

2021 CORPORATE RESPONSIBILITY REPORT

Our Commitment to a Stronger Future



CACI
EVER VIGILANT

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President and CEO Message



I am pleased to share CACI's inaugural Corporate Responsibility report. This consolidated summary highlights the tremendous impact we are making across the communities in which we live and work through our environmental, social, and governance (ESG) programs. The report also highlights the business imperatives that reinforce our character-based culture, which is a primary driving force behind our success.

In 2021, CACI maintained a clear sightline into our corporate objectives while leaning on our talented, innovative, and diverse employee base to achieve operational excellence. Since our inception 60 years ago, we have led our industry with unparalleled ethical standards, founded upon the values of integrity, commitment, distinction, and pride in serving our nation. Today, our robust culture defines who we are, how we act, and what we believe is the right way to do business. It envelops our approach to diversity, inclusion, leadership, philanthropy, and stewardship.

Within this report, you will find metrics associated with our people, our culture, and our impact. It spotlights our business through an ESG lens in alignment with the Sustainable Accounting Standards Board (SASB). An index of our initial progress is included at the end of this report and these industry-identified, material topics will serve as the basis of our reporting moving forward. We will target annual disclosure of our continued progress.

Thank you for your interest and support of CACI's mission.

Regards,

A handwritten signature in black ink, appearing to read "J. Mengucci".

John S. Mengucci
President and Chief Executive Officer
CACI International Inc



About This Report

This report outlines activities, data, and initiatives from Fiscal Year 2021 in alignment with Sustainable Accounting Standards Board (SASB) standards for Software and IT Services. CACI plans to report U.S. operations annually as we grow our ESG strategy.

CACI public financial filings – including our [annual report](#) and [proxy filings](#) – can be found on our website at www.caci.com, as well as on the Security and Exchange Commission’s website at www.sec.gov.

CACI did not seek assurance for this report.

We welcome feedback on our ESG initiatives and reporting. Please submit any comments or questions to ESG@caci.com.

FY 2021 Highlights

OUR COMMITMENT TO A STRONGER FUTURE – FY 2021 HIGHLIGHTS



TRAINING

- TOTAL HOURS **206,959**
- LEADERSHIP **26,699** HOURS
- JOB TRAINING **76,680** HOURS
- COMPLIANCE, ETHICS, AND NEW HIRE **103,580** HOURS



ENVIRONMENT

- **9.2%** GHG INTENSITY REDUCTION SINCE 2019
- **60.26** TONS OF E-WASTE RECYCLED OR REUSED
- **35%** TOTAL GREEN SPEND (OFFICE SUPPLIES)
- MORE THAN **163** TONS OF PAPER RECYCLED



PHILANTHROPY

- SUPPORTED **24** ORGANIZATIONS
- INVESTED IN **STEM EDUCATION** THROUGH VARIOUS ORGANIZATIONS
- SUPPORTS OUR **NATION'S HEROES** WHO HAVE SERVED - VETERANS, ACTIVE TROOPS, AND THEIR FAMILIES



DIVERSITY

- **31%** FEMALE
- **33%** RACIAL AND ETHNIC DIVERSITY
- **38%** VETERANS, MILITARY SPOUSES, OR CURRENT MEMBERS OF THE NATIONAL GUARD AND RESERVES

Discover CACI



APPROX. NUMBER
OF EMPLOYEES
22,000



U.S. LOCATIONS
140



LOCATIONS OUTSIDE
OF THE U.S.
14

Founded in 1962 by two computer industry pioneers, Herb Karr and Harry Markowitz, CACI has evolved from a successful, niche simulation technology company into a global enterprise known for unparalleled talent, innovation and results. Today, at CACI International, based in Reston, VA., we provide expertise and technology in the government sector for defense, intelligence and civilian customers.

CACI has 22,000 employees globally who work tirelessly to provide digital solutions, enterprise IT, engineering services, military mission support and technology for air, ground, sea, space and cyber domains.

We were honored to be recognized as a Top Workplace USA in 2021. It reflects our continued commitment to provide a rewarding and inclusive employee experience where our diverse, top talent comes to invent, develop, and deliver outcomes that are critical to global and national security.

At CACI, we cultivate an ongoing drive for excellence. Our unyielding commitment to foster strong relationships with our customers, employees, shareholders and communities will continue to lead us to future success.



INDUSTRY

- 3/5/21** CACI Ranked 4th on Washington Business Journal's Largest Government Technology Contractors in Greater D.C.
- 5/1/21** CACI's SteelBox® and CM142 Multi-Sensor Gyro-Stabilized Imaging System Recognized for Excellence in Innovation by Edison Awards™
- 5/1/21** Virginia Values Veterans (V3 Program) certifies companies that have demonstrated they value Veterans and have made a public commitment to hire Veterans into their workforce. CACI has been certified since 2014.
- 6/18/21** CACI Ranked 12th on Washington Technology's List of Top 100 Federal Prime Contractors

LEADERSHIP

- 1/21/21** CACI President, National Security and Innovative Solutions, Named Top 25 Execs to Watch in 2021 by WashingtonExec
- 2/11/21** CACI President and CEO Named to 2021 Wash100
- 2/21/21** CACI President, Business and Information Technology Solutions, Named to 2021 Wash100
- 2/21/21** CACI President, National Security and Innovative Solutions, Named to 2021 Wash100
- 6/10/21** CACI EVP & General Counsel Named a Washington Exec Top 15 General Counsel to Watch in 2021
- 7/7/21** CACI SVP & Strategic Advisor, U.S. Army (Ret.), Named National Defense Industrial Association's 2021 Recipient of the DeProspero Lifetime Achievement Award





AS 9100: AEROSPACE AND DEFENSE QUALITY MANAGEMENT

- AS 9100 is designed to ensure we have a quality management system in place specified towards aviation, space, and defense organizations.
- Scope:** Program specific



ISO 9001: QUALITY MANAGEMENT

- ISO 9001 is a globally recognized quality management system standard. For our clients, it helps ensure consistent quality products and services, promotes first-time right and on-time delivery, and provides a strong basis for fewer returned products or customer complaints.
- Scope:** The management of solution development and service delivery projects for the federal, state, and local agencies.



ISO 20000-1: IT SERVICE MANAGEMENT

- The industry recognized standard for enhanced efficiency and cost-effectiveness for IT service management, ISO 20000 is the quality benchmark that ensures we offer customers clear criteria to assess service levels, measure performance, and implement continuous improvement.
- Scope:** Governance and oversight of the CACI service management system, including the development and maintenance of, and program alignment with, the Delivery + project execution framework.



ISO 27001: INFORMATION SECURITY MANAGEMENT

- ISO 27001 is designed to ensure the implementation of adequate and proportionate security controls for CACI's information security management systems. It enables us to maintain security controls customized to the needs of our customers.
- Scope:** The provision of secure corporate IT infrastructure in accordance with corporate information security policies and the provision of secure solutions and services to federal, state, and local agencies on participating project: 1) Digital Forensics Lab. In accordance with CACI International Inc. Statement of Applicability date 9/7/2020.



CMMIDEV/3

- CACI programs deliver expertise and technology to enterprise and mission customers in support of national security missions and government transformation for defense, intelligence, and civilian customers.
- Scope:** Organizational Unit: CACI, Inc – Federal
- Reference:** Appraisal Disclosure Statement, No. 57019



CMMISVC/3

- Projects in CACI Federal within the CMMI-SVC appraisal scope perform IT Service Management for US Defense, Intelligence, and federal Civilian Customers
- Scope:** Organizational Unit: CACI, Inc – Federal
- Reference:** Appraisal Disclosure Statement, No. 50100



C4ISR, CYBER, & SPACE

CACI provides technology that enables C4ISR superiority for air, ground, sea, space, and cyber domains. Our software defined electronic warfare (EW), signals intelligence (SIGINT), and counter-unmanned aircraft technologies (C-UAS) provide protection and deliver precision effects against any adversary. We deliver groundbreaking space technology – from laser communications and advanced launch operations to exploitations in the space domain. Our innovations in cybersecurity address today's and tomorrow's challenges and overlay across our EW, SIGINT, C-UAS, and resilient communications technologies.



DIGITAL SOLUTIONS

CACI transforms how the government does business. Using our Agile-at-scale methodology and business process automation tools, we modernize enterprise and agency-unique applications, enterprise infrastructure, and business processes to enhance productivity and increase user satisfaction. We use advanced data analytics and visualization tools to modernize access to data, enhance productivity, and translate data into decisions.



ENGINEERING SERVICES

CACI optimizes and integrates technologies to deliver a decisive tactical edge. We enhance platforms to improve situational awareness, mobility, interoperability, lethality, and survivability. We conduct software vulnerability analysis and harden technology to protect against malicious actors. Our platform-agnostic, mission-first approach ensures optimal performance, so our nation's forces can overmatch our adversaries.



ENTERPRISE IT

CACI modernizes end-to-end IT infrastructure to secure and deliver data. We amplify efficiency with unmatched expertise and next-generation technology. We design, implement, secure, and sustain information technology infrastructure to optimize efficiency, enhance performance, and ensure end-user satisfaction.



MISSION SUPPORT

CACI's intelligence support ensures continuous advances in collection, analysis, and dissemination to optimize decision-making. We provide analytic services in 50 languages, as well as scenario-based instruction across the spectrum of intelligence processing, collection, and products. Our investigation and litigation experts support the U.S. Government on thousands of cases, saving taxpayers billions of dollars. And CACI facilitates the secure flow of supplies across the globe.

CACI is **ever vigilant** in helping our customers meet their greatest **enterprise** and **mission** challenges in national security and government modernization.

Our distinctive **expertise** and **technology** deliver **innovation** and **excellence**.

We are a company of **good character**, and our dynamic team of professionals is committed to doing the right thing by performing with **ethics** and **integrity**.

We take pride in our achievements and create value for employees, customers, and shareholders.



Vision Statement

DISCOVER CACI

To be **THE** company and partner that **enterprise** and **mission** customers depend upon to provide for their most critical needs.

That we **extend** and **grow** our position as a differentiated provider of **expertise** and **technology**.

Be the place where **talent** comes to drive the future of national security.

Continue to build capabilities through **investments**, partnerships, and our discriminating **M&A** program.

Grow faster than our addressable market at **ever-increasing** margins.



CACI's culture is the driving force behind our success. Our culture defines who we are, how we act, and what we believe is both the right way and our duty in conducting business. Our culture unifies us as a company and strengthens our resolve to meet our customers' – and our country's – most critical missions. There are two pillars to CACI's culture. The first is **Character** – our commitment to ethics and integrity in all we do. The second is **Innovation** – our dedication to advancement and excellence in all we do.



Our ability to deliver on our mission is rooted, in part, in our strong corporate social responsibility towards our enterprise and mission clients, our employees, and our stakeholders. Our Board of Directors and management provide oversight of environmental, social, and human capital management policies, practices, initiatives, and reporting, and empower all employees to exemplify our mission.

CACI has four mission-critical ESG initiatives where we focus our sustainability efforts:

- Our People
- Data Privacy and Cybersecurity
- Governance
- Environment

Successful management of these initiatives is vital to maintain our reputation and continue to thrive. We will track and report our impact annually. As we grow our ESG initiatives, we will be reaching out to our stakeholders to gain their views on what is most material to our ESG agenda. We will continue to enhance our ESG strategy and communicate updated targets.

Our People – Our Greatest Asset



APPROX. NUMBER
OF EMPLOYEES
22,000

Employee Snapshot

Measurement	Demographic	Overall (6/30/2021)	FY21 New Hires (6/30/2021)
STEM Degrees	Employees with degrees in science, technology, engineering, and mathematics	36.1%	36.4%
Gender	Female Employees	30.8%	27.2%
	Male Employees	68.7%	72.2%
	Unknown Gender Employees	0.4%	0.5%
Race / Ethnicity	Ethnically Diverse Employees	32.8%	42.2%
	White Employees	61.8%	52.8%
	Unknown Ethnicity Employees	5.4%	5.0%

Overview

Our people and culture are strategic imperatives at CACI. We are in competition for highly skilled professionals in all of our market areas. Our success and the growth of our business are significantly correlated to our ability to recruit, train, promote, and retain high-quality employees at all levels of the organization.

We invest in our employees and create a culture where they feel engaged, respected, and intellectually challenged. We look to our employee base first for hiring, and support employee training, growth, and promotion.

Our workplace relations team provides guidance, information, and training to all employees who have questions or concerns regarding policy issues, effectively promoting a heightened sense of awareness while assuring compliance with legislative and regulatory human resource requirements. In case of disputes, this team serves as an objective third party assisting with personnel issues, with the overall goal to ensure all employees feel safe and valued in our organization.

Our employees feel invested in their work as we meet client and mission needs and drive our cultural pillars of Character and Innovation. The CACI culture unifies us as a company, gives us one shared purpose, and strengthens our resolve to meet our customers' – and our country's – most critical missions.

CHARACTER

Our commitment to ethics and integrity

INNOVATION

Our dedication to advancement and excellence

Employee Engagement

CACI has conducted employee engagement surveys and according to a third-party survey provider, we rank above our peers in the areas of sustainable engagement, customer focus, inclusion, innovation, teamwork, and empowerment. Specifically, our employees report that they have a personal sense of accomplishment in their work, they feel safe to speak up, and they have pride in CACI. These indicators of an exceptionally strong culture and work environment put CACI in a competitive position to attract and retain talent and reach our organizational growth objectives.

At CACI, we conduct our employee survey every two years. We want and encourage our employees' voices to shine as we strive towards a 100% annual employee completion rate. In our 2020 survey, we reached 64% participation. Learnings will be applied to increase participation rate in our next survey in 2022.

RESPECT AND FLEXIBILITY

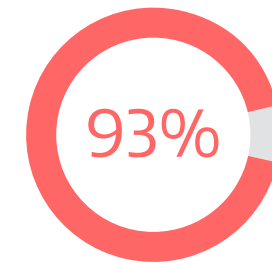
93% of employees say they are treated with respect, and 94% agree that their work schedules allow them sufficient flexibility.

ENGAGEMENT ACROSS CACI

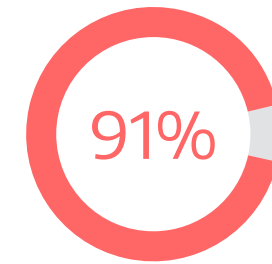
91% of employees report favorable sentiment around engagement, which is greater than the average among high-performing companies, according to Willis Towers Watson.

PERSONAL ACCOMPLISHMENT

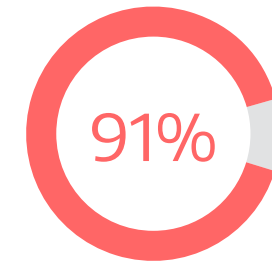
91% of employees report that their work gives them a sense of personal accomplishment, and 94% are proud to be associated with CACI.



RESPECT



ENGAGEMENT



ACCOMPLISHMENT



OUR DIVERSITY & INCLUSION MISSION

Be the place where people with different backgrounds, identities, capabilities, and talents work collaboratively and passionately to drive the future of national security.

At CACI, we give people a voice, where every individual is respected for their uniqueness, talents, and contributions, interconnected through joint mission and purpose, and meaningful personal relationships. Our people strategy emphasizes Diversity & Inclusion (D&I) and a strong focus on development, with emphasis on leadership. Key implementation programs include our Employee Resource Groups, Veteran's Transition Program, New Hire Integration, and providing flexible work opportunities - all to enable our employees to feel a sense of "one community."

CACI values the unique contributions every employee brings to our company and our customers - every day. At CACI we believe inclusive behaviors take knowledge, skill, intentional effort, and regular practice. We have initiated a movement across the organization

where our leaders and their teams develop cultural competence and self-awareness, learn about others, and start building bridges with curiosity, empathy, and perspective to appreciate and embrace differences.

CACI is committed to welcoming diversity, enhancing our capabilities, delivering excellence for our clients, and creating meaningful careers for our employees. A D&I Working Group, composed of senior executive leaders, governs CACI's D&I mission and drives accountability across the organization. Our Vice President of D&I and dedicated D&I team ensure that the design and execution of our programs, processes, and practices enable progress at all levels. An additional feedback mechanism is in place through our Inclusion Advisory Group. This cross-section of diverse employees provides input, perspectives, insights, and feedback striving for continuous improvement.

CACI recognizes the importance of cultivating a diverse, early-career talent pipeline, and has established relationships with Minority Serving Institutions (MSIs) such as Morgan State University, University of Florida, University of Texas (San Antonio and Austin), and Texas A&M.

Employee Resource Groups

Our CACI workforce is successful because it is comprised of people with different backgrounds, unique capabilities, and talents working collaboratively and passionately to drive the future of national security. Our new Employee Resource Groups offer a sense of community and provide guidance toward continuous improvement in outreach, recruitment, education, community engagement, and advancement of CACI's employer brand as a great place for diverse talent.



Group	Mission and Membership	Activities
Black Employee and Allies Network (BEAAN)	<ul style="list-style-type: none"> Professional development Mentoring Increased cultural awareness More than 200 members 	<ul style="list-style-type: none"> Recruitment at Historically Black Colleges and Universities (HBCUs) Proud Gold Sponsor of the 2021 Black Engineer of the Year Award
Veterans Employee Resource Group (VERG)	<ul style="list-style-type: none"> Promote veteran awareness Foster cohesion Contribute to veteran hiring More than 500 employees across every branch of the military, including some active reservists, military spouses, family, and supporters. 	<ul style="list-style-type: none"> Organize CACI's Operation Care Package, an annual event to build and ship holiday care packages to every employee working overseas in a combat zone Participate in activities honoring national war memorials, such as cleaning the Vietnam Veterans Memorial on Armed Forces Day and the annual wreath-laying at the Tomb of the Unknown Soldier in Arlington National Cemetery Partner with Veteran Service Organizations around the country supporting veterans causes and communities, including Wreaths Across America, Honor Flight Network, and many more
Women's Inclusion Network (WIN)	<ul style="list-style-type: none"> Professional development Mentoring More than 250 members 	<ul style="list-style-type: none"> Sponsor of Women in Technology (WIT) Engage in WIT job fairs and Meet the Company events Sponsor of Girls in Technology

We want our employees to feel cared for, which is why we provide a complete set of well-being offerings: compensation, recognition, health benefits, and 401k benefits.

COMPENSATION AND REWARDS

CACI invests in tools designed to guide managers on how to fairly position employee pay in alignment with job responsibilities and expectations, the performance of those expectations, and overall contributions towards the success of the company. We also incentivize employees to embody our culture and values.

WOW AWARDS

These on-the-spot performance bonus awards are intended for immediate recognition and appreciation of above and beyond behaviors and/or results outside of normal job duties.

CACI FELLOWS PROGRAMS

Reflecting our growth in the high-tech and expanding tech R&D portfolio, this prestigious distinction reflects the distinguished, sustained impact, and excellence of our company's best and brightest engineering and scientific minds. This annual program honors a cohort of our outstanding technical talent – a group of roughly "1 in 1,000" of our total population.

#MAKINGMOVES MASTERS PROGRAM

#makingmoves Masters is a quarterly distinction bestowed by management to employees who embody the mindset of continuous learning to meet the needs of our ever-evolving industry.

CACI CHAMPIONS PROGRAM

CACI Champions recognizes outstanding employees and teams for excellence in sales, proposals, project delivery, technical capabilities, and character and ethics.



At CACI, we encourage our employees to live an active and balanced lifestyle. We equip them with the knowledge and tools to make wholesome choices when it comes to their health, offering several on-demand and live engagement opportunities. Educational resources include wellness incentives, health club memberships, smoking cessation programs, and weight management tools.



CACI offers strong benefits to full-time, part-time, associate, and part-time-on-call employees. This is a sample of benefits for full-time employees:

- Eligible Health: Medical, Dental, Vision, Hospital Indemnity, Critical Illness
- Accounts: Health Saving and Healthcare Flexible Spending Accounts
- Life and Disability: Disability, Life Insurance, AD&D
- Protection: ID Theft Protection Coverage, Legal Insurance, Accident Insurance, Home and Auto
- Lifestyle: Commuter Accounts, Employee Discount Program
- CACI's Employee Discount Program: Discounts on many consumer products and services
- 401K Benefits: Eligible employees retirement savings
- Retirement Plans: Eligible employees are offered non-qualified deferred compensation plan to encourage employees to save for their retirement
- Tuition Reimbursement: Tuition reimbursement program through EdAssist Education
- Paid Time Off and Holidays
- Vacation Donation Program: Enables employees to donate their unused vacation time to another employee
- Vacation Cash Out: Employees have the option to request cash in lieu of a balance of more than 40 hours vacation/paid time off
- Employee Stock Purchase Plan (ESPP): Voluntary benefit that enables employees to become owners of CACI by purchasing shares of company stock at a significant discount
- Flexibility: Flexible work and workspace locations, work-life balance, and flexible workspaces and collaboration tools to enhance employee autonomy
- Telework Resources: Tools and resources provided via our "Remote Work Resources" portal that enhance employees' remote work experience

Our Environment, Health, and Safety (EHS) policy reflects the commitment of all levels of CACI management to operate in a manner that protects the environment and the health and safety of employees, contractors, customers, and the communities where we conduct business. Our Health and Safety Executive (HSE) team oversees the implementation of our EHS policy.

Key programs across CACI include site-specific workplace emergency plans, emergency preparedness planning resources for employees and their families, automated external defibrillators (AED), American Red Cross CPR and first aid certification programs, enterprise-wide emergency notification system, safety awareness communications, and recurring simulations and training to include active shooter and national emergency events.

CACI maintains a strict procedure for employees performing hazardous tasks. Prior to starting, a job hazard analysis is conducted to identify risks. Mitigation techniques

EMPLOYEES*	2021	2020	2019	2018	2017
Number of high-consequence work-related injuries	9	2	14	14	19
Rate of high-consequence work-related injuries	0.04	0.01	0.07	0.08	0.1
Number of recordable work-related injuries	42	40	61	53	72
Rate of recordable work-related injuries	0.2	0.2	0.3	0.3	0.4
Number of hours worked	37,647,061	39,671,406	38,819,134	33,615,089	32,802,057

*Rates calculated based on 200,000 hours worked. Data represented is for calendar year 2021

are developed to remove or reduce the identified risks. Employees are then trained on how to perform their jobs safely and on required personal protective equipment.

Employees must report injuries or safety incidents immediately in-person, by email, or by phone. Our employees act as “safety officers” and can stop work if they perceive a threat. All work-related incidents are investigated using root cause methodologies to investigate both injuries and near-misses as determined by a manager or the corporate HSE team.

The successful implementation of our EHS policy is an individual and collective responsibility of all CACI employees and CACI business partners worldwide.

COVID-19

A multi-functional working group was established in 2020 that continues to monitor and respond to the COVID-19 pandemic. The working group includes consultation from an outside infectious disease specialist to provide expert medical guidance as COVID-19 evolves. Additionally, the group continues to track the changing travel restrictions, social distancing advisories, and other requirements that impact our workforce. While a majority of our workforce can work remotely, our business still experienced some impacts because of COVID-19.

We continue to take steps to mitigate the impact of COVID-19 on our employees and our business. The impacts of COVID-19 on our business are uncertain, unpredictable, and out of our control. However, our team is poised to quickly respond. The surge of the Omicron variant of COVID-19, for example, resulted in increased positive cases broadly, including within the employee base of some of our government customers. As a result, some of our government customers limited in-person meetings, reduced access to customer facilities, and normal business operations were impacted. We continue to work with our customers to implement appropriate risk mitigation efforts and alternative work arrangements, as necessary.

Employee Training and Development

CACI OPPORTUNITY MARKETPLACE

CACI uses artificial intelligence and machine learning to bring forth the most optimal career experience for each employee. CACI matches available opportunities with employee skills to consider hiring from within first.

26% Mobility Rate
+9% Increase Since FY2019

At CACI, our learning mantra is connect, learn, and achieve. We recognize that our people are the key to our success, and their skills and knowledge are crucial to helping us achieve our strategy. To support our employees, we actively invest in their continuous development at all levels.

Our success is dependent on our ability to remain ever vigilant and ever-evolving with our industry, with employees continually learning and growing throughout their careers. To ensure we have the talent to meet the needs of our customers, we employ broad recruiting and outreach efforts, including partnerships with universities, the military, and professional organizations, resulting in an inclusive pool of the most qualified candidates. One example is our corporate sponsorship of Women in Technology, where we participate in job fairs and Meet the Company events. This partnership extends beyond recruitment, offering networking, professional development, and recognition opportunities. CACI is consistently recognized across the country for being a top workplace, and an innovative company that demonstrates operational excellence and proven leadership.

Our employees utilize a vast network of CACI resources, drawing upon their own diverse experiences and perspectives to drive innovative problem-solving and consistent enterprise-wide growth. Our people believe

in proactive communication, deeper customer relationships, and innovation through collaboration.

But most importantly, CACI strives to create a corporate culture in which our people can thrive. To this end, we strive to provide our employees with long-term professional advancement opportunities.

EARLY CAREER

At CACI, we make it a priority to provide our interns and entry-level professionals with mentorship, flexibility, and learning opportunities. We have a focused investment of early career talent through the CACI University Program and YearUp - an organization that provides students who traditionally do not have the same educational and career opportunities with an intern partnership with corporations like CACI.

We firmly believe new employees entering our organization have made a personal and professional commitment to join CACI and add to our collective success. That's why we owe it to every new employee, their manager, and

their team to equip them with effective and thoughtfully curated resources to ensure a seamless transition during their first 365 days. The Great First Year initiative includes a peer sponsor for every new hire, an interactive webinar, an onboarding portal, new hire sentiment surveys to gauge input, self-paced trainings, and more.

- ~ **90%** of new hires found their Day One experience to be helpful and informative
- ~ **84%** of new hires found their onboarding process interesting and interactive
- ~ **90%** of new hires believe CACI will offer long term growth and career opportunities
- ~ **90%** of new hires feel positively challenged and engaged



MENTORSHIP

At CACI, we believe mentoring helps our employees connect, engage, learn, and grow regardless of expertise, tenure, or skills. Everyone has something of value to share, just as everyone has something to learn. The CACI Mentoring Program life cycle consists of four phases: connection, learning, engagement, and dissolution, along with resources for both the mentors and mentees for each of the phases. Our program allows employees to experience enhanced coaching and advice, feedback on career objectives, insight into CACI culture, increased visibility with leaders, and development of valuable interpersonal skills.

One example of our CACI mentorship program that highlights our deep commitment to our veteran community is Veteran Hiring to Continue the Mission. The success of this program is demonstrated through a workforce consisting of nearly 8,000 veteran and military employees, including military spouses, National Guard, and Reserves. CACI offers programs aimed at fostering veteran employee cohesion, integration, and development. This effort includes mentors for newly hired veterans, membership in CACI's active VERG, and participation in a wide range of volunteer activities supporting local military and veteran communities. CACI meets or exceeds all standards established by the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA).

TOUCHPOINTS

CACI provides our employees a modern performance management model that establishes transparent expectations, rewards accomplishments, and facilitates an ongoing exchange of feedback to support their continuous growth and success. Four times a year, a manager will connect with their employees to conduct Touchpoints. Touchpoints is a modern performance management philosophy that aligns CACI with leading industry practices and promotes frequent communication around employees' career goals, accomplishments, development, and performance. According to Harvard Business Review and the Society for Human Resources Management, eliminating performance ratings, but increasing the frequency and richness of conversations between managers and employees has been found to increase employee motivation and discretionary effort.

Employees and their managers are provided guidance to discuss what is currently going well, what might be improved, and what they are planning looking forward. In surveys regarding this process, 92% of employees report that their conversations with their managers are productive – a testament to how Touchpoints enhances the overall employee experience.

TRAINING

At CACI, we promote a growth mindset and encourage our employees to get certified, upskill, and reskill using our plethora of industry-leading resources. We invest in a constellation of activities from training, on-the-job opportunities, and supportive managers who serve as coaches – all to elevate the employee experience.

We are proud to be a company with a skills-based future mindset where we bridge the gap between jobs and skills by helping our workforce get certified, participate in training and enrichment opportunities, and leverage career development tools available to all employees such as:

- CACI Virtual University
- LinkedIn Learning
- Skillsoft Percipio
- CACI Communities of Practice (CoP)
- CACI Learning Academies
- Project Management Academies
- Tuition Reimbursement Programs
- Access to Online Universities

In addition to our training and development opportunities, we have programs that guide employees throughout the workplace. One example is our Bridging the Generations program, which reinforces that divergent viewpoints can bring valuable insight. Our teams represent all generations; we recruit and attract talent with unique experiences and skills, and strive to engage new perspectives to draw new insights. As part of our training curriculum, we provide professionals with specific guidance and best practices on how to succeed in a multi-generational workforce.

We strive to make our programs as flexible as possible to empower employees to learn at their own speed from just about anywhere, offering live and virtual briefings, self-study courses, and just-in-time training to balance work and personal priorities.

LEADERSHIP DEVELOPMENT PROGRAMS

At CACI leadership is both a priority and privilege; as such, we take pride in our duty to educate and empower our leaders. We trust our leaders with our most valuable resource – coaching our people. This responsibility as a leader is a priority that is worthy of attention and deliberate investment in career development. That's why we offer programs for growth at all levels. Leadership is a journey with several stages and key transition points. Our leadership programs align with various stages along this journey.

LEADERSHIP FOUNDATIONS

All CACI employees can explore resources for those who aspire to lead others or are new to leading people.

LEADERSHIP COMMUNITY OF PRACTICE (COP)

We empower all CACI employees to grow their leadership skills and connect with fellow leaders from across the company with the CACI Leadership CoP, which is available to all CACI employees.

CACI'S LEAD PEOPLE PROGRAM

This program engages first-line leaders who have at least four direct reports and focuses on communicating effectively, building, managing, and retaining high performing teams.

CACI'S LEAD LEADERS PROGRAM

We engage mid-level leaders in this program and explore unique expectations and challenges and how to engage and inspire an effective team of leaders to carry out the mission.

CACI'S LEAD ORGANIZATION PROGRAM

We help senior leaders refine and expand skills with a focus on strategy, innovation, business acumen, and executive presence.

CAREER MOBILITY- CACI OPPORTUNITY MARKETPLACE #MAKINGMOVES

CACI embraces a career mobility culture where we believe in growth at all levels. Our #makingmoves initiative not only provides career tools, but empowers all employees to continue learning and growing at CACI.

Below are a few ways we empower our employees to make strides throughout their career journey and maximize their potential:

- My Career Dashboard
- True Career Stories Podcasts
- Dedicated Mobility Team
- #makingmoves Masters Recognition Program
- Supportive Culture and Policies
- Recurring Career-Centric Contests
- Career Development Webinars

The CACI Opportunity Marketplace connects our employees with opportunities within CACI by sharing job requisitions that match skills and job interests from employees' career profiles. These job recommendations help employees see which skills match their current jobs and which skills employees may need to develop.

This marketplace provides more visibility into the work we do, enables employees to own their career progression, and adds to the employee experience by creating a scalable, resilient, and flexible workforce.

CACI's mobility rate for 2021 = 28% (up from 20% in 2019)

REDEPLOYMENT AT CACI

Not only is CACI here to support our workforce in #makingmoves within CACI, but we also support employees as their contract closes or ends. CACI's Redeployment Program focuses on placing employees who may be experiencing a contract change. Our redeployment team acts as an internal placement team and markets candidates losing coverage to other CACI managers with open positions.

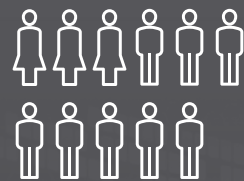
CACI ALUMNI NETWORK

We remain committed and loyal to our employees long after their careers have taken them elsewhere. Our dedicated CACI Alumni Network allows former employees to stay engaged and connected with us after they leave through a talent community, engagement opportunities, and other helpful resources.

Business Ethics and Integrity



BOARD SIZE
11



DIVERSITY
27% FEMALE
73% MALE



INDEPENDENCE
91%

BOARD MEMBERS ARE
INDEPENDENT

ALL
8 COMMITTEES
ARE CHAIRED BY INDEPENDENT DIRECTORS

CACI maintains a culture of ethics and integrity, and our company adheres to the highest standards of ethical and legal business practices in all areas of the world in which we operate. Through policy, procedure, and education, our leadership, employees, consultants, valued partners, and suppliers adhere to the same standards of ethics and integrity in all that we do.

GOVERNANCE

CACI's ethics, principles, and practices uphold the highest standards in the industry. Our leadership, employees, consultants, valued partners, and suppliers alike advocate and follow these ethical principles and business practices. We are committed to strong corporate governance practices designed to maintain high standards of oversight, integrity, and ethics while promoting long-term shareholder value.

ENTERPRISE RISK MANAGEMENT

CACI has an established Enterprise Risk Management (ERM) team reporting directly to the Executive Vice President of Business Operations. The ERM team is responsible for reviewing contracts and new product offerings that have the potential to present material risks to CACI. The ERM team works with applicable risk owners to ensure mitigation plans are both drafted and effective. Enterprise risks are presented to the CEO and Board of Directors quarterly.



Committee

ESG Topics Covered

Culture, Character, Integrity & Ethics

- Assessing whether the Code of Conduct, Standards of Ethics, and other internal ethics policies instill appropriate ethical behavior in the Company's culture and business practices, and making recommendations to the Board concerning the adoption and amendment of these policies;
- Reviewing the material risks and liabilities relating to the provisions of the Code of Conduct and the Standards of Ethics and the Company's other internal ethics policies and ensuring that such risks are managed or mitigated as part of the Company's risk management program;
- Reviewing the adequacy and effectiveness of the Company's engagement and interaction with its stakeholders;
- Reviewing any political and/or lobbying activities performed on behalf of the Company; and
- Reviewing employee reward and recognition programs, affirmative action, equal opportunity, diversity and inclusion, and human resources.

Security and Risk Assessment

- Monitoring risks to the Company's security by gauging risks related to threats to the Company's corporate IT systems, personnel, and facilities as well as business operations and reputation.

Audit Committee

- Establishing and complying with a procedure for the receipt, retention, and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters and the confidential, anonymous submission by Company employees of information regarding questionable accounting or auditing matters.
- Hotline Program

A subset that represents ESG oversight. The Board has a total of eight committees.

OVERSIGHT/BOARD COMMITTEES

The Board is responsible for the oversight of management on behalf of our shareholders, and it accomplishes this function by acting directly and through Board committees. In accordance with the Corporate Governance Guidelines, the Board has eight standing committees: audit; compensation; corporate governance and nominating; culture, character, integrity and ethics; executive; investor relations; security and risk assessment; and strategic assessment. This governance structure allows the Board to provide focused advice, insight, and oversight in the interests of the company and our shareholders. The Board and its committees discharge their duties at meetings through telephone contact and other communications with management and others regarding matters of concern and interest to the company.

ANTI-BRIBERY

CACI is committed to delivering expertise and technology in accordance with the highest ethical and legal standards in all areas of the world in which we operate. This includes strict compliance with both U.S. and international anti-bribery laws and regulations. CACI strictly prohibits all forms of bribery or other improper payments anywhere in the world, whether they involve government officials or are wholly commercial, and requires that all international opportunities and activities be pursued and executed in strict compliance with the Foreign Corrupt Practices Act (FCPA), and other applicable anti-bribery laws and regulations. CACI's Anti-Bribery Compliance Policy outlines our formal practices and procedures with respect to all international opportunities and activities and identifies internal stakeholders responsible for ensuring we uphold our standard of excellence.

EXPORT CONTROLS

Trade controls are an essential component of U.S. national security and foreign policy and are essential to the integrity of CACI's business. They protect our nation by safeguarding American technology and preventing military technology proliferation by our nation's adversaries. As a company dedicated to serving customers that defend and protect the U.S., CACI remains ever vigilant in complying with applicable U.S. trade controls laws, including, but not limited to, the International Traffic in Arms Regulations (ITAR), Export Administration Regulations (EAR), and the economic sanctions regulations administered by the U.S. Office of Foreign Assets Control (OFAC). Our good character and commitment to always doing the right thing demand nothing less.

CACI has a comprehensive, company-wide trade compliance program with detailed policies and procedures designed to ensure trade compliance. CACI's Global Trade Compliance Office manages the program's implementation with a dedicated staff of trade compliance subject matter experts. As part of its trade compliance program, CACI provides all employees annual trade compliance training, as well as access to other corporate resources to help employees familiarize themselves with trade control requirements.

COUNTERFEIT PARTS PREVENTION

CACI fully understands the necessity in today's supply chain environment for technology providers to remain vigilant and implement adequate controls, processes, and procedures to detect and guard against purchasing counterfeit electronic parts (CEP). With an increasingly complex and global supply chain, we are ever mindful of the need for extra diligence in identifying, tracking, and managing CEPs throughout the supply chain to ensure product authenticity and that critical parts are not compromised. Our approach to managing the flow of materials and successfully mitigating the risks of CEPs involves training, awareness, and understanding of the programmatic and technical risks at all levels of the supply chain including source selection, detection, tracking, reporting, and disposition of defective or compromised parts.



POLITICAL ADVOCACY AND ENGAGEMENT

At CACI, remaining ever vigilant means helping our customers meet their mission challenges while maintaining the highest legal and ethical standards in how we conduct and maintain our business relationships. Interacting with policymakers in both the executive and legislative branches helps the company understand the needs of the federal government to better support its missions. CACI has long-standing policies and procedures to ensure the company conducts this outreach and all communications in accordance with federal law and without affiliation with any political party. We have served clients in the federal government for more than six decades and worked collaboratively with myriad administrations and Congresses regardless of party affiliation.

OVERSIGHT

CACI's commitment to ethics and integrity is grounded in the standards and culture on which the company was founded and remains the touchstone by which CACI leadership and employees conduct themselves internally and externally. External interactions with congressional members and staff must be preapproved by the President and CEO or the Senior Vice President for Government and Industry Relations. This oversight ensures that the engagement is conducted with the highest standards of ethics and integrity and in support of the company's interests.

CACI POLITICAL ACTION COMMITTEE

Established in late 2021, CACI Political Action Committee (PAC) is an independent, non-partisan, separate, segregated fund comprised of voluntary contributions by CACI employees. The PAC enables our employees to engage with and have a collective voice in support of members of Congress whose policies align with CACI's mission of supporting the national security needs of our nation. Any involvement in CACI PAC is wholly voluntary and has no effect on an employee's rights or standing in the company.

To promote an environment of transparency and non-partisanship, CACI PAC leadership is appointed by the President and CEO. In addition, all participants in CACI PAC are encouraged to be actively involved in PAC initiatives and activities.

Contributions made by CACI PAC to political candidates are in accordance with and reported to the Federal Election Commission (FEC) and can be viewed on [CACI PAC's FEC Profile](#).

LOBBYING AND INDUSTRY GROUPS

CACI has entered contracts with multiple lobbying firms that engage with federal lawmakers on CACI's behalf. All lobbying activities are reported, as required by law, with the secretary of the U.S. Senate as well as the clerk of the U.S. House of Representatives and can be viewed at their respective websites. In addition, CACI actively participates in industry groups with shared interests to promote policies that align with CACI's mission of supporting the national security of our nation.

Data Privacy and Cybersecurity



STRONG
GOVERNANCE



PROTECTING



SAFEGUARDING

We recognize our responsibilities for managing prospective and current employee data, customer data, and data collected when visiting our websites. CACI recognizes the need to maintain the security and confidentiality of data protected under the Privacy Act as it is critical to support our mission and business.

The Security and Risk Assessment Committee assists the Board of Directors in its oversight of the company's security. Committee members must have requisite security clearances and at least one member has expertise in cybersecurity and information technology. Collectively, the committee oversees selected high-risk work, assesses operating viewpoints on classified business risks, monitors risks to the company's security systems, personnel, facilities, business operations and reputation, and ensures best data privacy and security practices.

INTERNALLY, CACI PROTECTS DATA THROUGH:

- **STRONG GOVERNANCE**
practices to ensure the security of personal information
- **PROTECTING**
the information against loss or theft
- **SAFEGUARDING**
the information from unauthorized access, disclosure, copying, use, or modification

Our established incident response process provides clear guidance in case of a data breach. The company will notify all affected individuals whose sensitive data may have been compromised, along with a description of actions taken to reconcile any damage as a result of the data breach. Notices will be provided as expeditiously as possible. On our public website, we provide transparency on what data we collect and how that data is used.

DATA PRIVACY POLICY

CACI is committed to protecting employee privacy. Our privacy policy governs all U.S. entities supplemented by regionally specific policies, creating a comprehensive approach to employee privacy. Our data protection principles comply with all applicable international rules and regulations across our network. CACI continues to evolve our processes and procedures to meet new and emerging data protection and privacy challenges. We expect employees to take a proactive role in protecting their personal data as well as our customer and program data, including requests for their individual data to be deleted. All new hires must attend privacy and security awareness training and CACI requires annual cybersecurity training for all employees.

CYBERSECURITY

CACI has implemented a cybersecurity program to prevent, detect, and respond to malicious cyber activities that could adversely affect the confidentiality, integrity, or availability of CACI's or our customers' information or information systems.

THE CYBERSECURITY PROGRAM INCLUDES:

- Security design and engineering for existing and emerging technologies
- Awareness training for all employees
- All contractors sign an acceptable use agreement
- Identification of high value/risk information
- Implementation of sophisticated monitoring capabilities
- Rapid incident response

CACI is ISO 27001-certified. ISO 27001 ensures the implementation of adequate and proportionate security controls for CACI's information security management systems. It enables us to maintain security controls customized to the needs of our customers. Although information security is typically considered an expense for an organization, CACI utilizes this standard to lower costs to the customer due to effective prevention and mitigation of incidents. ISO 27001 supports the mission to avoid interruption of service, ensure data integrity, and promote customer satisfaction.

CACI's cyber governance structure is compliant with applicable government requirements and best practices to include DFAR 252.204-7012 and NIST 800-171. We continuously monitor our operations, policies, controls, and compliance with internal policies, regulatory requirements, and applicable laws. We have a robust supply chain risk management program that ensures our vendors meet customer and CACI cybersecurity policies before being allowed to handle data. This includes a multi-faced supplier screening process that begins before supplier onboarding.

CACI's cybersecurity strategy is designed to reduce risk, financial and/or customer impact, and reputational damages by orchestrating a cyber-resilient framework. Our network is based on a Zero Trust Architecture, which removes implicit trust for devices and users. We have developed continuous monitoring and behavior-based analytics as additional layers of verification to further reduce our risk posture. We employ multiple audit and correlation points to assess and either grant or deny appropriate trusts from the network transport layer up through the application and identity constructs while continuously monitoring all activity for signs of anomalous or malicious intent.

Avoiding traditional cybersecurity defense approaches allows CACI to remove the categorical delineation of the "corporate network" and allows CACI to extend our network operating presence to cloud- and SaaS-based resources, which provide additional value to our customers, further distributing and reducing risk while maintaining control and security monitoring.

Managing vulnerabilities to mitigate threat exploitation is a dynamic process that includes perpetual scanning, remediation, and validation. Quantitative vulnerability metrics are continuously monitored and assessed per asset on our core IT networks and are addressed per policy requirements. If a system is not patched accordingly, it is escalated and either mitigated satisfactorily or taken offline.

Supply Chain



SUPPLIER CYBERSECURITY



SUPPLIER DIVERSITY

Supply chains need to be as efficient, reliable, and dynamic as the missions they serve. CACI's approach to managing our supply chain leverages the same expertise and technology we offer to our customers. We identify best practices for our customers and use those in our own practices. Our modern methodology draws from automated agile processes, advanced analytics, and operational dashboards creating efficiencies. We have high standards, and we extend expectations throughout our supply chain with a specific focus on ethics and diversity.



CACI has a long-standing commitment to the ethical principles and practices in our business conduct that are reinforced with all employees in CACI's Standards of Ethics and Business Conduct. We look to partner with suppliers that share our values and that agree to adhere to the same high ethical standards expressed in our Supplier Code of Conduct, to include maintaining a workforce environment that:

- Provides equal opportunity to all its employees without regard to their race, color, creed, religion, gender, age, national origin, citizenship status, sexual orientation, physical or mental disability, marital, or veteran status, or any other protected status.
- Is free from all forms of discrimination and harassment, including sexual harassment.
- Protects the health and safety of its employees and complies with all federal, state, and local health and safety laws and regulations.

CACI maintains a Defense Contract Management Agency (DCMA)-approved purchasing system and adheres to all the requirements prescribed under the Federal Acquisition Regulations (FAR). When contracting on behalf of our federal government clients, we require our suppliers and their employees, and any lower-tier providers to comply with all applicable laws and federal regulations, our business ethics and integrity, as well as CACI contractual provisions to include:

- nondiscrimination
- harassment
- wage and benefits
- child labor
- human trafficking
- drug free workplace
- health and safety
- environment and sustainability
- conflicts of interest
- anti-corruption laws
- fair competition and antitrust
- gifts and business courtesies
- insider trading
- conflict minerals
- counterfeit parts
- cybersecurity
- procurement integrity

SUPPLY CHAIN APPROACH

CACI has an experienced Supply Chain team that continuously strives to be a world-class solution provider by employing innovative tools, agile processes, and closely aligning with customers' mission goals and objectives. Our approved purchasing systems employ

automated agile processes and predictive analytics, and most importantly, we leverage strategic partnerships with our diverse supplier base that is predominantly comprised of small businesses.

Our supply chain consists of the services and supplies necessary to provide expertise and technology to enterprise and mission customers in support of national security missions and government transformation for defense, intelligence, and civilian customers. In 2021, the scope of CACI's procurement activity involved managing 8,000 active suppliers primarily located in the U.S. and over \$1.2 billion in procurement spend to small businesses.

CACI procurement governance aligns with our high standards of ethics and conduct, provides guidance as to how we manage resources and interact with suppliers, and guides the decisions and actions of all procurement personnel. CACI has invested in a robust supply chain training program that includes formal classroom courses, seminars, mentoring, and on-the-job training. More than 50 courses are offered annually, focusing on improving program-level support and procurement effectiveness through increased customer engagement.

Our sourcing methodology is largely centered around the competitive acquisition process that affords a broad spectrum of both large, small, equal opportunity, and socio-economically diverse suppliers to fill positions and participate as team members in support of the important work we do for our national security customers.

SUPPLIER CYBERSECURITY

At CACI, we take cybersecurity risks very seriously. CACI suppliers are responsible for complying with applicable Defense Federal Acquisition Regulation Supplement (DFARS) and FAR requirements specific to unclassified data handling to perform work for the DoD on behalf of CACI. These regulations help ensure cybersecurity risks are mitigated and data is adequately safeguarded. CACI has established a supplier outreach series to provide training on these standards to our small business partners. We offer these training seminars at least twice yearly at no charge.

QUALIFYING OUR SUPPLIERS

Strong and effective supplier partnerships are a key component of our comprehensive expertise and technology products offerings. Our suppliers are carefully screened and vetted to ensure they meet CACI responsibility standards and quality requirements. 100% of new suppliers who do business with CACI complete a supplier qualification before final selection. This process includes evaluation and monitoring activities, which include, but are not limited to:

- Pre-award supplier financial health and evaluated risk assessments and ongoing monitoring of key performance risk indexes post award.
- Supplier past performance scorecard reviews and ongoing surveyance and dashboard reporting of critical supplier quality and performance metrics.
- Pre-award supplier Cyber Supply Chain Risk Management (C-SCRM) assessments to ensure adequate systems and processes are in place to safeguard sensitive and proprietary information and to mitigate the threat of unauthorized access or disclosure.

The review is in line with our Supplier Code of Conduct. There were no suppliers identified as having a significant actual and potential negative social impact in the CACI supply chain between 2018-2021.

SUPPLIER DIVERSITY

CACI fully supports the federal government's commitment to sustain and assist the growth and development of small businesses through subcontract awards from large businesses. CACI has maintained an active and successful small business subcontracting program for more than 30 years. We are keen to include small businesses as an integral part of our subcontracting strategy as they bring diverse skill sets and niche capabilities that help us respond to a broad range of client requirements. Since the program's inception, CACI has partnered with thousands of disadvantaged, women-owned, HUBZone, veteran-owned, and service-disabled veteran-owned small businesses, many of which have subsequently grown into large businesses.

CACI has an established Small Business Advocacy Office (SBAO) that works with our small business partners to enhance their capabilities and increase the opportunities to grow their business. The SBAO is responsible for focused and targeted small business outreach, to include hosting open house events and attending trade shows, job fairs, and industry days. We are proud of the work we do broadly with small businesses and with veteran-owned small businesses, having awarded more than 57% of our subcontracting dollars to small businesses and 19% to veteran-owned small businesses in (FY)2021.

MENTOR PROTÉGÉ PROGRAM

CACI understands that large businesses play an important role in mentoring and providing opportunities to small businesses, which helps them to develop capabilities and employee skill sets and expand their service offerings. CACI has a well-established and award-winning Mentor Protégé Program and received two of the prestigious Nunn-Perry Awards in 2019 for outstanding Mentor Protégé Program. Currently, there are five small businesses in our Mentor Protégé Program receiving a broad range of management, technical, and developmental assistance.



130*
LEASED FACILITIES



ECO-FRIENDLY
PRODUCTS



RECYCLED
30,859 POUNDS OF OFFICE FURNITURE

We know that one of the most important ways we can support our communities and our environment is by proactively reducing our environmental impact. From more efficient use of energy and materials to educating our employees on how to serve as stewards of the planet, our commitment to sustainable practices extends across 3 million+ square feet of space in more than 130 facilities in our leased real estate portfolio. We have implemented a comprehensive Environmental, Health, and Safety policy which reflects our strong commitment at all levels of CACI management to operate in a manner that protects the health and safety of our employees, partners, customers, and communities.

* 24 of CACI's 154 facilities do not consume or use power, gas, or water. They are land use agreements and do not contribute to GHG impact. Environmental data is reported for calendar year 2021.

SCOPE 1 & 2 GHG EMISSIONS AND REDUCTION PLANS

We established our base-year measurement according to the greenhouse gas (GHG) protocol and using industry accepted GHG emission factors in 2019. A third party externally assures our greenhouse gas emissions data.

We will continue to reduce our GHG emissions through a variety of current and developing strategies, including:

- Effectively using our real estate, closing, and consolidating locations, expanding remote and hybrid work models, and implementing other workplace strategies
- Reducing energy consumption by using renewable energy, optimizing energy consumption by installing and retrofitting LED lighting systems, and enhancing the efficiency of our HVAC systems by upgrading controls and installing smart thermostats
- Pursuing enhancement in technology and network support, including upgrades to more energy-efficient equipment and cloud-based IT service delivery, enabling greater workplace flexibility
- Educating our workforce and creating awareness of ways in which we can all contribute to reducing our energy consumption and eliminating activities that waste energy

Reducing the environmental impact of employee commuting and business travel is important to CACI. Some initiatives we explored to reduce the impact of these activities are:

- Encouraging and supporting commuting alternatives to single-rider vehicles via a Commuter Incentive Program, which provides financial incentives to employees who choose to commute by mass transit, carpools, vanpools, bike, or on foot
- Promoting flexible work arrangements to improve employee work-life balance and help reduce the environmental impact of commuting
- Reduce business travel GHG emissions through more efficient business processes and enhanced video and audio communications technologies

MATERIAL USE & WASTE

CACI is committed to providing a sustainable environment for its employees, partners, customers, and communities by proactively reducing our environmental impact. Our goal is to promote resource conservation and environmental responsibility using recycled contents and recovered materials to achieve waste reduction and energy efficiency. Engaging suppliers and industry partners that share our sustainability commitment is an integral part of building resiliency in our supply chain and advancing our sustainability goals.

CACI has established a sustainable shipping and packaging policy to ensure CACI suppliers employ techniques and use materials in their shipping, transportation, and packaging processes that support sustainability, observe environmental protection ordinances, and

comply with all applicable federal, state, and local laws and regulations. This policy promotes responsibility and sustainability in our supply chain by identifying minimum standards that suppliers must maintain with respect to shipping, transportation, and packaging solutions. We encourage suppliers to utilize innovative and eco-friendly packaging products that maximize the use of recycled materials and/or reusable transport



packaging to diminish overall waste. We also encourage suppliers to utilize energy-efficient and economical shipping methods and transportation modes that minimize carbon footprints by reducing emissions, effluents, and waste. This policy establishes sustainable and ethical practices that suppliers are expected to comply with when supplying products and services to CACI.

Scope	Emission Category	Emission Source	Emissions (mt CO2e)		
			CY19	CY20	CY21
Scope 1 Inventory			4,314.0	4,036.8	3,548.0
	Stationary Combustion		2,722.4	2,403.7	1,790.1
		Natural Gas	2,705.4	2,388.7	1,768.1
		Distillate Fuel Oil No. 2	14.4	14.3	20.3
		Liquefied Petroleum Gases (LPG)	2.6	0.7	1.7
	Refrigerant		1424.6	1,457.4	969.7
		Refrigerant	1421.6	1,457.4	969.7
	Mobile Combustion		170.0	175.7	788.2
		Gasoline	139.0	165.2	788.2
		Diesel	31.0	10.5	0.0
Scope 2 Inventory			28,405.5	25,793.5	26,152.0
	Electricity		28,405.5	25,793.5	26,152.0
		Electricity	28,404.5	25,793.5	26,152.0
Total Emissions			32,719.4	29,830.3	29,700.0



At CACI, we partner with vendors to ensure we are purchasing eco-friendly products for our offices. Our office supply green spend reflects the progress we have made thus far and identifies areas for improvement.

Since there is no universal definition of “green” for workplace products, ODP Business Solutions developed an innovative eco-rating system to help customers buy and report on greener purchases. The scale is below:

- 
LIGHT GREEN
 Products with at least one meaningful eco-attribute or eco-label
- 
MID-GREEN
 Products with a high level of one or more meaningful eco-attributes/eco-labels
- 
DARK GREEN
 Products with the highest level of one or more meaningful eco-attributes/eco-labels

Green Spend

Light Green Spend	\$242,709	15.32%
Mid Green Spend	\$214,217	13.52%
Dark Green Spend	\$97,540	6.16%
Total Green Spend	\$554,466	35.00%
Total Spend	\$1,584,321	100%

Category Purchases by ODP Business Solutions Greenoffice™ Eco-rating



Measures

Light Green Mid Green Dark Green Meets Norms Not Green

LEASED AND RENOVATED FACILITIES

CACI's newly built and renovated facilities incorporate several concepts embodied within the LEED design and construction process. In Chantilly, VA, our two large, leased offices are LEED Gold and Platinum certified.

CACI's design and renovation projects promote work environments where a large portion of construction debris is diverted from landfills and Energy Star-certified appliances are provided as the basis of design.

All lighting installed in new facilities is energy-compliant LED lighting, in compliance with current applicable energy codes. Lighting controls utilize occupancy/vacancy sensors to ensure that lights are not left on in unoccupied spaces and daylight harvesting is utilized along perimeter windows to minimize artificial lighting to appropriate levels while leveraging natural light. Dimming systems also reduce overall power consumption and lengthen the life expectancy of LED fixtures, further diverting materials from landfills.

Within our facility portfolio, particularly for our newly designed work environments, we repurpose existing furniture and fixtures where possible, and utilize architectural finishes such as carpet, resilient floors, and solid surface materials that are high in pre- and post-consumer recycled content. For example, carpet used in newly-designed facilities is 100% PVC-free and is recyclable into new carpet. It is Cradle-to-Cradle-certified at the LEED Silver level, which is the most comprehensive

material assessment available, and considers material health, material reutilization, renewable energy, water stewardship, and social fairness.

Other sustainability-related practices include open office planning and exposure to daylight and views of the outdoors where feasible to promote wellness and increased productivity. IT-related initiatives include reduced desktop printer use, opting for multi-function (print/copy/scan/fax) devices only in shared areas of our work environments. We continue to focus on transitioning from paper records to digital record storage where possible and partner with vendors to shred and recycle discarded paper files.

In 2021 CACI moved our corporate headquarters from Arlington, VA. to Reston, VA. We picked a location that was steps away from a metro location to give our employees greater flexibility in transportation. Specifically, it will enable more employees to take advantage of our Commuter Incentive Program that provides financial incentives to employees who choose to use mass transit.

RECYCLING

CACI is committed to protecting and improving the environment by recycling materials such as paper, cardboard, plastic, glass, aluminum, and other materials commonly recycled. We have robust recycling programs in all our leased and controlled facilities and in our kitchens and pantries.

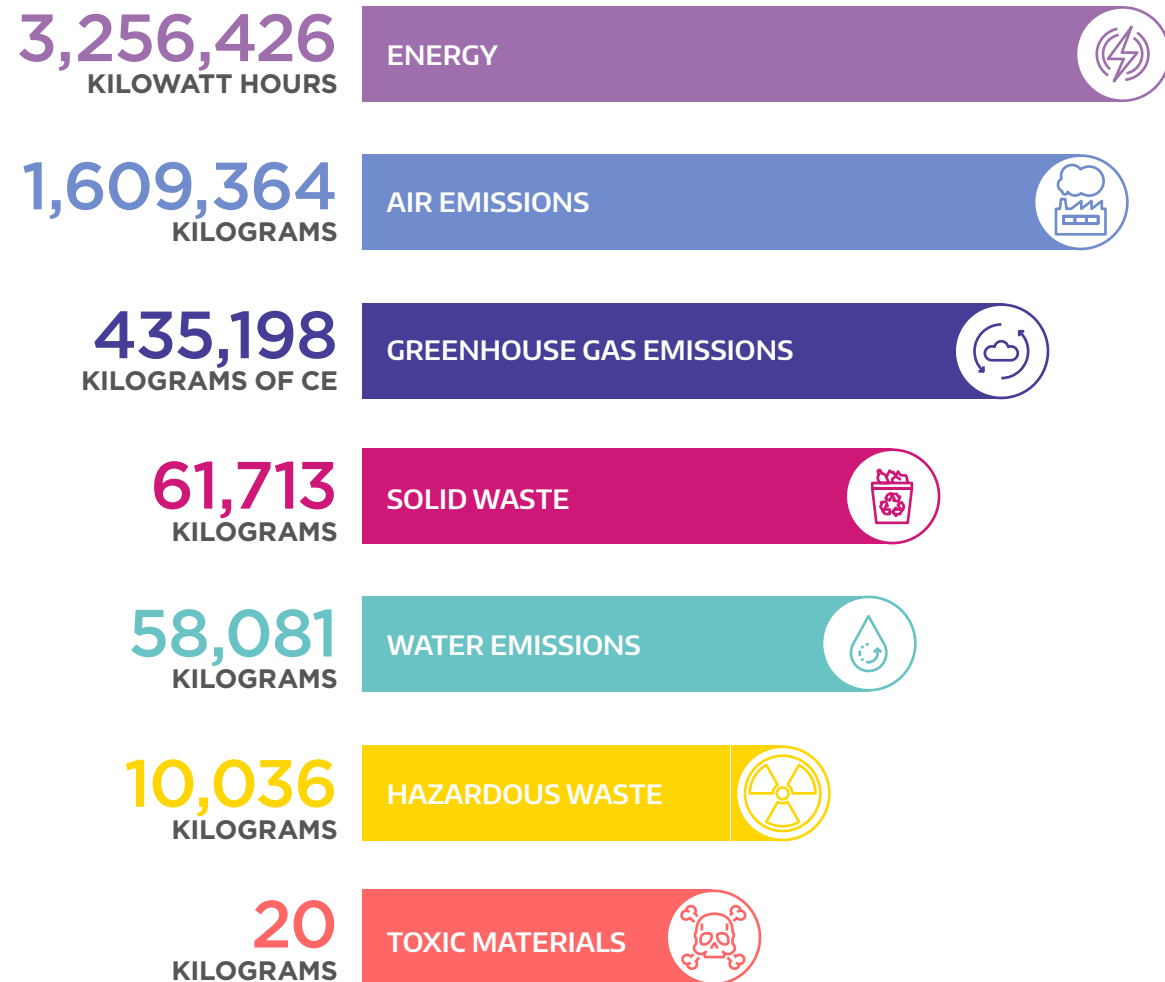
Trash and recycling are in shared spaces throughout the building, promoting recycling and far less use of materials needed for individual trash and recycling throughout the work environment. CACI partners with Iron Mountain to securely shred and recycle paper. In 2021, we recycled 148.81 metric tons of paper.

Our recycling efforts contribute positively to reducing our environmental impact. Adjacent is a summary of our 2021 recycling efforts.



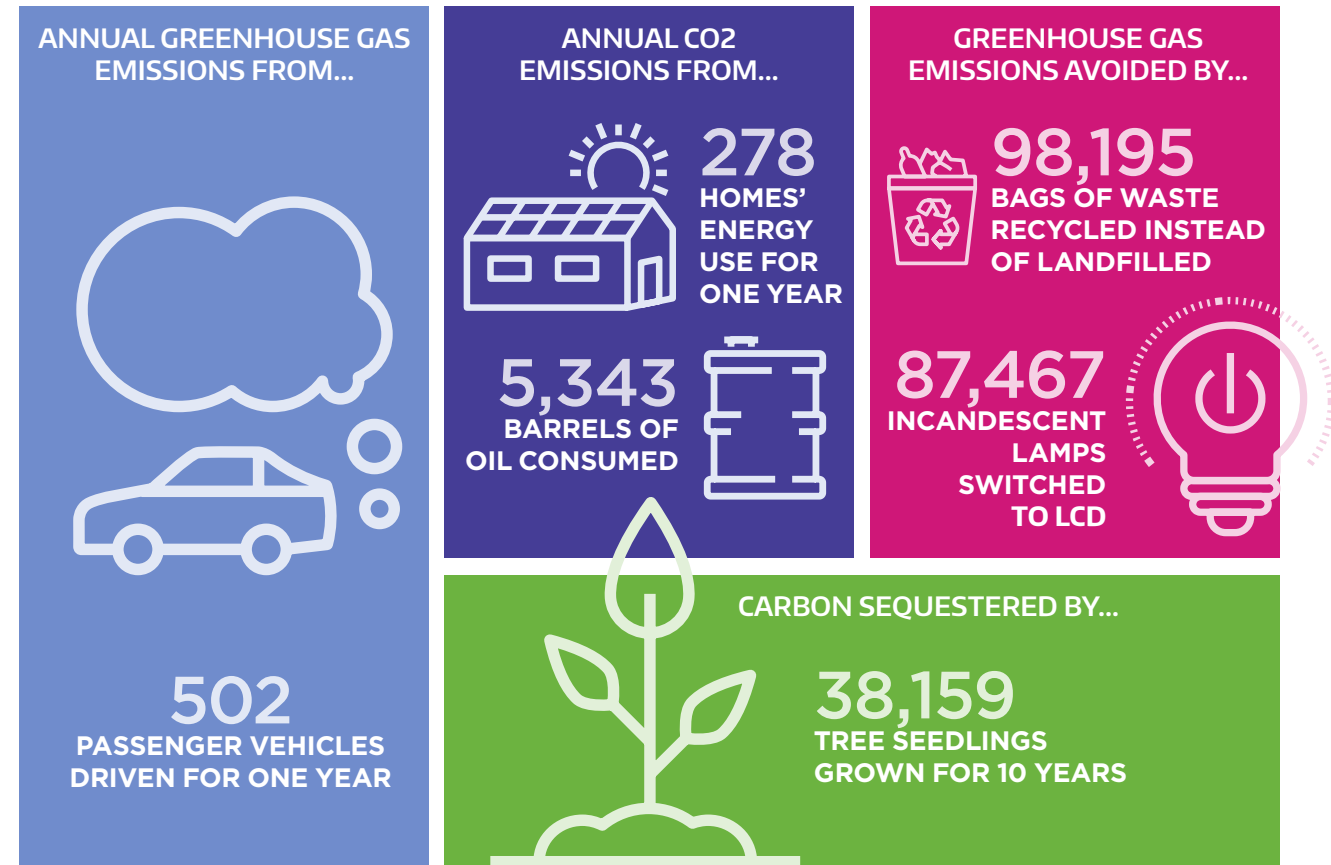
RESOURCES SAVED WITH ELECTRONICS REUSE AND RECYCLING IN CY21

Resources Saved / Emissions Prevented

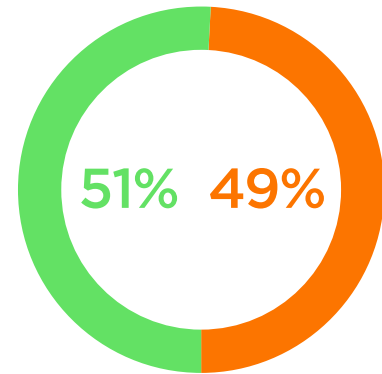


Resources Savings Equivalents

Total Carbon Dioxide Equivalent Savings for Reuse and Recycling Equates to:



Sources: Electronics Environmental Benefits Calculator, EPA; Greenhouse Gas Equivalencies Calculator, EPA



30,859
POUNDS RECYCLED 

29,740
POUNDS DISPOSED 

60,599
TOTAL POUNDS

OFFICE FURNISHINGS

In 2016, CACI selected Steelcase as its office furniture partner and identified high sustainability standards for new and renovated facilities. These standards reflect both CACI's and Steelcase's commitment to sustainability and environmentally-conscience and ergonomic design. In CY21, CACI purchased 167,527 pounds of products that came from recycled materials for our offices; most of it was in contribution to LEED projects and eco-friendly initiatives.

CACI strives to dispose of surplus office furniture in socially, economically, and environmentally responsible ways. In CY21, we diverted 30,859 pounds of surplus furniture from the waste stream through local and national recycling programs.

WATER

Water use at CACI is limited to typical commercial office consumption, which does not have a significant effect on national or local water sources. We strive to reduce our water use through water-efficient technology ensuring that all plumbing fixtures in new or renovated facilities meet or exceed requirements for low-flow water consumption and that all restrooms, kitchens, and pantries feature touchless devices to reduce unnecessary waste.

Environmental Metrics Summary

Estimated Total Weight (lbs)	1,015,139
Estimated Recycled Content (lbs)	167,527
Total Potential Pre-Consumer Recycled Content (lbs)	117,914
Total Potential Post-Consumer Recycled Content (lbs)	49,526
Total Potential Recyclable Content (lbs)	332,788
Potential Contribution to LEED Projects	87%
Potential SCS Indoor Air Quality (TM) Certified or Equivalent	4%
Potential BIFMA level® Certified	0%
Potential BIFMA 7.5.3.1 Full Material Disclosure Credit Achieved	0%



CACI cares about our nation and the communities in which our employees live and work. We support charitable programs and initiatives that benefit our country, our military and their families, the education of future leaders, and our employees in times of need.

We embody strong corporate citizenship through the CACI Cares philanthropy program. This program supports two areas that are critical components of our culture:

1. The Next Generation of Innovators
2. The Heroes Who Serve

Through CACI Cares, we form strategic partnerships with organizations aligned with our vision, mission, and culture.

Investing in the Next Generation

CACI believes in investing in the next generation by strategically supporting initiatives and organizations that support Science, Technology, Engineering, and Mathematics (STEM) programs for our future leaders. CACI takes pride in supporting the following organizations:



BLACK ENGINEER OF THE YEAR CONFERENCE

CACI became a Gold Sponsor of Black Engineer of the Year Conference in 2022 and will continue its partnership in 2023. In addition, our employees have an opportunity to be recognized at the conference for their accomplishments, and network and develop employees through professional development opportunities.



THE CENTER FOR EXCELLENCE IN EDUCATION'S RESEARCH SCIENCE INSTITUTE PROGRAM

CACI supports this summer science and engineering program held at the Massachusetts Institute of Technology for high school students.



CHILDREN'S SCIENCE CENTER DULLES MUSEUM AND FAIRFAX (VIRGINIA) LAB

CACI proudly supports the Northern Virginia Science Center Foundation, which operates the Children's Science Center Lab in Fairfax, an interactive museum where children and families explore STEM through fun and engaging hands-on activities. The center is building the Northern Virginia Science Center in Dulles, set to break ground in 2023.



FIRST® (FOR INSPIRATION AND RECOGNITION OF SCIENCE AND TECHNOLOGY)

CACI supports student participation in STEM through robotic team-building competitions at local elementary through high school levels. CACI employees also serve as team mentors and volunteers, encouraging students to become more involved in STEM education.



GIRLS FOR TECHNOLOGY (GFT)

CACI provides mentoring, introduction to careers, and scholarships to GFT's K-12 Youth Initiative, that features an immersive, hands-on after-school educational program, tours of historically black colleges and universities (HBCUs), and the SparkHart Hackathon, a K-12 Youth Initiative advancing the success of students of color in STEM and preparing them for the future workforce.



GREAT MINDS IN STEM (GMIS)

CACI has signed a partnership agreement with GMIS to provide scholarships to students of Hispanic heritage to continue their education in STEM. The scholarships will be presented during the GMIS conference in October 2022, where five talented high school graduates will receive a scholarship to pursue education at the school of their choice.



NATIONAL MERIT SCHOLARSHIP CORPORATION

Through our long partnership with National Merit Scholarship Corporation, CACI provides scholarships to high school age children pursuing university-level education.



STEM FOR HER

CACI provides mentoring and scholarships to STEM for Her, an organization that connects girls and young women to the STEM community through direct exposure to hands-on experiences, mentors, and models that enable them to envision the path to an education and career in STEM.

Supporting the Heroes Who Served

CACI proudly supports our nation's heroes who have served – veterans, active troops, and their families – through the following organizations:



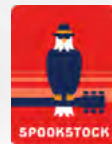
CAUSE

CACI sponsors the recreation, relaxation, and resiliency of thousands of injured service veterans dealing with medical care and rehabilitation costs.



FINAL SALUTE

CACI sponsors Ms. Veteran America, a Final Salute event that provides services and safe and suitable housing for homeless women veterans.



THE SPOOKSTOCK FOUNDATION

CACI proudly supports The Spookstock Foundation which provides education funding, career preparation, mentoring, and career placement to the children of fallen shadow warriors. Specifically, CACI is a proud sponsor of the Spookstock - Ken Asbury Mentorship Program, named after CACI's former President and CEO. The program creates strong partnerships between industry leaders and students in post-high school programs, to young adults in their mid-twenties, as they prepare for their education and future careers.



TRAGEDY ASSISTANCE PROGRAM FOR SURVIVORS, INC.

CACI helps those who are grieving the loss of a military loved one.

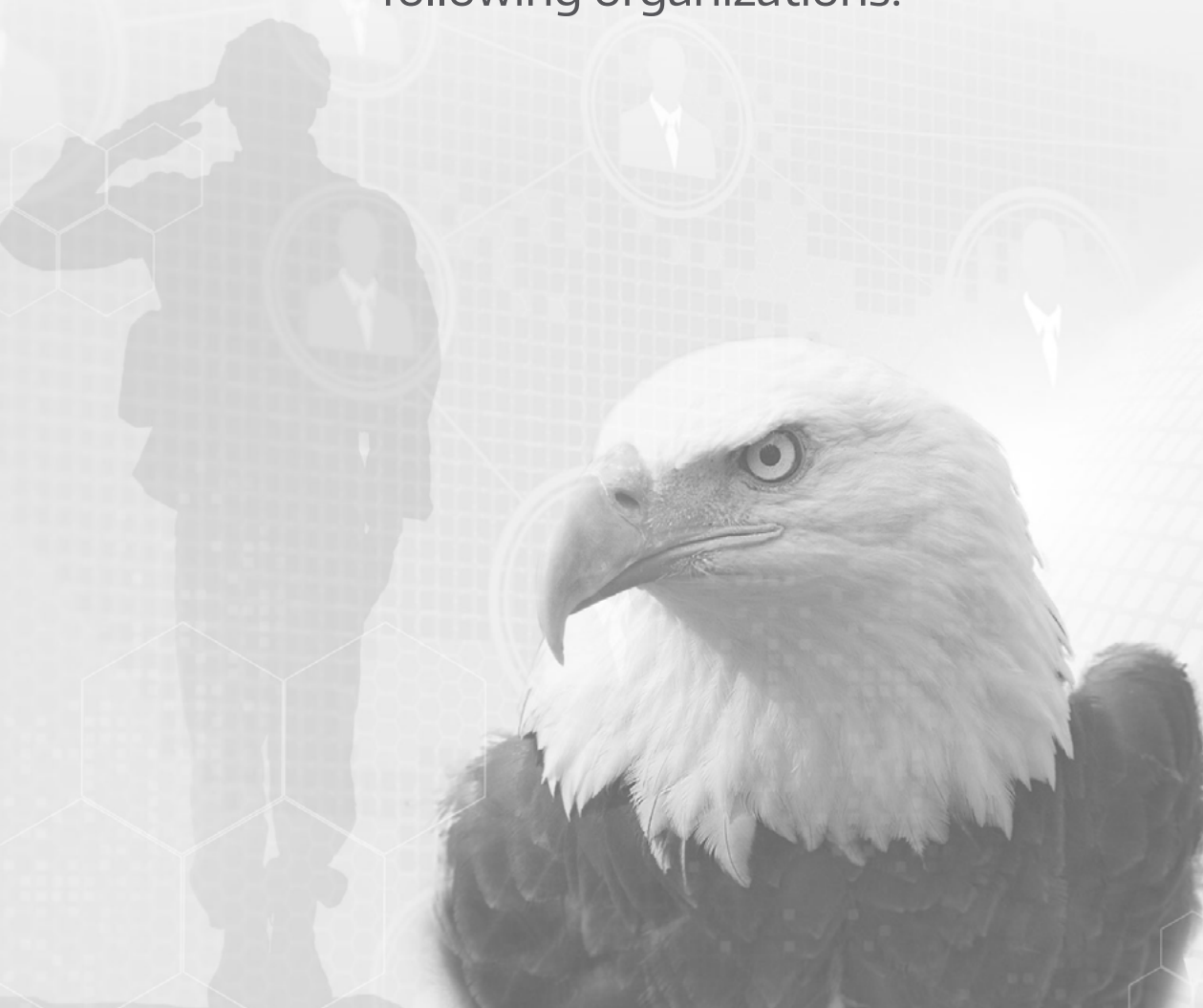


TROUT UNLIMITED VETERANS SERVICE PARTNERSHIP

CACI supports veterans and wounded warriors on their rehabilitation.

VOLUNTEERING

Our employees are busy in our local communities, generously giving time towards important initiatives that tie into our focus areas of STEM and heroes who served. Volunteerism is one of the many ways our employees embody CACI Culture, and why CACI is a great place to work.



Sustainability Accounting Standards Board (SASB) Index – 2021

As part of our efforts to disclose on the topics that are most material to our business, CACI aligns to the SASB Software and IT Services Standard.

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative: Gigajoules (Gj), Percentage (%)	(1) 278,477.01 Gj (2) Percentage grid electricity: 100% (3) Percentage renewable electricity: 0%
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative: Thousand cubic meters (m ³), Percentage (%)	All water used at CACI facilities is received from local municipalities. No water is withdrawn from wells, rivers, lakes, streams, or aquifers directly by CACI without first going through the local city water provider. Total water use: 56,629,421 gallons
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	CACI's strategic approach is to leverage SaaS or cloud providers for core services and applications whenever feasible, and we are prioritizing the use of energy-efficient facilities to reduce our overall data center footprint. When physical equipment is required, CACI's strategy is to leverage shared, secure virtual servers and enterprise storage solution offers to mitigate costs, reduce the use of energy, and provide overall scalability of consumption. When cloud-based approaches do not fit, the company looks to leverage centralized co-location environments housed at a data center in Ashburn, VA. NTT has its own overall environmental-based sustainability initiatives, which are well laid out on their website.

Environmental data is reported for calendar year 2021.

(Continued)

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	Our privacy notices provide transparency around our collection, processing, and sharing of personal information, including information relating to behavioral advertising, user privacy and individual data control rights. All this and more can be found in the following privacy notice posted on our website .
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative: Number	CACI does not process personal data for secondary purposes, except in very limited circumstances permitted by law and in compliance with applicable data privacy requirements. Guidance surrounding data use is published in the following privacy notice posted on our website .
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative: Reporting currency	None (\$0) As part of our obligations as a publicly traded company, all material financial losses, including losses due to legal proceedings, are available in our public filings with the SEC.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative: Number, Percentage (%)	CACI does not provide products or services to the public.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	CACI does not provide products or services to the public. All products and services are delivered in accordance with customer terms and requirements.

(Continued)

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative: Number, Percentage (%)	<p>(1) Number of data breaches: 0</p> <p>(2) Percent of data breaches involving personally identifiable information: 0%</p> <p>(3) Number of customers affected by data breaches: 0</p>
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	<p>CACI performs internal and external Whitebox and Blackbox vulnerability assessments for all systems hosted on the CACI network. We leverage tools and testing process, from initial mapping and analysis of an application's attack surface, through to finding and exploiting security vulnerabilities. We also address open-source library vulnerability assessment tools to identify any vulnerabilities in our software development processes.</p> <p>CACI has policies and processes in place to address any identified vulnerabilities to protect our data. Critical and high vulnerabilities must be patched in a determined period, or those systems will be isolated from network use. Where a patch cannot be applied, there are other mitigation efforts that may be leveraged to protect the system and data where applicable.</p> <p>CACI has developed a secure service model to provide a framework used by the cybersecurity team to define cybersecurity objectives, gather requirements, design, and test a solution, verify objectives are achieved, implement the solution, and finally update the secure service. In the case of a third-party or SaaS-type offering, the cybersecurity team evaluates the service or application using a condensed evaluation methodology that evaluates and addresses the risks associated with using the service</p> <p>Trends in attacks can change daily. The CACI cyber team tracks attack types and tactics through both partnerships with government and commercial intelligence sources. We leverage this intelligence to bolster our defenses and report these trends quarterly to the Board of Directors.</p>

(Continued)

SASB Index – 2021

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Recruiting and Managing a Global, Diverse, and Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative: Percentage (%)	(1) 0.02% (2) 0.45% Note: This information does not include services outsourced by CACI.
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative: Percentage (%)	See Employee Engagement section
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative: Percentage (%)	See employee demographics
Intellectual Property Protection and Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses because of legal proceedings associated with anticompetitive behavior regulations	Quantitative: Reporting currency	None (\$0) As part of our obligations as a publicly traded company, all material financial losses, including losses due to legal proceedings, are available in our public filings with the SEC.

(Continued)

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative: Number, Days	(1) Number of performance issues: 0 (2) Number of service disruptions: 0 (3) Total customer downtime related to performance issues and service disruptions: 0
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	<p>CACI investigates incidents relating to security, availability, confidentiality, and privacy and responds to any real or suspected breach of security of our information systems in a timely, coordinated fashion while complying with applicable laws and regulations. CACI performs security exercises on a regular basis to ensure organizational preparedness for disruptions.</p> <p>CACI has implemented the following business continuity strategies to mitigate risks associated with disruption of business operations where possible:</p> <ul style="list-style-type: none"> • A business impact analysis (BIA) is performed for all corporate support entities. • The results of the BIA are used to create a continuity of operations plan that is tested at least twice annually. • Disaster recovery plans are created for all corporate IT systems. These plans include recovery point objectives.
Activity Metrics	TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative: Number, Percentage (%)	(1) Number of licenses or subscriptions: 1,800 (2) % Cloud Based: 60%
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Quantitative: (i.e., MSUs, MIPS, MFLOPS, etc.)	(1) Data processing capacity: 1,450 RU (2) % Outsourced: 85%
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Quantitative: Petabytes, Percentage (%)	(1) Amount of Data Storage: 2 PB (2) % Outsourced: 25%