



**FY2023**  
CORPORATE RESPONSIBILITY  
AND ESG REPORT

**Creating a  
safer, smarter,  
cleaner world.**







# Letter from the CEO

It's an exciting time to be at Amentum. We have expanded the breadth of complex engineering and technical solutions we deliver to our customers and offer more exciting career opportunities for our employees. With operations around the world, our large footprint also means we have greater opportunities and an outsized responsibility to make an impact.

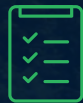
Beyond meeting or exceeding our business obligations, we are constantly finding ways to champion our environment, our society, and our responsibilities to the communities we serve. We established an ESG Steering Committee with representation from across our organization to ensure we continue to drive change, engage employees and partners, and hold ourselves accountable for the goals we set. The results of the ESG Steering Committee's strategic focus and Amentum employees' hard work are reflected in this report.

We're eager to showcase the impact our Amentum team has in our environmental, social and governance priorities through this report. But, this is just the beginning. We have lofty goals and extremely passionate employees that are inspiring us for success. Our vision to create a smarter, safer, cleaner world reflects our high-performing culture and serves as an invitation to our Amentum family to take part in shaping our future. That's a commitment we're proud to stand behind.

**John Heller**  
*Chief Executive Officer*



# Amentum's Vision-Mission-Values



## Mission

We develop, engineer and implement solutions to modernize tomorrow's missions.



## Vision

Create a safer, smarter, cleaner world.

## Values

### We have fierce commitment:

We deliver on our promises and are accountable to our teams, customers, company, and communities. We are purpose-driven. No matter the challenge, we work safely, with mission success the only acceptable outcome.

### We create trailblazing solutions:

We innovate as a team of curious and inventive doers who are passionate about making a difference in an ever-changing world.

### We have unwavering integrity:

We act ethically, and we expect everyone on our extended team to act honorably. We do the right thing—always.

### We embrace inclusion and collaboration:






We respect each other, build trust, welcome ideas, communicate effectively with all our teams, and believe strongly in developing and recognizing our people.

# About this Report

The FY2023 Amentum Corporate Responsibility Report is the first annual report around our environmental social and governance (ESG) initiatives. The inspiration for our ESG program has been our corporate vision, which is why we are proud to use Creating a safer, smarter, cleaner world as the title for our report.

## ESG Subcommittees and Goals

The ESG Steering Committee has organized our priorities into 5 sections or subcommittees that served as a framework for this report:

 Environment	 Social Capital	 Human Capital	 Business Model & Innovation	 Leadership & Governance
<ul style="list-style-type: none"><li>• GHG Emissions</li><li>• Air Quality</li><li>• Energy Management</li><li>• Water &amp; Wastewater Management</li><li>• Waste &amp; Hazardous Materials Management</li><li>• Ecological Impacts</li></ul>	<ul style="list-style-type: none"><li>• Human Rights &amp; Community Relations</li><li>• Customer Privacy</li><li>• Data Security</li><li>• Access &amp; Affordability</li><li>• Product Quality &amp; Safety</li><li>• Customer Welfare</li><li>• Selling Practices &amp; Product Labeling</li></ul>	<ul style="list-style-type: none"><li>• Labor Practices</li><li>• Employee Health &amp; Safety</li><li>• Employee Engagement, Diversity &amp; Inclusion</li></ul>	<ul style="list-style-type: none"><li>• Product Design &amp; Lifecycle Management</li><li>• Business Model Resilience</li><li>• Supply Chain Management</li><li>• Materials Sourcing &amp; Efficiency</li><li>• Physical Impacts of Climate Change</li></ul>	<ul style="list-style-type: none"><li>• Business Ethics</li><li>• Competitive Behavior</li><li>• Management of the Legal &amp; Regulatory Environment</li><li>• Critical Incident Risk Management</li><li>• Systemic Risk Management</li></ul>

Led by a chairperson, each subcommittee has developed prioritized objectives and paced milestones towards accomplishing strategic goals. These subcommittee teams have aligned efforts with our business priorities, developed partnerships and rallied employees in support of our ESG objectives.



### Environment

Net zero carbon emissions by 2040



### Social Capital

America's Most Responsible Companies by 2030



### Human Capital

Advance employee wellness through an inclusive culture with safe workplaces that supports the employee experience



### Business Model & Innovation

Centralize fleet and demonstrate commitment to veterans & small business



### Leadership & Governance

Trusted leader in reliable critical information access and human rights





# Environment

At Amentum, our mission is to develop, engineer, and implement solutions to modernize tomorrow's missions, and that includes providing environmental solutions to our customers, as well as continuously reducing the environmental footprint of our own operations. We have set our primary environment goal to achieve net zero carbon emissions by 2040.



# Environmental Sustainability at Amentum

While Amentum is working on behalf of our customers to create a safer, smarter, cleaner world, we are advancing our own environmental sustainability program by assessing the impacts of our operations on the environment and setting short and long-term goals to reduce our emissions.

Our sustainability strategy aligns with the priorities of our customers as well as our own core values. Our goals involve the reduction in greenhouse gas emissions with efforts that include increasing the electric vehicles (EVs) in our fleet, improving the energy efficiency of our facilities, and ensuring our suppliers and subcontractors align with our sustainability strategy.



“Amentum is positioning itself as a leader in the environmental sustainability field, minimizing our impacts on the environment and the communities in which we operate as well as preparing our operations for the demands of the future.”

**Jeff Treffinger**  
*SVP, Environment, Health and Safety*

## Centralized fleet management program.

Amentum has implemented a new centralized fleet management capability to create greater agility in the utilization and management of both motor vehicle property and people resources. As we integrated our operations from major acquisitions, we have established the baseline of fleet usage data to track mileage and emissions. The company’s combined vehicle fleet under management exceeds 3,000 assets to support our customers’ critical missions.





# Environmental Sustainability for our Customers and the World

Amentum has been working with our U.S. federal agencies, allies, and commercial companies on the most complex and challenging environmental projects in the world.

## Hanford, WA

The Hanford site in southeastern Washington spans 580 miles and is home to facilities that once produced materials to support nuclear weapons for World War II and the Cold War.

Amentum leads the Central Plateau Cleanup Company (CPCCo) joint venture as the U.S. Department of Energy's prime contractor responsible for the environmental cleanup of select portions of the site.

In addition to treating billions of gallons of contaminated groundwater and cleaning up millions of tons of contaminated soil, debris, and solid waste, CPCCo is also improving the sustainability of their operations by reducing the greenhouse gas emissions generated by their work.

271

Sustainable electronics purchased<sup>1</sup>

64%

Reduction fleet vehicle initiative

600

Trees saved equals 6 million sheets of paper saved through double-sided printing

<sup>1</sup> Sustainable electronics are evaluated using the national product environmental assessment tool (EPEAT) based on the electronics' impact on the environment.

## Oak Ridge, TN

The Department of Energy's Oak Ridge site is a World War II Manhattan Project site built to research methods to enrich uranium and produce plutonium.

United Cleanup Oak Ridge (UCOR) is an Amentum-led prime contractor leading the cleanup of contaminated land and the preparation of said land for reuse. UCOR has also implemented a strategic sustainability plan that has shown major progress in the recent years including the following in 2023:

75%

Reduction in Scope 1 and 2 greenhouse gas (GHG) emissions against 2008 baseline

73.6%

Municipal solid waste diverted from landfill to a recycler or for reuse

2027

EVs Acquisition Acquire electric vehicles (EVs) for light-duty vehicles by 2027

100%

of all electronics purchased are Electronic Product Environmental Assessment Tool (EPEAT) registered

2

UCOR Projects have been recognized by DOE for sustainability excellence

## North and South America

Amentum performs facility operations and maintenance work at customer sites throughout North American and South America. Sites at this customer's locations have set a goal of zero commercial waste to landfill, and the Amentum team has established initiatives to meet that goal on time. We began with auditing site waste streams, then establishing recycling and composting pathways for commercial waste, including electronic waste, post-consumer waste, food waste, and packaging material waste. The sites are on-track to meet their zero commercial waste goal, currently diverting 80%+ of these waste streams from the landfill.

83.7%

Diversion rate

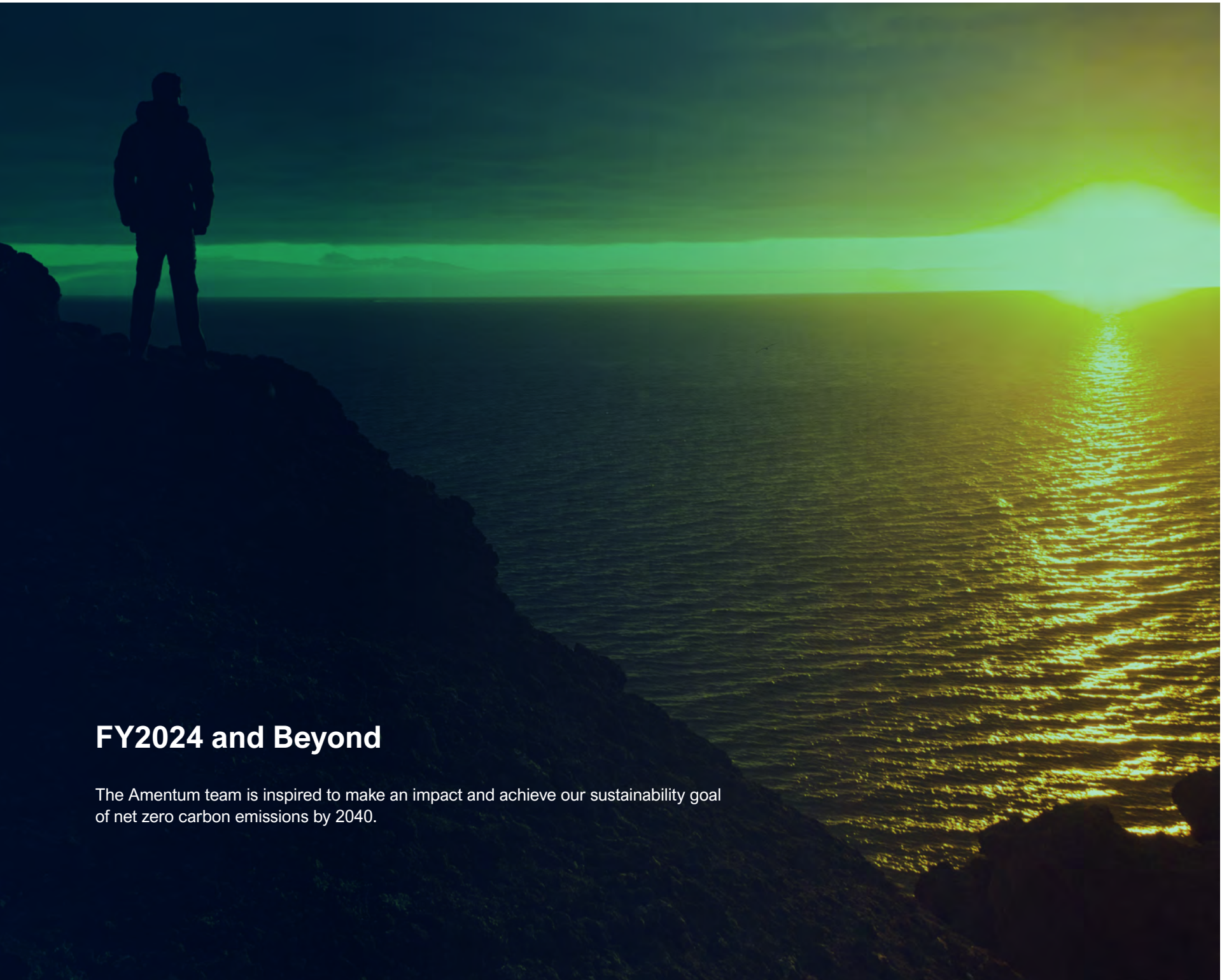
7.56K

Tons recycled

\$315.5K

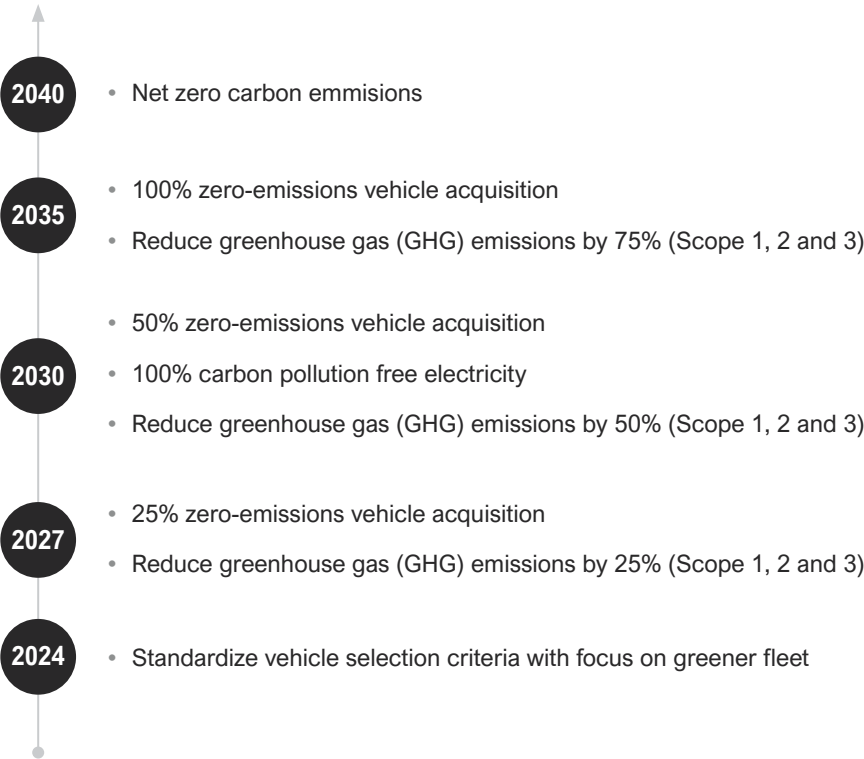
Rebate revenue





## FY2024 and Beyond

The Amentum team is inspired to make an impact and achieve our sustainability goal of net zero carbon emissions by 2040.



“Amentum is committed to creating a sustainable energy future, protecting the environment, serving our customers and communities, and delivering energy solutions for a safer, smarter, cleaner world.”

**Jim Blankenhorn**  
*SVP, Environment and Security*



# Social Capital

Our social capital is the trust and reputation we have built from the experiences our stakeholders have when interacting with Amentum teams. With presence in 79 countries and all 7 continents, we are proud to support our customers and the communities we live and work in.

The overall goal for the Social Capital team is for Amentum to be recognized as one of America's Most Responsible Companies by 2030.



# Our Social Impact

Amentum is a three-year-old brand founded from a divestiture in 2020 and shaped by two transformative acquisitions in its short history. FY2023 was a year in which we integrated our internal systems and rallied under a unifying vision, mission and corporate values. This year we focused our social capital priorities in three main areas that leverage the strengths of our 44,000 employees and meet the growing needs of our communities.

## Outreach and charitable contributions

We aim to make positive changes in the communities where we live and work by supporting Veterans/Military, STEM and Environmental causes that align with our corporate vision of creating a safer, smarter, and cleaner world.

- Established a partnership with the Astronaut Scholarship Foundation to provide engineering and science university scholarships across the country.
- Established a partnership with the National Safety Council to sponsor Diversity in Safety scholars at various American universities.
- Founded a partnership for Operation Dream Maker, Make-a-Wish Mid-Atlantic’s program for granting wishes to children of military families.
- Partnered with Yellow Ribbon Fund to sponsor apartments for families of veterans undergoing treatment at Walter Reed Military Medical Center.
- Supported local communities through charitable partnerships with United Way of Aiken County, United Way of Benton and Franklin Counties, Chaplaincy Healthcare, Tri-Cities Cancer Center Foundation, Special Olympics of Kentucky, Grace Clinic of Benton & Franklin Counties, and James E. Clyburn Scholarship & Research Foundation.
- Supported social outreach through associations and organizations like Augusta Chamber of Commerce, Virginia Chamber of Commerce, Professional Services Council, International Stability Operations Association, and speaking engagements like Wharton Aerospace community.



Wish kid Brooks received a pontoon boat on his birthday from the the Operation Dream Maker program.



On December 6th, Amentum presented a check to the Aiken County United Way in South Carolina in support of their annual fundraising campaign.



Amentum and our sponsored Diversity Safety Scholars at the National Safety Council Annual Conference awards ceremony.



“ The military veterans’ community has given us so much and Amentum is proud to offer them opportunities to build a post-service career. We are excited to build programs that are developed by veterans and designed for veterans and their families. It’s the right thing to do for our country and it’s the right thing do to for our veteran employees.”

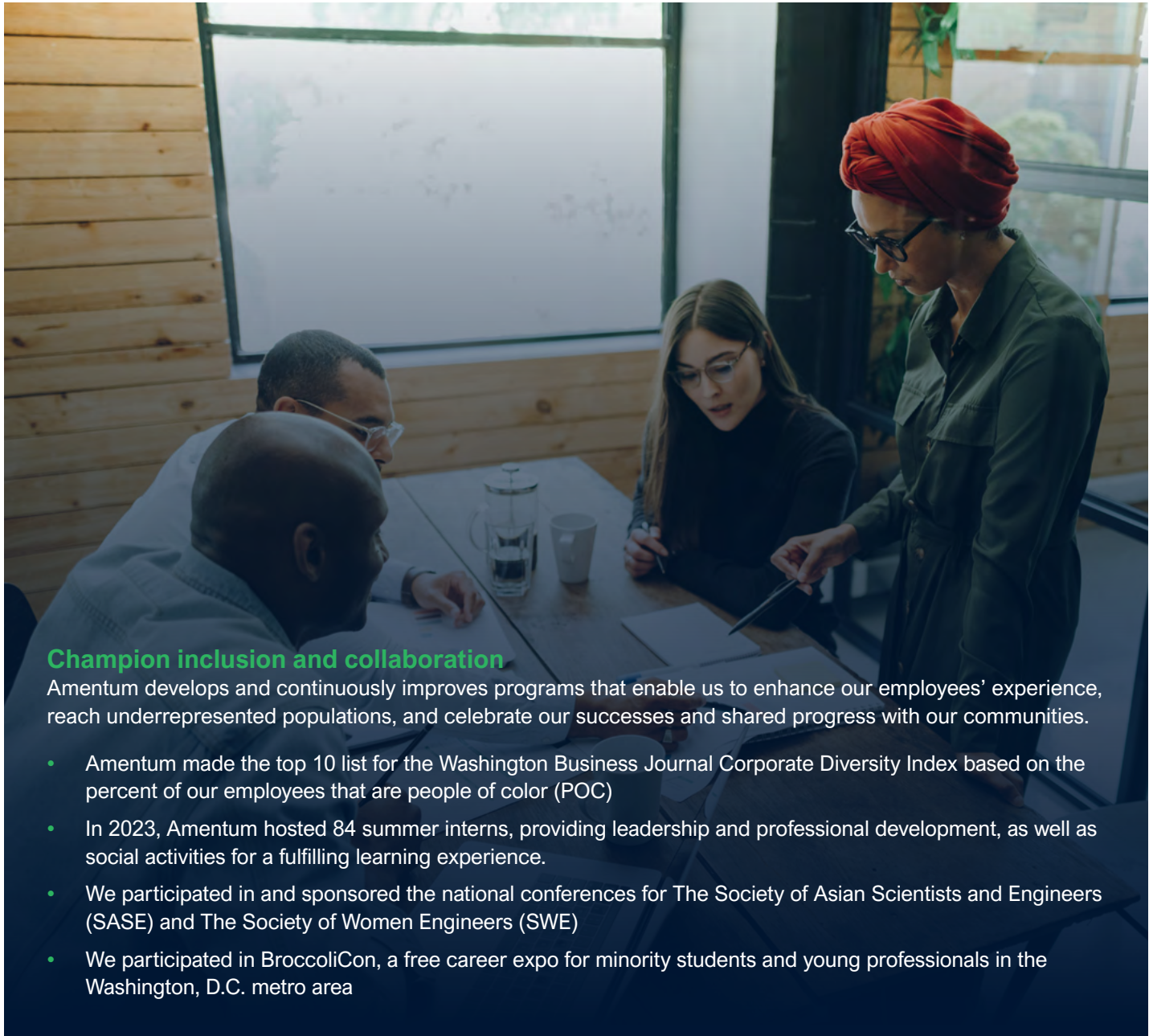
### Rob Smith

PhD, VP DEIB and retired U.S. Coast Guard officer



Amentum volunteers pack meals for the 9/11 Day Meal Pack charity event in Washington, D.C.





**Champion inclusion and collaboration**

Amentum develops and continuously improves programs that enable us to enhance our employees' experience, reach underrepresented populations, and celebrate our successes and shared progress with our communities.

- Amentum made the top 10 list for the Washington Business Journal Corporate Diversity Index based on the percent of our employees that are people of color (POC)
- In 2023, Amentum hosted 84 summer interns, providing leadership and professional development, as well as social activities for a fulfilling learning experience.
- We participated in and sponsored the national conferences for The Society of Asian Scientists and Engineers (SASE) and The Society of Women Engineers (SWE)
- We participated in BroccoliCon, a free career expo for minority students and young professionals in the Washington, D.C. metro area



**Enhance cyber protection**

We are proud to ensure the protection and preservation of the data and systems that service our employees, customers, and our nation.

- Amentum improved the protection of our employee and customer data through the standardization of its data compliance practices and processes.
- We improved our remote workforce protections through the successful deployment of advanced and 'always-on' VPN services for all Amentum knowledge workers.
- Amentum formalized a cyber risk register to improve cyber risk management across the enterprise.





## FY2024 and Beyond

As we look forward to FY24, we will build on our successes and the partnerships we've formed. Our priorities for the next year are:

- Develop relationships with other engineering national organizations that focus on underrepresented communities
- FY24 community relations and CSR investments towards helping create a safer, smarter, and cleaner world
- Tie our corporate social responsibility donations with employee volunteerism opportunities
- Formalize Amentum's cyber risk management program
- Reduce risk to employee data through expanded vulnerability management capabilities



Cybersecurity at Amentum is a team effort; we all play a role in protecting our data.”

**Dan Miller**

*Chief Information Security Officer*



# Human Capital

Amentum is committed to our workforce and recognizes that our human capital is the nucleus by which our organization is formed and thrives. Our human capital goal is to advance employee wellness through an inclusive culture with safe workplaces that support our employees' experience. For this reason, safety, employee engagement and diversity, equity, inclusion, and belonging remain critical focus areas at Amentum.





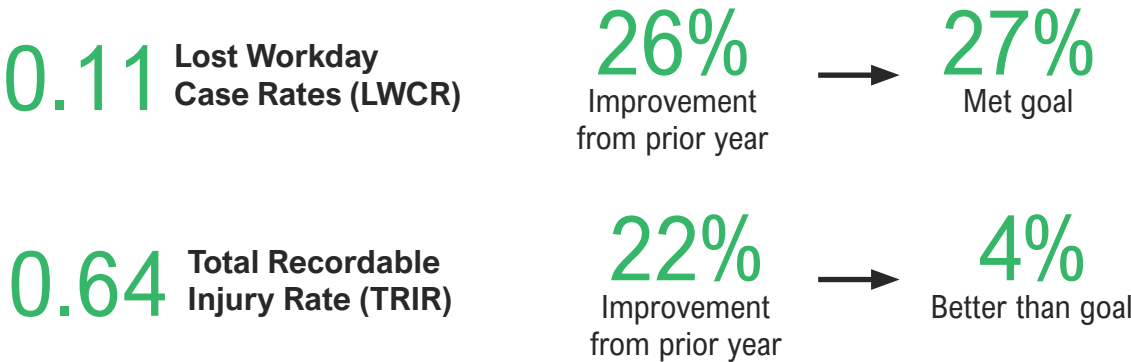
# People Always

## Success Starts with Safety

Amentum envisions a safer, smarter, cleaner world. That vision underpins our fierce commitment to environmental, health, and safety (EHS) excellence. Protecting our people, customers, and the communities we serve and driving sustainable business practices is not just the right thing to do, it is essential to our success.

Amentum knows that “success starts with safety” because we have observed the correlation between excellence in safety and both improved financial performance and customer satisfaction.

With the goal of reducing workplace injuries by 50% by 2027 and reducing the potential for significant incidents & fatalities, we are proud of the progress made this year.



4,180  
Total number of senior management engagements with the workforce on safety

1,678  
Number of continuous safety improvements implemented

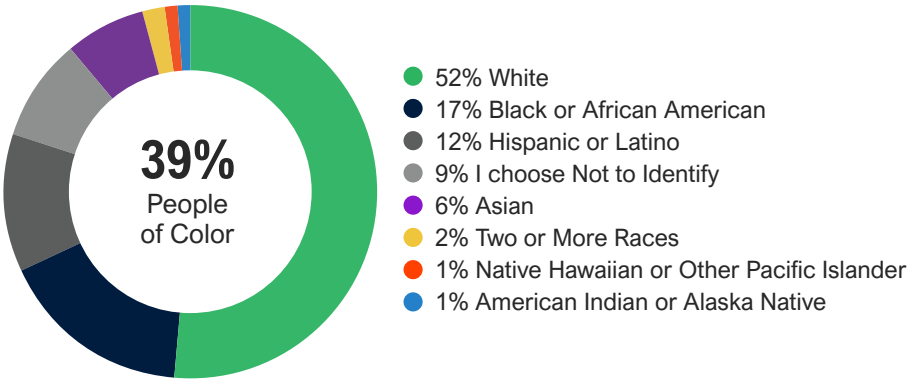
# SafeUp®

SafeUp® is Amentum’s versatile EHS program, designed to align with our EHS Principles of Excellence to reduce risk and improve our reliability. The program improves employee well-being, drives environmental sustainability, and positively impacts the communities we serve. It offers a tailored approach for each Amentum project, enabling continual improvement and growth towards becoming a high-reliability organization.



Diversity, Equity, Inclusion, and Belonging

At Amentum, we are committed to expanding our foundation on diversity, equity, inclusion, and belonging (DEIB). We embrace inclusion and collaboration as a core value and believe that this culture of belonging unleashes the highest potential as the key enabler of business performance.



In 2023, we focused our efforts on creating and sustaining a climate and culture that fosters inclusion and belonging and supports a best-in-class employee experience.

- Our employees rated Amentum as one of America’s Greatest Workplaces 2023 by Newsweek (and for Parents and Families) and we are humbled that they choose to work on our team
- Established a DEIB Advisory team
- Launched our new enterprise Learning Management System
- Relaunched the Project Management Professional Training
- Launched 4 Employee Resource Networks (ERNs) with over 1000 members and growing
- Started ERN sponsored Leadership Chats

Employee Resource Networks

In August 2022, our first Employee Resource Network (ERN) launched, and since then they have grown to four employee-led networks with over 1,000 employees participating. Amentum’s employee resource networks are opportunities for our employees to form a sense of community. Connecting with team members opens the door to communication, collaboration, and inclusion influencing a sense of belonging throughout the organization. The Amentum ERNs have joined employees together through a variety of events. They make a large organization smaller for our people and establish thriving communities of team-mates.

Black Excellence ERN

aims to advance a diverse workforce in an environment centered on creating a sense of inclusion and belonging.

NextGen ERN

is a group where young professionals, and those young at heart, can come together to deepen Amentum’s culture of diversity, equity, inclusion, and belonging.

Veteran ERN

is a group of patriotic employees supporting our past and present military communities.

Amentum WISE

is a network designed to encourage, support, and uplift the women of Amentum to enable their success both inside and outside of our company.



Celebrating the Launch of the NextGen ERN



Amentum WISE members getting together to watch their monthly meeting



Amentum WTP interns on a site tour

Diversity, Equity, Inclusion, and Belonging (DEIB) Council

Building a culture that celebrates a sense of belonging starts with leadership from the front. We established a DEIB Council chaired by our CEO, with leaders from Amentum’s operational and functional areas. These leaders are informed by our Employee Resource Network leaders and other key players in the DEIB space. This council provides the governance and champions diversity, equity, inclusion and belonging initiatives, ensuring they resonate across our diverse workforce worldwide. Their passionate leadership drives our employee experience strategy.





## FY2024 and Beyond

Our Mission First, People Always model is designed to enhance the employee experience and the employee value proposition for all. We are proud of our unmatched talent and endeavor to keep them all proud to be part of the Amentum team. As we look forward to FY24, we will continue to execute on our people-focused values. Our priorities for the next year are:

### Safety

- Reduce Total Recordable Incident Rate (TRIR) by 15% in FY24
- Reduce Lost Workday Case Rate (LWCR) by 15% in FY24

### DEIB

- 95% of people managers complete Supervisor Training by end of calendar year 2024
- Increase women and people of color in leadership positions (Director level and above)
- Launch our listening campaign to capture the “Voice of the Employee” designed to enhance employee experience

### Employee Benefits

- Launch specialty providers for women of color addressing infant mortality & LGBTQIA+ needs
- Launch ONEAmentum Parental Leave Program
- Increase participation in programs that manage chronic conditions to at least 10%.

### Enhanced Employee Benefits

Our mission is to protect what matters most – us and our families.

Every year, we review and update our benefits to ensure our programs are competitive in our industry and meet our needs and the needs of our families. To support these objectives, we cultivated a culture of healthy behaviors for employees and our families.

- Increased participation in programs that manage chronic conditions to at least 10%
- Established ONEAmentum Parental Leave Program



“Our people are the heart of Amentum. Building the best possible employee experience is top of mind for our team – creating a place where people want to work.”

**Patricia Munchel**

*Chief People Officer*



A hand with the index finger pointing towards the left, set against a dark blue background filled with glowing green binary code (0s and 1s) that appears to be receding into the distance, creating a sense of depth and digital connectivity.

# Business Model & Innovation

Balancing sustainability and business value while reducing total cost of ownership across Amentum's business introduces challenges and opportunities. We have an opportunity to leverage our newly combined company to cultivate a culture which promotes innovation and delivers sustainability for our employees, customers, partners, and shareholders. We are inspired to advance our business model and innovation goal of maintaining a centralized fleet and demonstrate our commitment to our supply chain partners.



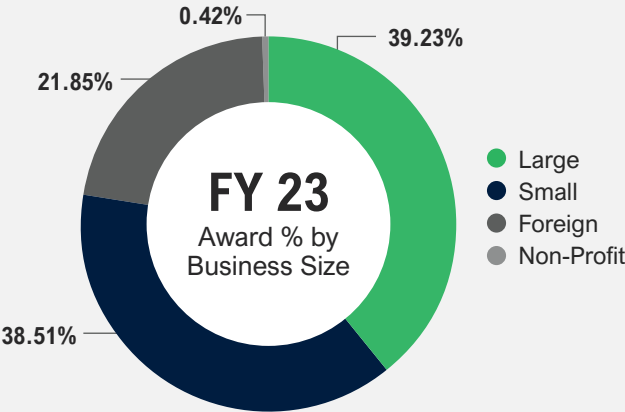
# Modernizing our Business Operations

## Commitment to Our Supply Chain Partners

Just as we deliver modernization and sustainability to our customers around the globe, we work to inject these concepts in our internal processes, supply chain and operations. By leveraging our suppliers and ecosystem partners, we greatly increase the opportunities to collaborate on new products or service methods focused on enhancing efficiency, effectiveness and having a positive impact on our environment.

- In 2023, we incorporated questions about corporate responsibility to our Supplier Quality Questionnaire, including questions about maintaining a Code of Ethics policy
- With the objective of enhancing our sustainable procurement strategies, we developed a Sustainable Procurement Policy that will be implemented in Q1 2024
- Amentum has modernized our Supplier Management Systems (SMS) platform to drive expanded visibility of diverse supplier offerings and increased the opportunity of awarded spend to diverse suppliers. We utilize a supply chain ecosystem consisting of over 35,000 suppliers, including thousands of small businesses to complement our offerings and solutions to clients and customers.

In 2023, our Small Business Liason Officer attended thirteen Small Business outreach and conference events to further educate industry partners of the Amentum brand and subcontracting opportunities.



*\*\* Amentum Small/Diverse Business Spend trending in 2023 to exceed USG average % expectation.*

Amentum has established a Small Business Bid Board that will be deployed on Amentum’s external website to further enable diversity expansion and utilization by developing specific diversity category strategies. Sourcing practices drive supplier diversity and our ability to communicate with partners through data sharing and collaborative tools drive towards our sustainability objectives.

## Amentum’s Veteran-owned Small Businesses Program

Amentum has developed a Veteran-owned small businesses (VOSB) Resources Toolkit and made it available on our external website to promote knowledge sharing with VOSBs and Service-Disabled Veteran-owned small businesses (SDVOSB). These resources, as well as Amentum Small Business Liaison Officer (SBLO)-provide assistance and counseling.

Through Amentum’s Small Business outreach program, VOSBs and SDVOSBs may schedule time with our SBLO to receive assistance and counseling on available resources for their business and how to partner with Amentum on future opportunities. Amentum’s SBLO invests in the future of our VOSB and SDVOSB partners through knowledge sharing, exploring avenues for capability development, and exposing our VOSB and SDVOSBs to government contracting practices and requirements to enhance their maturity and business acumen as an organization.



Amentum receives the National Veterans Small Business Coalition's Champion Award for support of service-disabled and veteran owned small businesses at the 1<sup>st</sup> Annual NVSBC Veteran GovCon Awards Gala.



“ Investing in small businesses and partner diversity programs benefit Amentum’s culture. Our triumphs are testament to the transformative power of diversity and our partners’ care for environmental and social system improvements that impact our ever-changing world.”

**Billy Harlin**  
VP Global Supply Chain



Digital Transformation

Amentum’s commitment to sustainability and building a safer, smarter, cleaner world is visible across our supply chain strategy. Our approach to driving ethical behavior throughout the supplier chain ecosystem enables focused life cycle, value-add and resiliency.

- Amentum is in the process of implementing Paymode-X®, a comprehensive accounts payable solution reducing our reliance on paper checks. This enables Amentum and our partners to be more environmentally responsible by reducing paper used through electronic payment methods.
- Our goal is reducing paper waste 20% by 2024 produced during transportation of products or goods. We initiated a pilot program this year at our central warehouse facility to incorporate digitalization of services for outbound movements.

Enhancing Solutions through Innovation

We created the Technology Council this year to foster a culture of innovation and collaboration across Amentum. By connecting technical leaders from across the company and building platforms for collaboration on important technology areas, we can continue to leverage innovation to advance our customers’ missions and improve global security.

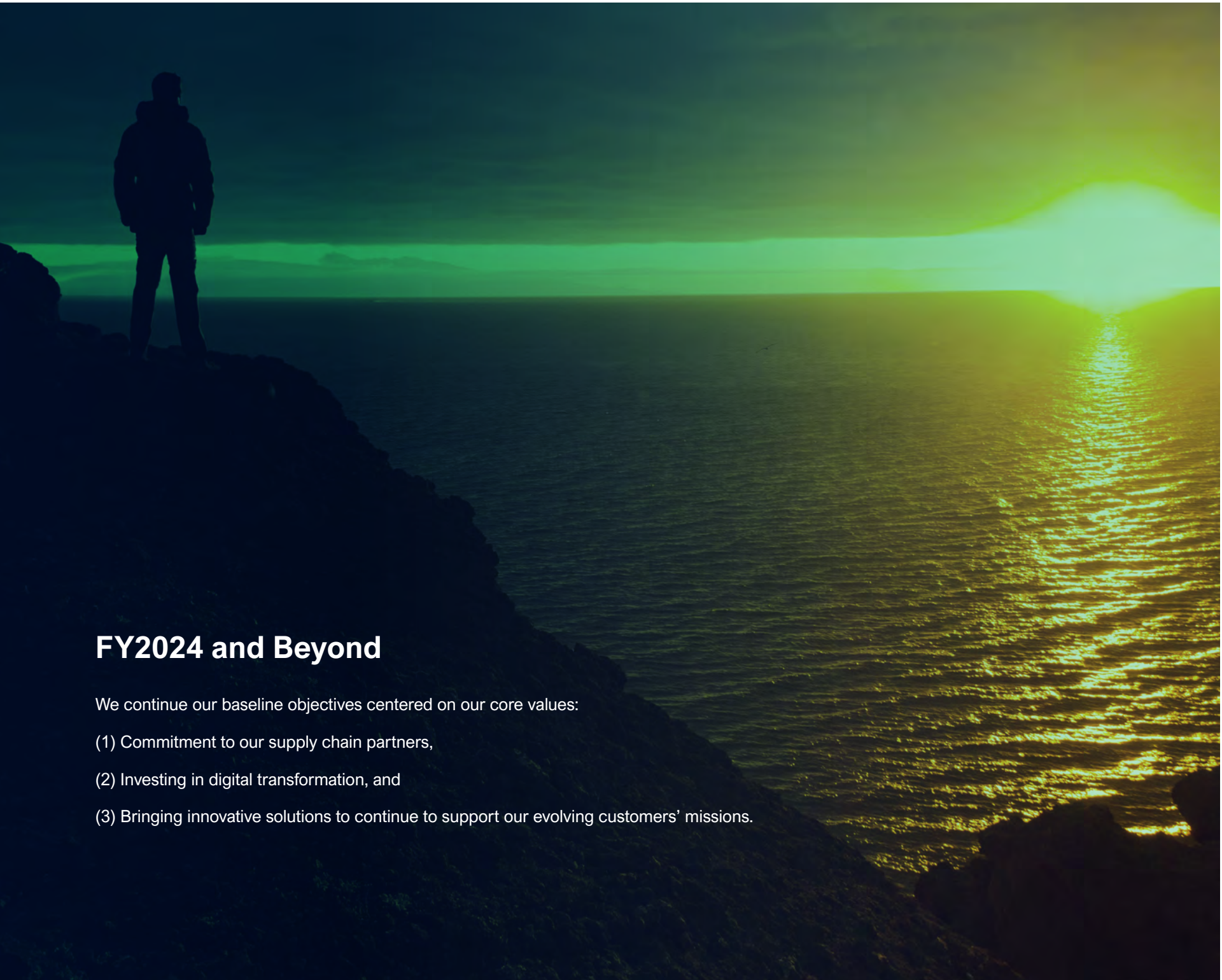
In FY23, the Technology Council was able to:

- Produce and launch the What the Tech? podcast to feature and share expertise and technical breakthroughs with all employees so they can offer them to their customers.
- Announced the BeastCode strategic partnership and held three internal Technology Exchange events.
- Established Technology Connections Teams or TCT to serve as a knowledge-sharing ecosystem of technology leaders, practitioners and subject matter experts for specific technology domains. As of the end of FY23, five TCT have been formed to collaborate and share best practices in:
  - Autonomous & Unmanned Systems
  - Facilities Asset Management and Operations Services (FAMOS)
  - Health Technology & Services
  - Materials & Advanced Manufacturing
  - Systems Engineering



Transportation Sustainability Initiatives - “As captured in these images above, introducing digitization to our procure to pay (P2P) process enables automation to increase accuracy, improve productivity and reduce paper usage and waste.”





## FY2024 and Beyond

We continue our baseline objectives centered on our core values:

- (1) Commitment to our supply chain partners,
- (2) Investing in digital transformation, and
- (3) Bringing innovative solutions to continue to support our evolving customers’ missions.

FY26

- Commitment to veterans goal: Realize a total of 3% spend annually with SDVOSB

FY25

- Commitment to veterans goal: Build veteran companies ESG knowledge leading to their adoption and investing
- Supplier electronic documentation goal: Target 50% of suppliers’ implemented use of electronic documentation exchange—only for products or goods delivered to Amentum in the U.S.
- Expand the Technology Exchange event to a broader technical audience across Amentum

FY24

- Increase diversity commitment and spending 2% YOY
- Amentum’s Small Business Office will spotlight a VOSB or SDVOSB through “Vendor Vignettes”
- Develop launch point for new VOSB entrepreneurs that are exploring subcontracting with Amentum with emphasis on technology offerings
- Electronic documentation goal: Partner with suppliers to adopt the use of electronic documentation exchange—only for products or goods purchased in the U.S.
- Waste Reduction Goal for Suppliers: Enhance Business Partner Code of Conduct to encourage digital adoption
- Strengthen our partnership network ecosystem and to the U.S. government and allies
- Take our What the Tech? podcast to external audiences

- Supply Chain Partners
- Digital Transformation
- Enhancing Solutions through Innovation



# Leadership and Governance

Strong corporate governance is woven into every fiber of the Amentum organization by a committed and focused leadership group. Amentum's core values speak directly to these enduring characteristics:

- We act ethically, and we expect everyone on our extended team to act honorably. We do the right thing – always
- We respect each other, build trust, welcome ideas, communicate effectively with all our teams, and believe strongly in developing and recognizing our people

Amentum's commitment to ethical leadership extends beyond traditional financial governance – and our goals and actions were designed to ensure Amentum used its leadership role in the industry to drive ethical behaviors with high reliability.



# ESG Commitments

Consistent with this commitment, Amentum’s executive leadership team and Board of Directors charged the company to complete a comprehensive assessment in full alignment with ESG objectives, to include an assessment of its ESG program and comparable company benchmarking. Senior leaders representing diverse functional areas were empowered to drive the process forward by creating and leading Subcommittees based on each of the “Sustainability Accounting Standards Board” standards.

Each Subcommittee designed Amentum’s long-term and short-term ESG goals and created working groups to begin executing FY23 initiatives. The CEO and executive leadership team personally reviewed the initial direction being taken – and subsequently reviewed each recommendation to ensure not only alignment with company values but also to ensure resources could be oriented to execute as recommended.

Amentum’s ESG Steering Committee continues to meet with the executive leadership team on a quarterly basis to review the Company’s ESG progress towards its goals and to ensure alignment of ESG and overall enterprise priorities.

In addition, the Chair of the ESG Steering Committee met with the Board to report on the Company’s ESG progress. This report, which documents the progress of “year one,” demonstrates the leadership commitment to sound governance consistent with ESG principles.

Several other leadership and governance-specific initiatives were also initiated, including:

- Developing an overarching scorecard for Amentum’s leadership and governance
- Refining our procurement process to ensure we are a trusted partner and leader in respecting human rights throughout our supply chain
- Advancing and maturing our systems to ensure reliable and continual access to critical information world-wide in support of consequential missions

## Industry Recognition and Outreach

We’re proud of the results of our work. Amentum continues to improve our ability to motivate and reinforce ethical behavior. Along the way, we’ve been able to be recognized by organizations for our commitments to modeling ethical leadership at all levels.

- Admitted to the prestigious Campbell Institute, the National Safety Council’s (NSC) Center of Environmental, Health and Safety Excellence
- Developed Cloud-Based Leadership and Governance Dashboard to drive behaviors and increase visibility



- Through the CEO Commitment Letter in the Business Partner Code of Conduct, reaffirmed importance of partnering with suppliers whose ESG values align with Amentum’s
- Initiated cloud-based data reliability initiative to ensure access world-wide in support of consequential missions
- Held leadership town halls and ethics discussions to emphasize corporate values
- Through our internal Athlon awards, we’ve celebrated employees and teams who are living our values each day and working safely, no matter the challenge, to solve what’s next for our customers’ most critical missions



Ethics Training at Union III, Iraq



Ethics Training at LOGCAP V, Soto Cano Air Base, Honduras





## FY2024 and Beyond

- Enhance the human rights-focused due diligence screening process to recognize and mitigate human rights violations within our supply chain ecosystem
- Recommit Amentum's stance against child and forced labor through the company's leadership
- Enhance Business Partner Code of Conduct to express our dedication prohibiting the use of conflict minerals in support of an Amentum contract
- Implement reporting feeds for performance issues and disruptions related to cloud-based services offered to Amentum customers
- Baseline current cloud-based service performance
- Finalize and operationalize leadership and governance scorecard

“ Amentum clearly demonstrated a commitment to customer success by consistently placing management emphasis on mission success and communication across all sites during this reporting period”

**Contracted Maintenance, Modification, Aircrew, and Related Services (CMMARS) UC-35 Task Order Contractor Performance Assessment Report (CPAR)**



## About Amentum

Amentum is a leader in global engineering, project management and solutions integration, trusted to modernize the most critical missions anywhere in the world today and in the future. We're uniquely positioned to deliver solutions faster and solve what's coming next. We've earned our customers' confidence to rely on us to successfully manage and execute the most complex programs of scale and provide them with solutions they need for an unpredictable world.

[amentum.com](https://www.amentum.com)

