



Amentum Statements on Human Capital and Cybersecurity

Human Capital Management

Our people are the core of our success. With more than 53,000 employees across 80 countries, our human capital strategy is focused on attracting, developing, and retaining top talent aligned with our values and client needs. We provide comprehensive onboarding, continuous learning, and performance management systems to ensure every employee thrives. By fostering a culture of innovation and upskilling, we maintain a workforce that is agile, engaged, and equipped to drive Amentum's mission forward.

Culture and Values

Amentum's culture is built on innovation, excellence, courage, inclusion, collaboration, safety, and well-being. These values guide our decision-making and shape interactions across the company. We integrate these principles into leadership development, ethical decision-making, and diversity initiatives. Through leadership programs and employee engagement activities, we aim to empower employees to innovate and contribute to Amentum's collective success.

Health and Safety

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

We know that "success starts with safety" because we have observed the correlation between excellence in safety and both improved financial performance and customer satisfaction. Our EHS principles of excellence shape our organizational culture, reinforce leadership commitment, boost employee engagement, improve work planning, guide risk-based decision-making, and facilitate rigorous performance monitoring. These elements contribute to reducing risks and substantially enhancing our organization's reliability. As a result, we consistently meet our commitments on time and on budget, while avoiding unforeseen and undesirable outcomes.

Diversity, Equity, Inclusion, and Belonging (DEIB)

Our Amentum commitment to diversity, equity, inclusion, and belonging is a heartfelt promise. We embrace the power of inclusion and collaboration, knowing that when every individual feels they truly belong, we unlock our highest potential. We know a diverse workforce brings a wealth of perspectives, ideas, and experiences which drive innovation and enhance our ability to serve our clients globally even better than before. Our DEIB strategy is comprehensive and action-oriented, focusing on three key areas: recruiting and retaining diverse talent, fostering an inclusive workplace culture, and ensuring equitable opportunities for all employees.

Employee Networks

Amentum Connect Networks are a critical piece of our commitment to fostering an inclusive and supportive workplace. These groups are employee-led, leadership-supported, and focus on various aspects of diversity, including race, ethnicity, gender, sexual orientation, age/generation, disability, and veteran status. Our networks provide a valuable forum for employees to engage in dialogue, support one another, and contribute meaningfully to the company's strategic initiatives.

These groups organize a wide range of activities, including mentorship opportunities, leadership training, cultural events, and community outreach initiatives. Our networks also play a crucial role in shaping company policies and practices, ensuring the voices of diverse employees are heard and considered in decision-making. In total, there are 9 networks:

- **Black Network:** Aims to advance the understanding and inclusion of employees with a common background, set of interests, and goals, and will serve as a resource to provide a "voice" for black professionals in our company.



- **Careers Network:** Empowering our employees across all career stages to maximize their potential and make Amentum the industry leader and the workplace of choice.
- **Hispanic Network:** A community for all employees dedicated to fostering a culture of inclusion and belonging. We aim to empower every individual by celebrating diversity, promoting equity, and driving meaningful change within our organization.
- **ABLED Network:** Aims to foster inclusivity and support for neurodiverse individuals. We provide a wide range of resources, education, and advocacy to empower our employees with neurodevelopmental differences such as autism, ADHD, dyslexia, and more.
- **NextGen Network:** Young professionals, and those young at heart, can come together to deepen Amentum's culture of diversity, equity, inclusion and belonging.
- **One World Network:** Promoting a safe, accessible, and inclusive workplace for people with disabilities, neurodiversity or long-term health conditions, and those caregiving for others.
- **Pride Network:** Fostering an open, inclusive, and supportive work experience for members and friends of the LGBTQIA+ community, contributing to Amentum's success and that of its customers.
- **Veterans Network:** Patriotic employees supporting our past and present military communities.
- **Women's Network:** designed to encourage, support, and uplift the women of Amentum to enable their success both inside and outside of our company.

Talent Acquisition

Our talent acquisition strategy is aligned with our mission to drive innovation and operational excellence. We have expanded and intensified our recruitment efforts to meet the evolving needs of our growing global operations, with a focus on attracting top technical talent and building leadership capacity. Through strategic partnerships with leading educational institutions, professional organizations, community groups, and military-focused programs, we've built a robust talent pipeline that reflects the diversity of the markets we serve and the unique needs of our clients.

Our recruitment process is rigorous and inclusive, leveraging advanced analytics and AI-driven tools alongside best-in-class practices to identify top talent. We prioritize Diversity, Equity, Inclusion, and Belonging (DEIB) in our hiring practices, with a focus on increasing representation in leadership and critical technical roles. We believe that attracting and retaining the best talent is critical to our success, and we remain committed to providing a workplace where all employees can continuously grow and contribute their best.

Career Mobility, Development, and Growth

At Amentum, we believe continuous learning and development are essential to both individual and organizational success. Our learning and development programs are designed to provide employees with the skills and knowledge they need to excel in their current roles and to prepare them for future opportunities within the company.

Career mobility is a key component of our talent management strategy. We encourage employees to explore different roles within the company and to take advantage of opportunities for lateral moves, promotions, and international assignments. Our internal career platform is designed to facilitate career mobility, providing employees with visibility into available opportunities and the resources they need to pursue them. We are committed to supporting the growth and development of our employees, and we believe that by investing in their success, we are investing in the future of Amentum.

Total Rewards, Benefits, and Wellness

As a top competitor in the market, we offer a comprehensive total rewards package designed to attract, retain, and motivate employees. Our total rewards strategy includes competitive compensation, performance-based incentives, and a wide range of benefits which support the health, well-being, and financial security of our employees.



Recently, we have enhanced our benefits offering to include additional wellness initiatives, mental health support, and financial planning services. Our benefits package also includes a variety of health insurance options, robust retirement savings plans, generous paid time off, and flexible work arrangements. Additionally, we offer a variety of wellness programs, including fitness challenges, health screenings, helpful mental health resources, and an Employee Assistance Program. We believe by offering a comprehensive and competitive total rewards package, we can attract and retain the best talent, enhance employee engagement, and support the overall well-being of our workforce.

Performance Management

Amentum's performance management system aligns individual performance with company goals, fostering continuous improvement and recognition. Our process includes annual reviews, continuous feedback, and new tools for tracking progress. Recognition programs celebrate both individual and team achievements, strengthening engagement and driving high performance across the organization.

Leadership

Leadership is at the heart of our success. We are committed to developing leaders who embody our core values and are capable of driving innovation, effectively managing change, and inspiring their teams. Our leadership development and mentorship programs are designed to equip leaders at all levels with the skills and knowledge they need to be effective in their roles and prepare them for future leadership opportunities.

Our leadership philosophy is grounded in our commitment to ethical business practices, transparency, and accountability. We believe strong leadership is essential to achieving our strategic goals, and we are dedicated to developing dynamic leaders who can drive Amentum's success both today and in the future.

Cybersecurity Risk Management and Strategy

The Company's cybersecurity risk management strategy covers all relevant business lines and 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 protect 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 reporting window to the SEC. The Company is a member 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 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 information 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.