



Mandatory Reporting and Non-Retaliation

INTRODUCTION

Speaking up is not only required at Booz Allen, but it is critical and safe. Raising concerns allows us to protect our people, firm, reputation, and business. We do not tolerate retaliation against anyone who, in good faith, asks a question or raises an ethical or legal concern.

The purpose of this policy is to set forth the mandatory reporting requirements for all Booz Allen people, the additional reporting obligations for Booz Allen people who hold U.S. government security clearances, and to clearly set forth Booz Allen's zero tolerance for retaliation, including the protection for Booz Allen people under U.S. whistleblowing laws.

SUMMARY OF POLICY

Booz Allen's Mandatory Reporting and Non-Retaliation policy covers all of the following content in detail:

- Related policies at the firm that employees should read in connection with this policy
- Scope of who the policy applies to
- Establishes the firm's mandatory reporting channels
- Sets forth the requirements for all employees to report legal or ethical concerns, potential insider risks or threats, and arrests, charges, convictions and regulatory actions, and to promptly escalate any matter reported to them as appropriate
- Sets forth additional reporting requirements for employees who hold U.S. government security clearances
- Clearly establishes the firm's zero tolerance policy for retaliation
- Explains whistleblower protections provided under U.S. laws
- Confirms actions that will be taken when violations of the policy have been identified, employee's duty to report violations of the policy, and the firm's zero tolerance for retaliation against employees who raise a good faith legal or ethical concern
- Points of contact and additional resources