies, including our Anti-Corruption Policy and Supplier Code of Conduct, which establish expectations for ethical business practices across our operations and supply chain. Beyond maintaining compliance with the above policies, we continuously evaluate and strengthen our program to reflect evolving regulations, emerging risks, and industry best practices. Through participation in organizations such as the Defense Industry Initiative and ongoing engagement with external experts, we benchmark our practices, monitor issues, and proactively enhance our policies, training, oversight of suppliers, and governance processes.

As a government contractor, V2X operates within a highly regulated environment and maintains a comprehensive compliance program designed to meet applicable legal, regulatory, and contractual requirements. Our program supports compliance with the International Traffic in Arms Regulations (ITAR), Export Administration Regulations (EAR), the U.S. Foreign Corrupt Practices Act (FCPA), and the False Claims Act, while also supporting oversight through Defense Contract Audit Agency (DCAA) and Defense Contract Management Agency (DCMA) audits. To help employees understand and uphold these requirements, employees complete mandatory annual ethics and compliance training and receive additional role-specific training, as appropriate.

CONTINUOUS IMPROVEMENT THROUGH BENCHMARKING

V2X continued building on the strong foundation established through our inaugural 2024 application to Ethisphere's World's Most Ethical Companies® recognition. In 2025, we refreshed and strengthened our application to reflect enhancements made across our ethics and compliance program, and we look forward to sharing our progress in future disclosures.

Strengthening Our Compliance Program

To help employees make informed, ethical decisions and comply with our policies and regulatory obligations, V2X delivers mandatory compliance training through V2X University. During 2025, employees achieved an average compliance completion rate of more than 96% across required training programs, including Code of Conduct, Information Security, Controlled Unclassified Information (CUI), Insider Threat, Labor Charging, and Workplace Violence Prevention. We also continued to deliver specialized compliance training on topics including anti-corruption, export compliance, labor charging, workplace harassment, information security, insider threats, and insider trading for designated employees. During 2025, we refreshed our Code of Conduct training to improve content, usability, and employee engagement while reinforcing our expectations for ethical business conduct.

Employees may report concerns through a defined four-step chain of command or anonymously through EthicsPoint, a confidential reporting system that helps reinforce a culture where employees are encouraged to speak up and raise concerns without fear of retaliation. In 2025, V2X also introduced our first annual Ethics and Compliance in Action report to provide employees with greater visibility into our ethics and compliance program. The report highlights investigation and lifecycle trends, case examples, reporting channels, program performance, and resources available to employees, reinforcing our commitment to transparency, accountability, and a culture where employees are encouraged to raise questions and concerns.

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Cybersecurity and AI

Protecting sensitive information and keeping our technology systems resilient is vital to our customers and business. Our Board, through the Audit Committee, oversees cybersecurity and AI as part of our enterprise risk management. Management regularly reviews cyber threats, regulatory changes, and ways to improve cybersecurity, data privacy, and information governance.

Our Chief Information Security Officer (CISO) leads our cybersecurity program, working with senior leaders to protect company systems, respond to threats, and manage risk. We follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework—Identify, Protect, Detect, Respond, and Recover—and align with federal and international standards like DFARS, NIST SP 800-171, and ISO 27001.*

In 2025, we strengthened our cybersecurity and privacy efforts through continuous monitoring, employee training, and improvements to our security program. We currently maintain CMMC Level 2** and ISO 27001 certifications at certain key sites, demonstrating our commitment to recognized information security practices.

In 2026, we began developing an enterprise AI governance framework to help guide the responsible adoption and use of artificial intelligence across the organization. This work includes defining appropriate uses of AI, establishing governance structures based on risk profiles, and developing guardrails to support innovation while helping manage AI-related risks, including maintaining appropriate human oversight of AI-enabled processes. We expect to provide updates on the development and implementation of our AI governance framework in future sustainability reports.

WE SEEK TO ENSURE THE HEALTH OF OUR CYBERSECURITY SYSTEMS BY FOCUSING ON THE FOLLOWING SIX PILLARS.



GOVERN



IDENTIFY



PROTECT



DETECT



RESPOND



RECOVER

* DFARS (Defense Federal Acquisition Regulation Supplement): U.S. Department of Defense regulations governing defense contracts, including cybersecurity requirements.
NIST SP 800-171: Federal security requirements for protecting Controlled Unclassified Information in nonfederal systems and organizations.
ISO 27001: International standard for establishing, maintaining, and continually improving an information security management system.

** CMMC Level 2 (Cybersecurity Maturity Model Certification Level 2): Department of Defense cybersecurity assessment and certification level based on 110 security requirements aligned with NIST SP 800-171, designed to protect CUI.

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Innovation and Technology

Innovation is central to V2X's strategy and supports our ability to deliver mission-critical solutions in an increasingly complex operating environment. As customers' needs continue to evolve, we continuously invest in emerging technologies, strategic partnerships, and digital capabilities that strengthen mission readiness, improve operational performance, and enhance decision-making across the enterprise. This includes focused investments in digital engineering, model-based systems engineering (MBSE), and resilient, software-defined infrastructure to develop and deploy solutions that meet evolving customer needs.

During 2025, we continued advancing innovation by collaborating with leading technology providers to evaluate and implement emerging capabilities in areas such as artificial intelligence, advanced analytics, cloud technologies, automation, and quantum technologies. These initiatives are designed to improve operational efficiency, accelerate the delivery of customer solutions, and position V2X to respond to rapidly evolving mission requirements. This work has continued to advance in 2026, including further development and application of emerging technologies across our operations.

We also continued evaluating AI applications to improve internal knowledge management, streamline business processes, and support operational decision-making. In 2026, we have continued to advance both our use of AI and the governance structures that support its responsible adoption. As these capabilities mature, V2X remains committed to balancing innovation with appropriate oversight, transparency, and human involvement in AI-enabled processes. We expect to provide additional information on these developments in our next sustainability report. For more information on our approach to responsible AI, see our AI governance section.



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Human Rights and Responsible Supply Chain

Respecting human rights and maintaining responsible procurement practices are fundamental to how V2X conducts business. As a global government services company, we are committed to promoting ethical business conduct, protecting human rights, and working with suppliers that share our values. These commitments are supported through our governance processes, policies, supplier expectations, and compliance programs.

Our Code of Conduct and Supplier Code of Conduct establish expectations for employees, suppliers, subcontractors, and business partners regarding ethical business practices, labor standards, anti-corruption, human rights, and regulatory compliance. We prohibit child labor, forced labor, human trafficking, discrimination, and harassment, and we expect our suppliers to uphold these same standards.

We maintain processes to monitor supplier performance and strengthen responsible procurement practices. Suppliers are screened against government and commercial databases, and procurement controls help support compliance with applicable laws, customer requirements, and regulations, including trade, anti-corruption, and human trafficking requirements. We continually evaluate opportunities to enhance supplier oversight and due diligence processes in support of responsible sourcing and effective risk management.

Employees, suppliers, subcontractors, and other stakeholders can raise concerns through multiple reporting channels, including EthicsPoint, Human Resources, management, and Corporate Employee Relations. Reports are reviewed and investigated, and appropriate corrective actions are taken when concerns are substantiated. This commitment to transparency and accountability helps reinforce a culture where employees and business partners are encouraged to speak up and uphold our values.

Supporting Small Businesses

V2X recognizes the important role small businesses play in building a resilient, innovative, and responsive supply chain. Through our Small Business Program, we partner with qualified small businesses to meet customer requirements, strengthen supplier diversity, and support mission delivery. Our program includes robust reporting and oversight processes that track small business participation and purchasing activity across the enterprise to help meet customer and regulatory requirements.

In 2025, V2X reported approximately $427 million in small business spend, representing 42.9% of total U.S. supplier expenditures and exceeding our statutory goal of 22.43%. We continue to exceed our statutory small business participation goals while strengthening long-term partnerships that enhance supply chain resilience and create value for our customers.



RESPONSIBLE SUPPLIER OVERSIGHT

V2X maintains a structured supplier screening and management process to help ensure suppliers meet our expectations for ethical business practices, labor standards, and regulatory compliance. Suppliers are evaluated against our standards before engagement and are subject to ongoing monitoring to help maintain compliance throughout the relationship. We also leverage recognized third-party due diligence tools to strengthen supplier oversight and support responsible procurement practices across our global operations.

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About This Report



This report provides an overview of our significant sustainability initiatives and activities for the calendar year ended December 31, 2025, unless stated otherwise. The metrics and quantitative data contained in this report are not based on generally accepted accounting principles and have not been audited. Neither V2X nor any of its affiliates assume any responsibility or obligation to update or revise any such information, data, opinions, or activities.

This report does not, and is not intended to, create any relationship, rights, or obligations, legal or otherwise, and you should not rely upon this report to do so. 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 sustainability 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 sustainability activities are estimates and may be based on assumptions or developing standards.

No part of this report constitutes, or shall be taken to constitute, an offer to sell or the solicitation of an offer to buy any securities of V2X or any other entity. This report is not intended to be relied upon as advice to investors or potential investors and does not take into account the investment objectives, tax considerations, or financial situation or needs of any investor. This report and the information contained in this report are not incorporated by reference into and are not a part of any offer to sell or solicitation of an offer to buy any securities of V2X pursuant to any offering registered under or any offering exempt from the Securities Act of 1933.

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 annual report for the year ended December 31, 2025, and other publicly available reports.

The appearance of U.S. Department of War (DoW) visual information does not imply or constitute DoW endorsement.

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Global Reporting Initiative (GRI) Content Index — FY2025

STATEMENT OF USE	V2X, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI STANDARD	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None. GRI has not issued a Sector Standard applicable to aerospace, defense or government services.
REPORTING BOUNDARY	V2X, Inc. and its consolidated subsidiaries, consistent with the entities included in the Company's financial reporting (2025 Form 10-K, Note 1, p. F-9), unless otherwise noted.
CROSS-REFERENCED DOCUMENTS	2025 Form 10-K (filed February 23, 2026), 2026 Proxy Statement (filed March 19, 2026), and 2025 Sustainability Report.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures	**2-1 Organizational details**	Sustainability Report (About V2X, pg 5) 2025 Form 10-K (cover page; pages 4, 31) 2026 Proxy Statement (page 1, V2X Quick Facts)
	2-2 Entities included in the organization's Sustainability Reporting	2025 Form 10-K (page 4; Note 1, page F-9)
	2-3 Reporting period, frequency and contact point	The reporting period is January 1, 2025 – December 31, 2025 and aligns with the Company's financial reporting period, unless otherwise noted Contact: esgcommunications@Gov2X.com
	2-4 Restatements of information	2024 health and safety data has been restated to reflect an updated methodology using actual hours worked and revised application of OSHA recordkeeping criteria.
	2-5 External assurance	This report did not undergo external assurance. In 2026, V2X obtained limited third-party assurance for its 2025 Scope 2 greenhouse gas emissions inventory in accordance with ISO 14064-3:2019. Sustainability Report (Environmental Stewardship: Greenhouse Gas Emissions) 2026 Proxy Statement (Our Sustainability Program, front matter)
	2-6 Activities, value chain and other business relationships	Sustainability Report (About V2X) 2025 Form 10-K (pages 4–7)
	2-7 Employees	2025 Form 10-K (pages 4, 8) 2026 Proxy Statement (page 1)
	2-8 Workers who are not employees	2025 Form 10-K (pages 4, 8) 2026 Proxy Statement (page 1)

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures	**2-9 Governance structure and composition**	Sustainability Report (Governance: Corporate Governance) 2026 Proxy Statement (pages 3, 15–22, 28–30, 43–45)
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement (pages 11, 16–17, 35–36, 45)
	2-11 Chair of the highest governance body	2026 Proxy Statement (pages 3, 28, 31)
	2-12 Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement (Our Sustainability Program, front matter; pages 30, 33–34, 43–45) Sustainability Report (Sustainability Governance)
	2-13 Delegation of responsibility for managing impacts	Sustainability Report (Sustainability Governance) 2026 Proxy Statement (pages 33–34, 45)
	2-14 Role of the highest governance body in Sustainability Reporting	Sustainability Report (Sustainability Governance) 2026 Proxy Statement (Our Sustainability Program, front matter; pages 34, 45)
	2-15 Conflicts of interest	2026 Proxy Statement (pages 29, 39, 40–42)
	2-16 Communication of critical concerns	Sustainability Report (Governance: Ethics and Compliance) 2026 Proxy Statement (pages 32, 33, 43)
	2-17 Collective knowledge of the highest governance body	2026 Proxy Statement (pages 16–22)
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement (page 35)
	2-19 Remuneration policies	Director compensation: 2026 Proxy Statement (pages 36–39). Executive compensation: Compensation Discussion and Analysis, 2026 Proxy Statement (pages 49–67), and Compensation Tables (pages 68–83).
	2-20 Process to determine remuneration	2026 Proxy Statement (pages 26, 36, 54–55)

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures	**2-21 Annual total compensation ratio**	2026 Proxy Statement (page 84, CEO Pay Ratio)
	2-22 Statement on sustainable development strategy	Sustainability Report (CEO Letter, Sustainability Overview) 2026 Proxy Statement (Our Sustainability Program, front matter)
	2-23 Policy commitments	Code of Conduct Supplier Code of Conduct EHS Policy Statement Corporate Governance Principles Sustainability Report (Governance: Ethics and Compliance; Human Rights and Responsible Supply Chain) 2026 Proxy Statement (pages 31, 42)
	2-24 Embedding policy commitments	Sustainability Report (Governance: Ethics and Compliance) 2026 Proxy Statement (pages 33, 42, 43) Code of Conduct Supplier Code of Conduct
	2-25 Processes to remediate negative impacts	Code of Conduct Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
	2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct Sustainability Report (Governance: Ethics and Compliance) 2026 Proxy Statement (pages 32, 42)
	2-27 Compliance with laws and regulations	Code of Conduct 2025 Form 10-K (Item 3, Legal Proceedings, page 31)
	2-28 Membership associations	Not currently reported.
	2-29 Approach to stakeholder engagement	Sustainability Report (Sustainability Overview) 2026 Proxy Statement (page 32)
	2-30 Collective bargaining agreements	As of December 31, 2025, approximately 4,800 V2X employees — approximately 30% of the employee base — were covered by 60 collective bargaining agreements. Sustainability Report (People and Communities: Labor Relations) 2025 Form 10-K (pages 8, 19)

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report (Sustainability Overview)
	3-2 List of material topics	Sustainability Report (Sustainability Overview) Environment: climate-related risk and resilience; GHG emissions and energy management; waste management; water management. Social: community engagement; employee experience and culture; employee health, safety and well-being; labor relations; talent attraction and workforce development. Governance: corporate governance; cybersecurity and AI; ethics and compliance; human rights and responsible supply chain; innovation and technology.
	3-3 Management of material topics	Sustainability Report (Sustainability Overview, Environmental Stewardship, People and Communities, Governance)
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity was not identified as a material topic in V2X's materiality assessment. V2X's operations are predominantly conducted at customer-owned and customer-operated facilities.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 Form 10-K (pages 34, 38; page F-4) 2026 Proxy Statement (page 1, 2025 Financial Highlights)
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report (Environmental Stewardship: Climate Risk & Resilience) 2025 Form 10-K (pages 18, 22–23)
	201-3 Defined benefit plan obligations and other retirement plans	2025 Form 10-K (page 21; Note 13, page F-27) 2026 Proxy Statement (pages 5, 74)
	201-4 Financial assistance received from government (check what financial assistance means here)	Not currently reported. V2X's revenue is derived substantially from contracts for services performed for U.S. government customers rather than from government financial assistance.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not currently reported.
	202-2 Proportion of senior management hired from the local community	Not currently reported.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not currently reported.
	203-2 Significant indirect economic impacts	Sustainability Report (People and Communities: Community Engagement)

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GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 204: Procurement Practices 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain — Supporting Small Businesses)
	204-1 Proportion of spending on local suppliers	Sustainability Report (Governance: Human Rights and Responsible Supply Chain — Supporting Small Businesses)
GRI 205: Anti-corruption 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Ethics and Compliance) Code of Conduct
	205-1 Operations assessed for risks related to corruption	No confirmed incidents of material corruption during the reporting period.
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report (Governance: Ethics and Compliance) 2025 Form 10-K (pages 6, 9) 2026 Proxy Statement (pages 33, 42, 43)
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of material corruption during the reporting period.
GRI 206: Anti-competitive Behavior 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Ethics and Compliance)
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust or monopoly practices were pending or completed during the reporting period. 2025 Form 10-K (Item 3, Legal Proceedings, page 31)
GRI 207: Tax 2019	**207-4 Country-by-country reporting**	2025 Form 10-K (Note 12, Income Taxes, page F-26). Pre-tax income is disaggregated between United States and foreign operations (page F-24).
GRI 301: Materials 2016	**301-1 Materials used by weight or volume**	Not currently reported.
	301-2 Recycled input materials used	Sustainability Report (Environmental Stewardship: Waste Management)
	301-3 Reclaimed products and their packaging materials	Not currently reported.

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 302: Energy 2016	**3-3 Management of material topics**	Sustainability Report (Environmental Stewardship: Energy Efficiency)
	302-1 Energy consumption within the organization	V2X implemented a centralized process for collecting and managing electricity consumption data across the enterprise and expects this to improve energy reporting in future cycles. Environmental Stewardship: Energy Efficiency
	302-2 Energy consumption outside of the organization	Not currently reported.
	302-3 Energy intensity	Not currently reported.
	302-4 Reduction of energy consumption	Sustainability Report (Environmental Stewardship: Energy Efficiency)
	302-5 Reductions in energy requirements of products and services	Not currently reported.
GRI 303: Water and Effluents 2018	**3-3 Management of material topics**	Sustainability Report (Environmental Stewardship: Water Management)
	303-1 Interactions with water as a shared resource	Sustainability Report (Environmental Stewardship: Water Management)
	303-2 Management of water discharge-related impacts	Sustainability Report (Environmental Stewardship: Water Management; Environmental Management)
	303-3 Water withdrawal	Not currently reported.
	303-4 Water discharge	Not currently reported.
	303-5 Water consumption	Not currently reported.

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 305: Emissions 2016	**3-3 Management of material topics**	Sustainability Report (Sustainability Overview, Environmental Stewardship: Climate Risk & Resilience; Greenhouse Gas Emissions) 2026 Proxy Statement (Our Sustainability Program, front matter)
	305-1 Direct (Scope 1) GHG emissions	Sustainability Report (Environmental Stewardship: Greenhouse Gas Emissions)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report (Environmental Stewardship: Greenhouse Gas Emissions)
	305-3 Other indirect (Scope 3) GHG emissions	Not currently reported. V2X continues to evaluate approaches for improving its understanding of Scope 3 emissions, recognizing that a significant portion of its GHG footprint is expected to occur across the value chain.
	305-4 GHG emissions intensity	Not currently reported.
	305-5 Reduction of GHG emissions	Sustainability Report (Environmental Stewardship: Energy Efficiency)
	305-6 Emissions of ozone-depleting substances (ODS)	Not currently reported.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not currently reported.
GRI 306: Waste 2020	**3-3 Management of material topics**	Sustainability Report (Environmental Stewardship: Waste Management)
	306-1 Waste generation and significant waste-related impacts	Sustainability Report (Environmental Stewardship: Waste Management; Hazardous Materials Management)
	306-2 Management of significant waste-related impacts	Sustainability Report (Environmental Stewardship: Waste Management; Hazardous Materials Management)
	306-3 Waste generated	Not currently reported.

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 306: Waste 2020	**306-4 Waste diverted from disposal**	Sustainability Report (Environmental Stewardship: Expanding Electronic Waste Recycling)
	306-5 Waste directed to disposal	Not currently reported.
GRI 308: Supplier Environmental Assessment 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
	308-1 New suppliers that were screened using environmental criteria	People and Communities: Occupational Health & Safety Across Our Supply Chain — V2X's Supplier and Subcontractor Screening and Management Program incorporates environmental, health and safety considerations into supplier selection and oversight Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
	308-2 Negative environmental impacts in the supply chain and actions taken	There were no known significant negative environmental impacts in V2X's supply chain reported during the reporting period.
GRI 401: Employment 2016	**3-3 Management of material topics**	Sustainability Report (People and Communities: Employee Experience and Culture — Enhancing the Employee Experience; Rewarding Our People; Listening to Our Employees; Building an Inclusive Workplace) Sustainability Report (People and Communities: Talent Attraction & Workforce Development) 2025 Form 10-K (page 8)
	401-1 New employee hires and employee turnover	There were 3,300 external hires in 2025. Turnover data is not reported.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report (People and Communities: Rewarding Our People) 2025 Form 10-K (page 8)
	401-3 Parental leave	Sustainability Report (People and Communities: Rewarding Our People) 2025 Form 10-K (page 8)
GRI 402: Labor/ Management Relations 2016	**3-3 Management of material topics**	Sustainability Report (People and Communities: Labor Relations)
GRI 403: Occupational Health and Safety 2018	**3-3 Management of material topics**	Sustainability Report (People and Communities: Employee Health, Safety & Well-being)
	403-1 Occupational health and safety management system	Sustainability Report (People and Communities: Employee Health, Safety & Well-being) 2025 Form 10-K (pages 7, 9) 2026 Proxy Statement (Our Sustainability Program, front matter)

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Global Reporting Initiative (GRI) Content Index — FY2025, cont.

GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 403: Occupational Health and Safety 2018	**403-2 Hazard identification, risk assessment, and incident investigation**	Sustainability Report (People and Communities: Employee Health, Safety & Well-being) 2025 Form 10-K (page 9)
	403-3 Occupational health services	Sustainability Report (People and Communities: Employee Health, Safety & Well-being) 2025 Form 10-K (page 9)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report (People and Communities: Employee Health, Safety & Well-being) 2025 Form 10-K (page 9) EHS Policy Statement
	403-5 Worker training on occupational health and safety	Sustainability Report (People and Communities: Employee Health, Safety & Well-being) 2025 Form 10-K (page 9) EHS Policy Statement
	403-6 Promotion of worker health	Sustainability Report (People and Communities: Supporting Employee Well-Being) 2025 Form 10-K (page 8)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report: (People and Communities: Occupational Health & Safety Across Our Supply Chain) 2025 Form 10-K (page 9) EHS Policy Statement
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report: (People and Communities: Occupational Health & Safety Across Our Supply Chain) 2025 Form 10-K (page 9) EHS Policy Statement
	403-9 Work-related injuries	Sustainability Report (People and Communities: Health & Safety Performance) EHS Policy Statement 2025 Total Recordable Incident Rate (TRIR): 0.87 2025 Days Away, Restricted or Transferred (DART) rate: 0.66 2025 Near-Miss Incident Rate (NMIR): 1.35
	403-10 Work-related ill health	Sustainability Report (People and Communities: Employee Health, Safety & Well-being)
GRI 404: Training and Education 2016	**3-3 Management of material topics**	Sustainability Report (People and Communities: Workforce Development)
	404-1 Average hours of training per year per employee	V2X University (V2XU) provides employees with access to more than 6,000 professional learning courses supporting technical, leadership and career development. Sustainability Report (People and Communities: Workforce Development)

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GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 404: Training and Education 2016	**404-2 Programs for upgrading employee skills and transition assistance programs**	Sustainability Report (People and Communities: Workforce Development)
	404-3 Percentage of employees receiving regular performance and career development reviews	Not reported. V2X maintains a pay for performance management philosophy, which supports managing performance and incentives
GRI 405: Diversity and Equal Opportunity 2016	**405-1 Diversity of governance bodies and employees**	2026 Proxy Statement (pages 3, 15–22, 35–36) 2025 Form 10-K (page 8)
	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed.
GRI 406: Non-discrimination 2016	**406-1 Incidents of discrimination and corrective actions taken**	Not disclosed. V2X's Code of Conduct prohibits discrimination, harassment and retaliation, and concerns may be raised through multiple reporting channels including the anonymous EthicsPoint hotline.
GRI 407: Freedom of Association and Collective Bargaining 2016	**3-3 Management of material topics**	Sustainability Report (People and Communities: Labor Relations) Supplier Code of Conduct
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report (People and Communities: Labor Relations) Supplier Code of Conduct
GRI 408: Child Labor 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain) 2025 Form 10-K (page 9) Supplier Code of Conduct
	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report (Governance: Human Rights and Responsible Supply Chain) 2025 Form 10-K (page 9) Supplier Code of Conduct
GRI 409: Forced or Compulsory Labor 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain) 2025 Form 10-K (page 9) Supplier Code of Conduct
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report (Governance: Human Rights and Responsible Supply Chain) 2025 Form 10-K (page 9) Supplier Code of Conduct

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GRI STANDARD	GRI DISCLOSURE	LOCATION / RESPONSE
GRI 410: Security Practices 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
	410-1 Security personnel trained in human rights policies or procedures	Not disclosed.
GRI 411: Rights of Indigenous Peoples 2016	**411-1 Incidents of violations involving rights of indigenous peoples**	No significant negative impacts of violations involving rights of indigenous peoples identified in connection with V2X's supply chain during the reporting period
GRI 413: Local Communities 2016	**413-1 Operations with local community engagement, impact assessments, and development programs**	Sustainability Report (People and Communities: Community Engagement)
	413-2 Operations with significant actual and potential negative impacts on local communities	No significant negative impacts on local communities have been identified in connection with V2X's community programs.
GRI 414: Supplier Social Assessment 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
	414-1 New suppliers that were screened using social criteria	Sustainability Report (Governance: Human Rights and Responsible Supply Chain)
GRI 415: Public Policy 2016	**415-1 Political contributions**	Not currently reported. V2X maintains a Charitable Contribution Conflict of Interest Policy governing corporate contributions. 2026 Proxy Statement (page 42)
GRI 416: Customer Health and Safety 2016	**416-1 Assessment of the health and safety impacts of product and service categories**	Not currently reported.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not currently reported.
GRI 418: Customer Privacy 2016	**3-3 Management of material topics**	Sustainability Report (Governance: Cybersecurity and AI) 2025 Form 10-K (Item 1C, pages 29–30) 2026 Proxy Statement (pages 33, 43)
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See 2026 form 10-Q, page 33

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ISSB Index — IFRS S1 & IFRS S2

STATEMENT OF USE	V2X, Inc. has prepared this index with reference to IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, for the period January 1, 2025 to December 31, 2025.
ABOUT THE STANDARDS	The International Sustainability Standards Board (ISSB), established by the IFRS Foundation, issued IFRS S1 and IFRS S2 in June 2023 to provide a consistent, global baseline for sustainability-related financial reporting. V2X is working to align with these Standards.
FIRST-YEAR REPORTING	FY2025 is V2X's first year of disclosure prepared with reference to the ISSB Standards. No comparative information is presented. Scope 3 greenhouse gas emissions are not disclosed.
INDUSTRY-BASED GUIDANCE	SASB Standards for Professional & Commercial Services (SV-PS) and Aerospace & Defense (RT-AE).
REPORTING BOUNDARY	V2X, Inc. and its consolidated subsidiaries, consistent with the entities included in the Company's financial reporting (2025 Form 10-K, Note 1, p. F-9), unless otherwise noted.
CROSS-REFERENCED DOCUMENTS	2025 Form 10-K (filed February 23, 2026), 2026 Proxy Statement (filed March 19, 2026), 2025 Sustainability Report, and the FY2025 GRI Content Index and SASB Indexes.

CORE CONTENT AREA	REFERENCE	REQUIREMENT	V2X RESPONSE / LOCATION
Basis of preparation	**IFRS S1.72** **IFRS S1.73**	**Statement of compliance**	V2X has prepared this table with reference to IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. V2X does not claim compliance with IFRS S1 or IFRS S2.
	IFRS S1.20 **IFRS S1.21–.23** **IFRS S1.64** **(S1.B38, S1.E4)**	**Reporting entity; connectivity with the financial statements; timing and reporting period**	This table covers V2X, Inc. and its consolidated subsidiaries, consistent with the entities included in the Company's financial reporting, for the period January 1 – December 31, 2025 — the same reporting period as the 2025 Form 10-K. 2025 Form 10-K (Note 1, page F-9)
	IFRS S1.E1, S1.E3–.E6 **IFRS S2.C1, S2.C3–.C5** **(S1.70–.71)**	**Effective date, first-year transition reliefs and comparative information**	FY2025 is V2X's first year of disclosure prepared with reference to the ISSB Standards. No comparative information is presented. Scope 3 greenhouse gas emissions are not disclosed.
	IFRS S1.17–.19 **(S1.B13–.B37)**	**Materiality: identifying and disclosing material information**	In 2026, V2X completed a double materiality assessment to identify the sustainability topics of greatest significance to the business and to people and the environment, incorporating cross-functional input, industry benchmarking and stakeholder interviews. Sustainability Overview
	IFRS S1.54–.59 **IFRS S2.12, S2.32**	**Sources of guidance applied, and disclosure of those sources**	This table applies IFRS S1 and IFRS S2 with reference to the SASB Standards for Professional & Commercial Services (SV-PS) and Aerospace & Defense (RT-AE); the FY2025 GRI Content Index is published separately.

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ISSB Index — IFRS S1 & IFRS S2, cont.

CORE CONTENT AREA	REFERENCE	REQUIREMENT	V2X RESPONSE / LOCATION
Governance	**IFRS S1.26–.27** **IFRS S2.5–.7**	**The governance body(s) or individual(s) responsible for oversight of sustainability- and climate-related risks and opportunities, and management's role**	2025 Sustainability Report: Sustainability Overview (Sustainability Governance); Governance (Corporate Governance); Environmental Stewardship: (Environmental Management) V2X's Board of Directors oversees sustainability through its standing committees: Nominating and Governance Committee: oversees Board composition, corporate governance practices, and sustainability matters, including environmental, health, and safety oversight. Audit Committee: oversees financial reporting, ethics and compliance, enterprise risk management, and cybersecurity. Compensation and Human Capital Committee: oversees executive compensation, leadership development, talent management, and human capital matters. In 2025, the Board updated its committee charters and Corporate Governance Principles to clarify committee responsibilities and align with evolving regulatory requirements. The Board also retained an independent third party to assess directors' skills, competencies, and effectiveness as part of its succession review. Management's role: The Deputy General Counsel, Corporate Secretary and Sustainability Officer oversees sustainability reporting. She works with a cross-functional Sustainability Steering Committee, which includes representatives from: Legal, Ethics and Compliance, Governance, Environment, Health and Safety, Human Resources, Cybersecurity, Procurement, Investor Relations, Strategy and Growth, and other business functions The committee advances sustainability priorities, coordinates reporting, and stewards initiatives in its members' areas of focus. The Executive Director, Quality and Environment, Health, and Safety leads environmental management through the company's Environmental, Health, and Safety Management System.
Strategy	**IFRS S1.28–.31** **IFRS S2.10–.12**	**The sustainability- and climate-related risks and opportunities that could reasonably be expected to affect prospects, and over what time horizons**	Sustainability Strategy; Environmental Stewardship: Climate Risk & Resilience V2X's material topics present a range of risks and opportunities that could affect the Company's prospects. Climate risks include physical impacts such as extreme heat, sea level rise, and drought, alongside indirect impacts from supply chain disruption. Workforce risks include recruiting and retaining skilled talent and managing labor relations across 60 collective bargaining agreements. Cybersecurity risk is heightened in recent events. Ethics, compliance, and supply chain risks stem from operating as a government contractor subject to thorough oversight. Opportunities include innovation and technology, particularly AI adoption to improve efficiency and mission readiness. 2025 Form 10-K (pages 18, 22–23)
	IFRS S1.32 **IFRS S2.13**	**Current and anticipated effects on the business model and value chain, and where in the value chain risks and opportunities are concentrated**	Not currently reported in these terms. V2X describes its business model and value chain in the About V2X section herein and in 2025 Form 10-K (pages 4–7), and identifies supplier and subcontractor dependencies as a business risk (page 20), but does not map where climate-related risks and opportunities are concentrated within that value chain.
	IFRS S1.33 **IFRS S2.14**	**Effects on strategy and decision-making, including progress against previously disclosed plans and any climate transition plan**	V2X has not published a climate transition plan. Climate-related risks and opportunities are integrated into the environmental management program and overseen through the sustainability governance structure. Actions taken during the reporting period include completing an enterprise-wide Scope 2 GHG inventory and evaluating Scope 1, implementing centralized electricity data collection, and completing energy efficiency projects. Environmental Stewardship: Climate Risk & Resilience; Greenhouse Gas Emissions
	IFRS S1.34–.40 **IFRS S2.15–.21**	**Effects on financial position, financial performance and cash flows for the reporting period and the anticipated effects over the short, medium and long term**	Financial effects of V2X's material topics — climate and otherwise — are not currently quantified. Climate-related risk could disrupt operations or third parties V2X relies on, including through direct asset damage and supply chain disruption, and compliance with climate-related laws and regulations could result in substantial compliance costs. Ethics, compliance, and supply chain risks could result in contract penalties or, in serious cases, suspension from government contracting. Cybersecurity incidents could result in remediation and liability costs. Labor relations and workforce risks could raise labor costs or disrupt operations. Effects are not separately quantified because they are not separately identifiable, are subject to measurement uncertainty, or would require resources V2X does not currently apply to this purpose 2025 Form 10-K (pages 18, 22–23)
	IFRS S1.41–.42 **IFRS S2.22** **(S2.B1–.B18)**	**Resilience of strategy and business model to sustainability- and climate-related changes, including climate scenario analysis**	V2X has not performed formal scenario analysis for climate or its other material topics (e.g., workforce availability, cybersecurity threats, regulatory change). Resilience to these topics is currently assessed qualitatively through V2X's enterprise risk management process.

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ISSB Index — IFRS S1 & IFRS S2, cont.

CORE CONTENT AREA	REFERENCE	REQUIREMENT	V2X RESPONSE / LOCATION
Risk management	**IFRS S1.43–.44** **IFRS S2.24–.26**	**Processes used to identify, assess, prioritise and monitor sustainability- and climate-related risks, and integration into overall risk management**	Sustainability Overview; Environmental Stewardship: Environmental Management In 2026, V2X completed a double materiality assessment to identify the sustainability topics of greatest significance to the business and its impact on people and the environment, incorporating cross-functional input, industry benchmarking and stakeholder interviews. The Board, through its Audit Committee, is responsible for oversight of the Company's overall risk profile and management control, and the internal audit function provides regular updates to the Audit Committee on the global risk profile. The Nominating and Governance Committee regularly reviews our corporate governance practices to ensure they remain in the best interests of V2X, our shareholders, and other relevant stakeholders. 2026 Proxy Statement (pages 33–34)
Metrics and targets	**IFRS S2.29(a)** **(S2.B19–.B31, B32–.B57, C4)**	**Absolute gross greenhouse gas emissions — Scope 1, Scope 2 and Scope 3 — measured in accordance with the Greenhouse Gas Protocol (2004), and the measurement approach, inputs and assumptions used**	Environmental Stewardship: Greenhouse Gas Emissions Scope 2 (2025), location-based: 7,173 metric tons CO_2e.
	IFRS S2.29(b)–(d) **(S2.30, B64–.B65)**	**Amount and percentage of assets or business activities vulnerable to climate-related transition risks, physical risks, and aligned to climate-related opportunities**	Not currently reported. V2X operates from approximately 349 locations across 49 countries, the majority of them customer-owned sites that are not V2X assets.
	IFRS S2.29(e)–(f)	**Amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities; internal carbon prices**	Capital deployment not currently reported. V2X does not apply an internal carbon price in decision-making.
	IFRS S2.29(g)	**Whether and how climate-related considerations are factored into executive remuneration**	V2X's executive incentive metrics are based on adjusted EBITDA, bookings, days sales outstanding, total shareholder return relative to a peer group, and adjusted earnings per share. Climate-related considerations are not currently factored into executive remuneration, and no portion — 0% — of executive management remuneration recognised in 2025 was linked to climate-related considerations. 2026 Proxy Statement (pages 26, 49–67)
	IFRS S2.32 **(S1.55(a), S1.58(a))**	**Industry-based metrics associated with disclosure topics**	See the SASB tables in this workbook — Professional & Commercial Services (SV-PS) and Aerospace & Defense (RT-AE).
	IFRS S2.33–.37 **(S2.B66–.B71)**	**Climate-related targets set by the entity or required of it, including metric, objective, period, base period, milestones, and performance against each target**	V2X has not set public greenhouse gas emissions reduction targets or other climate-related targets.
	IFRS S1.45–.53	**Metrics for each material sustainability-related risk and opportunity, including those in applicable industry-based guidance**	Performance data for V2X's material topics — including safety performance (TRIR, DART, NMIR), GHG emissions, waste diversion, energy efficiency and compliance training completion — is presented in the FY2025 Performance Data table and the GRI Content Index. Sustainability Report (People and Communities: Health, Safety, and Well-Being)

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SASB Index — Professional & Commercial Services (SV-PS)

STATEMENT OF USE	V2X, Inc. has prepared this index with reference to the SASB Standards for the period January 1, 2025 to December 31, 2025.
SASB STANDARD APPLIED	Professional & Commercial Services (SV-PS). This is V2X's primary industry standard.
SUPPLEMENTARY STANDARD	Aerospace & Defense (RT-AE), published separately.
REPORTING BOUNDARY	V2X, Inc. and its consolidated subsidiaries, consistent with the entities included in the Company's financial reporting (2025 Form 10-K, Note 1, p. F-9), unless otherwise noted.
CROSS-REFERENCED DOCUMENTS	2025 Form 10-K (filed February 23, 2026), 2026 Proxy Statement (filed March 19, 2026), and 2025 Sustainability Report.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Data Security	**SV-PS-230a.1**	**Description of the approach to identifying and addressing data security risks**	Governance: Cybersecurity and AI V2X's cybersecurity program is designed around the core functions of the National Institute of Standards and Technology (NIST) Cybersecurity Framework: Identify, Protect, Detect, Respond, and Recover. It is aligned with key federal and international requirements, including the Defense Federal Acquisition Regulation Supplement (DFARS), NIST Special Publication 800-171, Cybersecurity Maturity Model Certification (CMMC) requirements, and ISO 27001/27002 information security standards. V2X currently maintains CMMC Level 2 and ISO 27001 certifications at certain key sites. The program is led by the Chief Information Security Officer (CISO). The CISO works with senior leaders to protect company systems, respond to threats, and manage risk, and with a cross-functional Incident Response Team drawn from Finance, Human Resources, Legal, Security and IT. Management regularly reviews cyber threats, regulatory changes, and opportunities to improve cybersecurity, data privacy, and information governance. Technical safeguards include firewalls, intrusion prevention and detection, anti-malware and access controls, evaluated through vulnerability assessments, threat intelligence and external audits. V2X maintains a risk-based approach to third-party and vendor cybersecurity risk, engages an external managed security service provider, and delivers mandatory security awareness training. In 2025, V2X strengthened its cybersecurity and privacy efforts through continuous monitoring, employee training, and improvements to its security program. A formal cyber incident response process supports the timely detection, assessment, response to, and recovery from cybersecurity incidents. The Board of Directors, through the Audit Committee, oversees cybersecurity as part of enterprise risk management and reviews the cyber risk assessment. In 2026, V2X began developing an enterprise AI governance framework to guide the responsible implementation and use of artificial intelligence. This work includes defining appropriate uses of AI, establishing governance structures based on risk profiles, and developing guardrails that help manage AI-related risks while maintaining appropriate human oversight of AI-enabled processes. 2025 Form 10-K (Item 1C, pages 29–30, pages 18–19) 2026 Proxy Statement (Our Sustainability Program, front matter; pages 33, 43)
	SV-PS-230a.3	**(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected**	As a U.S. defense contractor, V2X is subject to privacy and security requirements that govern the protection of sensitive, confidential and controlled unclassified information, including Defense Federal Acquisition Regulation Supplement (DFARS) requirements that its IT systems comply with NIST Special Publication 800-171 security and privacy controls. V2X is also subject to U.S. federal and state privacy laws and, outside the U.S., to regimes including the EU General Data Protection Regulation. Expectations for handling company and customer information are set out in the Code of Conduct. 2025 Form 10-K (pages 18, 26, 29–30) Code of Conduct

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SASB Index — Professional & Commercial Services (SV-PS), cont.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Data Security	**SV-PS-230a.3**	**(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected**	As previously disclosed in our quarterly filings with the SEC, during 2025 we discovered a cybersecurity incident in which an unauthorized third party accessed our internal IT systems. We have determined that the unauthorized third party removed certain data from the Company's IT systems. Upon detecting the incident, the Company promptly took steps to respond to the incident with the assistance of leading external cybersecurity experts and in cooperation with federal law enforcement authorities. Although the Company's investigation is ongoing, as of the date of the publication of this report, the Company believes that the incident has not had a material adverse effect on the Company's financial condition or results of operations. The Company maintains a comprehensive cybersecurity insurance policy, which we expect will cover most costs associated with incident response and forensic investigations, as well as business disruptions, legal actions and regulatory fines, if any, subject to policy limits and deductibles. 2026 Form 10-Q, page 33. V2X does not disclose the quantitative components of this metric.
Workforce Diversity & Engagement	**SV-PS-330a.1**	**Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees**	Not disclosed. As of December 31, 2025, more than 27% of V2X's U.S. employees voluntarily reported a military background. 2025 Form 10-K (page 8)
	SV-PS-330a.2	**(1) Voluntary and (2) involuntary turnover rate for employees**	V2X's management team routinely reviews employee turnover rates at various levels of the organization to understand and resolve barriers to retention. 2025 Form 10-K (page 8)
	SV-PS-330a.3	**Employee engagement as a percentage**	V2X values the 'Voice of the Employee' and focuses on listening activities including an annual engagement survey using a third-party platform; results are shared with leadership and employees for action and evaluated against internal and external benchmarks. 2025 Form 10-K (page 8)
Professional Integrity	**SV-PS-510a.1**	**Description of approach to ensuring professional integrity**	Governance: Ethics and Compliance Integrity is one of V2X's core values. The ethics and compliance program is anchored by the Code of Conduct, leadership commitment, mandatory employee training, confidential reporting channels and Board oversight. All employees, officers, and directors are subject to the Code of Conduct and complete mandatory annual training; in 2025 employees achieved an average completion rate of more than 96% across required programs, including specialized training on anti-corruption, export compliance, and labor charging. As a government contractor, V2X maintains a compliance program addressing the Federal Acquisition Regulation and DFARS, the International Traffic in Arms Regulations, the Export Administration Regulations, the Foreign Corrupt Practices Act and the False Claims Act, and is subject to routine audit and review by the Defense Contract Audit Agency and Defense Contract Management Agency. Concerns may be raised anonymously through the EthicsPoint hotline. In 2025, V2X published its first annual Ethics & Compliance in Action report. The Audit Committee oversees the ethics and compliance program. 2025 Form 10-K (pages 4-6, 9) 2026 Proxy Statement (pages 33, 42) Code of Conduct
	SV-PS-510a.2	**Total amount of monetary losses as a result of legal proceedings associated with professional integrity**	V2X did not incur material monetary losses as a result of legal proceedings associated with professional integrity during the reporting period. V2X does not expect that any asserted or unasserted legal claims or proceedings, individually or in the aggregate, will have a material adverse effect on its results of operations, financial condition, or cash flows. 2025 Form 10-K (Item 3, Legal Proceedings, page 31; Note 14, Commitments and Contingencies, page F-28)

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SASB Index — Professional & Commercial Services (SV-PS), cont.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Activity Metrics	**SV-PS-000.A**	**Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract**	As of December 31, 2025: (1) Approximately 16,200 full-time employees. V2X does not separately disclose part-time headcount. (2) Temporary employees are not separately disclosed. (3) Approximately 7,300 subcontract personnel. 2025 Form 10-K (pages 4, 8)
	SV-PS-000.B	**Employee hours worked, percentage billable**	Not disclosed.

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SASB Index — Aerospace & Defense (RT-AE)

STATEMENT OF USE	V2X, Inc. has prepared this index with reference to the SASB Standards for the period January 1, 2025 to December 31, 2025.
SASB STANDARD APPLIED	Aerospace & Defense (RT-AE). This supplementary standard is applied in addition to Professional & Commercial Services (SV-PS).
REPORTING BOUNDARY	V2X, Inc. and its consolidated subsidiaries, consistent with the entities included in the Company's financial reporting (2025 Form 10-K, Note 1, p. F-9), unless otherwise noted.
CROSS-REFERENCED DOCUMENTS	2025 Form 10-K (filed February 23, 2026), 2026 Proxy Statement (filed March 19, 2026), and 2025 Sustainability Report.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Energy Management	**RT-AE-130a.1**	**(1) Total energy consumed (in gigajoules), (2) percentage grid electricity, (3) percentage renewable**	In 2025, V2X implemented a centralized process for collecting and managing electricity consumption data across the enterprise, which is expected to support energy reporting in future cycles. Environmental Stewardship: Energy Efficiency
Hazardous Waste Management	**RT-AE-150a.1**	**Amount of hazardous waste generated, percentage recycled**	V2X manages hazardous materials through established handling and storage procedures, employee training, routine inspections, environmental due diligence and the use of qualified vendors for transportation and disposal. At our Indianapolis facility, we continued our partnership with RecycleForce, a nonprofit organization that combines responsible electronics recycling with workforce development opportunities. Through this partnership, the facility diverted more than 25,898 pounds of its own electronic waste, metals, and scrap from landfills, helping reduce our environmental impact while supporting a social enterprise dedicated to career re-entry opportunities for formerly incarcerated individuals. Environmental Stewardship: Hazardous Materials Management
	RT-AE-150a.2	**Number and aggregate quantity of reportable spills, quantity recovered**	No reportable spills occurred during the reporting period. Environmental Stewardship: Environmental Management
Data Security	**RT-AE-230a.1**	**(1) Number of data breaches, (2) percentage involving confidential information**	See 2026 form 10-Q, page 33 V2X does not disclose the quantitative components of this metric.

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SASB Index — Aerospace & Defense (RT-AE), cont.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Data Security	**RT-AE-230a.2**	**Description of approach to identifying and addressing data security risks in company operations and products**	During 2025, we continued to strengthen our cybersecurity, data security, and privacy capabilities through ongoing monitoring, employee awareness training, and enhancements to our information security program. Our program is designed around the core functions of the National Institute of Standards and Technology (NIST) Cybersecurity Framework 2.0 — Identify, Protect, Detect, Respond and Recover — and is aligned with key federal and international requirements, including the Defense Federal Acquisition Regulation Supplement (DFARS), NIST Special Publication 800-171, Cybersecurity Maturity Model Certification (CMMC) governance requirements, and the ISO 27001/27002 information security standards. V2X has achieved CMMC Level 2 self-assessment and maintains ISO 27001 certification across key sites, reinforcing our commitment to internationally recognized information security management practices. These efforts are supported by a formal cyber incident response process that helps ensure the timely detection, assessment, response to, and recovery from cybersecurity incidents. During 2025, we also began evaluating enterprise AI capabilities to support internal knowledge management, improve operational efficiency, and enhance decision-making across the business. In 2026, we began developing an enterprise AI governance framework to help guide the responsible adoption and use of artificial intelligence across the organization. This work includes defining appropriate uses of AI, establishing governance structures based on risk profiles, and developing guardrails designed to support innovation while helping manage the risks associated with AI technologies, including maintaining appropriate human oversight of AI-enabled processes. 2025 Form 10-K (Item 1C, pages 29–30; pages 15, 18) 2026 Proxy Statement (pages 33, 43) Sustainability Report (page 34)
Product Safety	**RT-AE-250a.1**	**Number of recalls issued, total units recalled**	Not applicable / not reported. V2X primarily provides sustainment, maintenance, repair, and modernization services rather than manufacturing platforms for sale, and does not issue product recalls in the ordinary course.
	RT-AE-250a.2	**Number of counterfeit parts detected, percentage avoided**	Not currently reported.
Fuel Economy & Emissions in Use-phase	**RT-AE-410a.1**	**Revenue from alternative energy-related products**	Not applicable. V2X does not generate revenue from alternative energy-related products.
	RT-AE-410a.2	**Description of approach and discussion of strategy to address fuel economy and greenhouse gas emissions of products**	V2X primarily provides sustainment, maintenance, modernization, and lifecycle support for defense systems and platforms. While V2X also performs engineering, integration, production, and rapid prototyping activities, it does not operate primarily as an original equipment manufacturer of aircraft or other major platforms. Because V2X supports and modernizes existing equipment, fuel economy and emissions are largely outside of its direct control. 2025 Form 10-K (pages 4–5)
Materials Sourcing	**RT-AE-440a.1**	**Description of the management of risks associated with the use of critical materials**	V2X relies on third-party suppliers, subcontractors and vendors to provide materials and integrated components used in the services it delivers, and manages associated risk through supplier screening, ongoing monitoring, and qualification and oversight processes. Disruptions or performance problems caused by suppliers could affect V2X's ability to meet commitments to customers. 2025 Form 10-K (page 20) Governance: Human Rights and Responsible Supply Chain Supplier Code of Conduct

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SASB Index — Aerospace & Defense (RT-AE), cont.

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	V2X RESPONSE / LOCATION
Business Ethics	**RT-AE-510a.1**	**Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade**	V2X did not incur material monetary losses as a result of legal proceedings associated with corruption, bribery or illicit international trade during 2025. 2025 Form 10-K (Item 3, Legal Proceedings, page 31; Note 14, page F-28)
	RT-AE-510a.2	**Revenue from countries ranked in the 'E' or 'F' band of Transparency International's Government Defence Anti-Corruption Index**	Not currently reported.
	RT-AE-510a.3	**Discussion of processes to manage business ethics risks throughout the value chain**	Governance: Ethics and Compliance; Human Rights and Responsible Supply Chain — see the response to SV-PS-510a.1. Supplier expectations for ethical business practices, labor standards, anti-corruption, human rights and regulatory compliance are set out in the Supplier Code of Conduct. Suppliers are screened against government and commercial databases and are subject to ongoing monitoring, supported by recognized third-party due diligence tools. V2X monitors subcontractors for compliance with FAR Combating Trafficking in Persons requirements, including routine audits and inspections of employee housing and transportation. 2025 Form 10-K (pages 6, 9) Supplier Code of Conduct
Activity Metrics	**RT-AE-000.A**	**Production by reportable segment**	V2X operates as a single reportable segment. Revenue for the year ended December 31, 2025 was $4,480.0 million. V2X does not report production volume. Revenue by customer: Army $1,830.0 million; Navy $1,479.8 million; Air Force $570.7 million; Other $600.6 million. 2025 Form 10-K (pages 5, 38; Note 18, page F-32)
	RT-AE-000.B	**Number of employees**	As of December 31, 2025, V2X employed approximately 16,200 full-time employees. V2X also utilized approximately 7,300 subcontract personnel. 2025 Form 10-K (pages 4, 8)

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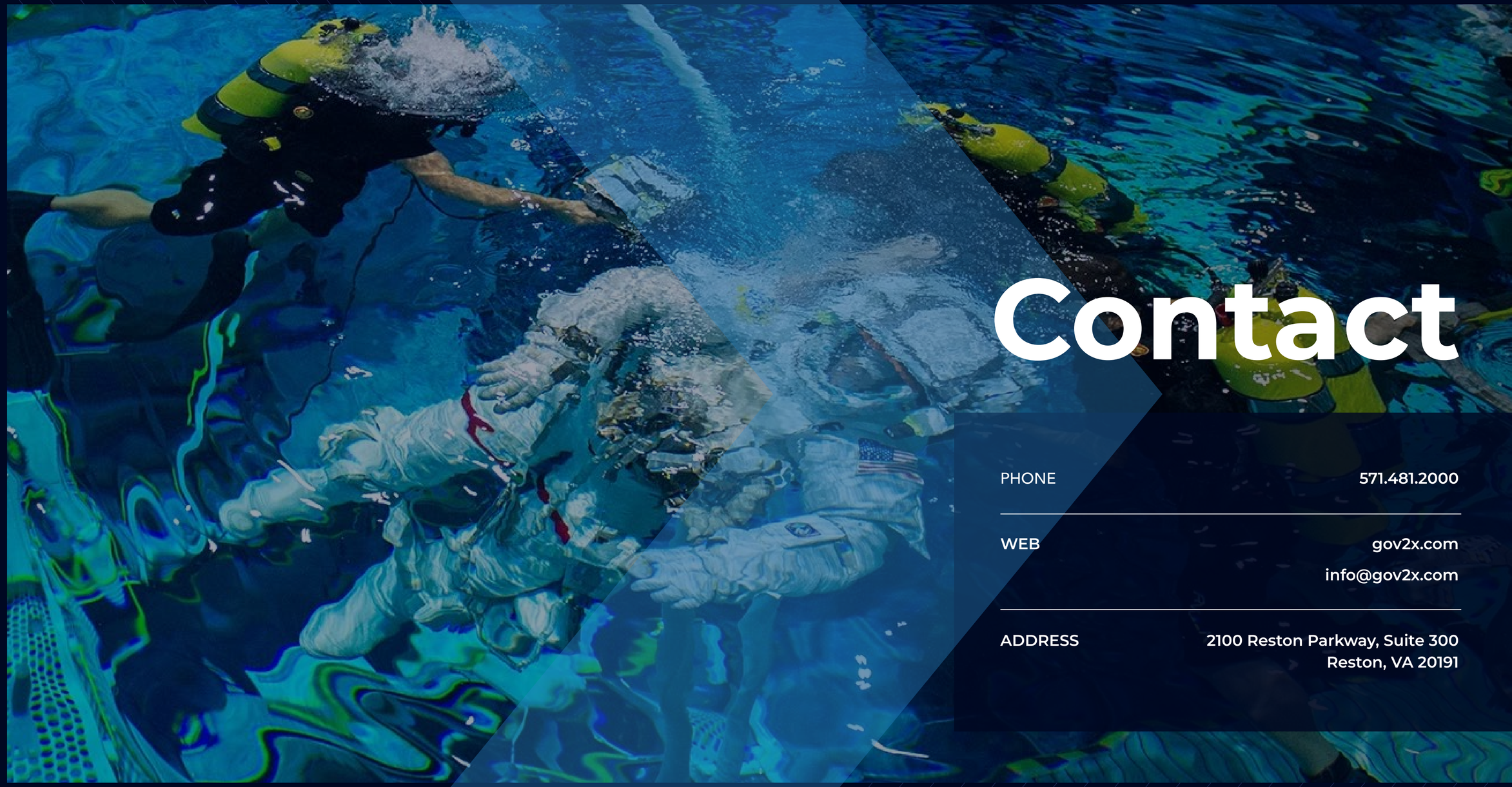
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