amentum

FY2025 IMPACT REPORT

Delivering solutions through sustainability



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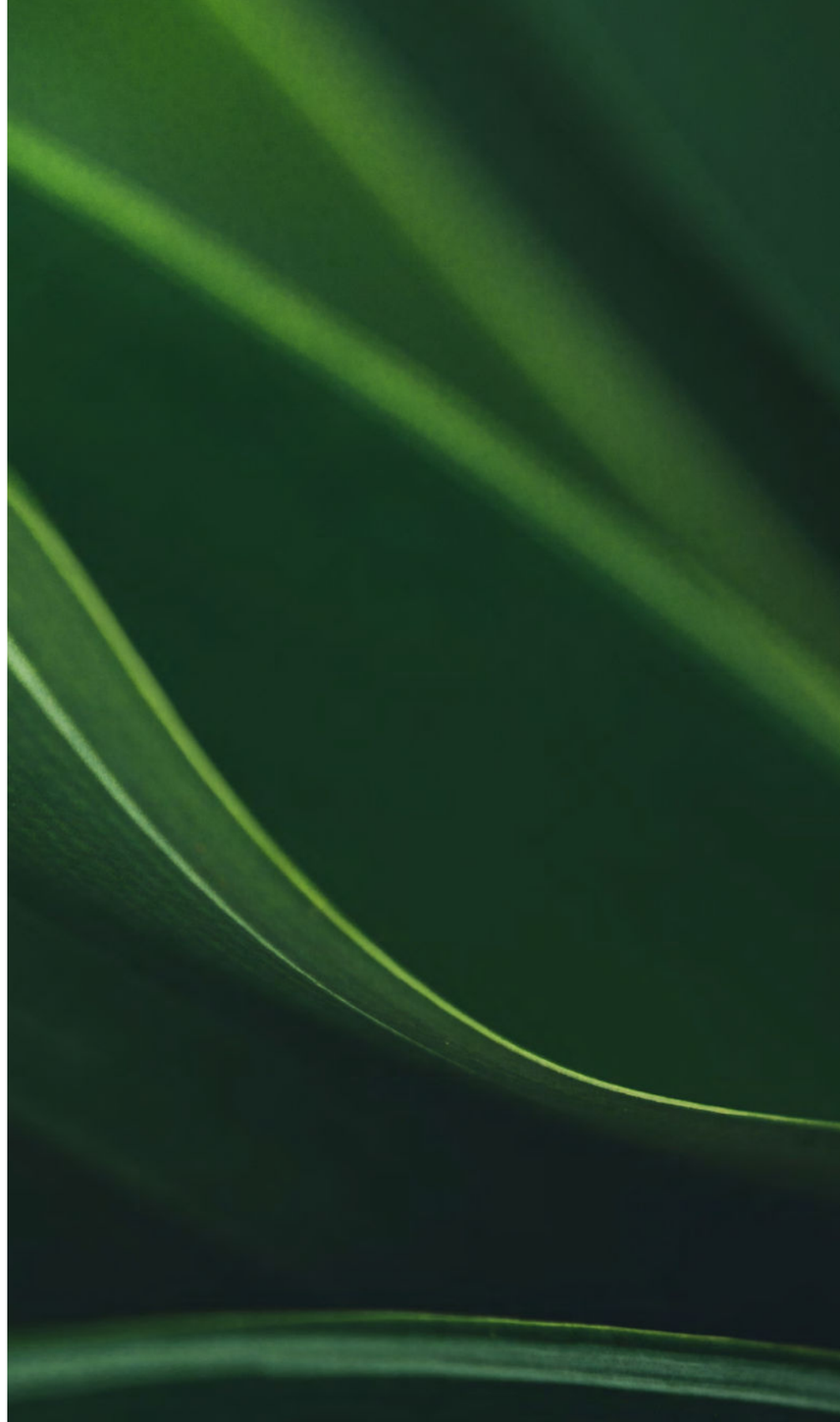
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Letter from the CEO

Welcome to the FY25 Amentum Impact Report. This report reflects an extraordinary year in the company's journey. This past fiscal year, we set a bold course for our future, united under one vision, bringing together the best of our legacy organizations while continuing to deliver advanced engineering and technology solutions that drive meaningful impact within the communities we serve.

With approximately 50,000 employees operating in more than 70 countries, our expanded workforce and geographic footprint underscore the strength of our organization. This scale brings unparalleled opportunities to support our global clients, advance innovation, and create rewarding careers for our employees while contributing to a sustainable and secure future.

In FY25, we celebrated a successful one-year anniversary as a public company. We established new benchmarks for transparency, governance, and the way we bring value to our stakeholders.

Building on the foundation of our previous Impact Reports, FY25 marks a year of elevated goals and broader horizons. Our Sustainability Council has played a vital role in driving our global initiatives. From harnessing leading technologies to championing practices that secure our communities and our future, I am proud of how our people have gone above and beyond to leave a lasting impact.

At every level of Amentum, we are driven by a shared sense of purpose: to deliver excellence with integrity and make a difference in the world. I am inspired by the dedication of our employees, the trust of our customers and stakeholders, and the opportunities that lie ahead. Thank you for believing in and supporting Amentum as we continue to build on our legacy, reputation, and vision.

We are excited about what the future holds and eager to continue challenging ourselves to reach new heights, both as stewards of progress and as a force for good in the world.

Together, we are advancing the future.



John Heller
Chief Executive Officer



About Amentum

FY25 Highlights

The company has experienced a transformative trajectory over the past year highlighted by major milestones, significant contract wins, and its entry as a major public entity. Here are a few of those milestones to place some of Amentum's latest achievements in perspective:

$14B
FY25 Revenue

70+
Countries

~50K
Workforce

50%
U.S. Employees with Security Clearance

The Fiscal Year 2025 Amentum Impact Report marks a pivotal milestone in our company's journey, demonstrating the success of our first year as a merged Amentum. Representing the beginning of a new chapter, this year's Impact Report highlights how we are uniting as one company to deliver on an expanded vision of operational excellence, sustainability, and global impact.

Led by the newly augmented Sustainability Council, which now includes representation from across both legacy organizations, this report outlines our comprehensive efforts to understand, prioritize, and amplify our collective impact.

This document also reflects Amentum's commitment to transparency, accountability, and stakeholder engagement.

If you have questions or for more information, please contact us at **amentum.communications@amentum.com**.

Amentum’s Mission, Vision & Values

Our Mission

Bringing advanced engineering and technology solutions to the most significant challenges in science, security and sustainability.

Our Vision

Creating a secure and vibrant future.

Our Values

We realize breakthroughs by continuously reinventing
We apply undaunted curiosity, relentless ambition and boundless imagination to challenge convention and drive progress.

We deliver on missions by meeting every commitment
We sweat the details, because success on even the largest projects requires consistently and ethically delivering on our promises with quality and integrity.

We take on challenges with courage
We willingly lean into challenges with the confidence of previous success and with the conviction that, together we can conquer anything we face.

We embrace collaboration & employee engagement
We actively seek to learn from others, knowing that the most future-ready solutions are built from communities that respect and include the broadest range of perspectives.

We believe safety and well-being are integral to success
Physical and emotional security and development are fundamental principles that govern every Amentum workplace and underpin the commitments we make to our communities and planet.

Our Approach to Making an Impact

Sustainability Goals & Commitments

Our Impact Report is guided by material topics that matter most to our stakeholders and align with our strategic goals. This approach ensures a transparent, detailed overview of our sustainable initiatives.

Collectively, our goals & commitments cover the main pillars of sustainability to ensure long-term responsible development. **They are represented by the following:**



Environment
Science Based Targets Initiative (SBTi) Scopes 1, 2, & 3 Emissions Reduction by 2040



Social Capital
Participate in charitable and philanthropic activities that support the communities in which we live and work



Human Capital
Continuous safety improvements through SafeUp®



Business Model & Innovation
Partnership Enablement/compliance to our Business Partner Code of Conduct



Leadership & Governance
Publish an Impact Report with assured metrics

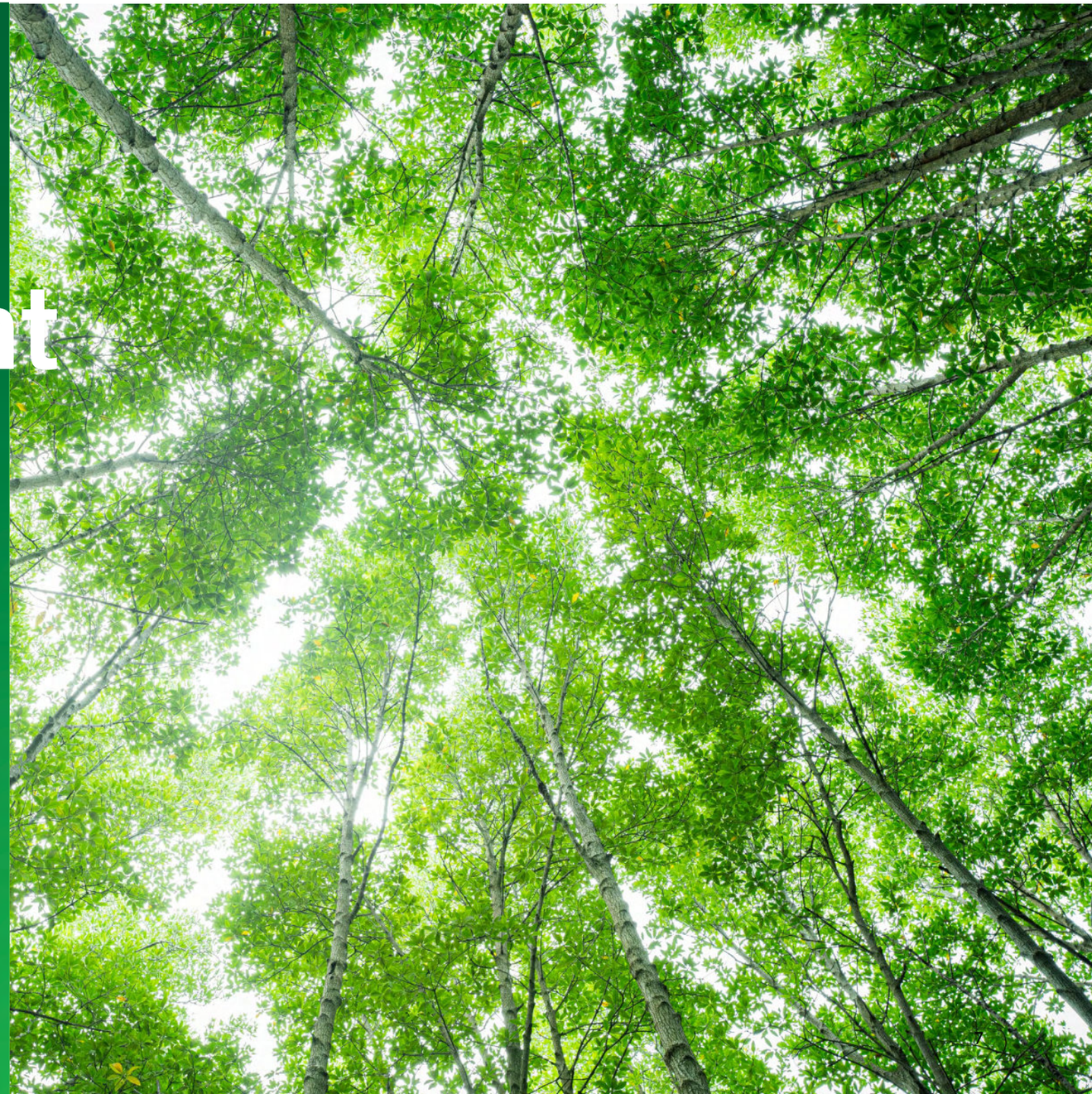
New Baseline and New Goals

Amentum anchors its future in an advanced, forward-looking sustainability strategy. Our strategy's success hinges on our operational excellence, a cornerstone of Amentum driving enterprise growth and long-term client value. We are committed to achieving high-impact milestones that foster a safer, more transparent, and sustainable world.

With that in mind, FY25 marks a new baseline year for which all years moving forward will be compared. Thus allowing us to measure our new goals and continue to strive to meet our commitments.

01 Environment

We continue our mission to bring advanced engineering and technology solutions to the most significant challenges in science, security, and sustainability. Our renewed program focuses on delivering solutions to our customers while consistently reducing the environmental footprint of our operations. The commitments and goals we've outlined support this mission.



Environmental Responsibility at Amentum

Amentum is accelerating its enterprise growth by scaling its sustainability initiatives to drive long-term value for our business and the broader sustainability community. Through deep, trusted partnerships with clients, we deploy advanced software platforms that integrate data and track vital KPIs, directly strengthening their own environmental responsibility goals.

Anchored by our environmental business expertise, proven market leadership, and long-standing compliance record, we remain strictly aligned with evolving global frameworks while adapting to shifting market demands. As a newly merged organization, we are broadening our environmental strategy across emissions, safety, and governance, positioning Amentum as a highly efficient, comprehensive industry leader.

Navigating SBTi through Organizational Transformation

Following our major corporate merger, updating our Science Based Targets initiative (SBTi) commitment to accurately reflect our new entity became necessary. As a result, the company will use FY25 as the new baseline to reflect our scale. To maintain the integrity of our climate reporting, we formally requested SBTi to update our legacy profile. This structural administrative change has been publicly reflected on the SBTi platform, and the legacy profile will subsequently transition to an archived status.

Executing Next Steps for Climate Action

Amentum remains fully dedicated to the 1.5°C pathway and our long-term Net-Zero ambitions. We have consolidated Scope 1, 2, and 3 data across the combined organization to establish FY25's inventory as a representative baseline. Now that this data consolidation is complete, the company will submit targets for formal validation in the SBTi Validation Portal by the end of FY27.

> FY25 was not only our first year as a newly formed publicly traded company but it also signifies a fresh start and reintroduction of Amentum to the world of sustainability. We took full advantage of the opportunity and are setting high marks for future achievements."
>
> **Leslie Adebayo**
> Vice President of Sustainability

Greenhouse Gas Inventory Overview

Our emissions inventory across Scope 1, Scope 2, and Scope 3 are prepared in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting standard. We are committed to transparent environmental disclosure, utilizing established carbon accounting methodologies to maintain a consistent, reliable baseline.

The metrics presented are derived from the best representation of operational data available at the time of calculation. However, carbon accounting inherently relies on scientific estimation models and emission conversion factors that carry a margin of technical uncertainty. As methodologies mature and scientific consensus on emission factors evolve, the formulas used to quantify our environmental footprint will be updated accordingly.

Where actual data is unavailable, we rely on estimates to bridge the gap. These estimates are founded on historical reference data, available information, and qualified assumptions provided by available standards, which include (but are not limited to) GHG Protocol, U.S. Environmental Protection Agency, and U.K. Department for Environment, Food and Rural Affairs (DEFRA). Calculations and methodologies are documented in our internal Inventory Management Plan and periodically reviewed as necessary.

As calculation models improve and more accurate data sources become available, we may adjust and restate historical baselines to ensure accurate year-over-year comparisons. Furthermore, material structural changes to our organizational boundaries, such as corporate acquisitions or divestitures, will trigger a reciprocal recalculation of prior-year data to maintain reporting continuity.

1. Data calculated using EPA eGrid 2022 emission factors.
2. Data derived using spend based methodology.

GHG Emissions

Amentum's FY2025 emissions data are integrated and harmonized across the entire company and represent the new baseline against which goals will be measured.

Amentum FY2025 Emissions[1]

(All values in MT CO2e)

Scope 1 Emissions	Scope 2 Emissions (location-based)	Scope 3 Emissions[2]
32,558	26,865	78,316

Our position With Regard to Energy, Waste, and Water

Energy Efficiency

Fleet vehicles comprise the vast majority of Amentum's Scope 1 energy emissions, with the remainder originating from leased office spaces where our ability to directly impact emission sources is limited. Consequently, our Scope 1 reduction strategy is heavily focused on modernizing and optimizing our global fleet.

The Way Forward

A gap analysis is being conducted on various systems to include Amentum Maintenance Repair and Operations (MRO) as a base system of record for all global assets (to include OCONUS operations). Under this strategy, we would develop a comprehensive Corporate Fleet Management Dashboard designed to aggregate and feed data. This centralized platform will establish a single source of truth, providing the high-fidelity reporting necessary to support EHS and Sustainability regulatory requirements.

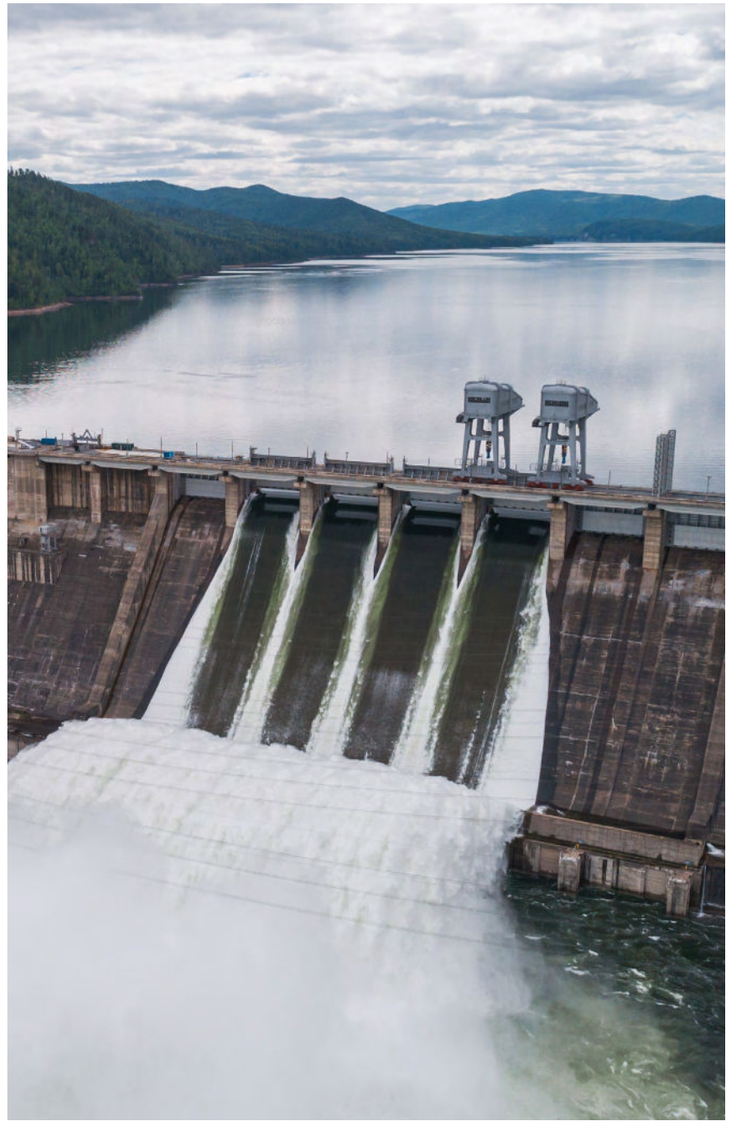
Simultaneously, we are standardizing global vehicle procurement, establishing formal approval workflows, and partnering with our fleet management, real estate, and project teams to identify and accelerate the installation of the charging infrastructure required to aggressively drive EV and hybrid adoption across our primary operational regions.

Waste Management

At Amentum, we drive environmental stewardship by embedding circular economy principles and waste minimization at the source into our corporate culture and client services. While our internal office footprint generates minimal operational waste, we maximize our impact where it matters most: partnering with our clients to design and deliver sustainable, low-waste project solutions. We continually collaborate with our facility lessors to improve waste data transparency across our leased offices, ensuring our commitment to sustainability is reflected throughout our entire value chain.

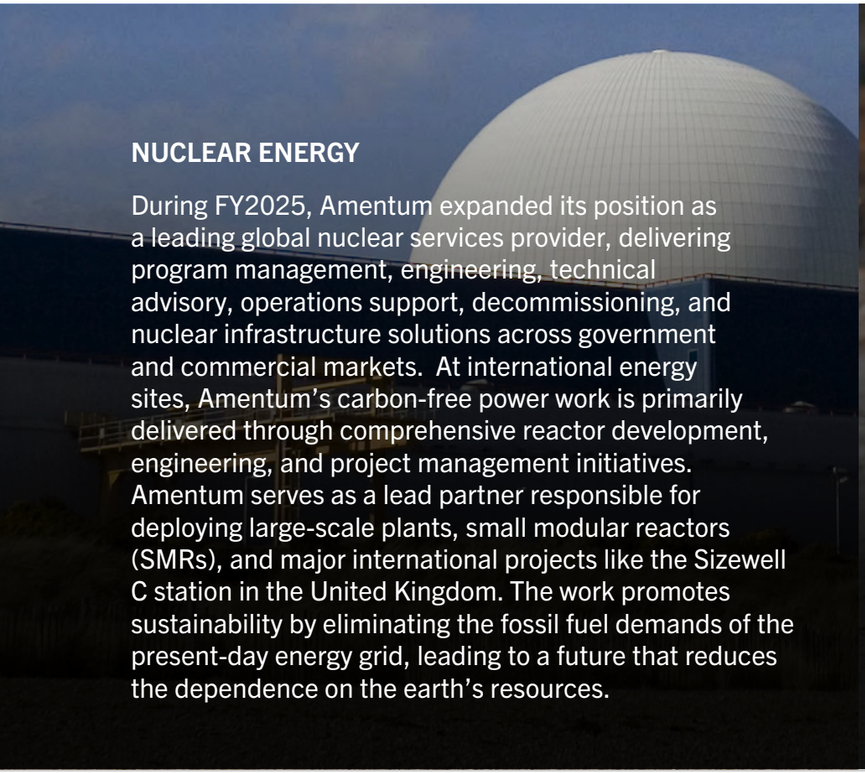
Water Stewardship

We are committed to responsible water stewardship across our global office portfolio, aligning our spaces with international benchmarks and sustainable building frameworks. Although our professional services operations have an inherently low impact on municipal water systems, we continuously seek efficiency gains. We actively reduce consumption by installing sustainable, low-flow fixtures to meet Leadership in Energy and Environmental Design (LEED) Water Efficiency standards and the Building Research Establishment Environmental Assessment Method (BREEAM) excellent-rated criteria during office fit-outs. Additionally, our hybrid work model has successfully optimized our real estate footprint, permanently driving down our corporate water footprint and ensuring global resource conservation remains embedded in our day-to-day operations. To that end, we do not currently maintain formal water-reduction targets, choosing instead to focus resources on our highest-impact environmental goals.



Sustainability for our Customers and the World

At Amentum, sustainability is the core of our daily operations across technologies and the frontiers of space and energy exploration. Around the world, our teams tackle the most complex challenges, that look to provide for the needs of an ever more demanding world. Through close collaboration with government partners, we safely manage radioactive waste, restore contaminated land, develop energy infrastructure and deliver critical launch operations and spacecraft development for landmark programs. It is through these efforts that Amentum protects vital natural resources, supports long-term system resilience, and paves the way for a cleaner, safer future that safeguards the earth for future generations.



NUCLEAR ENERGY

During FY2025, Amentum expanded its position as a leading global nuclear services provider, delivering program management, engineering, technical advisory, operations support, decommissioning, and nuclear infrastructure solutions across government and commercial markets. At international energy sites, Amentum's carbon-free power work is primarily delivered through comprehensive reactor development, engineering, and project management initiatives. Amentum serves as a lead partner responsible for deploying large-scale plants, small modular reactors (SMRs), and major international projects like the Sizewell C station in the United Kingdom. The work promotes sustainability by eliminating the fossil fuel demands of the present-day energy grid, leading to a future that reduces the dependence on the earth's resources.



ENVIRONMENTAL RESTORATION

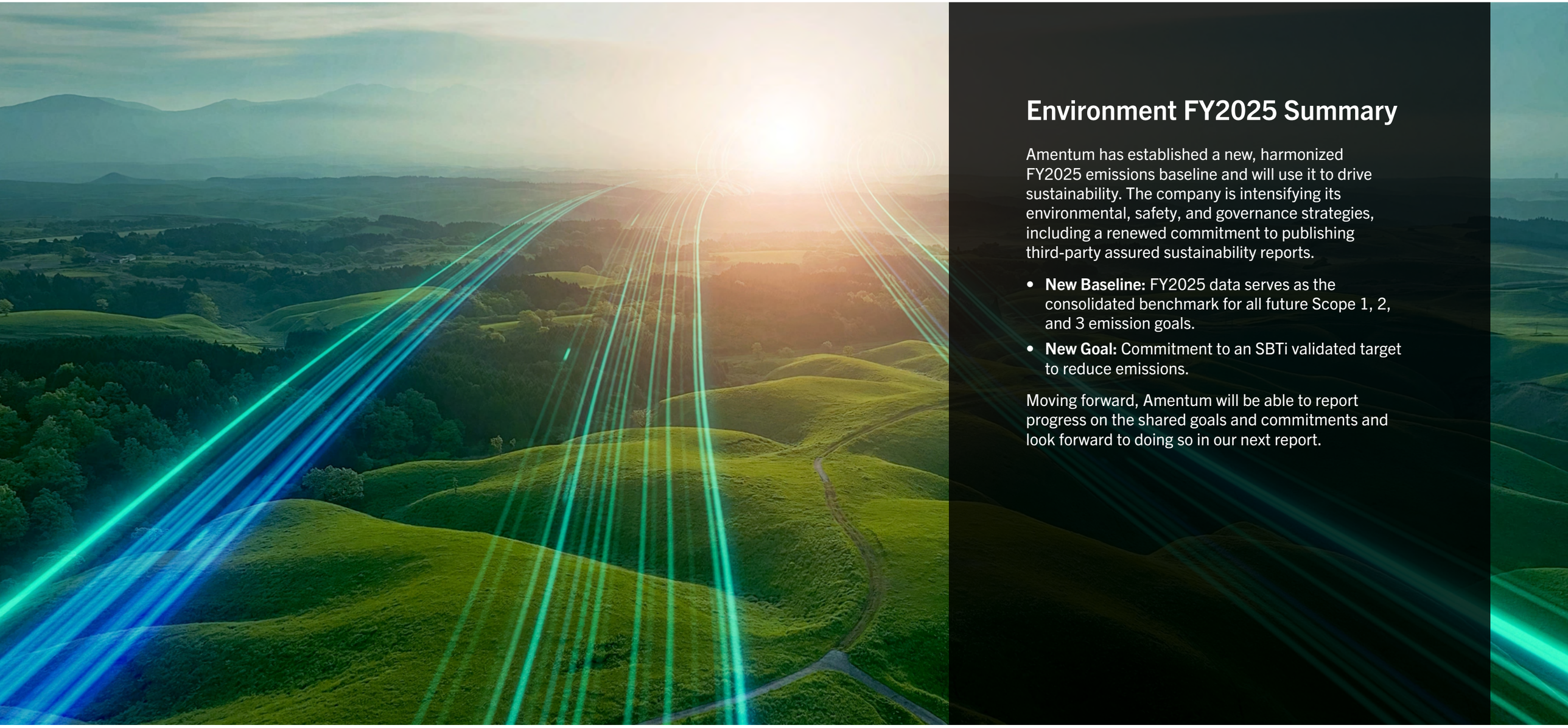
Amentum's environmental and sustainability work includes work performed through United Cleanup Oak Ridge (UCOR), a joint venture led by Amentum for the U.S. Department of Energy (DOE) Oak Ridge Office of Environmental Management. UCOR is the lead contractor responsible for reducing environmental risks associated with decades of nuclear research, weapons production, and uranium enrichment activities on the Oak Ridge Reservation. The work reduces environmental risk while supporting long-term sustainability and national security objectives.



SPACE EXPLORATION

At NASA and other leading space centers, Amentum is helping shape the future of space exploration through mission-critical engineering, launch operations, ground systems, mission assurance, spacecraft development, and infrastructure modernization. As a key partner on Artemis and related programs, including Gateway, Orion, and other deep-space exploration initiatives, Amentum supports the development, testing, integration, and operation of the complex systems required for human spaceflight. By combining innovation, engineering excellence, and decades of space mission experience, Amentum strengthens the nation's space exploration capabilities, advances scientific discovery, and helps build the resilient infrastructure needed to support the next generation of exploration beyond Earth orbit.

The appearance of NASA visual information does not imply or constitute NASA endorsement.



Environment FY2025 Summary

Amentum has established a new, harmonized FY2025 emissions baseline and will use it to drive sustainability. The company is intensifying its environmental, safety, and governance strategies, including a renewed commitment to publishing third-party assured sustainability reports.

- **New Baseline:** FY2025 data serves as the consolidated benchmark for all future Scope 1, 2, and 3 emission goals.
- **New Goal:** Commitment to an SBTi validated target to reduce emissions.

Moving forward, Amentum will be able to report progress on the shared goals and commitments and look forward to doing so in our next report.

02 Social Capital

At Amentum, we're united by a powerful purpose: creating a secure and vibrant future for the global communities where we live, work, and serve. Giving back is woven into who we are—driven by curiosity, service, and a commitment to building a better world.



Social Capital

Powered by volunteerism across our 50,000-strong global team, our approach to social capital is guided by "the three S's": STEM, Security, and Sustainability. We prioritize causes that connect directly to our purpose, reinforce our values, and strengthen our brand through meaningful, visible impact.

We don't just make commitments—we deliver! By pairing strategic financial contributions with hands-on volunteerism, deep partnerships, and authentic storytelling, we amplify our impact and bring our purpose to life for our people, our customers, and a global audience of tens of thousands.

Our focus areas come to life through partnerships that align with what we do best:

STEM Education

We are investing in the next generation of innovators through partnerships with organizations like the Astronaut Scholarship Foundation, sponsoring scholarships at institutions including Harvey Mudd College, the University of Illinois, the University of Virginia, Virginia Tech, and Auburn University's Center for Cyber Safety and Education. Through our partnership with Drake State Community and Technical College, Amentum provides financial assistance to students pursuing degrees in STEM-related fields, helping prepare the next generation of innovators and technical professionals. In FY2025, we launched the Amentum Pathway to Certification Scholarship, funding five Certified Information Systems Security Professional (CISSP) certifications and strengthening the cybersecurity talent pipeline critical to national security. In the U.K., we also partner with STEM Learning to inspire future scientists and engineers, supporting a network of more than 400 Amentum STEM Ambassadors who volunteer in schools and communities to encourage young people to pursue STEM careers.

Through our partnership with the Smithsonian National Air and Space Museum in Washington, D.C., we are helping inspire global curiosity and discovery. Amentum has supported the museum's major expansion, including sponsorship of the One World Connected exhibition and the Aerospace and Our Changing Environment gallery, which explore the intersection of innovation, connectivity, and environmental stewardship.

Other Initiatives

As a founding partner of Operation Dream Maker with the Make-A-Wish Foundation, we help deliver life-changing experiences for children of military families. This initiative reflects our deep connection to the defense community and our commitment to supporting those who serve.

Our longstanding partnership with the American Red Cross reflects our commitment to supporting communities in times of greatest need. We contribute through company-matched employee donation campaigns and by deploying volunteers to provide on-the-ground support during disaster response and recovery efforts.

Our Impact

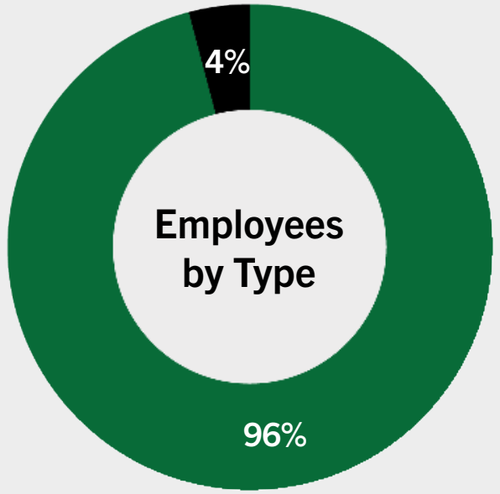
Our impact is also driven by how we develop and support people. Globally, Amentum welcomed 433 interns, creating meaningful pathways into careers in science, engineering, and national security.

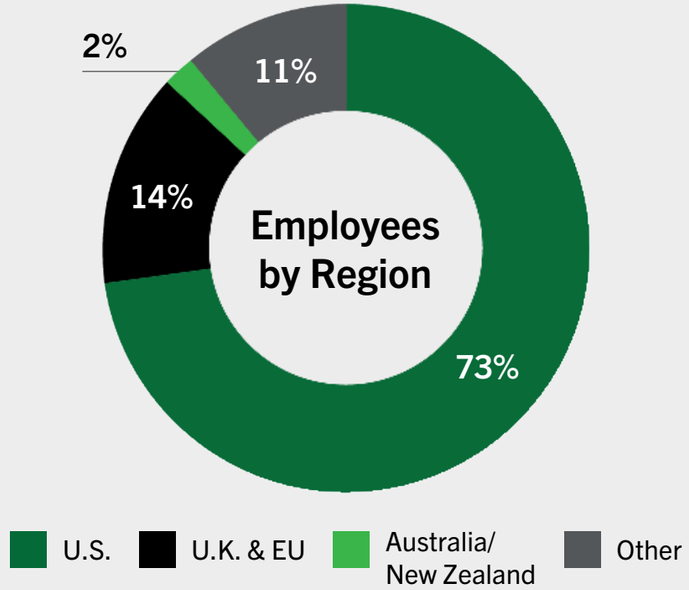
For transitioning service members, we are building the future workforce through targeted training and certification initiatives and programs like SkillBridge. In FY25, Amentum hired 81 Skillbridge interns. The U.S. Department of Defense's SkillBridge program connects transitioning service members with approved industry partners for real-world job training, internships, and apprenticeships during their final 180 days of service.

Employee Training

At Amentum, developing our talent is both a strategic priority and a core commitment to our collective future. We actively empower our workforce at every career stage by investing in robust learning opportunities, including tuition assistance for advanced degrees and professional certifications, specialized learning pathways like our Program Manager/Manager Curriculum, and leadership growth through our Leader Academy and executive business school partnerships. We firmly believe that when our people reach their fullest potential, everyone prospers. By prioritizing the growth of our team, we foster an environment of continuous learning that drives excellence for our customers, strengthens our workforce, and creates lasting value for the communities we serve.

Distribution of Amentum's ~50,000 Employees





11,062
New Hires

81
SkillBridge Interns Hired (FY2025)

International Social Impact

Across our international operations, we invest in communities, education, and workforce development initiatives that expand economic opportunity, build future talent pipelines, and enhance community resilience. Through partnerships with educational institutions, industry organizations, government stakeholders, and community groups, we create lasting social value while helping develop the skilled workforce and thriving communities needed for long-term growth.

We believe strong, inclusive communities are essential to innovation and sustainable success. Supporting programs that broaden participation in education and employment we expand access to opportunity, strengthen local talent pipelines, and increase representation in STEM and technical fields.

By investing in education, workforce development, and inclusive economic opportunity, we are helping build stronger communities and developing the skills, talent, and resilience needed to support a more sustainable future for both society and our business.



Making A Difference - Amentum supporting local communities across the U.K.

* T-Level = Students that complete 315 hours of work with an employer.

International Social Impact Priorities

Workforce Development and Future Talent Pipelines
Building a skilled, future-ready workforce is essential to supporting economic growth and addressing the evolving needs of the industries and communities we serve. Through strategic partnerships with educational institutions, industry organizations, and workforce development programs, we invest in initiatives that help individuals develop in-demand technical and professional skills while creating pathways into meaningful careers.

In the United Kingdom, our partnership with the National Skills Academy for Nuclear (NSAN) supports workforce readiness and helps strengthen capabilities in a sector critical to the country's long-term infrastructure and energy ambitions. We also work with educational and industry partners to create opportunities for students, apprentices, and early-career professionals to explore careers in science, engineering, and technology.

FY25 Impact

- **400**+ veterans employed
- **230** students supported through work experience placements
- **60%** of 'Get Into Nuclear' participants now in employment
- **80%** T-Level* placement-to-employment conversion rate

Inclusive Economic Opportunity
Creating sustainable economic opportunity requires expanding access to education, skills development, and career pathways for individuals from all backgrounds. We collaborate with community organizations, employers, and educational partners to help reduce barriers to participation and equip individuals with the resources needed to succeed in a rapidly changing workforce.

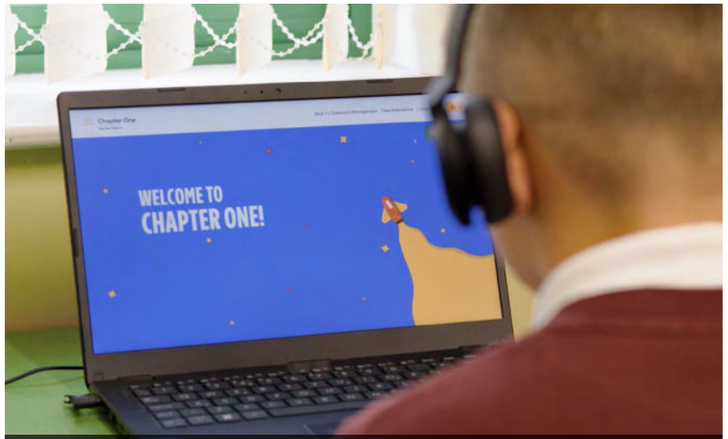
Our investments focus on creating pathways into high-demand industries, supporting social mobility, and ensuring that more people have access to opportunities that can improve long-term economic outcomes for themselves and their communities. Through these efforts, we help strengthen local labor markets and contribute to more inclusive economic growth.

FY25 Impact

- **47** leadership bursaries awarded
- **150**+ businesses engaged through local economic initiatives
- **60%** of program participants progressed into employment



2025 Business Boost finalist at the bursary award ceremony



A Cumbrian Primary School pupil taking part in a Chapter One reading scheme session

Community Resilience and Social Impact

Strong communities are the foundation of long-term social and economic resilience. We invest in partnerships that address local priorities, strengthen community capacity, and create lasting value in the regions where we operate.

In FY25, we supported initiatives such as Chapter One, helping improve educational outcomes and literacy development for young people, while programs such as Business Boost provided support and recognition for emerging businesses and entrepreneurs. These investments reflect our commitment to helping communities build capability, improve opportunity, and create positive long-term outcomes.

FY25 Impact

- **Approximately $791,000** invested through community funds and grant programs
- **5,500** paid employee volunteering hours
- **50**+ community and delivery partners engaged
- **100**+ businesses participating in local initiatives

STEM Education and Innovation

Developing the next generation of scientists, engineers, and technical professionals is critical to future innovation and economic competitiveness. We support initiatives that inspire curiosity, improve access to STEM learning, and encourage broader participation in science and technology-related fields.

Working alongside schools, community organizations, and industry partners, we create opportunities for young people to engage with STEM subjects, build confidence, and develop skills that can lead to future careers in engineering, technology, and other technical disciplines. Through these investments, we are helping build a stronger and more diverse talent pipeline capable of meeting future workforce demands.

FY25 Impact

- **11,000** children reached annually through Chapter One
- **~1,000** literacy beneficiaries supported
- **80%** of eligible West Cumbrian schools engaged
- **120**+ volunteers mobilised to support education initiatives

Delivering One Strategy, Globally

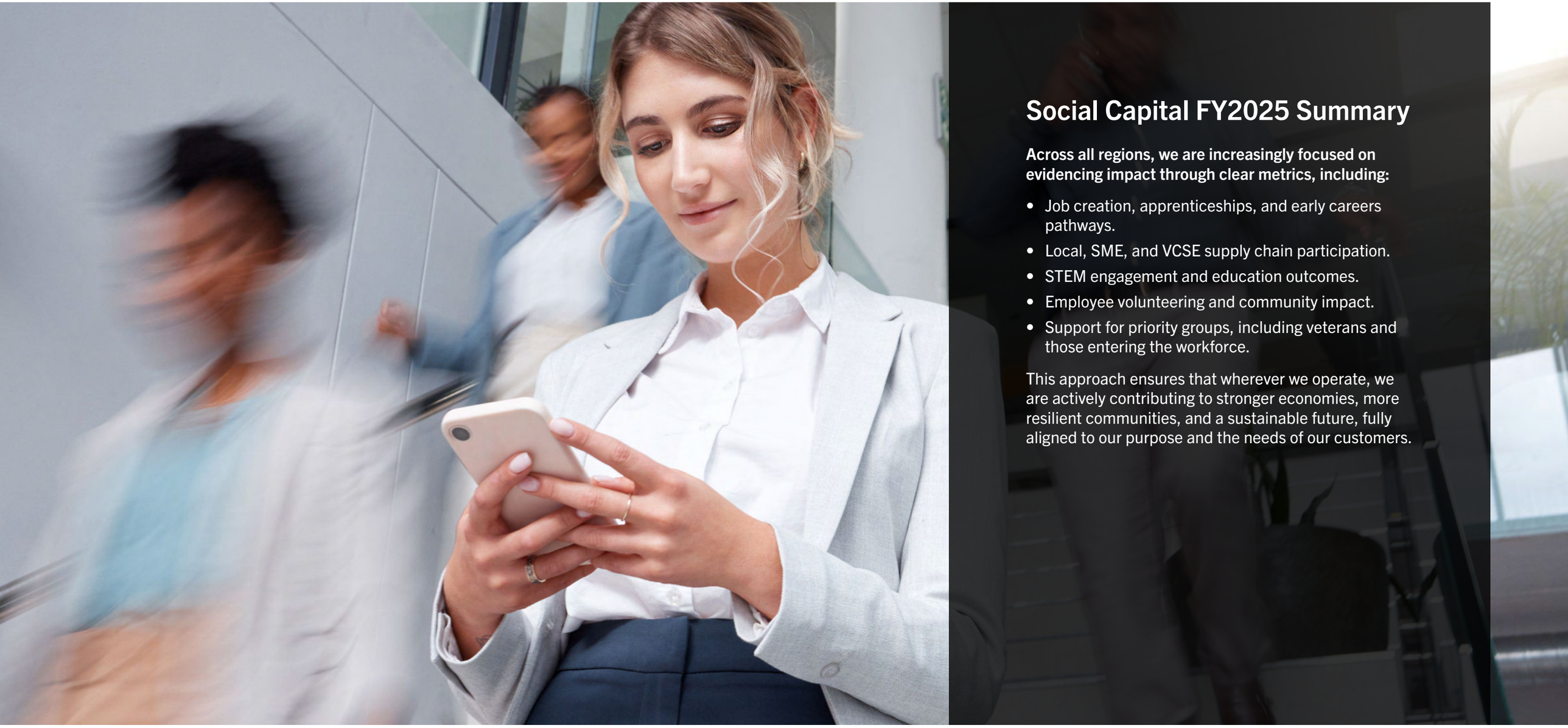
Together, our Social Capital and International Social Impact approaches form a single, integrated strategy: globally consistent in purpose, locally tailored in delivery.

In the U.S., we deliver impact through flagship partnerships and national programs. In the U.K. and internationally, we align to structured Social Value frameworks, with a strong emphasis on measurable outcomes, customer alignment, and regional economic contribution.

Through sustained commitment and measurable outcomes, Amentum continues to earn recognition across the industry for its leadership in corporate citizenship and social impact. Together, these efforts reflect how we turn purpose into action—building stronger communities, advancing critical missions, and inspiring the next generation to carry our impact forward.

Amentum's FY25 Industry Recognition

- 2025 Military Friendly: #1 Employer
- 2025 Military Friendly: #1 Spouse Employer
- 2025 Military Times Best for Vets: Employers
- 2025 Newsweek: America's Greatest Workplaces
- 2024-2025 U.S. News & World Report Best Companies to Work For



Social Capital FY2025 Summary

Across all regions, we are increasingly focused on evidencing impact through clear metrics, including:

- Job creation, apprenticeships, and early careers pathways.
- Local, SME, and VCSE supply chain participation.
- STEM engagement and education outcomes.
- Employee volunteering and community impact.
- Support for priority groups, including veterans and those entering the workforce.

This approach ensures that wherever we operate, we are actively contributing to stronger economies, more resilient communities, and a sustainable future, fully aligned to our purpose and the needs of our customers.

03 Human Capital

By prioritizing safety and wellbeing and fostering collaboration, connection, and belonging, our people are empowered to perform at their best—turning strategy into results for our customers and communities.



Our People Power Our Impact

At Amentum, our people power our impact. Across 70 countries and 7 continents, their expertise, curiosity, and commitment drive how we operate, innovate, and deliver results, realizing breakthroughs through continuous reinvention and meeting every commitment with integrity, accountability, and discipline.

Success Starts with Safety

Safety underpins everything we do. Our commitment to a safer, smarter, cleaner world starts with protecting our people, customers, and communities—and enables us to deliver reliably and responsibly.

Our teams actively identify risks, share learnings, and continuously improve how work is performed, reinforcing the clear link between safety, operational performance, and customer satisfaction.

SafeUp®

Our Path to World-Class Safety Performance

SafeUp® is our global EHS Program, providing a flexible, consistent framework to reduce risk, strengthen reliability, and support employee well-being across all operations.

SafeUp® is not just a program — it is how we work. It reinforces leadership commitment, strengthens engagement, improves planning, and enables risk-based decision-making—helping us deliver safely, on time, and with integrity.

0.07	Lost Workday Case Rates (LWCR)
0.45[1]	Total Recordable Injury Rate (TRIR)[2]
1,801	Number of continuous safety improvements implemented
5,541	Total number of Senior Leadership Engagements with the workforce on safety (SLE)
172,934	Number of employee safety observations recorded

Awards

2025 ROSPA Health & Safety Achievement wards – multiple U.K. awards: Patron's, Order of Distinction, and Gold Awards

2025 VPPPA safety awards including: Emergency Safety Leader Excellence Award, VPP Innovation Award (UCOR)

400+ Amentum programs earn 2025 safety awards

1. Industry average composite injury rates of 1.63 LWCR and 2.77 TRIR, represent the following North American Industry Classification System (NAICS) codes: 4881, 5612, 56291 and 8111.
2. In accordance with OSHA record keeping requirements, the TRIR calculation uses the U.S. OSHA formula of 'Number of Incidents x 200,000 / total number of hours worked in a year.' The 200,000 is the benchmark established by OSHA because it represents the total number of hours 100 employees would log in 50 weeks based on a 40-hour work week.

Employee-Driven Change: Voices of Amentum

At Amentum, we are building an employee-driven culture where listening is central to how we grow and perform. Our Annual Voices of Amentum engagement survey and regular listening sessions empower our people to shape the future of our company, ensuring their insights, experiences, and ideas are at the forefront of how we evolve.

By giving employees a clear and meaningful voice in the decisions that impact their work and careers, we are strengthening engagement, building trust, and creating an environment where our people can thrive, positioning Amentum as an employer of choice and powering the high performance our customers depend on.

Connecting People, Driving Impact

We embrace collaboration and employee engagement because innovation depends on people who feel safe to contribute and share perspectives. Psychological safety, social connection and belonging enable our teams to perform at their best: at Amentum these feelings are driven by Amentum and expressed through our Amentum Connect Networks. These employee-led communities are open to all members of the team and bring people together across roles and geographies – strengthening connection, accelerating development, and enabling innovation.

These networks include Technical and Business Connect Networks, as well as employee communities supporting veterans, early-career professionals and other groups.

Together, they:

- Connect our global team with over 8,100 members across our networks
- Enable learning, networking, and professional growth: 119 company-wide events in FY2025
- Support volunteering and employee-led philanthropy
- By fostering connection and inclusion, it strengthens engagement and unlocks the potential of our global workforce



Alice Springs, Australia Cyber & Intelligence business team members


Ethics training with the Royal Saudi Land Forces Aviation Command Maintenance Support Services program team in Riyadh, Saudi Arabia

Human Rights

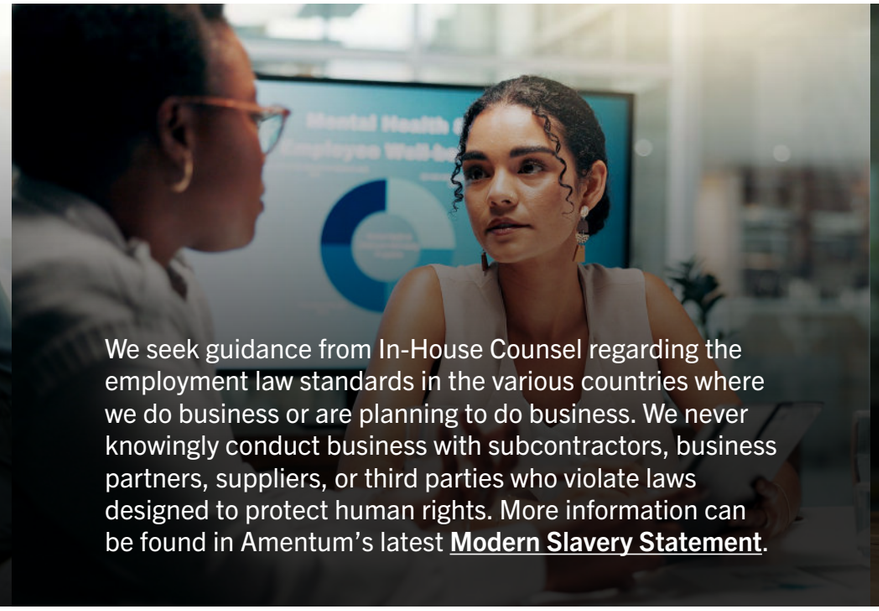
As part of our commitment to our global community, we seek to maintain a positive, productive work environment and to uphold individual human rights in our actions. It is the responsibility of all Amentum employees to seek to prevent or minimize any negative impact our business might have, such as harm to our workforce, the community, or the environment.

We respect the employment laws of the locations in which we conduct business. We do not tolerate forced labor, child labor, or human trafficking. We prohibit the use of fraudulent or misleading recruitment practices, charging recruitment fees, and destroying, confiscating, or otherwise denying access to employee identification documents. Solicitation or procurement of commercial sex acts (sexual activity in exchange for anything of value) is expressly prohibited.

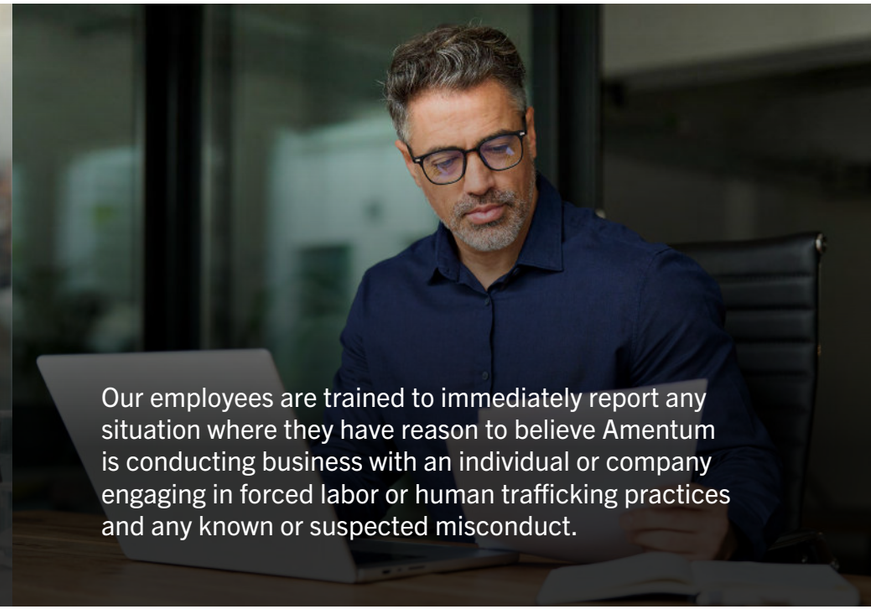
We Do the Right Thing:



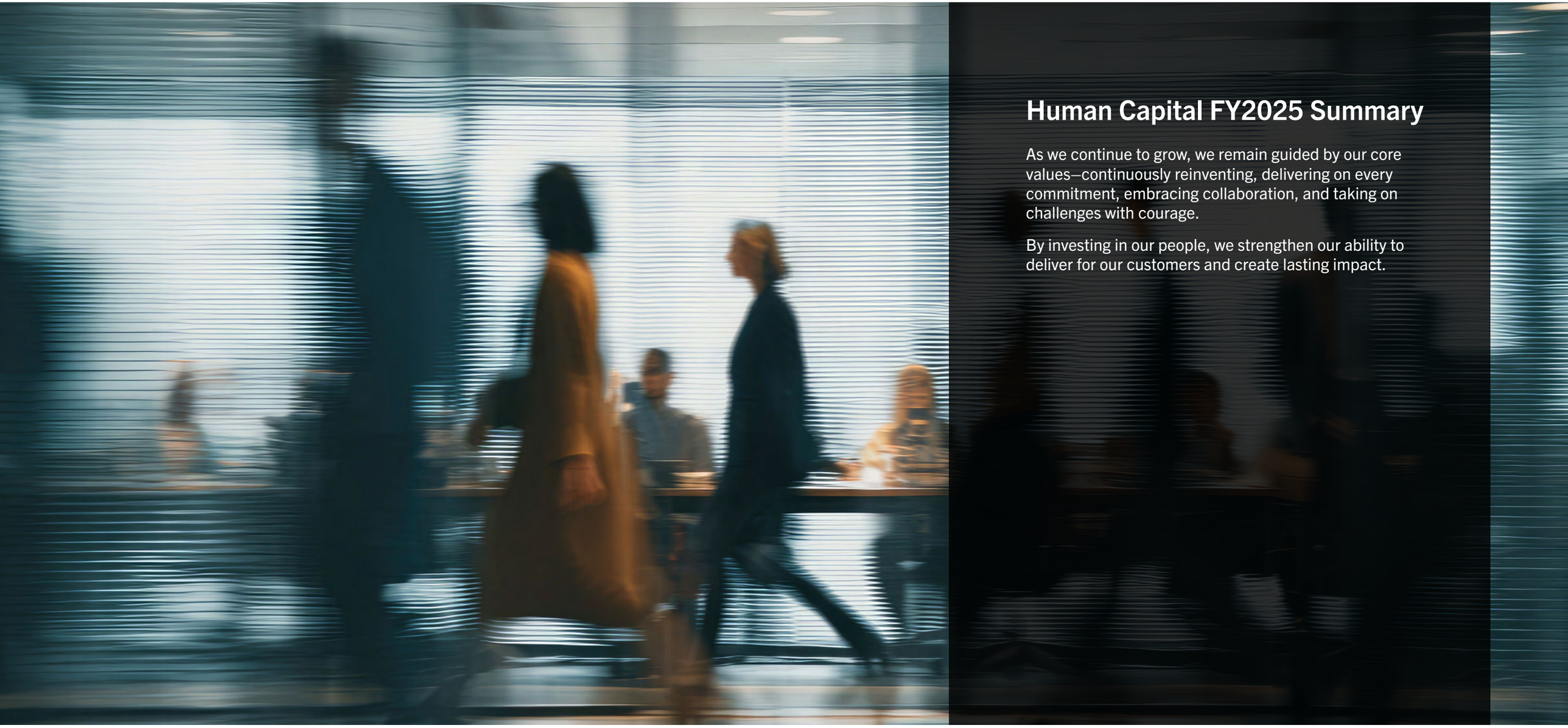
We remember that respect for human dignity begins with our daily interactions with each other and with our suppliers and customers. It includes promoting a safe and respectful workplace, accommodating disabilities, and doing our part to protect the rights and dignity of everyone with whom we do business.



We seek guidance from In-House Counsel regarding the employment law standards in the various countries where we do business or are planning to do business. We never knowingly conduct business with subcontractors, business partners, suppliers, or third parties who violate laws designed to protect human rights. More information can be found in Amentum's latest **Modern Slavery Statement**.



Our employees are trained to immediately report any situation where they have reason to believe Amentum is conducting business with an individual or company engaging in forced labor or human trafficking practices and any known or suspected misconduct.



Human Capital FY2025 Summary

As we continue to grow, we remain guided by our core values—continuously reinventing, delivering on every commitment, embracing collaboration, and taking on challenges with courage.

By investing in our people, we strengthen our ability to deliver for our customers and create lasting impact.

04 Business Model & Innovation

In FY25, we leveraged our newly combined Amentum to discover opportunities for balancing sustainability and business value while reducing total cost of ownership across Amentum's business. We are a trusted partner, empowering our supply base through agile and sustainable sourcing solutions that maximize value, minimize risk and support long term success. We strive to lead the future of sustainable procurement by embracing innovation and fostering a collaborative supplier partnership.



Modernizing our Business Operations

Commitment to our supply chain partners
Just as we deliver innovative solutions and sustainability to our customers, our global partners assist with developing differentiated solutions that provide innovative technology offerings for our clients. The relationship between Amentum and our global partner ecosystem is centered on performance, commitment, mutual transparency, and ethical conduct throughout our business engagements.

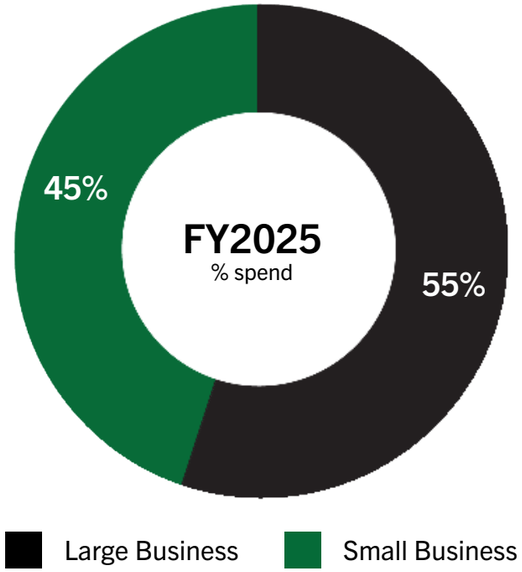
- Strengthening strategic enablement is vital for modernizing our business delivery models and driving agility across our resilient supply chain. This was demonstrated by leveraging our newly bespoke technology partnership management framework, which accelerated identification of innovative solutions and key differentiators being delivered to our clients. By optimizing our partnerships, we have enhanced our responsiveness to solving complex supply chain challenges.
- In FY2025, we published an enhanced Amentum Business Partner Code of Conduct, to strengthen partnerships with responsible companies, together we are fostering meaningful impacts aligned with our shared vision for a sustainable and responsible future

Amentum's Veteran-Owned Small Business Program

The National Veteran Small Business Coalition will honor Amentum in October 2026 with the 2025 Champions of Veteran Small Business Award, recognizing the company's impactful FY25 efforts.

Veteran-owned businesses strengthen the defense industrial base and play an integral role in supporting our customers' critical missions. To promote knowledge sharing and collaboration, Amentum offers a Veteran-owned Small Business (VOSB) Resources Toolkit on our external website, alongside dedicated assistance from our Small Business Liaison Officer (SBLO). Through our small business outreach program, VOSBs and Service-Disabled Veteran-owned Small Businesses (SDVOSBs) can schedule time with the SBLO for personalized counseling on available resources and future partnership opportunities. Our SBLO actively invests in our partners' futures by driving capability development, sharing knowledge, and exposing them to government contracting practices to enhance their organizational maturity and business acumen.

In FY2025, our Small Business Liaison Officer attended twenty-nine small business focused outreach and conference events to further educate industry partners about the Amentum brand and subcontracting opportunities.



> Amentum continues to drive innovation and resilience within our business model by fostering strong, collaborative relationships with our small business partners. By integrating cutting-edge solutions and sustainable practices throughout our supply chain, we demonstrate our unwavering commitment to adaptability, corporate responsibility, and shared success in an ever-evolving global landscape."
>
> **Billy Harlin**
> SVP Global Supply Chain

Digital Transformation

Amentum's adoption of sustainable business practices enables resiliency and sustainable supply chain solutions through initiatives that will positively impact our communities today and in the future.

- Digital transformation continues to be a priority for Amentum to include advancement in automation and integration through our self-service platform driving automated resolution and resiliency across our partner ecosystem.

Enhancing Solutions Through Innovation

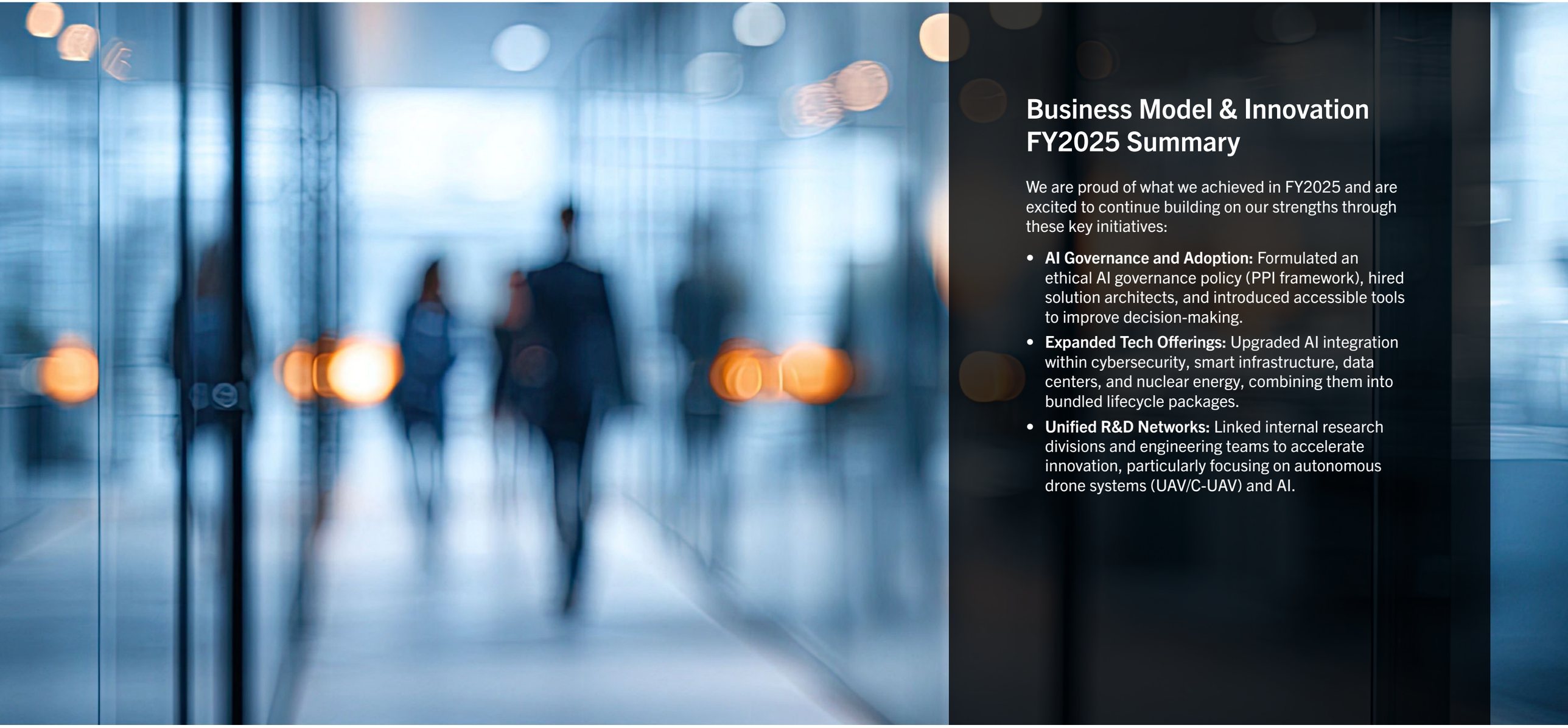
Innovation drives Amentum's ability to deliver mission-focused solutions. In FY2025, our technology strategy centers on expanding AI integration, advancing digital engineering, and aligning offerings with customer needs. Our technology council ensures representation from across our business operations to align, prioritize, and connect technology innovation.

In FY25, Amentum has:

- **Expanded our AI Strategy and Roadmap:** Completed the Amentum AI governance policy and the associated Principles for the Ethical Use of AI (PPI framework). Aligned our market-aligned AI roadmap, focusing on AI leadership and cultural adoptions. We established AI solution architects, implemented AI best practices, and provided accessible AI tools to enhance mission-driven solutions, decision-making, and efficiency.
- **Enhanced Offerings:** Enhanced focus on AI-enhanced cybersecurity, smart infrastructure, data centers, and commercial nuclear energy, while bundling integrated lifecycle solutions across these markets to ensure solutions meet customer mission value.
- **Connected Internal R&D and Engineering Network:** Established collaboration between business R&D, COEs, and the Engineering Enterprise to drive innovation sharing, efficiency, and accelerate delivery of advanced engineering and technology development. Particular focus was on connecting autonomous systems (UAV/C-UAV), and AI-powered innovations.

With a focus on growth and collaboration, these initiatives position Amentum to meet evolving high-impact, mission-aligned technologies that demonstrate customer value. These efforts solidify Amentum's leadership at the forefront of technological innovation across the diverse industries and missions we serve.





Business Model & Innovation FY2025 Summary

We are proud of what we achieved in FY2025 and are excited to continue building on our strengths through these key initiatives:

- **AI Governance and Adoption:** Formulated an ethical AI governance policy (PPI framework), hired solution architects, and introduced accessible tools to improve decision-making.
- **Expanded Tech Offerings:** Upgraded AI integration within cybersecurity, smart infrastructure, data centers, and nuclear energy, combining them into bundled lifecycle packages.
- **Unified R&D Networks:** Linked internal research divisions and engineering teams to accelerate innovation, particularly focusing on autonomous drone systems (UAV/C-UAV) and AI.

05 Leadership & Governance

Amentum’s commitment to strong corporate governance and principled leadership remains a cornerstone of our organization in FY25. Guided by an unwavering dedication to our core values, our leadership team steers the company with integrity, transparency, and accountability. These principles continue to be fundamental to our operations.



Purpose-Driven Board Leadership

Our full Board of Directors guides our holistic approach to enterprise risk management, and monitors our long-term environmental, social, and operational health. The Board is composed of 13 experienced leaders who bring an essential mix of strategic, technical, and financial competencies to our missions.

Our directors are elected by our stockholders on an annual basis to serve until the next annual meeting and until their respective successors are elected and qualified, or until such director's untimely passing, resignation, or removal.

The board includes a majority of independent directors and reflects a broad range of ages, backgrounds, experience, and perspectives. Three of our directors are women and one is African American.

The Nominating and Governance Committee

The Nominating and Governance Committee guides the Company's sustainability strategy. This committee overseas our sustainability goals, targets, and reporting practices to ensure we meet the evolving expectations of our stockholders, partners, and communities.

Steering Progress

At Amentum, we challenge convention and drive progress by weaving sustainability directly into our business strategy. To turn our purpose-driven culture into lasting positive impact, we have established a clear, transparent governance structure that connects Board-level guidance directly with our daily operational leadership.

Operationalizing Our Strategy

To translate this governance into real-world action, we have established a dedicated Sustainability Lead. This lead coordinates with a cross-functional advisory group of operational leaders from across the company forming the Sustainability Council. By uniting the team members who hold direct responsibility for our everyday footprint, this advisory body shapes our pathways forward, counsels our Executive Leadership Team, and keeps our Board informed as we advance the future together.



Impact Commitments

In our FY25 Impact Report, we celebrate the next chapter for Amentum, building on our strong foundation as we concluded our first year. Today, with a renewed focus on growth and innovation, our values remain constant: we are guided by an enduring commitment to ethical leadership and social impact, positioning us as a force for good in our industry and the communities we serve.

The accomplishments showcased in this report reflect the success of our teams and the deliberate efforts of the Sustainability Council. The Council, comprised of cross-functional leaders, continues to identify strategies to align our operations with our vision to create a secure and vibrant future. This framework allows Amentum to set the standard for ethical governance and sustainable impact across all locations where we operate.

The recognition we've received demonstrates our enduring commitment to lead by example while driving meaningful change as we continue to advance bold impact goals into FY25 and beyond.

Amentum's FY25 Industry Recognition

Military

- 2025 Champions of Veteran Small Business Award – National Veteran Small Business Coalition (NVSBC)
- 2025 Military Friendly: #1 Employer
- 2025 Military Friendly: #1 Spouse Employer
- 2025 Best for Vets Employers: Military Times
- 2025 Top Veteran Friendly Companies: U.S. Veterans Magazine
- 2025 VETS Indexes 5 Star Employer: VETS Indexes Employer Awards
- 2025 Top Military Spouse Employer: Military.com Veteran Employment Project
- 2025 Top Veteran Employer: Military.com Veteran Employment Project

Environment

- 2025 Engineering News Record Global Awards: #1 Nuclear Waste Management
- 2025 Engineering News Record Global Awards: #1 Telecommunications
- 2025 Engineering News Record Global Awards: #1 Towers and Antennae
- 2025 Engineering News Record Global Awards: #1 Data Centers
- 2025 Engineering News Record Global Awards: #2 Federal Client
- 2025 Engineering News Record Global Awards: #3 Environmental Management
- 2025 Engineering News Record Global Awards: Top 10 Environmental Firms
- U.S. Green Building Council Member

Workplace

- 2025 America's Greatest Workplaces: Newsweek
- 2024-2025 U.S. News & World Report Best Companies to Work For
- 2025 Deal of the Year and Deal Team of the Year: Association of Corporate Growth
- 2025 #6 Largest Government Technology Contractor: Washington Business Journal
- 2025 Top 100 Government IT Contractors: Washington Technology
- 2025 Top 100 Defense Companies: Defense News
- 2025 Global Impact Innovation Award: International Stability Operations Association
- 2024-2025 Chapter One Volunteer Growth Award

Safety

- 2025 National Safety Council: 400+ safety awards including: Industry Leader Award, Superior Safety Performance, Safety Leadership, Million Work Hours, Perfect Record, and Occupational Excellence
- 2025 Royal Society for the Prevention of Accidents (ROSPA) multiple award winner (U.K.)
- 2025 recipient at DOE's Voluntary Protection Programs Participants' Association (VPPPA) awards including Emerging Safety Leader Excellence Award and Innovation Award

Enterprise Risk Management (ERM)

Amentum embeds sustainability within the Enterprise Risk Management structure. Sustainability maturity is treated as a strategic cornerstone integrated deeply across the entire stakeholder ecosystem. The company manages its corporate risk profile through an integrated framework designed to deliver superior performance and long-term value for employees, clients, investors, and global communities. Driven by its core values, Amentum balances a modest risk appetite for developing innovative, tailored solutions to complex global environmental challenges with a strict commitment to societal resilience and regulatory compliance. The organization focuses heavily on mitigating any negative footprints derived from its operations, while simultaneously maximizing positive environmental stewardship through the specialized infrastructure, technology, and mission-critical work it delivers directly to clients.

To turn these commitments into verifiable progress, our Sustainability Council actively builds internal awareness and ensures accountability is rooted across all operational levels. Amentum continuously works to enhance the rigor, discipline, and data controls of its sustainability reporting. Corporate frameworks are built in alignment with leading climate disclosures, including the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). The company measures organizational health using proactive key performance metrics, tracking its trajectory against future climate action plan, and supply chain sustainability indicators. Through active executive and board oversight, Amentum remains focused on protecting the long-term interest of the planet while solidifying its position as a resilient and trusted leader in global sustainability solutions.

The Board of Directors and the executive-led ERM SteerCo serve as the governing core of Amentum’s risk framework, providing critical oversight and direction for managing evolving climate-related transition risks.





Political Engagement & Corporate Governance: Amentum PAC

The Amentum Political Action Committee (PAC) is a voluntary, employee-funded organization that supports the company's government relations strategy by fostering engagement with U.S. policymakers. Amentum PAC supports candidates and committees with responsibility for issues that affect Amentum's business, customers, employees, and the industries we serve.

The PAC is bipartisan and operates in full compliance with all applicable federal campaign finance laws and regulations.

Strategic Focus

Amentum PAC contributions are directed toward elected officials and committees with jurisdiction over policy areas critical to our mission, including:

- National Security and Defense
- Nuclear Energy
- Space, Cyber, and Intelligence
- Government Acquisition and Federal Operations
- Additional Amentum Business Priorities
- Environmental Remediation

Ethics and Transparency

Participation in the Amentum PAC is entirely voluntary. Employees choose whether to contribute, and payroll deductions occur only with the employee's authorization.

The PAC adheres to all Federal Election Commission (FEC) requirements. As required by law, contributions exceeding $200 during a calendar year are publicly disclosed through FEC filings.

For more detail visit **AMENTUM HOLDINGS, INC. PAC**

Cybersecurity

The Company's Board of Directors (the "Board") is responsible for overseeing the Company's risk management program and cybersecurity is a critical element of this program. Management is responsible for the day-to-day administration of the Company's risk management program and its cybersecurity policies, processes, and practices. The Company's cybersecurity policies, standards, processes, and practices are based on recognized frameworks established by the National Institute of Standards and Technology, the International Organization for Standardization and other applicable industry standards and are standalone from the Company's overall risk management system and processes. In general, the Company seeks to address material cybersecurity threats through a company-wide approach that addresses the confidentiality, integrity, and availability of the Company's information systems or the information that the Company collects and stores, by assessing, identifying and managing cybersecurity issues as they occur.

Cybersecurity Risk Management and Strategy

The Company's cybersecurity risk management strategy focuses on several areas:



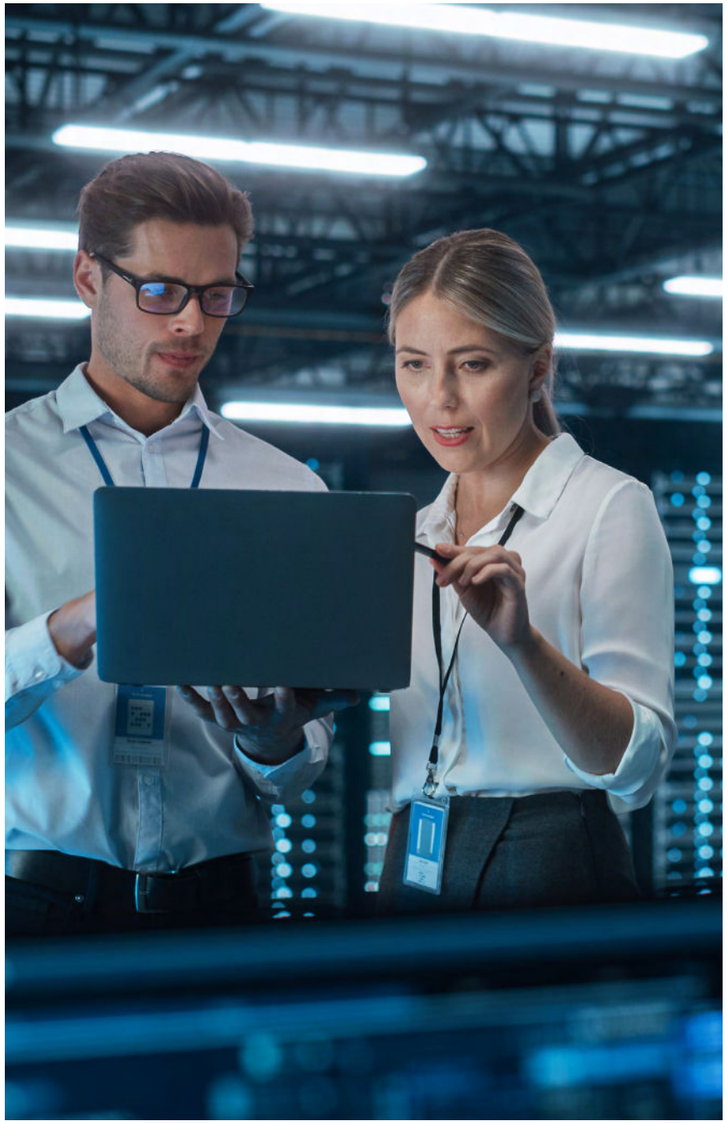
Identification and Reporting
The Company has implemented a comprehensive, cross-functional approach to assessing, identifying and managing material cybersecurity threats and incidents. The Company's program includes controls and procedures to properly identify, classify and escalate certain cybersecurity incidents to provide management visibility and obtain direction from management as to the public disclosure and reporting of material incidents in a timely manner.



Technical Safeguards
The Company has implemented technical safeguards that are designed to defend the Company's information systems from cybersecurity threats. These safeguards include network security capabilities such as firewalls, intrusion prevention and detection systems; endpoint protection capabilities such as anti-malware functionality; and access controls, which are evaluated for accuracy on a quarterly basis. The Company has also implemented email protection to minimize phishing attacks and ensure integrity in digital communications. We baseline our assets according to the technical controls recommended in the National Institute of Standards and Technology Special Publication 800-171 ("NIST SP 800-171").



Cyber Intelligence & Continuous Monitoring
The Company has established continuous monitoring of our environment through a third party and receives alerts on threats and policy violations to ensure we meet our 96-hour window to report material matters to the Securities and Exchange Commission (SEC). The Company is a member of the Defense Industry Base (DIB) and receives cyber intelligence based on current threat actors and tactics, techniques and procedures (TTP's) from the DIB organization, the Federal Bureau of Investigation (FBI) cyber division, Department of Homeland Security, and the National Security Agency Cybersecurity Collaboration Center (NSA CCC).



Incident Response and Recovery Planning
The Company has established and maintains comprehensive incident response, business continuity, and disaster recovery plans designed to address the Company's response to a cybersecurity incident. The Company conducts annual tabletop exercises that simulate a cyber-attack to test these plans and ensure personnel are familiar with their roles in a response scenario.

Third-Party Risk Management
The Company maintains a comprehensive, risk-based approach to identifying and overseeing material cybersecurity threats presented by third parties, including vendors, service providers, and other external users of the Company's systems, as well as the systems of third parties that could adversely impact our business in the event of a material cybersecurity incident affecting those third-party systems, including any outside auditors or consultants who advise on the Company's cybersecurity systems.

Education and Awareness
The Company provides regular, mandatory training for all levels of employees regarding cybersecurity threats as a means to equip the Company's employees with effective tools to address cybersecurity threats, and to communicate the Company's evolving security policies, standards, processes, and practices.

The Company conducts periodic assessment and testing of the Company's policies, standards, processes, and practices in a manner intended to address cybersecurity threats and events. The Company performs quarterly penetration tests against both externally facing assets and internal assets. The Company also performs monthly and ad-hoc vulnerability scanning. Lastly, we collaborate with the NSA CCC to scan our public facing assets for vulnerabilities against the latest advanced persistent threats. The results of such assessments, audits, and reviews are evaluated by management and reported to the Board, and the Company adjusts its cybersecurity policies, standards, processes, and practices as necessary based on the information provided by these assessments, audits, and reviews. For further information, reference **Amentum's November 2025 10-K SEC filing**.



Leadership & Governance FY2025 Summary

Highlights of our efforts to strengthen leadership, culture, and operational excellence include:

- **Transparent Strategy Execution:** Weaving sustainability into the corporate strategy through a structured system connecting a dedicated Sustainability Lead and Executive leaders through guidance of an independent Nominating and Governance Committee.
- **Governed Sustainability Integration:** Guided by the Board and ERM SteerCo, Amentum embeds sustainability frameworks across all operations.
- **Proactive Risk Governance:** The Board and management co-govern a comprehensive cybersecurity program utilizing NIST and ISO frameworks to protect data integrity through continuous monitoring, routine penetration testing, and federal intelligence collaboration

Frameworks and Data

About this report

It is our intent that every year, we produce a comprehensive Impact Report to inform stakeholders about our progress related to sustainability topics while also refreshing our data to ensure accuracy and transparency. This includes quantitative and qualitative information that sets FY25 as the baseline year, with information in future reports that will demonstrate progress toward our impact goals.

Unless otherwise noted, this report is for the fiscal year beginning on Oct. 1, 2024 and ending Sep. 30, 2025. This report shares stories of our performance, initiatives and progress for Amentum in FY2025. The information reported is current as of the date of publication. This report was reviewed by our legal team, Sustainability Council, executive leadership, and the Nominating and Governance Committee of the Board.

Reporting Frameworks and Standards

Amentum strives to continuously improve our environmental impact, social responsibility and strong governance practices through the use of reporting frameworks and standards. Our FY25 reporting process has been guided by leading impact reporting frameworks and standards when applicable. We self-declare that this report was prepared with reference to the GRI and SASB Standards

The following content data tables shows our alignment with those frameworks reporting elements and our material topics.

Global Reporting Index (GRI)		
Disclosure	Disclosure Title	Response
GRI 1: Foundation		
	Statement of Use	Amentum Holdings, Inc. (“Amentum”) has reported with reference to the GRI Standards for the period of October 1, 2024 to September 30, 2025
	GRI 1 Used	GRI 1: Foundation 2021
GRI 2: General Disclosures		
2_1	Organizational details	Amentum Holdings, Inc. Public Corporation Chantilly, VA USA

Disclosure	Disclosure Title	Response
GRI 2: General Disclosures *(cont.)*		
2_2	Entities included in the organization's sustainability reporting	FY2025 Impact Report > Frameworks and Data > page 38
2_3	Reporting period, frequency and contact point	FY2025 Impact Report > Frameworks and Data > page 38
2_4	Restatement of information	There are no restatements of information for the reporting period.
2_5	External assurance	FY2025 Impact Report > Frameworks and Data > page 33
2_6	Activate, value chain and other business relationships	FY2025 Form 10-K > Business Overview > page 5
2_7	Employees	FY2025 Impact Report > Social Capital > page 16
2_9	Governance structure and composition	FY2025 Impact Report > Leadership & Governance > page 31
2_10	Nomination and selection of the highest governance body	FY2025 Impact Report > Leadership & Governance > page 31
2_11	Chair of the highest governance body	FY2025 Impact Report > Leadership & Governance > page 31
2_12	Role of the highest governance body in overseeing the management of Impacts	FY2025 Impact Report > Leadership & Governance > page 31
2_13	Delegation of responsibility for managing Impacts	FY2025 Impact Report > Leadership & Governance > page 31
2_14	Role of the highest governance body in sustainability reporting	FY2025 Impact Report > Leadership & Governance > page 31
2_15	Conflicts of Interest	Amentum Code of Conduct > page 21
2_16	Communication of critical concerns	Amentum Code of Conduct > page 29
2_17	Collective knowledge of the highest governance body	FY2025 Proxy Statement > page 19
2_18	Evaluation of the performance of the highest governance body	FY2025 Proxy Statement > page 21
2_19	Remuneration policies	FY2025 Proxy Statement > page 42

Disclosure	Disclosure Title	Response
GRI 2: General Disclosures *(cont.)*		
2_20	Process to determine remuneration	FY2025 Proxy Statement > page 42
2_21	Annual total compensation ratio	FY2025 Proxy Statement > page 45-46
2_22	Statement on sustainable development strategy	FY2025 Impact Report > Leadership & Governance > page 29
2_23	Policy commitments	All Amentum policies are approved by the relevant Board member or executive. Additionally, every employee must agree to the Company's Code of Conduct upon employment, and all suppliers must agree to the Supplier Code of Conduct and Human Rights Policy to become a vendor with Amentum.
2_25	Processes to remediate negative impacts	Amentum Code of Conduct > page 29
2_26	Mechanisms for seeking advice and raising concerns	Amentum Code of Conduct > page 29
2_27	Compliance with laws and regulations	Amentum Code of Conduct > page 7
2_28	Membership associations	https://www.amentum.com/industry-recognition/
2_29	Approach to stakeholder engagement	FY2025 Impact Report > Human Capital > page 23
GRI 3: General Disclosures 2021		
3_1	Process to determine material topics	At the beginning of FY25, Amentum engaged in a third party led sustainability maturity assessment involving members of its Sustainability Council and Executive Leaders. That assessment identified the material topics addressed within this report.
GRI 302: Energy		
3_3	Management of the material topic	FY2025 Impact Report > Environment > page 11
GRI 303: Water and Effluents		
3_3	Management of the material topic	FY2025 Impact Report > Environment > page 11

Disclosure	Disclosure Title	Response
GRI 305: Emissions		
3_3	Management of the material topic	FY2025 Impact Report > Environment > page 10
305_1	Direct (Scope 1) GHG emissions	FY2025 Impact Report > Environment > page 10
305_2	Indirect (Scope 2) GHG emissions	FY2025 Impact Report > Environment > page 10
305_3	Other indirect (Scope 3) GHG emissions	FY2025 Impact Report > Environment > page 10
GRI 306: Waste		
3_3	Management of the material topic	FY2025 Impact Report > Environment > page 11
GRI 308: Supplier Environmental Assessment		
3_3	Management of the material topic	FY2025 Impact Report > Business Model & Innovation > page 27
308_1	New suppliers that were screened using environmental criteria	FY2025 Impact Report > Business Model & Innovation > page 27
GRI 403: Occupational Health and Safety		
3_3	Management of the material topic	FY2025 Impact Report > Human Capital > page 22
403_1	New suppliers that were screened using environmental criteria	FY2025 Impact Report > Human Capital > page 22
403_9	Work-related injuries	FY2025 Impact Report > Human Capital > page 22
GRI 404: Training and Education		
3_3	Management of the material topic	FY2025 Impact Report > Social Capital > page 15

Sustainability Accounting Standards Board (SASB)

Table 1. Sustainability Disclosure Topics & Accounting Metrics (Professional & Commercial Services)

Data Security	
Description of approach to identifying and addressing data security risks	See FY2025 Impact Report > Leadership & Governance > page 35
Description of policies and practices relating to collection, usage and retention of customer information	See FY2025 Impact Report > Leadership & Governance > page 35
(1) Number of data breaches, (2) percentage that (a) involves customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected.	See FY2025 Impact Report > Leadership & Governance > page 35
Workforce Diversity and Engagement	
Percentage of (1) gender and (2) diversity group representations for (a) executive management, (b) non-executive management, and (c) all other employees	The company does not disclose this information
(1) Voluntary and (2) involuntary turnover rate for employees	The company is actively assessing this information post-merger
Employee engagement as a percentage	The company is actively assessing this information post-merger
Professional Integrity	
Description of approach to ensuring professional integrity	Amentum Code of Conduct > page 19
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	The company does not disclose this information

Table 2. Activity Metrics (Professional & Commercial Services)

Activity Metrics	
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	See FY2025 Impact Report > Frameworks and Data > page 39
Employee hours worked; percentage billable	The company is actively assessing this information post-merger

Sustainable Futures

Driving Sustainability. Building Resilience. Together.

Independent Third-Party Review and Verification Statement

Sustainable Futures (SF) was engaged by Amentum to conduct an internal audit and provide a third-party review and verification statement as to whether selected GHG emissions and safety data for the 2025 financial year are reliable for corporate social responsibility reporting purposes.

This review is made solely to Amentum in accordance with the scope of work and terms of our engagement. Our work has been undertaken so that we might state to Amentum those matters that we have been engaged to state in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than Amentum for our work, for this independent review, or for the conclusions we have reached.

Nature and Scope of Review

SF was asked to review the 2025 financial year KPIs of:

- GHG emissions:
  - Scope 1 Stationary Combustion
  - Scope 1 Mobile Combustion (pertaining only to CO2)
  - Scope 2 Purchased Electricity
  - Scope 3.1 – Purchased Goods and Services
  - Scope 3.2 - Capital Goods
  - Scope 3.6 – Business Travel
- Safety:
  - Total Recordable Injury Rate (TRIR)

As such, SF is not providing verification for any other emissions sources or sustainability KPIs that Amentum collect data and report on.

The GHG data review followed the GHG reporting and calculation guidelines contained in the Greenhouse Gas Protocol, published by the World Resources Institute. The review activities, conducted during June to August 2026, included:

- Examining processes and understanding key assumptions and limitations at corporate level;
- Engagement to understand the data collation, systems and reporting processes at corporate level in order to identify areas for improvement and advancement;
- A review of the GHG calculation methodology, primary data for emissions and safety calculations and other documentary evidence of the data at both facility and corporate level.

For the purposes of this work, an error or omission was considered to be material if it represented greater than 5% of the inventory being reviewed. SF has not been involved in defining the data to be collected prior to this engagement nor designing the process of data collection and reporting.

Conclusions

Based on the work performed, SF has identified no unmanaged material errors or omissions in the reported data. It is our professional judgement that the 2025 fiscal year data for Scope 1 Stationary Combustion, Mobile Combustion Scope 2 Purchased Electricity, Scope 3 Purchased Goods and Services, Capital Goods, and Business Travel and 2025 fiscal year data for selected safety data (total recordable injury rate and lost workdays) data are reliable for corporate reporting purposes.

Sustainable Futures, London, U.K.
7 August 2025

About Amentum

Amentum is a global leader in advanced engineering and innovative technology solutions, trusted by the United States and its allies to address their most significant and complex challenges in science, security, and sustainability. Our people develop, engineer, and implement solutions to modernize tomorrow's missions and our commitments are underpinned by the belief that safety, collaboration and well-being are integral to success. Headquartered in Chantilly, Virginia, we have approximately 50,000 employees in more than 70 countries across all 7 continents.

amentum.com

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