FISCAL YEAR 2022 CORPORATE RESPONSIBILITY REPORT

Ever Vigilant
for a Better Tomorrow

CACI
EVER VIGILANT

Contents

FY 2022 CORPORATE RESPONSIBILITY REPORT

Ever Vigilant
for a Better Tomorrow

President and CEO Message

I am delighted to share CACI's latest Corporate Responsibility Report.

This report highlights the growth of our environmental, social, and governance (ESG) programs in our 2022 fiscal year (FY 2022) and outlines ways in which we are making a positive impact in the communities where we live and work. It also features the business imperatives that promote our character-based culture and drive our company's success.

Additionally, you will find metrics associated with our people, our culture, and our footprint, including some of the strides we are making in our company's operations while adhering to the Sustainable Accounting Standards Board's (SASB) ESG guidelines.

More than 60 years ago, CACI was founded on the ideals of integrity, commitment, distinction, and pride in serving our customers and nation. Today, those values continue to push us forward and guide the way we serve our customers and communities, and our approach to leadership, inclusion, philanthropy, and stewardship.

Inspired by our mission, vision, and commitment to principled ethics, CACI achieved excellence in FY 2022 thanks to our skilled, innovative, and diverse workforce.
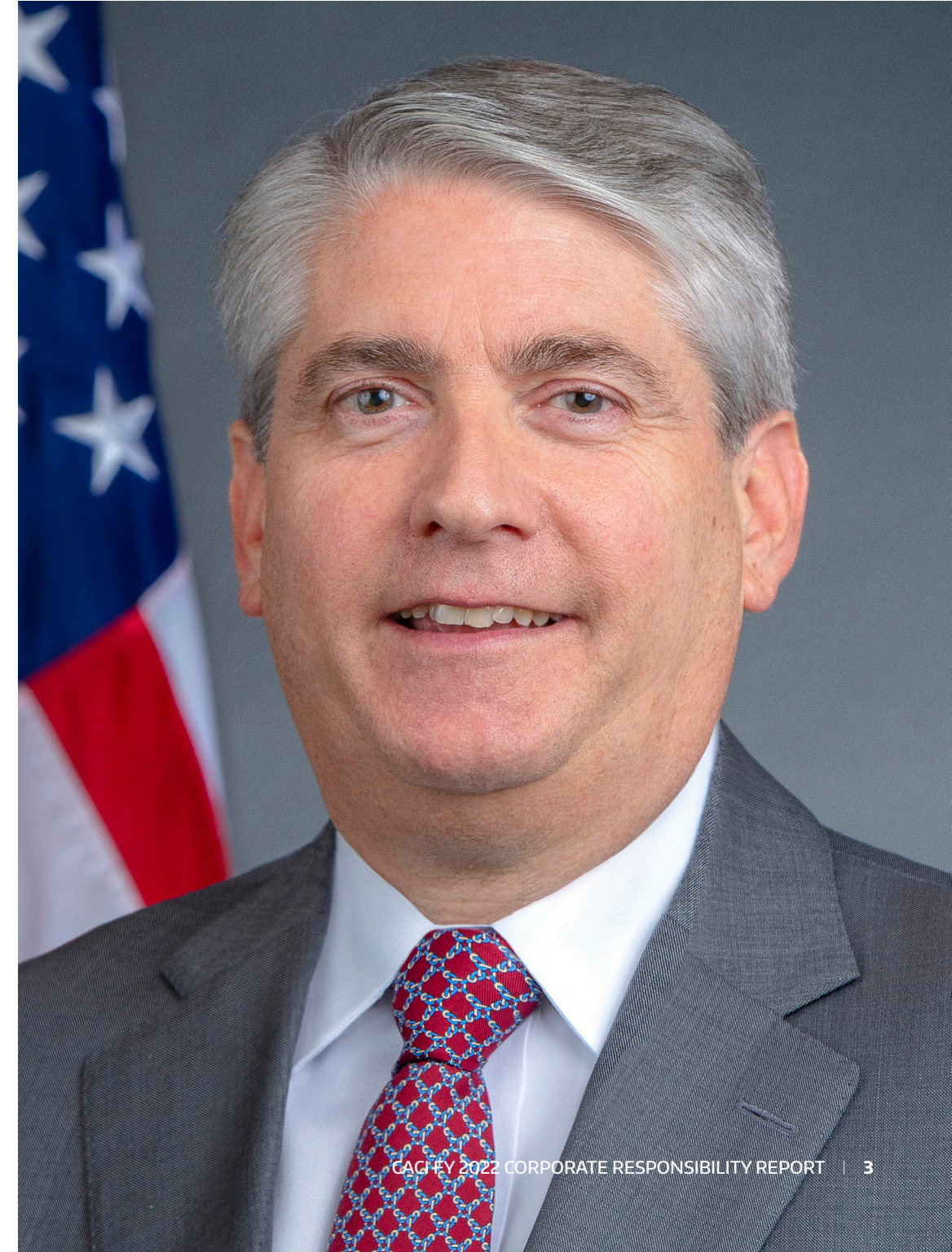
I am proud of our accomplishments, tireless dedication, and bright future. Thank you for your interest in and support of CACI's mission.

Regards,

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

FY 2022 Highlights

Environment

13% REDUCTION IN KG OF CO_2 EMISSIONS PER SQ FT

31% TOTAL GREEN SPEND (OFFICE SUPPLIES)

90+ TONS OF E-WASTE RECYCLED OR REUSED

100+ TONS OF PAPER RECYCLED

Social

22K+ TOTAL EMPLOYEES

237K+ TOTAL TRAINING HOURS

1,000+ EMPLOYEES PARTICIPATE IN EMPLOYEE RESOURCE GROUPS

Governance

91% BOARD MEMBERS ARE INDEPENDENT

ALL COMMITTEES ARE CHAIRED BY INDEPENDENT DIRECTORS

FY 2022 Awards and Recognitions

CACI Ranks 5th on **Washington Business Journal's** Largest Government Technology Contractors in Greater D.C.

CACI Ranks 11th on **Washington Technology's** List of Top 100 Federal Prime Contractors

Dark Web Analytics Technology Earns Prestigious Gold **Edison Award**

Forbes World's Top Female-Friendly Companies

Forbes Best Employer for Diversity

Forbes Top Employers for New Grads

Fortune World's Most Admired

2022 **Top Workplaces USA**

U.S. Veterans Magazine Best of the Best Veteran-Friendly Company

Our Approach

$6.2B
REVENUE

144
U.S. LOCATIONS

14
LOCATIONS OUTSIDE
OF THE U.S.

Our ability to execute our mission is rooted, in part, in our strong corporate responsibility to our customers, our employees, and our stakeholders.

By focusing on our people, our planet, and our governance policies, we are able to bolster our sterling reputation and thrive in our industry.

As our ESG initiatives grow, so too will our ESG strategy, and we look forward to communicating updates and improvements in the future.

Environment

EFFECTIVE
USE OF REAL ESTATE

REDUCED
ENERGY CONSUMPTION

UPGRADED
ENERGY-EFFICIENT EQUIPMENT

Supporting our planet
means reducing our environmental impact whenever we can.

We are committed to sustainable practices in each of our 158 facilities across our leased real estate portfolio. Our comprehensive Environmental, Health, and Safety (EHS) policy reflects our strong commitment to operating in a manner that protects our employees, partners, customers, and communities.

Climate Reduction

We reduce our greenhouse gas (GHG) emissions through a variety of strategies, including:

- Effective use of real estate by closing and consolidating locations as needed.
- Expanding models for remote and hybrid work.
- Reduced energy consumption through renewable energy, retrofitted LED lighting systems, and energy efficient HVAC systems.
- Technology and network support enhancements, including upgrades to energy-efficient equipment and cloud-based IT service delivery.
- Workforce education to reduce individual carbon footprints.

Greenhouse Gas Emissions

Emissions (mt CO_2e)

Scope/Emission Category	Emission Source	CALENDAR YEAR (CY) 19	CY20	CY21	CY22
Scope 1 Inventory		4,314.0	4,036.8	3,548.0	4,337.46
Stationary Combustion		2,722.4	2,403.7	1,790.1	2,409.70
	Natural Gas	2,705.4	2,388.7	1,768.1	2,387.6
	Distillate Fuel Oil No. 2	14.4	14.3	20.3	22.1
	Liquefied Petroleum Gases (LPG)	2.6	0.7	1.7	0
Refrigerant		1424.6	1,457.4	969.7	770.51
	Refrigerant	1421.6	1,457.4	969.7	770.51
Mobile Combustion		170.0	175.7	788.2	1157
	Gasoline	139.0	165.2	788.2	1157
	Diesel	31.0	10.5	0.0	0
Scope 2 Inventory		28,405.5	25,793.5	26,152.0	25,906.04
Electricity		28,405.5	25,793.5	26,152.0	25,906.04
Scope 3 Inventory					
Business Travel		N/A	N/A	N/A	17,535.02
Total Emissions		**32,719.5**	**29,830.3**	**29,700.0**	**47,778.5**

Environment

We strive to reduce the environmental impact of commuting and business travel by:

- Encouraging and supporting alternatives to single-rider vehicles via a commuter incentive program, which provides financial incentives to employees who choose to travel to work through alternative methods.
- Promoting flexible work arrangements to reduce the impact of driving to and from work.
- Reducing business travel GHG emissions through more efficient business processes and enhanced telecommunications equipment.

Material Use and Waste

We promote conservation and environmental stewardship by using recycled contents and recovered materials and encouraging our suppliers and partners to do the same throughout the supply chain.

CACI's sustainable shipping and packaging policy ensures our suppliers:

- Support sustainability, observe environmental protection ordinances, and comply with applicable federal, state, and local laws and regulations.
- Maintain a defined set of minimum standards.
- Utilize eco-friendly packaging products that maximize the use of recycled materials and/or reusable transport packaging.
- Employ energy-efficient and economical shipping methods that minimize carbon footprints.
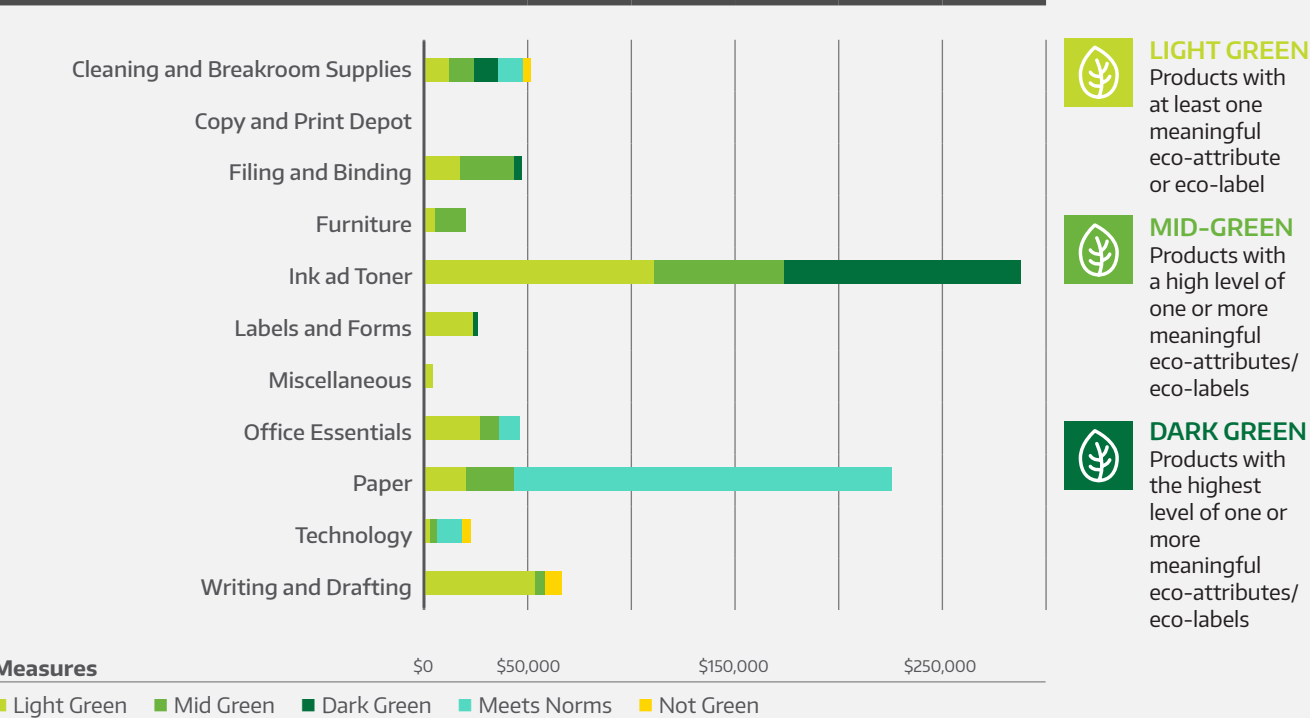
Office Operations and Metrics

We work with vendors to acquire eco-friendly office products. Our green spend reflects our progress and areas of improvement through ODP Business Solutions' innovative eco-rating system.

Green Spend

Light Green Spend	$266,006	14.54%
Mid Green Spend	$159,127	8.70%
Dark Green Spend	$134,107	7.33%
Total Green Spend	$559,239	30.57%
Total Spend	$1,829,265	100.00%

Category Purchases by ODP Business Solutions Greenoffice™ Eco-rating

Categories (top to bottom): Cleaning and Breakroom Supplies, Copy and Print Depot, Filing and Binding, Furniture, Ink ad Toner, Labels and Forms, Miscellaneous, Office Essentials, Paper, Technology, Writing and Drafting

Measures axis: $0, $50,000, $150,000, $250,000

Measures legend: Light Green, Mid Green, Dark Green, Meets Norms, Not Green

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

Environment

Energy Consumption

Our design and renovation projects promote clean work environments with Energy Star-Certified appliances as the standard.

In new facilities, all lighting is energy-compliant LED lighting, in compliance with applicable energy codes. Light switches use occupancy sensors and dimming systems to reduce energy usage, extend the life of LED fixtures, and reduce landfill waste.

We repurpose existing furniture and fixtures where possible and utilize carpet, floors, and solid surface materials that are high in pre- and post-consumer recycled content. Carpet in new facilities is 100% PVC-free, recyclable, and is Cradle to Cradle Certified™ at the LEED Silver level.

Recycling

We have trash and recycling programs in every building, to reduce the use of materials in shared spaces throughout the workplace. In 2022, we recycled 104 tons of paper and partnered with Iron Mountain to securely shred and salvage paper.

Water

To demonstrate our commitment to reducing our water usage, we install water-efficient plumbing fixtures in the bathrooms, kitchens, and pantries of new and renovated facilities to meet low-flow water consumption requirements.

Environmental Metrics

Category	CY22
Total amount of energy consumed, in gigajoules (GJ)	315,885.6
Percentage grid electricity	86%
Total water withdrawn	45,939,076 gallons 173.8983 Thousand cubic meters (m³)
Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	21%

*International locations were included in this year's report. There is not a significant change in resources used from CY21 to CY22.
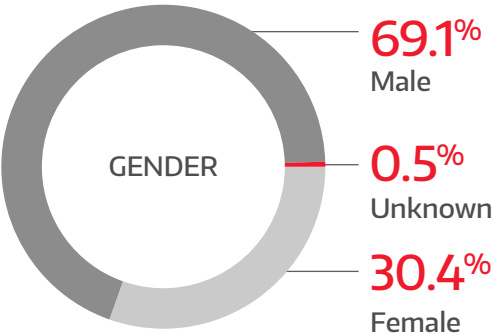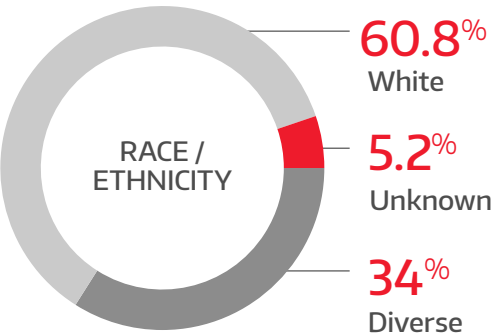
Social

OUR PEOPLE
are our greatest asset.

Recruiting, training, promoting, and retaining highly skilled professionals are crucial to the success and growth of our business.

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.

Employee Demographics

RACE / ETHNICITY

- **60.8**% White
- **5.2**% Unknown
- **34**% Diverse

GENDER

- **69.1**% Male
- **0.5**% Unknown
- **30.4**% Female

36.9% STEM Degrees

75.1% Security Clearances

36.9% Veterans

Social

OUR CULTURE
is the driving force behind our success.

Character
Our commitment to ethics and integrity

Innovation
Our dedication to advancement and excellence

Ethical Engagement

We are proud that CACI is an ethical role model in our industry. We keep our commitments to our customers and we encourage each employee to treat one another with integrity and respect. We believe that our culture of character and innovation is the driving force behind our success and defines who we are, how we conduct business, and how we engage with colleagues.

Employee Feedback

Every two years, we conduct employee engagement surveys. Our results demonstrate that we are above our peers in sustainable engagement, customer focus, inclusion, innovation, teamwork, and empowerment. Employees report a sense of accomplishment, a feeling of safety to speak up, and pride in their work and the company. These indicators of a strong company culture put us above the competition to attract and retain talent.

This survey was last conducted in FY 2021, and we look forward to reporting FY 2023 results next year.

Mentorship

Mentors foster connections, engagement, learning, and growth among employees, regardless of expertise, tenure, or skills. Our mentorship program provides employees with improved coaching and assistance, feedback on their career goals, an understanding of CACI culture, increased visibility with executives, and the development of important interpersonal skills.

Touchpoints

Touchpoints is a performance management philosophy that we established to align with best practices in the industry. Touchpoints encourages regular communication once per quarter between managers and their employees about professional aspirations, achievements, growth, and performance. About 98% of employees report that their Touchpoint conversations with their managers are productive – a testament to how this program enhances the employee experience, and ultimately, engagement and productivity.

Social

Our Diversity, Equity, and Inclusion Strategy

An environment that embraces diversity and fosters inclusion enables individuals to unleash their full potential. A diverse workforce also allows us to approach problems from a variety of perspectives. That mindset, coupled with the spirit of collaboration, propels us to creatively develop the best solutions for our customers' toughest challenges.

CACI recruits top talent through partnerships with Minority Serving Institutions (MSIs) and Historically Black Colleges and Universities (HBCUs) such as Morgan State University, the University of Florida, the University of Texas (San Antonio and Austin), and Texas A&M. We also offer a robust internship program, hire military veterans, and establish key partnerships with national and local organizations to promote Science, Technology, Engineering, and Math (STEM) education.

Employee Resource Groups (ERGs)

CACI is successful because of the unique backgrounds, capabilities, and talents of our workforce. Our ERGs foster an environment of community and offer insights for ongoing development in outreach, recruitment, education, community participation, and advancement of CACI as a great place for diverse talent.

Since FY 2022, we have continued expanding on our initial three ERGs and have added four additional groups. More than 1,000 employees participate in ERGs and each group is sponsored by an executive leader.

Group	Priorities	Activities
Black Employee and Allies Network (BEAAN)	▪ Professional development ▪ Mentoring ▪ Increased cultural awareness	▪ Recruitment at Historically Black Colleges and Universities (HBCUs) Proud sponsor of the 2022 Black Engineer of the Year Award
Veterans Employee Resource Group (VERG)	▪ Promote veteran awareness ▪ Foster community ▪ Contribute to veteran hiring	▪ 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)	▪ Professional development ▪ Mentoring	▪ Sponsor of Women in Technology (WiT) ▪ Engage in WiT job fairs and Meet the Company events ▪ Sponsor of Girls in Technology

Social

Philanthropy

We support our nation and the communities our employees live in through philanthropic programs and initiatives that benefit our country, our military, their families, our future leaders, and our workforce in times of need.

Our CACI Cares Program focuses on two areas:

1. STEM education for the next generation of innovators.

2. Support of military, veterans, and their families to honor our heroes who serve.

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

CACI also sponsors regional community philanthropic efforts in the metro areas of San Antonio, Texas, Huntsville, Alabama, Washington, D.C., and Aberdeen, Maryland.

Volunteering

Volunteering is one of the many ways our employees can embody CACI's culture of character. Groups and individual members of our workforce generously offer their time to important initiatives in their local communities around the world.

Social

CACI invests in the next generation of leaders by supporting initiatives and organizations that encourage STEM education to develop our nation's future workforce.

National Merit Scholarship Corporation

Through our long partnership with the National Merit Scholarship Corporation, CACI provides college scholarships to National Merit Scholarship Program winners pursuing degrees in STEM-related majors.

FIRST (For Inspiration and Recognition of Science and Technology)

CACI supports student participation in STEM through robotic team-building competitions at local K-12 schools. CACI employees serve as team mentors and volunteers, encouraging students to pursue STEM education.

USA Science and Engineering Festival

The mission of the USA Science and Engineering Festival is to stimulate and sustain the interest of our nation's youth in STEM by producing and presenting compelling, exciting, and educational STEM events and programs.

Navy League of the United States STEM Expo

This event empowers 5th- to 12th-grade students interested in STEM careers. Students and parents are invited to enjoy interactive workshops, demonstrations, STEM career information, networking opportunities, and more.

Northern Virginia Science Center

CACI is a proud title sponsor of the Northern Virginia Science Center and sponsor of the "Human" gallery. The center is slated to break ground in 2024 and will be a world-class, interactive museum for families, students, and learners of all ages that will spark and sustain the natural curiosity in all of us and be a place for discovery, innovation, and fun.

Technica

Technica is the world's largest hackathon for underrepresented genders in tech. CACI sponsors the weekend-long event, which includes workshops, networking, and group hack projects, and provides volunteers who serve as hackathon coaches and mentors.

Social

We proudly support military service members, veterans, and their families to demonstrate our respect and honor their sacrifices.

Cause

Cause provides a variety of ever-evolving programs at military installations around the country, helping wounded, ill, and injured service members begin their recovery and re-entry process on their journey back to health.

Final Salute

Final Salute provides homeless women veterans with safe and suitable housing. CACI sponsors their annual fundraiser, the Ms. Veteran America competition.

Spookstock Foundation

The Spookstock Foundation works to seek the flourishing of our nation's shadow warriors and their families.

TAPS – Tragedy Assistance Program for Survivors

TAPS provides compassionate care and comprehensive resources for all those grieving the death of a military or veteran loved one.

Fisher House Foundation

Fisher House Foundation builds comfort homes where military and veteran families can stay free of charge, while a loved one is in the hospital. Their homes are located at military and Veteran Affairs medical centers around the world.

Gold Star Teen Adventures

Gold Star Teen Adventures provides mentorship, leadership development, resilience training, and team building for the children of our nation's military, first responders, and intelligence community who lost their lives. It teaches critical life skills through year-round adventure opportunities and facilitates healing and a return to normalcy for those coping with the sudden loss of a parent.

Social

We offer our dedicated employees a comprehensive set of physical and mental well-being programs and rewards.

Employee Well-Being

We equip employees with the knowledge and tools to make wholesome, healthy choices, like wellness incentives, health club memberships, smoking cessation programs, and weight management tools.

We also offer strong benefits to full-time, part-time, associate, and part-time-on-call employees that encourage an active and balanced lifestyle. And our Employee Assistance Program gives all employees immediate, confidential help for any work, health, or life concern at any time, free of charge.

We also support employee well-being by encouraging employees to form strong connections at work through:

- Employee Resource Groups
- Communities of Practice
- Mentorship program

We are committed to improving our employees well-being by offering work-life balance and flexibility, encouraging employees to use their time off, and our quarterly Touchpoints program in which employees have time with their managers to discuss their performance and potential.

Social

Workplace Safety

Success at CACI begins and ends with the safety of our employees, customers, visitors and contractors. Our goal is for everyone to return home to their families unharmed everyday. This allows us to better meet our external requirements, including those of our customers and the communities where we operate. It begins with our corporate safety policies, which guides us in our journey toward eliminating injuries in our workplace.

This year we saw a significant reduction in employee injuries and illnesses posting a 50% decrease from the previous calendar year. We attribute the decrease to increased employee awareness, development of additional on-site safety training and continued employee involvement of our robust safety program within CACI.

Everyone at CACI has a responsibility to adhere to our safety responsibilities. Within our safety program employees are expected to:

- Identify and mitigate hazards
- Prevent unsafe acts and conditions
- Stop work immediately if there is a risk to life or health
- Communicate on health and safety issues to employee managers

In addition, employee leaders thoroughly investigate serious incidents to identify root causes. The knowledge taken from our analysis allows for a more effective safety program, and improved communications and training on safety issues. This process allows us to reduce overall injuries, but also encourage our employees to be more proactive in reporting safety concerns.

EMPLOYEES*	CY 2022	CY 2021
Number of high-consequence work-related injuries	3	9
Rate of high-consequence work-related injuries	0.02	0.04
Number of recordable work-related injuries	21	42
Rate of recordable work-related injuries	0.12	0.2
Number of hours worked	36,116,920	37,647,061

*Numbers represent US-based employees

Social

Employee Training and Development

Our learning mantra is connect, learn, and achieve. Our people, their skills, and their knowledge are the key to our success, and we actively invest in our employees' continuous development.

We use extensive recruiting and outreach strategies to ensure we have the strongest talent pool possible. And our employees utilize our network of resources in combination with their own diverse experiences and perspectives to drive innovative problem-solving and consistent enterprise-wide growth.

But most importantly, we want to create a culture in which our people can thrive.

Early Career

We provide CACI interns and entry-level professionals with mentorship, flexibility, and educational opportunities to add to CACI's collective success. Every new employee, their manager, and their team are equipped with effective and thoughtfully curated resources to ensure a seamless first year. The Great First Year initiative includes a peer sponsor for every new hire, an interactive webinar, an onboarding portal, new hire sentiment surveys, self-paced training, and more.

92% of new hires found their Day One experience to be **helpful** and **informative**
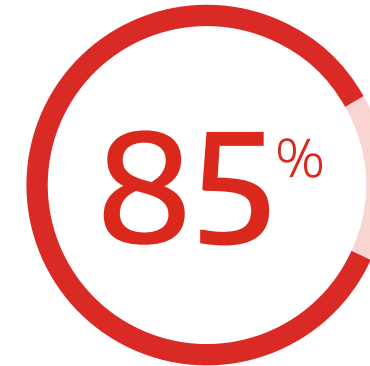
85% of new hires found their onboarding process **interesting** and **interactive**

90% of new hires believe CACI will offer long-term **growth** and career **opportunities**

91% of new hires feel **positively challenged** and **engaged**

Social

Training

All CACI employees are encouraged to get certifications, upskill, and reskill using our industry-leading resources. We invest in a wide range of activities from training, on-the-job opportunities, and supportive managers who serve as coaches to elevate the employee experience and bridge the gap between jobs and skills. Our career development tools include:

- CACI Virtual University
- LinkedIn Learning
- Skillsoft Percipio
- CACI Communities of Practice (CoP)
- CACI Learning Academies
- Project Management Academies
- Tuition Reimbursement Programs
- Discounted Tuition Rates

Leadership Development Programs

Leadership is both a priority and a privilege that comes with great responsibility. We have a duty to empower our leaders at all levels, which is why we offer programs for leadership growth to all employees. The CACI Leadership Community of Practice offers a venue for everyone at CACI to improve their leadership abilities and connect with others across the organization. CACI's Emerging Leaders program is custom designed to further CACI leadership values and traits most needed for personal and business growth early on in career journeys. The company also offers a series of leadership development workshops for our first-line, mid-level, and senior leaders to support them along their leadership journey.

Social

Fellows Program

Reflecting our growth in the high-tech and expanding tech R&D portfolio, this annual program honors a cohort of our outstanding technical talent – a group of roughly 1 in 1,000 of our total population.

Champions Program

CACI Champions recognizes outstanding employees and teams for excellence in leadership, technical innovation, performance, customer focus, winning and growing the business.

Career Mobility – CACI Opportunity Marketplace #makingmoves

Our #makingmoves initiative empowers our entire workforce to continue learning and growing through tools such as:

- Career Dashboards
- Dedicated Mobility Team
- Career Centric Campaigns
- Supportive Culture and Policies
- Career Development Webinars
- Career Assessment Tools

The #makingmoves internal mobility program promotes employees owning their career development, creating a scalable, resilient workforce. The CACI Career Hub connects our employees with opportunities across the company that match their skills and interests, thus contributing to our rising internal mobility rate as our people move in their careers.

28.1% OPENINGS FILLED BY INTERNAL CANDIDATES
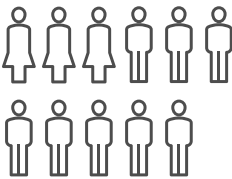
11% INCREASE SINCE FY 2019

Governance

11
BOARD MEMBERS

27%
FEMALE

73%
MALE

Board Committee	ESG Topics Addressed
Culture, Character, Integrity, and 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 the management and mitigation of such risks 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 represents ESG oversight. In FY 2022, the Board had a total of eight committees.

Business Ethics and Integrity

Our strong culture, rooted in ethics and integrity, adheres to the highest standards of business practices. Our leadership, employees, consultants, partners, and suppliers adhere to the same standards in all we do through policies and procedures.

Enterprise Risk Management

CACI's Enterprise Risk Management (ERM) team reports to the Executive Vice President of Business Operations and oversees contracts and new product offerings that may pose substantial risks. This team collaborates with risk owners to ensure mitigation plans are effective. The CEO and Board of Directors are briefed on enterprise risks quarterly.

Anti-Bribery

CACI forbids all forms of bribery or other improper payments. All international opportunities and activities must be pursued and executed in compliance with the Foreign Corrupt Practices Act (FCPA), and other applicable anti-bribery regulations.

Export Controls

We diligently comply with applicable U.S. trade controls laws, including, but not limited to, the International Traffic in Arms Regulations (ITAR), Export Administration Regulations (EAR), and tahe economic sanctions regulations administered by the U.S. Office of Foreign Assets Control (OFAC). To ensure trade compliance, we have a corporate-wide trade compliance program with specific policies and procedures run by our Global Trade Compliance Office. Each employee is required to complete annual trade compliance training and has easy access to company resources that outline trade control requirements.

Counterfeit Parts Prevention

In today's supply chain environment, we understand how important it is to implement adequate processes and procedures that guard against the purchase of counterfeit electronic parts (CEP). We mitigate the risks of CEP through training and programs that encourage understanding of the risks posed by defective or compromised parts.

Governance

Political Advocacy and Engagement

By interacting with policymakers in the executive and legislative branches of government, we understand the needs of our customers to support their missions.

Our long-standing ethical policies and procedures ensure that all outreach and communications are conducted in accordance with federal law and without affiliation to any political party. For more than 60 years, we have collaborated with multiple presidential administrations and Congresses, regardless of party affiliation.

Oversight

Our standards and culture are the bedrock of our commitment to ethics and integrity that CACI was founded on and remain the touchstone by which our leadership and employees conduct themselves. The President and CEO or the Senior Vice President for Government and Industry Relations must preapprove all external interactions with congressional members and staff. 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

The CACI Political Action Committee (PAC) is an independent, non-partisan, separate, segregated fund comprised of voluntary contributions from our employees. The PAC helps our staff have a collective voice in support of members of Congress whose policies align with our mission of supporting our national security. Involvement in the PAC is voluntary and doesn't affect an employee's rights or company standing. The President and CEO appoints CACI PAC leadership to promote an environment of transparency and non-partisanship.

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

We have contracts with multiple lobbying firms that engage with lawmakers on our behalf. All lobbying activities are reported with the secretary of the U.S. Senate and the clerk of the U.S. House of Representatives and can be viewed on their respective websites. CACI participates in industry groups with shared interests to promote policies that align with our mission.

Governance

GOVERN

ROBUST PRACTICES TO ENSURE THE SECURITY OF PERSONAL INFORMATION

PROTECT

ACTIVE DETERRENCE AGAINST LOSS OR THEFT

SAFEGUARD

STRONG MITIGATION OF UNAUTHORIZED DISCLOSURE, COPY, USE, OR MODIFICATION OF DATA

Data Privacy and Cybersecurity

We are cognizant of our responsibility for managing employee and customer data. It is critical to our mission and business to maintain the security and confidentiality of data protected under the U.S. Privacy Act of 1974.

The Security and Risk Assessment Committee assists the Board of Directors in overseeing CACI's security. Committee members need requisite security clearances with at least one subject matter expert in IT and cybersecurity. This committee oversees high-risk work, assesses operating viewpoints on classified business risks, monitors security and reputational risks, and ensures employees follow data privacy and security best practices.

In case of a data breach, all affected individuals whose data may have been compromised are promptly notified. Actions are also taken to reconcile further damage. Any data breaches are disclosed on our public website.

Data Privacy

We are committed to protecting employee privacy. Our privacy policy creates a comprehensive approach to employee privacy that is compliant with all applicable U.S. and international rules and regulations. Our processes and procedures continue to evolve to meet new and emerging data protection and privacy challenges. We expect everyone to proactively protect all data they manage, including customer data. All new hires must complete privacy and security awareness training and we require annual cybersecurity training for all.

Cybersecurity

Our cybersecurity program prevents, detects, and responds to malicious cyber activities that could negatively impact 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.

We are ISO 27001-certified, which means we implement adequate and proportionate controls for our information security management systems. This enables us to maintain controls customized to our customers' needs. We use this certification to lower costs to the customer and support their missions, ensure data integrity, and promote customer satisfaction without interruption of service.

Our cyber governance structure is compliant with applicable government requirements and best practices, including 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. Our supply chain risk management program ensures our vendors meet any customer and CACI cybersecurity policies before handling data. This includes a multi-faceted supplier screening process.

We strive to reduce risk, financial and/or customer impact, and reputational damages through a cyber-resilient framework. Our network operates on a Zero Trust Architecture, which eliminates implicit trust for devices and users. Continuous monitoring and behavior-based analytics add extra layers of verification to further reduce risk. Multiple audit and correlation points assess and either grant or deny appropriate trusts across the network while continuously monitoring activity for signs of anomalous or malicious intent.

This framework allows us to remove the categorical delineation of the "corporate network" and allows us to extend our network operating presence to cloud- and SaaS-based resources, adding value and reducing risk for our customers.

Governance

Supply Chain

Our supply chain management approach is efficient, reliable, and dynamic, leveraging the same expertise and technology we deliver to our customers. Our modern methodology draws from automated agile processes, advanced analytics, and operational dashboards to create efficiencies in the supply chain. We have high standards and we expect our supply chain partners to carry the same ethical values.

Doing Business with CACI

We choose suppliers that share our values shared in our Standards of Ethics and Business Conduct and agree to adhere to these principles, which include maintaining a work environment that:

- Provides equal opportunity to all 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, their employees, and any lower-tier providers to comply with applicable laws and federal regulations, our business ethics and integrity, and 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

Governance

Supply Chain Approach

Our supply chain team strives to remain a world-class solution provider by employing innovative tools and agile processes that align with customers' mission goals and objectives.

Our approved purchasing systems employ automated agile processes and predictive analytics. We leverage strategic partnerships with our diverse supplier base, which is predominantly comprised of small businesses.

Our sourcing methodology is largely centered around the competitive acquisition process that yields a broad spectrum of both large, small, equal opportunity, and socio-economically diverse suppliers.

We employ a strong supply chain training program that includes formal classroom courses, seminars, mentoring, and on-the-job training. We offer more than 50 courses annually, focusing on improving program-level support and procurement effectiveness through increased customer engagement.

Supplier Cybersecurity

Our suppliers must comply with applicable Defense Federal Acquisition Regulation Supplement (DFARS) and FAR requirements to perform work for the DoD on our behalf. These regulations mitigate cybersecurity risks and safeguard data. Our supplier outreach series provides free semiannual training on these standards to our small business partners.

Qualifying Our Suppliers

We carefully vet and screen our suppliers to ensure they meet our responsibility standards and quality requirements. All new suppliers complete a qualification process before final selection. This process includes evaluation and monitoring activities, which include, but are not limited to:

- Pre-award supplier financial health 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 on the CACI supply chain between 2018-2022.
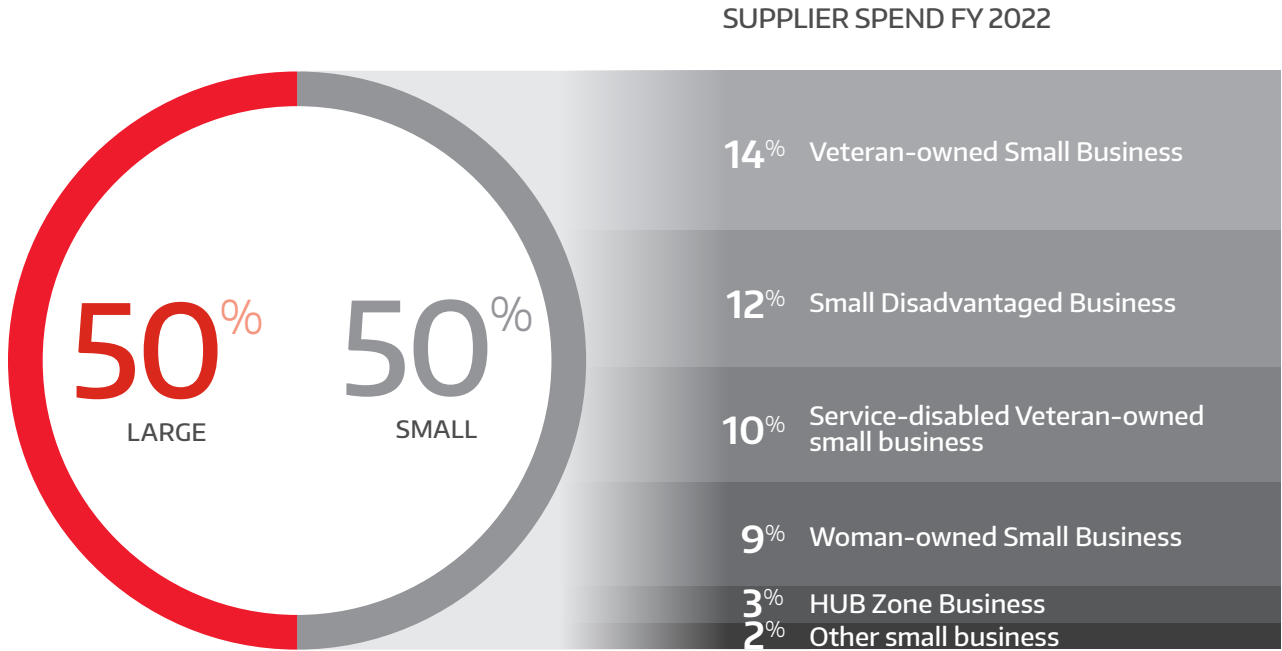
Governance

Supplier Diversity

CACI shares the government's commitment to supporting small business growth through subcontract awards. Our Small Business Advocacy Office (SBAO) has been vital to addressing diverse client needs for over 30 years. We have worked with thousands of disadvantaged, women-owned, HUBZone, veteran-owned, and service-disabled veteran-owned small businesses, many of which have grown into large corporations.

The SBAO enhances our small business partners' capabilities to increase their growth opportunities. We actively engage with small businesses through focused outreach. We are proud of the collaborative work with small businesses and with veteran-owned small businesses, having awarded 50% of our subcontracting dollars to small businesses in FY 2022, 24% of which to veteran-owned small businesses.

In FY 2022, the scope of CACI's procurement activity involved managing thousands of active suppliers primarily located in the U.S. and more than a billion dollars in procurement spend to small businesses.

SUPPLIER SPEND FY 2022

50% LARGE   **50**% SMALL

14%	Veteran-owned Small Business
12%	Small Disadvantaged Business
10%	Service-disabled Veteran-owned small business
9%	Woman-owned Small Business
3%	HUB Zone Business
2%	Other small business

Mentor Protégé Program

We recognize that large businesses play an important role in mentoring and providing opportunities to small businesses, which helps 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 2022 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.

Sustainability Accounting Standards Board (SASB) Index – 2022

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.

Disclosure

This report outlines activities, data, and initiatives from Fiscal Year (FY) 2022, in alignment with SASB standards for Software and IT Services. Public financial filings — including our annual report and proxy filings — can be found at caci.com, as well as on the Security and Exchange Commission's website at 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.

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) 315,885.6 Gj (2) Percentage grid electricity: 86% (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 (m³), Percentage (%)	(1) Total water withdrawn: Total Water use: 173.8983 m³ 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. (2) Percentage of total water that is withdrawn in areas with High or Extremely High Baseline Water Stress (%): 21%
	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 service providers (CSPs) for core services and applications whenever feasible and we are prioritizing the use of energy-efficient facilities to reduce our overall data center footprint. Our CSPs are committed to sustainability including renewables, recycling, and net zero emissions targets. 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 vendor selecting, we take care to choose vendors such as Dell who are committed to sustainability, including renewables, and provide Energy Star compliant certified devices. 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. Leveraging major CSPs for the significant majority of our additional infrastructure requirements permitted CACI to take advantage of their associated efficiencies by leveraging shared infrastructure components, which provide efficiency enhancements over on-premise datacenter hosting.

Environmental data is reported for calendar year 2022.

SASB Index – 2022

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Data Privacy and 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 Notices 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.

SASB Index – 2022

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 (%)	(1) Number of data breaches: 0 (2) Percent of data breaches involving personally identifiable information: 0% (3) Number of customers affected by data breaches: 0
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	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. 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. CACI has developed a secure service model (SSM) to provide a framework used by the Cyber Security team to define Cyber Security objectives, gather requirements, design, test solutions, verify objectives are achieved, implement the solution, and finally maintain and update the secured service. In the case of a third-party or SaaS-type offering, the Cyber Security team evaluates the service or application using a condensed evaluation methodology that evaluates and addresses the risks associated with using the service. Where DoD and other federal compliance requirements apply, due diligence is applied to ensure data compliance is achieved within these requirement frameworks. Trends in attacks can change daily. The CACI Cyber Security 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. CACI leverages trusted frameworks such as ISO 20000/27001, NIST 800 series, as well as guidance from OWASP and the OpenSSF for DevSecOps. We rely on FedRAMP accreditation where possible for cloud service offerings, the Consensus Assessment Initiative Questionnaire (CAIQ) from the Cloud Security Alliance (CSA), and SOC reporting when evaluating "as a service" offerings. These accreditations and reports are reevaluated annually for all services. Where applicable CACI conforms with Privacy Acts such as CCPA.

SASB Index – 2022

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) 0.4% (2) 4.7% Note: This information does not include services outsourced by CACI.
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative: Percentage (%)	STRONG ENGAGEMENT ▪ 90% of those who responded report favorable sentiment around engagement ▪ 90% of employees report being proud to be associated with CACI ▪ 87% of employees feel their manager provides feedback to help improve performance ▪ 88% believe their manager does a good job building teamwork ▪ 91% of employees say they are treated with respect ▪ 92% agree that their work schedules allow them sufficient flexibility to meet their personal needs ▪ 92% employees believe they are given a fair chance to demonstrate their talent and capabilities ▪ 94% are confident they can achieve the goals they set for themselves at CACI FY23 data –engagement survey is sent every other year
	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 (%)	▪ 30% of employees are females ▪ 69% of employees are male ▪ 0.5% of employees are unknown gender ▪ 34% of employees are ethnically diverse ▪ 60% of employees are white ▪ 5% of employees are unknown ethnicity

SASB Index – 2022

Topic	SASB Code	Accounting Metric	Category	Response/ Location
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.
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	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. CACI has implemented the following business continuity strategies to mitigate risks associated with disruption of business operations where possible: ▪ 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 (COOP) that is tested at least twice annually. ▪ Disaster recovery plans are created for all corporate IT systems. These plans include recovery point objectives.

SASB Index – 2022

Topic	SASB Code	Accounting Metric	Category	Response/ Location
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, MFLOLPS, 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%

CACI

EVER VIGILANT

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