



Corporate Responsibility Report



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Forward-Looking Statements

The disclosures included in this report are being provided to the public in an effort to provide transparency into our environmental, social and governance (ESG) initiatives. Our approaches to the disclosures included in this report are different from those included in mandatory regulatory reporting, including under SEC regulations. Certain statements in this report may contain “forward-looking statements.” These statements are typically accompanied by the words “aim,” “hope,” “believe,” “estimate,” “plan,” “aspire” or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. These statements speak only as of the date they are originally made and are based on management’s current expectations and are subject to known and unknown risks, uncertainties, changes in circumstances, and assumptions that are difficult to predict and are often beyond our control. These statements are not guarantees of future results, occurrences, or performance. Actual results and financial outcomes may differ materially from those expressed in or implied by any of these forward-looking statements due to a variety of factors, including, among others, global socio-demographic and economic trends, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions. You should not place undue reliance on any forward-looking statement. Factors that could cause actual results to differ materially from those described in forward-looking statements can be found in this report, in our filings that we make with the SEC from time to time, and disclosures available on our corporate website. We do not undertake to update forward-looking statements to reflect the impact of circumstances or events that arise after the date the forward-looking statements were made. Materiality, as used in this report, and our materiality review process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

Message from Chairman and CEO, Roger Krone



At Leidos, our sustainability efforts tie deeply to our mission of making the world safer, healthier and more efficient.

Next Level Leidos – Our Path to 2030

Next Level Leidos is a first glimpse into our sustainability goals through 2030. During 2021, we partnered with key stakeholders, conducted an assessment and developed a new approach to our environmental, social and governance initiatives. Our go-forward strategy is focused on further cultivating inclusion, advancing environmental sustainability and promoting healthier lives for our employees and communities. We look forward to communicating further developments and progress against our goals as we enter this exciting new period for the company.

Environmental, Social and Governance Highlights

The world faces unprecedented challenges, including the evolving COVID-19 pandemic, racial and social injustice and numerous natural disasters, among others. Leidos is guided by a conviction that we must do what is right every day, especially during these challenging times. We are prioritizing the health and mental well-being of our global workforce, delivering critical environmental and sustainability-driven support to our customers, and creating an inclusive environment where employees are respected, valued and heard.

We are a Fortune 500® technology, engineering, and science solutions and services leader working to solve the world's toughest challenges in the defense, intelligence, civil and health markets. Our talented employees, nearly 40% of whom have degrees in science, technology, engineering or math (STEM) disciplines, support vital missions for government and commercial customers. Their dedication and performance throughout this exceptional year drove growth, continued strong financial performance and supported their neighbors.

Ethics and integrity are the foundation of our decision-making. As Chairman and CEO, I see firsthand how our employees are committed to upholding our culture of ethics and integrity in their support of our company, our communities and our customers. For the fourth consecutive year, Leidos was named by the Ethisphere Institute as one of the "World's Most Ethical Companies®." Newsweek also named Leidos to their 2020 "Most Responsible Companies" list.

COVID-19

In March 2020, Leidos opened a state-of-the-art LEED-certified global headquarters in Reston, Virginia. We quickly adapted to the evolving COVID-19 crisis – shifting to remote work for most employees and prioritizing health and safety above all else. Additionally, we quickly migrated our customers to working remotely, helping to keep their workforce safe and secure and their operations running smoothly in the midst of a global pandemic. The Leidos Relief Foundation donated more than \$2 million to over 600-Leidos employees impacted by COVID-19 and our new Pandemic Sick Leave policy provided a safety net for employees suffering from the disease or caring for family members with symptoms. We also partnered with CDC Foundation to support their "All of Us Crush COVID" Campaign and our employees donated thousands of hours and dollars to non-profits all over the world.

Inclusion and Social Justice

2020 reminded us that we all play a part in creating a more equitable and just world. In January 2020, we added inclusion as our sixth core value in addition to integrity, innovation, agility, collaboration and commitment. We are committed to a culture that fosters a sense of belonging, welcomes all perspectives and contributions and provides equitable access to opportunities and resources for everyone. Inclusion and integrity are intrinsically linked by the responsibility to respect yourself and others. Our employees are empowered to uphold our values, creating a culture that we are incredibly proud of and that makes Leidos truly unique.

Mental Health and Well-Being

In 2017, we launched a campaign to take action against the opioid epidemic. As a team, we enacted many initiatives to tackle the issue — both internally and in our communities. We also challenged other companies to do the same. Over time, our efforts have grown to address not just opioid addiction, but the broader challenges of mental health and well-being. In 2020, we introduced our flagship social purpose campaign: *Mission for the Mind: Advancing Mental Health Solutions*. The program consists of three focus areas:

- ▶ Anti-opioids and substance use disorder prevention;
- ▶ Anxiety, depression and COVID-19-related impacts and;
- ▶ Suicide prevent efforts, especially related to veterans and the emerging vulnerable population of healthcare workers.

We can only be truly healthy when we take care of our physical as well as our mental health. That's why we are committed to prioritizing the mental health of our employees, their families and the communities we serve.

Environmental Sustainability

Operating sustainably is paramount to achieving our mission and optimizing our performance. This report details actions taken to protect our planet, whether through the work we do for our customers or the steps we take to reduce our own impacts. I am proud to announce that not only did we achieve our legacy greenhouse gas (GHG) emissions reduction goal, we exceeded it, cutting emissions by more than 58% relative to our 2010 baseline. Achieving this goal marked an important milestone on our journey to improve our world and make it a better place for future generations. We also understand that operating sustainability is a continuous journey.

With our mission to make the world safer, healthier and more efficient, we are committed to building a future where our people and technology make a real impact, greatly improving quality of life and promoting inclusive well-being for all people.

Roger A. Krone
Chairman and Chief Executive Officer

A handwritten signature in black ink, appearing to read "Roger A. Krone". The signature is fluid and cursive, written over a white background.

Next Level Leidos

Advancing Sustainability Through 2030

As a company, we are mindful of our opportunities and responsibilities to our many stakeholders, especially as we grow. We have kicked off a new effort to advance sustainability at Leidos by setting new 2030 Environmental, Social and Governance (ESG) goals.

With our mission to make the world safer, healthier and more efficient, we believe that we can build a future where our people and technology make a real impact, greatly improving quality of life and promoting inclusive well-being for those around us. Our deep expertise in technology, science and engineering, and the systems approach in which we approach challenges has helped us set measurable goals to sustain our business, our communities and the world we all share.

These goals are not all-inclusive, and more efforts are underway in various areas, but we want to highlight key efforts that encourage vital efforts related to Inclusion, Environment and Healthy lives. We believe these efforts will not only sustain and enrich our culture at Leidos, but they will also have a positive impact on all of our stakeholders. We will report our progress annually in our Global Reporting Initiative (GRI) Corporate Responsibility Report. GRI is an international, independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. We are proud that we have published this report annually now for more than a decade.



Our Focus Areas

Our Sustainability goals are our beacon for action supporting efforts in the following focus areas:

- ▶ Cultivate inclusion
- ▶ Advance environmental sustainability
- ▶ Promote healthier lives

CULTIVATE INCLUSION

Through our efforts we seek to cultivate inclusive talent practices in hiring, promotion, development, leadership, and team management.

- ▶ Increase representation of women and ethnically diverse employees by 10% by 2030*
- ▶ Award 16% of supplier contracts to diverse suppliers by 2030
- ▶ Hire 15,000 veterans and military spouses by 2030
- ▶ Interview at least two diverse candidates for all senior management positions**
- ▶ Ensure 100% of managers and executives take inclusion training

ADVANCE ENVIRONMENTAL SUSTAINABILITY

As stewards of the environment, we seek to advance environmental sustainability by doing our part to preserve natural resources, reduce emissions, and limit waste.

- ▶ Reduce GHG emissions 25% by 2030
- ▶ Reduce waste by 50% in Leidos facilities by 2030
- ▶ Increase renewable energy to 25% of total electricity use by 2030

PROMOTE HEALTHIER LIVES

Our employees are our greatest resource, through our efforts we will invest in initiatives and resources that promote their health and well-being.

- ▶ Source 20 of Leidos' biggest commodities more sustainably by 2030
- ▶ Increase investment by 60% in initiatives aimed at enhancing employee health and well-being by 2030

*The baseline for this goal is FY2021 demographics for Leidos employees that identify as female and ethnically diverse.
**Senior Management is defined as all roles classified as an M3 or higher in Leidos' job classification system.

Executive Summary

View the highlights of our key accomplishments and successes in major focus areas during the calendar year.



Executive Summary

We are committed to all of our stakeholders, especially during challenging times.

Leidos is committed to serving all of our stakeholders, including employees, customers, supplier partners, communities and shareholders. This commitment, combined with our strong sense of purpose, enables us to connect deeply with our customers and also respond to changing requirements for enhanced sustainability disclosures and transparency throughout our business.

As the COVID-19 public health emergency developed throughout 2020, we focused on the health and safety of our workforce and their families, remained committed to our customers' needs, executed the important work we do to make the world healthier, safer and more efficient and supported communities in need. Finally, we reinforced our commitment to inclusion and rejected social injustice and discriminatory behavior both within our company and beyond. For our efforts, Newsweek named Leidos to their "Most Responsible Companies" list for 2020 and the Ethisphere Institute, a global leader in defining and advancing the highest standards of ethical business practices, recognized Leidos as one of the World's Most Ethical Companies.

The annual Leidos Corporate Responsibility Report, published in accordance with the Global Reporting Initiative (GRI™) Standards Framework, takes stock of the progress and impact of the Company across multiple areas deemed material to our company.



LEIDOS AT A GLANCE
2020 HIGHLIGHTS

OUR VISION

Become the global leader in the development and application of technology to solve our customers' most demanding challenges.

Engage, develop, and empower our diverse and valued people to foster a culture of creativity and growth.

Strengthen our communities through volunteerism, sustainable operations, and the advancement of equality.

OUR VALUES



INTEGRITY



INCLUSION



INNOVATION



AGILITY



COLLABORATION



COMMITMENT

ABOUT US



55%
EMPLOYEES AT CUSTOMER SITES



39K
EMPLOYEES WORLDWIDE



20%
MILITARY VETERANS



19K
CLEARED EMPLOYEES

53%
TOP SECRET AND ABOVE

30%
SECRET



100%
ETHICS TRAINING



7.2K
MASTERS DEGREES



1.1K
PhDs

THE MARKETS WE SERVE



CIVIL



DEFENSE



HEALTH



INTELLIGENCE

CORE CAPABILITIES



CYBER OPERATIONS



DIGITAL MODERNIZATION



MISSION SOFTWARE SYSTEMS

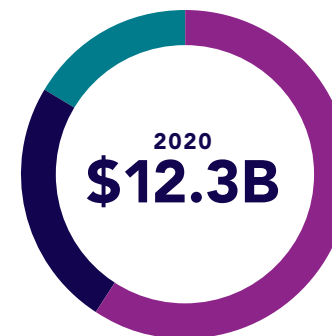


INTEGRATED SYSTEMS



MISSION OPERATIONS

MARKET REVENUE



DEFENSE SOLUTIONS
\$7.3B

CIVIL
\$3.0B

HEALTH
\$2.0B

AWARDS & RECOGNITIONS



Our business is aligned into three reportable segments (Defense Solutions, Civil and Health). Included in our Defense Solutions segment are the defense and intelligence markets, which are economically similar in nature.

Our People

- ▶ Since March, 2020, the Leidos Relief Foundation (LRF), our 501(c)(3) charitable organization established to support our employees in need, provided assistance to over 600 impacted employees and distributed nearly two million dollars to support those affected by the pandemic and other disasters. We introduced new benefits such as Pandemic Paid Sick Leave and Mental Health and Wellness tools to support our workforce.
- ▶ We launched an Enterprise Inclusion Council to help identify and champion innovative actions that create a more inclusive work environment. We also established programs to increase inclusive leadership and enable personal and organizational accountability.
- ▶ Our employees were honored at the Women of Color STEM Conference, received recognition at the annual Black Engineer of the Year Awards (BEYA) and we celebrated a record-breaking number of employees at the 2021 BEYA conference in February.
- ▶ Leidos attained best in class rankings by numerous organizations including Fortune's list of The World's Most Admired Companies, the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI), and for the second year in a row were named on of the Best Places to Work for disability inclusion by Disability:IN, a leading nonprofit resource for business disability inclusion worldwide. Finally, we were honored on Military Times' as a Best Employers for Vets.

Our Environment

- ▶ With more than 45 years of environment, energy and critical infrastructure experience, one of every four Fortune 500® companies is a valued Leidos client. We currently manage \$1.2B of support to clients across our environmental and energy markets, including nine federal agencies and all five U.S. military branches.
- ▶ Leidos has provided \$1.25 billion in energy efficiency savings to industry and, since 1995, has been tracking and reporting greenhouse gas emissions for federal agencies.
- ▶ In 2010, we pledged to reduce greenhouse gas (GHG) emissions by 25% with a 2020 deadline. We exceeded that goal, reducing GHG emissions by 58%, and set new targets in Fall of 2021.
- ▶ During the height of the pandemic, we opened our new LEED certified Global Headquarters in Reston, Virginia and continued planning for a LEED Silver facility in San Diego, CA. In addition to operating and occupying sustainable facilities, we responsibly decommissioned existing buildings by recycling or donating e-Waste, furniture and supplies. Throughout the pandemic, we coordinated 51 projects that diverted more than 285.2 tons of surplus from landfills and donated more than 233,000 pounds of furniture and supplies to multiple charities.

Our Communities

- ▶ Leidos made more than \$6.5 million in charitable donations and employees contributed approximately 24,000 volunteer hours to a wide variety of company-sponsored causes including STEM education, basic needs and wellness, ethics, and leadership and support to our military and intelligence personnel and their families.
- ▶ We donated over \$300,000 to the U.S. Centers for Disease Control and Prevention Foundation in support of their "All of Us Crush COVID" campaign and partnered with the Equal Justice Initiative, including donating \$250,000 to support in-school programming to help education youth on combating racial injustice.
- ▶ Leidos partnered with the Milken Institute Center for Public Health to help accelerate our ongoing CEO Pledge to end Addiction efforts. The collaboration grew from both organizations' desire to advance the steps already being taken by employers across industries and sectors to address the mental health crisis and provide better access to resources and support for millions of employees. More than 150 CEOs and senior leaders have signed the pledge to-date.
- ▶ Leidos has awarded over \$1.8 billion in contracts to small businesses through our Leidos Small Business Program (LSBP). LSBP is a proactive program designed to drive use of specific vendors and suppliers, including: minority-owned, women-owned, veteran owned, service disabled veteran owned, historically underutilized businesses and Small Business Administration (SBA)-defined small business.

We are proud of our programs and activities undertaken in 2020 to help our company grow and become more sustainable.

ESG Initiatives



ESG Initiatives

Our Response to COVID-19

Across the world, Leidos employees continue to navigate the impacts of COVID-19, the illness caused by the novel coronavirus and supporting our federal customers in their response to the pandemic. As this public health emergency continues to develop, Leidos' primary focus is on the health and safety of our employees, their families and the communities where they work and live. Equally important is our commitment to our customers' missions and executing the important work we do in our defense, intelligence, health and civil markets.

As this situation continues to evolve, Leidos will be there every step of the way. Our focus will always remain on supporting our customers and strengthening their mission for the global population.

ROGER KRONE, CEO AND CHAIRMAN

SUPPORTING OUR PEOPLE

In March of 2020, Leidos was opening a state-of-the-art global headquarters in Reston, Virginia. Shortly after, we adapted to an evolving crisis with agility – quickly shifting to remote work for many employees and prioritizing health and safety above all. Our committed employees' resolve during this challenging time is a source of pride and inspiration for us.

Long before the World Health Organization's Director-General declared COVID-19 a global pandemic during the March 11 press briefing, Leidos was engaged in working the problem. Company leadership established a coronavirus working group (CVWG), which has grown into a cross-company effort to act aggressively, yet thoughtfully based on real-time assessments of the challenges the pandemic presents for people and the Company. This group of individuals from various functions came together in the spirit of collaboration to help navigate the enterprise through the myriad of challenges the company has faced. Their diligent efforts set the company on a path to safeguard the health and safety of Leidos employees and the company's facilities. Some of the immediate actions Leidos took included:

- ▶ Establishing a regular cadence of COVID-related communications to employees through direct messages from leaders. CEO Roger Krone began a weekly video series to inform and engage employees. This series has now evolved to a biweekly video that provides updates on COVID-19, as well as other pertinent company information.
- ▶ Significantly increased teleworking, flexible work and remote work for thousands of employees normally at Leidos or customer facilities. We also implemented the use of virtual technology for hosting the Leidos New Employee Orientation (NEO), as well as for conducting job interviews.
- ▶ Established multiple benefits including Pandemic Paid Sick Leave to help with the burden of having to quarantine due to COVID-19 infection or providing support and care to a family member.
- ▶ Provided monetary support through the Leidos Relief Foundation and the Keith W. Redding Memorial Fund, set up to honor the memory of the first Leidos employee to succumb to COVID-19.
- ▶ Stood-up a dedicated Pandemic/Disease page, available to all employees, on the Company's intranet, Prism. The CVWG continuously updates this page with new frequently asked questions (FAQs) on travel guidance, facilities closure and subsequent reopening, teleworking guidance, benefits, and other Company resources.

These efforts have had an immense impact on Leidos, helping to ensure our standing as a top employer by doing the right thing for our employees.

SUPPORTING OUR CUSTOMERS

As a company, Leidos is a trusted provider of information technology science, and engineering solutions for the government and highly-regulated commercial customers. During the global pandemic, we migrated customers to work remotely, keeping their workforce safe and secure and operations running smoothly. At the onset of the crisis, our employees deployed to the "front lines" to help address evolving customer needs. They provided laptops and technical assistance to entire government agencies, ensured customers could function in remote-work environments, and enabled seamless transitions to new ways of working without disruption. From providing IT support to emergency field hospitals in New York City's Central Park to helping the Navy track COVID-19 supply chain risks in real-time, we provided proven solutions to our customer's most challenging needs. Finally, our work at Frederick National Labs, developing therapies and assisting with trials directly related to COVID-19 gives even more meaning to our mission to make the world safer, healthier and more efficient.

SUPPORTING OUR COMMUNITY

Recognizing that COVID-19 impacts extend far beyond Leidos, we partnered with the U.S. Centers for Disease Control and Prevention (CDC) Foundation to donate to its Emergency Response Fund, “All of Us Crush COVID” campaign. Between company and employee donations (including matching gifts), Leidos raised over \$300,000 to help support vulnerable communities, increase laboratory capacity, boost clinical research and to strengthen local response efforts, among other CDC programs launched to combat the pandemic.

When the outlook at Leidos and across the U.S. started to improve in 2021, circumstances became increasingly challenging in other countries. With many friends and family in India, Leidos donated 40,000 to United Way Mumbai, an organization providing healthcare workers in India with critical medical equipment (including oxygen), personal protective equipment and other much needed supplies.

Leidos employees went above and beyond to help their neighbors, health care workers and charities all over the world. Highlighted in the insights below are a few examples of the amazing efforts they made from printing 3-D masks, to giving blood, hosting food drives, delivering meals, donating laptops and much more. Also highlighted below are some of the partnerships and initiatives we have made to make a lasting impact, both at work and in the communities where we operate.



IT TAKES ALL OF US

Leidos supported the U.S. Centers for Disease Control and Prevention Foundation and their All of Us campaign, matching employee donations up to \$1 million dollars.

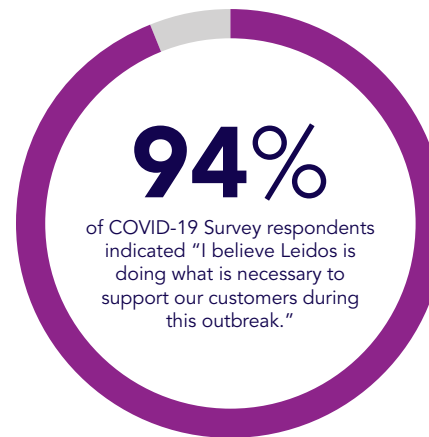
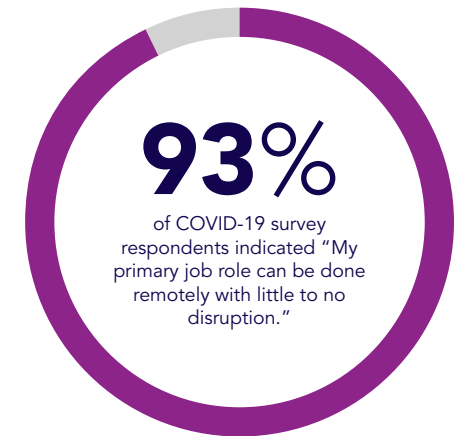


THE LEIDOS MILLION DOLLAR MOVE THE NEEDLE SWEEPSTAKES

To encourage Leidos employees to get vaccinated against COVID-19 we launched the **Leidos Million Dollar “Move the Needle” Sweepstakes**. Ten lucky employees will win a year’s salary. That means we’re giving away at least \$1 million to help create the most safe and healthy workplace and community possible.

COVID PULSE SURVEY

In late spring of 2020, Leidos surveyed employees to get a sense of how the company’s response to the COVID-19 pandemic was viewed. Conducted over a two-week period from May 25 – June 8, the survey was voluntary and anonymous, with employees encouraged to share their opinions. Thirty percent of employees responded and the results were very positive. Leidos scored well above external benchmarks*, particularly on employees feeling able to stay at home when sick, supported by their immediate managers, and being satisfied with communications.



*Benchmarks are based on results from 498,030 respondents, across 72 organizations, in 11 major industries. These organizations range in number of employees from 250 to more than 100,000 employees and cover respondents globally.

Recognizing excellence during the COVID-19 Pandemic

The Leidos Achievement Awards program recognizes extraordinary contributions made by individuals or teams in achieving and advancing the Leidos mission, vision, and organizational goals. Below are a few highlights of awards given to groups that went above and beyond to support our customers and our employees.

The COVID-19 Core Working Group won the CEO Award for demonstrating exceptional dedication and outstanding contribution that impacts the Leidos mission and business goals. From the outset, this group of individuals from various functions came together in the spirit of collaboration to help navigate the enterprise through the myriad of challenges the company has faced and will continue to face. The COVID-19 Core Working Group demonstrated excellence in a time of chaos and crisis for not only the company, but also for our nation and world. Their diligent efforts set the company on a path to safeguard the health and safety of Leidos employees and the company's facilities.

The U.S. Antarctic Program COVID-19 Pandemic Response team was awarded a Leidos Excellence in Program Management Achievement Award for successfully ensuring that COVID-19 did not reach any United States Antarctic Program (USAP) locations in the Antarctic. The USAP COVID-19 team ensured the safe and continuous operation of three stations (two on the Antarctic continent and one on the Antarctic Peninsula), as well as on two research vessels. Their efforts included:

- ▶ Overseeing the safe and healthy deployment of over 800 people from all over the globe during the pandemic;
- ▶ Testing (and retesting) deployed personnel in the U.S., setting-up a COVID-19-capable medical clinic in Antarctica, ensuring international coordination, and providing mental health resources to support personnel in long quarantines;
- ▶ Overcoming many related obstacles, including severe weather conditions, constantly changing entry requirements, critical personnel having tested positive in U.S. gateway cities, numerous airline furloughs and fewer Antarctic flights.

Our QTC affiliate was also honored with Excellence in Program Management – Program of the Year. QTC is the largest provider of disability and occupational health examination services in the United States. For more than 40-years, they have focused on delivering high quality, technology-driven, exam solutions for our clients. In early 2020, the group was on a record growth path as they continued to deliver quality medical exams. With over 3,000 appointments occurring daily in nearly 100 clinics across the United States, the risk posed by COVID-19 was

significant. With an acute understanding of this risk, leadership acted quickly to leverage their in-house clinical leadership to provide safety recommendations real time, as epidemiological research was made available. Actions included:

- ▶ Establishing a multi-function task force to coordinate response activities. This led to QTC being one of earliest adopters of a mandatory face covering policy in early March 2020, along with distancing procedures and a multi-layer screening process for examinees.
- ▶ Implementing a comprehensive personal protective equipment (PPE) policy for medical staff in all clinics. This allowed QTC to build critical PPE inventory before the national shortage debilitated many other clinical operations.
- ▶ This success continued until the Department of Veterans Affairs (VA) adopted a broad based policy across their healthcare services to halt all face-to-face exams. During the three months in which exams were halted, QTC prepared for an eventual restart.
- ▶ QTC's ability to plan ahead and take decisive actions allowed for the restoration of business operations within two weeks of the VA's approval to restart face-to-face exams.



Team Leidos Responds – Supporting Key Customers in the United Kingdom

In the UK, our experience of working in partnership with the Ministry of Defence (MOD) led to Leidos supporting the Government’s battle against coronavirus. Using the Defence Fulfilment Centre at Donnington, we coordinated shipments of life-saving ventilators, ancillary equipment and vaccines, delivering them to hospitals in need across the country and front-line troops across the globe.

Leidos employees were able to respond rapidly to the call from the MOD for additional logistics assistance, with our team delivering a bespoke Covid19 logistics operation and showing great flexibility in quickly establishing a unique stock system and training the relevant teams to use it. We responded to the Government’s call to action by sourcing over 45 new suppliers and managing a range of critical items from UK manufacturers across various industries as well as from overseas, typifying the fantastic community and collaborative spirit that has swept across the UK during this pandemic.

Team Leidos COVID-19 Response



The COVID-19 pandemic has presented new challenges to everyday life across the world. Leidos and its sub-contractors have reacted quickly and decisively to overcome these challenges with much of the organisation continuing to operate business as usual.

From the start of the pandemic, we engaged in focused and continual engagement with the customer, key sub-contractors, relevant subject matter experts and other interested parties, providing support to a new drumbeat of crisis management communications and meetings with the customer.

KEY MILESTONES



Procured 46,000 packs of **Vitamin D**, c7 million tablets.



Established a **unique stock control system** for uncodified PPE items and trained the relevant teams to use it.



c90 COVID-related tasks were commissioned.



With less than a week’s notice, moved to a **24/7 operation at the DFC** to manage the receipt, integration and storage of ventilators and their associated ancillaries.

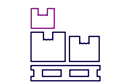
Created additional logistics capacity at the Defence Fulfilment Centre for the receipt, integration, storage and distribution of large quantities of PPE.



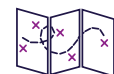
80 suppliers were identified to supply Personal Protection Equipment of which 45 are newly registered.



c3,000 NSNs (NATO Stock Numbers) were purchased for Covid19 commissioned tasks.



Collected **ventilators and ancillary equipment** from multiple locations and delivered them to hospitals in need across the country, without impacting normal support chain support.



Mission for the Mind: Advancing Mental Health Solutions

OUR COMMITMENT TO ADDRESSING THE BROADER CHALLENGES RELATED TO MENTAL HEALTH

In August 2017, Leidos launched an initiative to help do our part in taking action against the opioid epidemic. At the time, the magnitude of the crisis was just hitting headlines. As a team, we enacted many initiatives to tackle the issue — in our business and in our communities. We also challenged other companies to do the same. Over time, however, our efforts have organically grown to address not just opioid addiction but the broader challenges and underlying contributors to addiction associated with mental health and well-being.

At Leidos, we are devoted to identifying and solving some of the world's toughest problems. From driving health research to protecting soldiers in war zones to shaping environmental conservation plans; our minds help develop solutions that improve our world. This mission-critical work, often aimed at the most complex challenges, can only be done with the full capacity of our minds. We must proactively protect our minds and further commit to their health and well-being. Therein lies our opportunity. Together, we can be a catalyst for change.

Leidos is focused on the following areas:

- ▶ Anti-opioids and substance use disorder prevention
- ▶ Anxiety, depression, and COVID-19-related impacts
- ▶ Anti-suicide efforts, especially related to veterans and the emerging vulnerable population of healthcare workers

PROTECTING OUR PEOPLE

As an employer of more than 40,000 people across the U.S. and beyond, Leidos has a critical role to play both in reducing the stigma around mental health and addiction and increasing accessibility of resources. Mental health and well-being are at the center of our Mission for the Mind Program. Our Build a Better You initiative helps employees achieve their personal wellness goals. The program's offerings include health and wellness challenges with opportunities to earn points toward rewards, free premium access to the Headspace app, regular wellness education sessions, expansions to our Employee Assistance Program, additional paid time off and expanded optional benefit offerings. We are committed to making certain everyone at Leidos has the access to support and resources they need to build and maintain the best version of themselves.

Starting in July 2018, Leidos enrolled in the AOM program offered by Express Scripts (ESI, pharmacy benefit management organization). The 2020 Leidos AOM Annual Report showed a decrease of 57% in average day supply per claim for first time short-acting opioids with 70% of patients redirected to a safer, short-acting opioid, and the average day's supply per claim was reduced from 18-day to 8-days when compared to the prior year. These measures are all critical in reducing the likelihood that a Leidos employee or a family member will develop an opioid use disorder.

ENGAGING OUR COMMUNITY

In 2017, Leidos employee John Hindman challenged our CEO, Roger Krone, to do more to address the growing opioid epidemic after his son, Sean, lost his life to an overdose. Directly as a result of hearing John's story and many like it within Leidos, Krone established the CEO Pledge. Organizations taking the pledge commit their time, talent and resources to help end the opioid addiction crisis through

better education, support and access to services that are desperately needed. Today, the Leidos CEO Pledge has over 100 signatories and an expanded mandate — one that will continue to address opioid addiction while also tackling broader mental health challenges of anxiety, depression and suicide. Leidos participates in regional panels as well as engages in various activities with partners including Monumental Sports & Entertainment, The Baltimore Ravens, The U.S. Department of State, and the Drug Enforcement Agency (DEA) and its 360 Strategy Initiative and Operation Engage. The company continues to provide significant support to non-profit organizations in this area each year, having already contributed millions of dollars to substance misuse and mental health charitable efforts. We have been privileged to support many organizations through our CEO Pledge, including the following:

- ▶ **Chris Atwood Foundation (CAF):** From 2018 to 2020, Leidos provided support to CAF by helping to raise critical funds and support naloxone training and distribution events. Most recently, in 2021, Leidos joined the Virginia Department of Health to support CAF's Revive to Thrive mobile unit as part of a harm-reduction program benefitting Northern Virginia.
- ▶ **U.S. Chamber of Commerce Foundation Sharing Solutions:** Designed to highlight workforce resources and innovative solutions to combating the opioid crisis nationwide. Leidos has been actively engaged in this national initiative since 2019.
- ▶ **American Foundation for Suicide Prevention (AFSP):** As part of an ongoing commitment to mental health and well-being, Leidos sponsored and participated in numerous Out of Darkness Suicide Prevention Virtual Experiences hosted by (AFSP), including in the Washington, D.C. metro region, North Alabama and San Diego, CA. Team Leidos efforts helped raise critical funds and awareness in support of those affected by suicide.

- ▶ **Baltimore Ravens Partnership:** Starting in 2020, the Ravens-Leidos “Tackling Opioid Addiction” campaign distributed nearly 70,000 drug disposal packets to local non-profits and is now expanding to benefit Oxford House, a non-profit providing drug-free housing for individuals on their recovery journey.
- ▶ **Milken Institute Center for Public Health:** Formed in late 2020 (and formally announced in May, 2021), the CPH-Leidos relationship is further promoting the Leidos CEO Pledge End Addiction and is expanding to address mental health concerns more broadly. Core to the new relationship is a Collaborative Action Group (CAG), created to reach more employees and communities, especially in light of how the COVID-19 pandemic has exacerbated substance use and harmed mental health and well-being globally.
- ▶ **The Women’s Center:** Leidos is a corporate sponsor of The Women’s Center, which provides affordable mental health care support and education in the Virginia and Washington, DC, area. In 2020, Roger Krone was awarded the Mental Health Community Service award for his advocacy in mental health access.
- ▶ **EVERFI:** Leidos partnered with EVERFI to provide a Mental Wellness online course to all middle schools and high schools in the greater Morgantown area of West Virginia, at no cost to the schools. Leidos supports this first-of-its-kind digital learning course to destigmatize the topic of mental health, increase student resilience, and empower students to access the skills and resources they need to support their emotional well-being.

- ▶ **Community Anti-Drug Coalitions of America (CADCA):** Leidos has had a multi-faceted partnership with CADCA since 2017, with the collaboration focused on supporting CADCA’s mission to build drug-free communities. The scope of the partnership includes:
 - **Leidos Youth Leadership Training** – A three-day youth leadership training in Washington, D.C. for approximately 100 youths;
 - **Community Awareness Safe Disposal Events** – CADCA and Leidos coordinate periodically on community awareness safe disposal events to coincide with DEA’s National Take Back Days;
 - **Drug-Free Campaign Awards Dinner** – Leidos supports CADCA’s annual Drug-Free Kids Campaign Awards Dinner helping to raise critical operational fund.

CUSTOMER MISSIONS

Our commitment to mental health and well-being in the workplace also extends to the important work for our customers in federal and defense health agencies. For nearly four decades, Leidos has worked with the U.S. military to support improved performance, resilience and wellness among our service members. We provide military personnel and their families with preventive and treatment services to guard not only their physical, but also their behavioral health. Through the Military and Family Life Counseling Program, for example, we provide military personnel and their families with non-medical counseling services to identify and alleviate military life stresses before they rise to harmful levels.

“Looking after our health and that of others isn’t simply the treatment of an ailment or illness. It’s a holistic mix of physical well-being, mental health, financial stability, food security, access to adequate employment and safe housing. Our collective focus must be on efforts to address addiction and overall mental health that will be critical to saving lives and helping improve the overall well-being of our communities.

“Ending this crisis will require our nation’s leaders to act, mobilizing resources and responding quickly to initiate employee education, volunteerism and non-profit partnerships. Together, we can elevate the conversation around mental health and well-being.”

Liz Porter, President Health Group

Our Response to Social Injustice

FACING SOCIAL INJUSTICE AND THE EVOLUTION OF INCLUSION AT LEIDOS

In May 2020, the nation watched as hundreds of thousands protested the senseless killing of George Floyd and Breonna Taylor, shining a light on the social injustice many Black, Indigenous, and people of color (BIPOC) experience every day. While this prompted a time of reflection for many, including the corporate world, it was also an impetus for action to drive measurable change. Leadership responded immediately. In a message to all employees, CEO Roger Krone wrote “This year you saw Leidos launch “Inclusion” as one of our core values. And I want to reiterate to you today that I am fully committed to this. Not just to adding a word to a list of words, but to playing a real and tangible role in creating the future that we all aspire towards. My commitment to you is that this will not fall to the side in the days ahead. I will do all that I can to lead with empathy and action and carry us forward from this moment.” At Leidos we are working to build a society free from prejudice, injustice, and inequality. Read about our initiatives and leadership below.

ACTIONS AND INITIATIVES

One of Leidos’ first action was to partner with the Equal Justice Initiative (EJI), an organization committed to fighting against racial injustice and poverty as well as to promoting equal treatment in the criminal justice system for the most vulnerable. Leidos leadership partnered with the Office of Inclusion & Diversity, and other advisors to develop a plan that would help us to enact change, lead with empathy and play a tangible role in creating a future where inclusion is pervasive. In the months that followed, we launched several initiatives to fight social injustice and enhance a culture of inclusion at Leidos, including:

- ▶ The Office of Inclusion & Diversity (OID) launched a “Courageous Conversations” overview, providing a roadmap for managers to begin an honest and open dialogue on race and social injustice with their teams. The team also published a Courageous Conversations on Race Manager’s Guide.
- ▶ Organizations across the enterprise hosted formal, open and honest dialogues on race, inequality and inequity and unconscious bias, including:
 - The African American Leadership Network (AALN) ERG “Real Talk” series, aimed at discussing race relations and inclusion at Leidos. The goal is to create a safe space for employees to share their thoughts and opinions on recent injustices and on ways that Leidos employees can unite to create a truly inclusive culture. The series evolved to include members of the Leidos leadership team, for a true, open and candid dialogue with employees.
 - All Leidos ERGs banded together to host awareness events and provide supportive forums.

- Various senior leaders partnered with the Inclusion and Diversity office to offer enterprise-wide listening sessions. For example, the Office of the General Counsel hosted “The Journey to Equity Series: Moving From Reflection to Discussion to Action,” where members of the Leidos Legal, Contracts, Ethics and Compliance and Internal Audit organizations discussed topics related to racial injustice and social unrest from a legal perspective.
- ▶ Formation of a Leidos Enterprise Inclusion Council.
 - Chaired by two members of the Executive Leadership Team, the Council includes employees from across the enterprise nominated by their executive leaders for their passion in advancing diversity and equity in the workplace.
 - The Council helps identify and champion innovative actions that create a more inclusive work environment and support initiatives that build a culture that embraces differences in all aspects of diversity including, but not limited to, age, gender, race, ethnicity, sexual orientation, religion and physical ability.
 - The Council identifies and collaborates to address emerging challenges, propose new initiatives and share best practices across the enterprise.
- ▶ CEO Roger Krone signed the Action for Diversity & Inclusion™ Pledge, a group of more than 1,200 companies committed to advancing diversity and inclusion in the workplace, making it the largest CEO-driven business commitment of its kind within the workplace in the U.S. Krone also encouraged employees to personally take action by signing the “I Act On” pledge, committing to mitigating unconscious biases and driving more inclusive behaviors in everyday life.
- ▶ Mandatory Inclusion Acumen employee training and mandatory Inclusive Leader training for all leaders.
- ▶ Expanded our external Diversity Awards Program.
- ▶ Launched two new Employee Resource Groups (ERGs), the Asian Pacific Islander Nations (APIN) and A4 - Allies and Action for Accessibility and Abilities.
- ▶ Continued to mature our Strategic Diversity Outreach strategy to expand our external partnerships with minority-serving institutions, diversity conferences and organizations, and community partnerships. Goals of the program include recruiting and retaining talent from underrepresented groups, giving back to underserved communities, and exposing students from underrepresented groups to STEM opportunities. Integral to the program is a robust Historically Black Colleges and Universities (HBCU)/Hispanic-Serving Institution (HSI) campus strategy to build deep partnerships and invest in research opportunities with universities. and to shape and capture early career talent from underrepresented groups.

Governance

Leidos is a company of people dedicated to delivering best-value services and solutions based on innovative applications of science and technology. We do this with the constant and deliberate commitment to ethical performance and integrity that has marked Leidos since its founding.

Our Board recognizes the importance of strong corporate governance to address the interests of our stockholders, employees, customers and other stakeholders. As a result, our Board has adopted Corporate Governance Guidelines which, together with our certificate of incorporation, bylaws, committee charters and other key governance practices and policies, provide the framework for our corporate governance. Our Corporate Governance Guidelines cover a wide range of subjects, including criteria for determining the independence and qualification of our directors.

For more information regarding the Board and the roles and responsibilities of the committees, please see the [Leidos website](#) and our [2021 Proxy Statement](#).

The Board recognizes that observing good corporate governance practices is an ongoing responsibility. The Corporate Governance and Ethics Committee regularly reviews corporate governance developments and recommends revisions to these Corporate Governance Guidelines and other corporate governance documents as necessary to promote our stockholders' best interests and to support our compliance with all applicable laws, regulations and stock exchange requirements.



The Leidos Board of Directors

SUSTAINABILITY OVERSIGHT

BOARD OF DIRECTORS

Reviews the effectiveness of the Company's ethics and compliance program and oversees performance of corporate responsibility, public policy, diversity and inclusion.

Chairman and CEO
The Corporate Governance and Ethics Committee (CGEC)

The Corporate Governance and Ethics Committee

The CGEC charter establishes its oversight of ethics policies and practices, including ethics awareness training, case trends disciplinary actions, and conflicts of interest. In order to provide effective oversight, the CGEC keeps itself knowledgeable about ethics and compliance conditions and trends in the broader industry and within Leidos.

The CGEC also reviews policies and practices in the areas of sustainability, including the safety and protection of the environment; charitable contributions; and political, social and environmental issues that may affect the company's business operations, performance, public image or reputation.

EXECUTIVE LEADERSHIP TEAM

Responsible for ESG goals and initiatives

KEY EXECUTIVES INCLUDE:

CEO
COO
CFO

General Counsel

Chief of Business Development & Strategy
Chief Human Resources Officer & Business Partnerships

SUSTAINABILITY WORKING GROUP

Oversees sustainability agenda and maintains operational responsibility for implementing and tracking board decisions and managing enterprise-wide ESG issues.

CHAIRS:

SVP, Communications & Marketing
VP, Real Estate, Facilities & Workplace Services

Members from all business and group functions, U.S. and International

Environment

Our environmental services, coupled with our internal stewardship and GHG emission reduction efforts, are creating a healthier world.



Environment

Our passion for environmental stewardship has never been stronger.

Leidos believes that a commitment to sustainability is paramount to our ethical mission and the Company's performance.

The greatest contribution Leidos makes to environmental stewardship comes through the work we do for our customers. We use our considerable energy and environmental expertise to inform our own accountability. In 2010, we pledged to reduce greenhouse gas (GHG) emissions by 25% by 2020. We are proud to announce that not only did we achieve our goal, we reduced GHG emissions by more than 58%. While this is a tremendous feat, operating sustainably is a continuous journey and we must continue our efforts.

Leidos promotes environmental stewardship as a key element of corporate responsibility, contributing to the environmental well-being of the communities where we live and work.

Finally, operating a sustainable business requires a safe and healthy environment. Leidos is committed to protecting the health and safety of our employees, our communities, our customers and the environment.

Our Management Approach

As a company that primarily provides services to the Federal government, Leidos has a relatively small environmental footprint. However, we have surpassed our legacy emissions goal through several primary measures. First, we have continually reduced the size of our real estate portfolio. The second measure is our Strategic Energy Management Program, which identifies energy reduction initiatives, including the introduction of energy-saving equipment at our facilities, and maintains goals to increase renewable

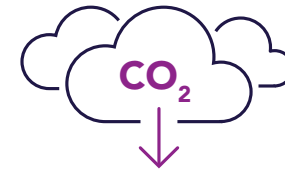
energy purchases throughout our operations. Additional efforts include increasing our Leadership in Energy and Environmental Design (LEED)-certified spaces, reducing employees' energy use, improving equipment efficiency, reducing materials consumption, and diverting waste.

Our overall sustainability strategy includes voluntary measures to minimize GHG emissions and energy use, track environmental risks, and improve environmental data collection and visibility. Our strategy is defined by the Sustainability Working Group (SWG), which is co-sponsored by both the Vice President of Corporate Real Estate, Facilities and Workplace Services and the Vice President of Corporate Communications. The SWG includes key representatives from each of the various Leidos functions, as well as customer-facing sustainability experts. The SWG tracks environmental performance throughout our operations, helps guide our overall sustainability strategy, and identifies and manages climate-related risks to our company. The executive sponsors provide annual updates regarding sustainability to the Executive Leadership Team and Board of Directors that includes information and feedback from the wider team. The SWG ensures Leidos makes continual progress towards meeting our goals of reducing environmental impact and risk exposure across the organization.

Our emissions inventory is verified by a 3rd party every two years, and is reported to CDP, whose scoring we use as a benchmark.

Additionally, Leidos maintains an Environmental, Health and Safety Management System to ensure that we protect our employees, our environment and our stakeholders, as well as to ensure compliance with applicable laws and regulations. Our EH&S Management System consists of design, implementation and oversight processes to ensure consistent application across Leidos' operations, inclusion of Leidos employees who work at customer-owned locations, and continuous progress towards a goal of zero accidents across our enterprise. Our EHS Management System has earned Leidos recognition

LEIDOS CLIMATE ACHIEVEMENT



58%

REDUCTION IN ABSOLUTE GHG EMISSIONS BELOW 2010 LEVELS.

Equivalent of taking nearly 15,000 passenger vehicles off the road.*

236%

OF OUR GOAL ACHIEVED

Original Goal: 25%

*EPA Greenhouse Gas Equivalencies Calculator

as a leader in the field of occupational health and safety, and undergoes rigorous internal scrutiny.

Policies and formalized environmental procedures include:

- ▶ Leidos Code of Conduct
- ▶ LP-LG-11: Environmental Health and Safety which expresses our commitment to:
 - Minimizing detrimental environmental impacts arising from our business activities
 - Environmental sustainability, including conservation of natural resources, pollution prevention, waste reduction, and recycling
 - Statutory and regulatory compliance
 - Incorporation of leading EH&S practices into our product and service offerings
- ▶ Leidos EH&S Manual
- ▶ Leidos Strategic Energy Management Plan
- ▶ Leidos Responsible Purchasing Policy

Environmental Services and Performance

Leidos has more than 45 years of energy, environment, and critical infrastructure experience.

A pioneer in the energy efficiency industry, we have advanced the nation's need for clean, reliable, and secure energy. Leidos is also a leader in the environmental engineering space, with solutions ranging from renewables, fossil fuel emissions reductions, environmental planning and implementation, public participation, regulatory compliance, data management, and site remediation.

As a services firm, our primary clean technology strategy is to hire the best and brightest minds in environmental services and maintain strong relationships with government agencies looking to develop new technologies, as well as other commercial entities looking to produce and advance renewable energy. Our team of talented and diverse experts provides advanced research and technology development for clean, reliable, and affordable energy solutions at government and industrial sites and academic labs around the nation. Our energy, engineering, and technical specialists devote their expertise to developing actionable approaches to risk management, scientific discovery, and engineering solutions that consistently meet our clients' energy mission requirements.

ENVIRONMENTAL LEADERSHIP

- ▶ 1 of every 4 Fortune 500® companies is a valued energy, environmental science, and engineering client
- ▶ Clients include nine federal agencies and all five U.S. military branches
- ▶ Federal, state, and industry clients have relied on Leidos for more than 50 years to meet regulatory requirements and protect workers and public health

- ▶ More than 35 years of national and international awards from the Society of Technical Communications
- ▶ Leidos has been tracking and reporting greenhouse gas emissions for Federal Agencies since 1995
- ▶ We have been helping agencies to reduce their fossil fuel emissions for 35 years
- ▶ 50 years of environmental experience led Leidos to innovate the PFAS (per- and polyfluoroalkyl substances) remediation process

PROJECT SUCCESS

- ▶ Helped utilities save more than 700,000 net megawatt hours annually through our energy efficiency services, equivalent to 55 million gallons of gasoline or enough to power more than 66,000 homes.
- ▶ Completed more than 2,900 National Environmental Policy Act (NEPA) studies for complex and politically sensitive projects in wilderness, rural, and urban environments.
- ▶ Reviewed 800 renewable energy and 150 biofuel projects across six continents, with energy capacity in excess of 35,000 megawatts over the last two years.
- ▶ Prepared the largest habitat conservation plan for aquatic resources in the United States.
- ▶ Completed more than 22,000 environmental projects; including 8,200 environmental restoration projects, more than 550 environment, health, and safety compliance and verification studies; and more than 600 hazardous, toxic, and radioactive waste projects
- ▶ Provided more than \$1.25 billion in incentives to utility customers through our managed energy efficiency programs.
- ▶ Performed analytics on nearly 11 million environmental sample results.

DEDICATED SUPPORT

- ▶ Leidos environmental engineers and scientists provide a complete capability to meet the needs of customers, including the Department of Defense (DoD), Department of Energy (DOE), National Aeronautics and Space Administration (NASA), and commercial clients
- ▶ Advised in the development and financing of more than 1,500 renewable power and fuels projects worldwide
- ▶ As the National Science Foundation's prime contractor on the Antarctic Support Contract, Leidos operates the world's longest supply chain and operates three research stations on the highest, driest, coldest, windiest continent on Earth
- ▶ Assisted in developing the authoritative guidance documents for DoD: Regional Sea Level Scenarios for Coastal Risk Management (and accompanying database) and NAVFAC's Installation Adaptation & Resilience Climate Change Planning Handbook.
- ▶ Leidos is serving one of the world's largest nuclear cleanup efforts, dealing with the legacy of supporting nuclear weapons production at the DOE Hanford Site in south-central Washington
- ▶ The National Energy Technology Laboratory (NETL) and Leidos have discovered a coal-to-graphene (C2G) manufacturing process, a technique that will give coal a greener future.

RANKINGS

Leidos is ranked by Engineering News-Record among the Top Federal Environmental Firms

- ▶ #19, Top 200 Environmental Firms
- ▶ #9, Top Design Firm by Sector – Power
- ▶ #9, Top Design Firms in Power – Wind
- ▶ #22, Top Design Firms
- ▶ #4, Hazardous Waste

Featured Energy Projects

SUPPORTING A CLEAN ENERGY FUTURE HAWAII ENERGY

Hawaii was the first state in the country to establish a 100 percent clean energy mandate – targeting the year 2045 for this aggressive milestone. State officials and industry stakeholders immediately identified the importance of leveraging the state’s energy efficiency programs to engage customers and support these clean energy goals. Since 2009, Leidos has implemented and managed Hawaii Energy, a portfolio of commercial, industrial, and residential energy efficiency programs aimed at reducing energy demand and generating cost savings for Hawaii residents and businesses. Our team’s success in program implementation led to a three-year contract renewal in 2019, in which Leidos launched an even more aggressive program aimed at engaging hard-to-reach customers and incorporating more clean energy measures. In total, Leidos has helped Hawaii customers achieve over \$1 billion in energy savings since the launch of the programs.

In 2018, Hawaii utilities filed an electrification of transportation roadmap, which details plans to increase EV use and the necessary EV charging infrastructure. In particular, the installation of EV charging infrastructure was identified by stakeholders as a critical focus area to successfully transition to clean transportation across the islands. Leveraging our existing customer engagement through the energy efficiency programs, Leidos launched a new EV charging station rebate program later that year in partnership with a local investment firm to encourage the installation of dual-port, Level 2 EV charging stations at workplaces as well as condominium and apartment complexes. The success of this program led to legislation being passed in the 2019 legislature for a state-funded EV charging station rebate program for 2020.

Via Hawaii Energy and in support of the state’s clean energy targets, Leidos continues to deliver incentives to multi-unit and commercial facilities across the state for the installation of Level 2 and DC Fast Charging EV stations. Our team has focused heavily on workplace charging, which provides the greatest opportunity for an increased number of EV charging station units and absorbs excess photovoltaic generation during daylight hours. Additionally, Leidos is evaluating EV microgrid and Vehicle-to-Grid opportunities as other methods to support the electrification of transportation roadmap. Beyond EVs, our team also promotes other clean energy measures, including solar water heaters and energy storage options.

Our experienced team blends effective program management with innovative approaches to deliver energy savings, lasting economic impacts, and environmental benefits.



As the administrator of the Hawaii Energy program, Leidos hosts an annual Innovation Symposium that educates customers and contractors on energy-saving and clean energy technologies.

LEIDOS RENEWABLE ENERGY DEVELOPMENT AND INVESTMENT

Leidos is committed to clearing barriers to development and financing of renewable energy and safeguarding wise investment.

Leidos’ Energy and Infrastructure Consulting staff have experience in all forms of power generation, and the breadth of our experience makes us unique. We have assisted in the development of alternative and renewable energy by supporting private companies in their efforts to commercialize technologies, financiers in their evaluation of technologies and projects for debt and equity investments, and governments wishing to ensure that taxpayer money is spent wisely and effectively. Leidos applies capabilities in energy innovation, sound technical skills, and a solid understanding of regulatory and business concerns to strengthen our clients’ pursuits. A credible source of objective advice on energy technologies of all kinds, we work closely with clients to develop pathways to project success.

Renewable technologies have been a part of Leidos’ service portfolio since the 1980s, dating to the first concentrating solar power projects to go online in the Western U.S. Across Leidos are experts who have worked to support research into, commercialization of, and the launch of emerging technologies and sustainable energy programs that make up a growing part of the world’s energy equation.

Leidos has advised the development and financing of more than 1,500 renewable power and fuels projects worldwide, and renewable energy now accounts for a substantial portion of our independent engineering and owner’s advisory assignments. While the majority of these projects are in North America, the company has also contributed to projects on six continents.

Protecting the planet with microwave technologies

Of the 160 Leidos personnel who support the \$365 million contract to the Department of Energy's National Energy Technology Laboratory (NETL), four are female scientists who are working on microwave technologies that may significantly reduce the production of greenhouse gases from industrial processes. Their innovative research can change the way we use our abundant fossil resources (coal, oil, and natural gas) to provide sustainable energy for the American economy.

Drs. Christina Wildfire, Pranjali Muley, Yan Zhou, and Candice Ellison, from Leidos' Energy and Environment Division are part of NETL's Reaction Engineering Team. They are working together on critical microwave applications projects that can significantly reduce the energy requirements for converting fossil resources to useful chemicals, accommodate the use of renewable energy resources and a means of turning plastic wastes into economically useful chemicals.

The women, with Ph.Ds. in engineering or chemistry, work at NETL's Morgantown, West Virginia laboratory. Their team specializes in using microwaves to convert fossil fuels into clean fuels such as hydrogen, as well as marketable chemicals, and products. Their work for NETL includes designing and installing experimental infrastructure for conducting fundamental investigations of molecular level microwave phenomena, a capability that does not currently exist in the scientific community.

Why microwaves?

While conventional heating works by heating reacting materials from the outside, microwaves are able to target materials on a molecular level in a way that avoids heating the entire system. Microwaves can also induce other chemical phenomena such as an increase in the selectivity and reaction speed of catalysts. The result is an almost instantaneous startup of energy efficient conversion processes that can replace energy intensive conversion processes currently in use.

Drs. Wildfire, Muley, Zhou, and Ellison are focusing on using microwaves to provide rapid and selective energetics on a molecular level. The microwaves allow for fossil fuels and other feedstocks to be used in ways other than traditional methods. For example, avoiding the need for large-scale, capital-intensive facilities, microwave-based conversion processes can be scaled down in modular "point-of-use" applications, such as generation of hydrogen for transportation use. Alternately their research may allow power plants to 'load follow' (go from 100% to 40% power within, say, 20 minutes), making the plant complementary to maintaining a stable load on a grid that includes renewables. Finally, microwave enhanced processes can more readily integrate with renewable energy sources to facilitate energy storage applications.



Dr. Candice Ellison



Dr. Christina Wildfire



Dr. Yan Zhou



Dr. Pranjali Muley

The future of coal in super material graphene

Coal is mostly known as a fuel to generate power, but scientists are actively exploring its lesser-known potential. Now the National Energy Technology Laboratory (NETL) and Leidos have discovered a new way to transform coal into graphene, a super material so promising it earned scientists the 2010 Nobel Prize in Physics.

Why you should know: Thinner than paper and one hundred times stronger than steel, graphene may be one of the most useful materials ever discovered:

- ▶ It conducts electricity 1.6 times more effectively than copper, which means it can be used to create faster microprocessors.
- ▶ Its huge surface area relative to its weight makes it useful in high-capacity batteries.
- ▶ Its favorable strength-to-weight ratio makes it ideal for bullet-proof vests and aerospace equipment.

The big challenge: Despite these possibilities, graphene hasn't been widely used to develop products because large amounts are expensive to manufacture.

The solution: The new coal-to-graphene (C2G) manufacturing process, which last year earned an R&D 100 Award, transforms various grades of coal into carbon nanosheets one layer thick and up to one micron (one one-thousandth of a millimeter) in diameter. C2G is fueled by inexpensive molten salts, which should make carbon nano-materials significantly cheaper to manufacture in the coming years.

From the Source: "Burning coal creates a lot of carbon dioxide and releases greenhouse gas, which isn't feasible for the industry's future," said Fan Shi, a Leidos research scientist and co-inventor of the C2G technology. "C2G will not only advance graphene production, but also help give coal a greener future."

Looking ahead: Shi and the project team are working with coal technology experts on commercial applications for C2G graphene. One of their first projects will create new biosensors to identify the presence of disease.



LEIDOS ENGINEER RECEIVES R&D 100 AWARD

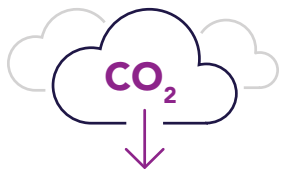
Dr. Fan Shi was awarded the prestigious R&D 100 Award as well as the Leidos 2020 Achievement Award for co-inventing C2G: NETL's Low-Cost Coal-to-Graphene Manufacturing Process. The award honors researchers whose efforts are recognized for being among the 100 most technologically significant innovations introduced into the marketplace in the last year.

Corporate Footprint and Environmental Stewardship

We are committed to reducing our environmental impact.

At Leidos, we have eliminated under-performing real estate assets and improved operating efficiencies across our entire real estate portfolio, including through flexible workplace initiatives. These actions were the largest contributing factor to achieving a 58% reduction in scope 1&2 greenhouse gas (GHG) emissions between 2010 and 2020 and far exceeding our 25% legacy target.¹ We are also proud to have achieved year-over-year reductions in each year throughout the 2010-2020 target period. We increased renewable energy purchases by nearly 500% between 2017 and 2018 through the use of Renewable Energy Certificates (RECs) and we continue to look for opportunities to increase our utilization of renewable energy going forward.

Leidos remains primarily a service-oriented company, with the majority of our real estate portfolio being commercial office space. Leidos continues to occupy lab, warehouse, and data center space that contributes to the company's environmental footprint.



58%

reduction in GHG Emissions reached in 2020, relative to our 2010 baseline.



FOOTPRINT AT A GLANCE

The charts below summarize our environmental performance history and include data from calendar years (CY) 2019 and 2020 to illustrate year-over-year performance improvements, and from CY 2010 for comparison to our baseline.



TOTAL ENERGY (GJ)



WATER (Kgal)



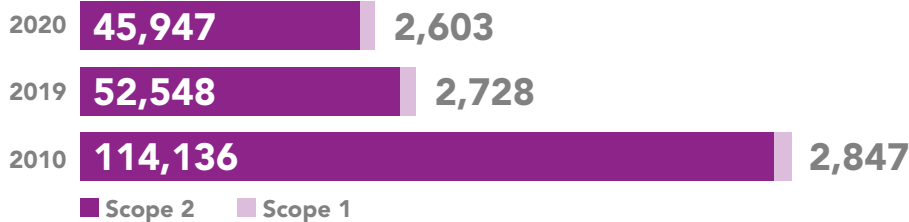
RENEWABLE ELECTRICITY (%)



RECYCLING (LBS)



GHG EMISSIONS (mtCO₂e)



NOTES

- Reported 2010 and 2019 energy and GHG figures have been third-party verified; 2020 figures are preliminary
- 2020 GHG reduction target includes scope 1&2 emissions only, thus, scope 3 emissions are tracked separately and discussed below
- 2019 water use is being restated with corrected utility data
- Uptick in recycling from 2019 was due to significant electronics recycling from office decommissioning
- Recycling included furniture and equipment recycling associated with office relocations

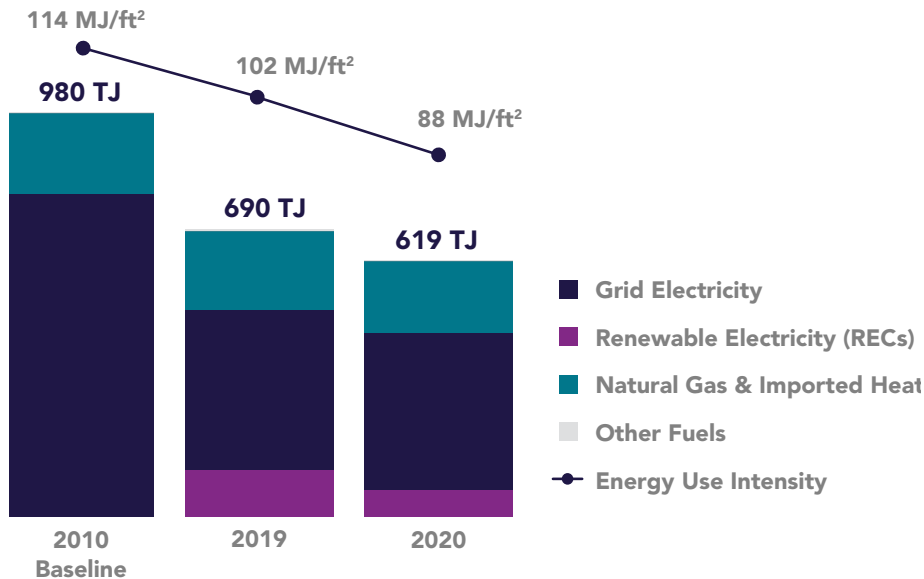
¹Reported scope 1&2 GHG emissions and reductions are preliminary and are pending third-party verification. These figures also cover legacy Leidos assets only to align with the organizational boundary associated with our legacy 25% GHG reduction target for 2020. We are working to update our organizational boundary and GHG inventories to include recent acquisitions and divestitures.

BUILDING ENERGY CONSUMPTION

At Leidos, buildings account for the majority of our energy consumption and scope 1&2 emissions. As a result, we carefully manage our real estate portfolio and continuously look for opportunities to improve efficiency and utilize real estate more effectively. We continue to drive savings by implementing energy projects and alternative workplace strategies, disposing underperforming or underutilized assets, and standardizing operating procedures and design practices.

In 2020, Leidos owned and leased buildings consumed 619 TJ, including 66 TJ of renewable electricity via REC purchases. This amounts to a 10% improvement from 2019 and a 37% improvement from our 2010 baseline. Reduced building occupancy during the COVID pandemic was the primary source of energy reductions in 2020, however, energy efficiency and conservation projects also contributed to savings. We implemented 13 energy projects to upgrade HVAC and lighting systems with estimated annual savings of over **660 megawatt-hours (MWh)**. Projects like these helped us to reduce the energy intensity of our real estate portfolio 14% year-over-year and 23% since 2010. *Our utilization of renewable energy decreased from 22% of total electricity consumption in 2019 to about 15% in 2020 because our largest facility and largest source of RECs was eliminated from the portfolio during 2020. We are currently evaluating new strategies and opportunities across the portfolio in order to drive up renewable energy utilization and surpass past achievements.*

BUILDING ENERGY CONSUMPTION AND INTENSITY



GHG EMISSIONS

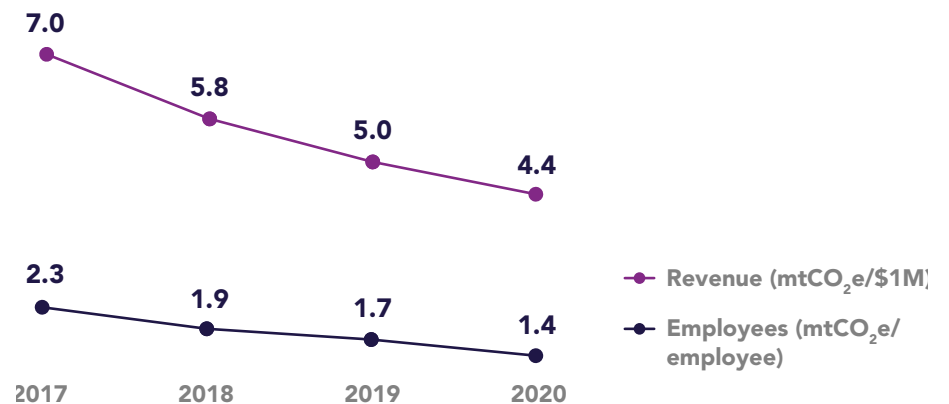
Leidos views GHG emissions as an important metric and a good representation of our overall environmental impact and mitigation progress. Each year, GHG emissions from our global real estate portfolio, vehicle fleet, business travel, and employee commuting are quantified according to the GHG protocol and using industry-accepted GHG emission factors. Our annual GHG emissions are also verified according to ISO standards by an external third-party to confirm accuracy and completeness and to improve transparency.

Scope 1 & 2 GHG Emissions

In 2020, our scope 1&2 market-based GHG emissions totaled approximately 48,550 metric tons of carbon dioxide equivalent (mtCO₂e), a 12% reduction from 2019. Compared to our 2010 baseline, we have achieved an absolute GHG reduction of about 58%, which is more than double our 2020 goal of 25%. Electricity and natural gas use plus imported heat in our full service leases account for over 97% of our scope 1&2 emissions.

In addition to absolute GHG emissions and reductions, Leidos tracks the GHG intensity of our revenue and our workforce. One of our objectives is to disassociate GHG emissions from revenue and employee count and we have consistently improved our performance relative to these metrics since 2017. In 2020, we reduced the GHG intensity of our revenue by 12% compared to 2019. Similarly, we reduced the GHG intensity of our workforce by 19% compared to 2019.

SCOPE 1&2 GHG INTENSITIES



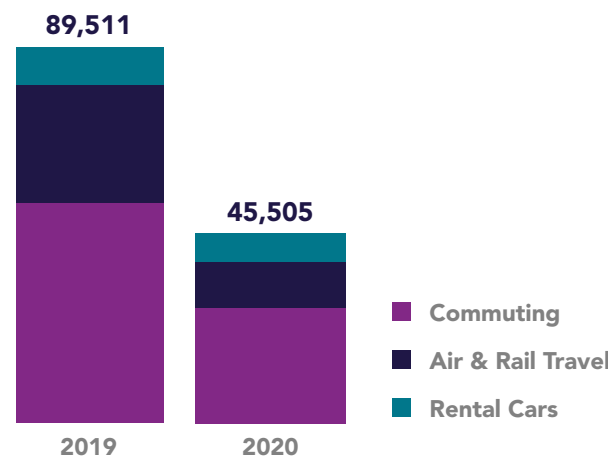
Some of the strategies used to reduce GHG emissions and intensities in 2020, included:

- ▶ Utilizing real estate effectively by disposing of underperforming or underutilized assets and implementing alternative workplace strategies
- ▶ Reducing fossil-fueled energy consumption by identifying and implementing energy efficiency projects, exploring opportunities for onsite renewable and alternative energy production, and purchasing RECs through a proven and innovative energy auction
- ▶ Educating our employees on environmental sustainability and improving workplace behavior to reduce wasteful energy consumption
- ▶ Enhancing technology and network support, including upgrades to more energy-efficient equipment (e.g., thin clients and blade servers) and cloud-based IT service delivery, enabling greater workplace flexibility
- ▶ Enhancing technology and network support, including data center consolidation, upgrades to more energy-efficient equipment and cloud migration:
 - Planning and delivering efficient IT services globally. Leidos has executed a multi-year data-center consolidation plan that includes hyper-converged compute and storage, allowing for a smaller overall footprint of resources. As part of this strategy, we partner with leading data-center hosting providers to bring the latest advances in power, cooling and energy management to the Leidos equation. This allows us to converge legacy environments that host both internal and mission support workloads into modern facilities creating a win-win scenario for both the Leidos enterprise and our customers. This approach reduces operational costs while continuing to drive down overall environmental resource needs.
 - In addition to efficiencies in our physical hosting environments, we have migrated over 100 internal applications for delivery by cloud service providers while providing an internal ‘Enterprise Cloud Management’ (ECM) capability that streamlines these services for our internal and external customers. These innovations facilitate standard enterprise class services that would otherwise have been duplicated across hundreds of environments. This approach, coupled with a focus on the adoption of Software as a Service (SaaS) for major enterprise IT services, continues to drive our physical compute footprint to a minimum.

Scope 3 Emissions

In 2017, Leidos began quantifying scope 3 GHG emissions from employee commuting and business travel to more completely understand our environmental impacts and to identify opportunities to reduce our indirect GHG emissions. Scope 3 GHG emissions totaled about 45,505 mtCO₂e in 2020, and were split about 62% from employee commuting and 38% from business travel (car, air, and rail travel). This reflects a 49% decrease from 2019 due largely to restricted travel and increased virtual meetings during the COVID pandemic. We continue to develop and improve our scope 3 data sources and are working to expand the boundary of our of our scope 3 inventory.

SCOPE 3 GHG EMISSIONS (mtCO₂e)



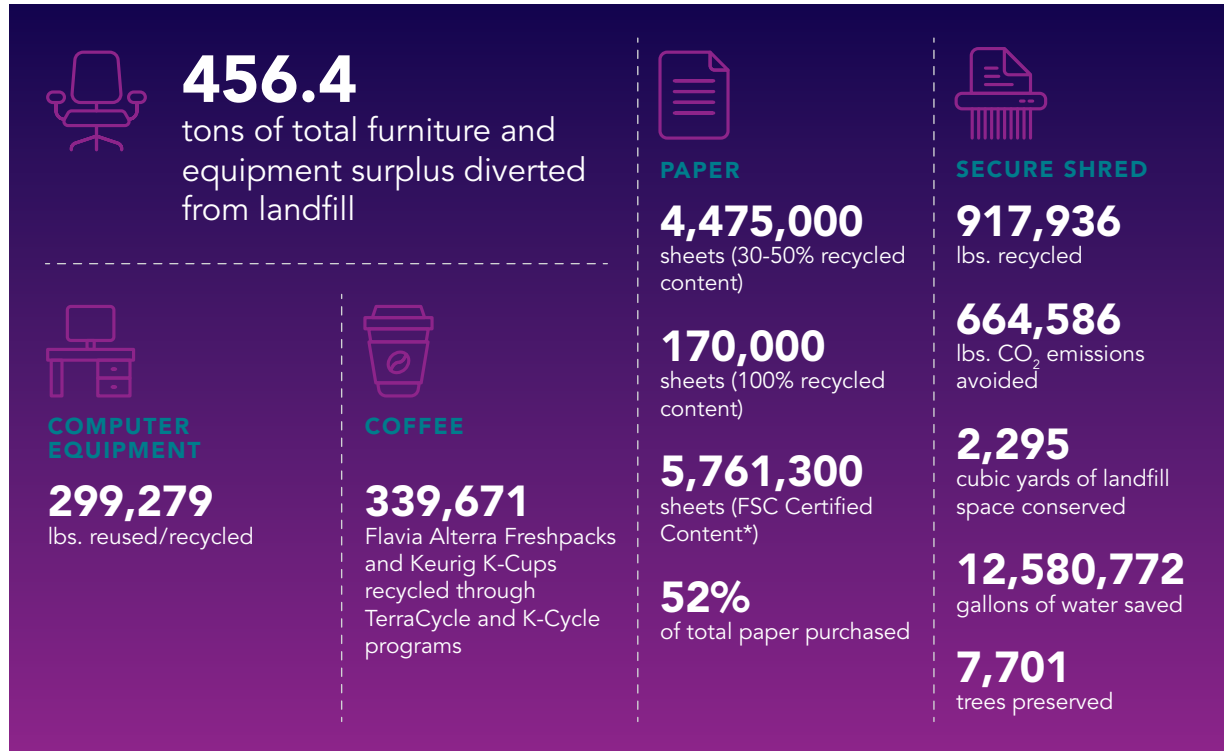
WATER

Water use at Leidos is mostly limited to typical commercial office consumption, which does not have a significant effect on national or local water sources. We monitor our water use and work to reduce its use through water-efficient technology, especially in water-sensitive climates like Southern California. For example, our San Diego campus taps into the city’s reclaimed water distribution system to supply irrigation to our landscaping, a practice that conserves community drinking water resources.

WASTE DIVERSION AND REDUCTION

Leidos works closely with many vendors to support our business operations with environmentally friendly materials. We seek to minimize our consumption of natural resources through our procurement and operations. When Leidos occupies new space, updates existing space, or decommissions locations, we attempt to use the most environmentally friendly options possible. We work to reuse and recycle where all opportunities exist such as managing our e-waste, water and office waste.

Leidos understands that our value chain is one of the largest sources of impact on the environment. In 2019, we undertook planning to implement a supplier sustainability assessment that launched in 2020. See the Supplier and Small Business section of this report for more information.



*FSC certification ensures that products come from responsibly managed forests that provide environmental, social and economic benefits

Sustainable Buildings: The Leidos Global Headquarters

At Leidos, our employees are inspired to create innovative technology solutions that solve the world's toughest problems. We call it our culture of innovation. We recognize the need for facilities to reinforce that culture and accommodate our evolving workforce for today and the future.

A work environment can have a profound effect on the success of an organization. That's why we designed our Global Headquarters to be sustainable, flexible and resilient; to welcome customers and guests, promote collaboration across teams, help attract and retain top talent, and inspire creativity and innovation. Our Global Headquarters reflects our corporate values —integrity, inclusion, innovation, agility, collaboration, and commitment — and who we are as an organization. It is a physical representation of the evolution of Leidos.

Our headquarters was built with sustainability in design and to provide an enhanced employee experience. Highlights include:

- ▶ LEED® (Leadership in Energy and Environmental Design) Certified to the Gold Level.
- ▶ Partnership with vendors such as Shaw Carpet and Herman Miller to provide sustainable products.
- ▶ Emphasis on green roofs, plants, and outdoor spaces.
- ▶ Reduced energy use, to improve equipment efficiency.
- ▶ Reduced materials consumption with programs such as Smart Print, digital signage, and a centralized office supply room in the building.
- ▶ Prioritized recycled, recyclable, and compostable office and breakroom supplies to avoid plastic pollution.
- ▶ Focus on diverting waste from landfills as well as circular programs such as Teracycle, E-Waste Recycling and Furniture donations.
- ▶ Electric Vehicle (EV) charging ports readily available for employees and guests.
- ▶ Ergonomic furniture in workspaces and common areas to maximize comfort and efficiency.
- ▶ Flexible, open spaces to encourage mobility and teleworking.
- ▶ State-of-the-art heating/cooling, air filtration system.
- ▶ Dedicated bike storage area, a bike repair shop and a bike share program.



Responsible Decommissioning

In addition to moving into a new headquarters, Leidos was moving out of several facilities including a sprawling, legacy building in Gaithersburg, Maryland. In alignment with our sustainability goals, we partnered with InstallNET's ecoServ program to resell, recycle and donate surplus furniture, fixtures and office equipment from the Reston and Gaithersburg office locations. This presented a challenge because so many charities had closed their doors in the beginning of the pandemic, but also a major opportunity to support local community organizations and minimize negative environmental impacts.

285 tons **51**

TOTAL OFFICE
SURPLUS DIVERTED
FROM LANDFILL
CY2020

PROJECTS

reSale
19,568
lbs

Approximate calculations

reUse
233,056
lbs

Approximate calculations

reCycle
118,310
lbs

As per weight ticket

reLocate
199,393
lbs

Approximate calculations

Charitable Donation Highlight

FAIRFAX COUNTY PUBLIC SCHOOLS (FCPS)

"All donations to Fairfax County Public Schools are integrated into our schools and administrative buildings. By receiving donations of furniture, it saves the school system money by not having to purchase the items. FCPS employees are excited to receive the newer items into their offices, schools, and classrooms. It is a morale booster, not only for the staff but for students!"

Kathy Ryan

Communication and Community Relations



Fairfax County Public Schools accepted multiple truckloads of donations.

Organizations that received furniture donations: Fairmont State University Fairmont, WV; and Monongalia County Public Schools Morgantown, WV; and Preston County Youth Center Reedsville, WV; and Friends of Deckers Creek Dellslow, WV; and West Virginia Permaculture Fairmont, WV; and Matthew's Gift Capon Bridge, WV; and Mountaineer Food Bank Gassaway, WV; and Habitat for Humanity Restore Morgantown, WV; and Women Giving Back Sterling, VA; and The Women's Center Washington, DC; and Fairfax County Libraries - Pimmit Hill and Reston Falls Church, VA; and Pathfinders for Autism Hunt Valley, MD; and Miriam's Kitchen Washington, DC; and Fairfax County Public Schools and Anne Arundel County Public Schools Annapolis, MD; and Prince Georges County School District Capitol Heights, MD; and Baltimore City Fire Department Headquarters Baltimore, MD; and Second Chance Baltimore, MD; and Baltimore County Fire Department - Logistics Glen Arm, MD; and Lead4Life Rockville, MD.

Environmental Health and Safety

We are united in protecting the health and safety of our employees, customers, communities, and the environment.

Leidos is a leader in the field of environmental, health and safety (EH&S) and places a strong emphasis on EH&S activities both internally and on behalf of our clients. Internally, we emphasize direct management responsibility, corporate policies and directives, EH&S program implementation, employee training, and compliance assessments. Our corporate policies and procedures fully support compliance with all EH&S regulations at work locations. We have a proactive compliance program of employee education, training, auditing, and reporting that, through employee awareness and integration into our business operations, improves our commitment to a safe and healthy work environment.

It is Leidos' policy to operate in compliance with all environmental, health and safety rules and regulations, and to comply with our clients' policies and procedures. Leidos has developed and implemented an environmental, health and safety management system designed to address the diverse needs and requirements of a company that conducts field work, performs research and development, and manufactures products. The Leidos Corporate EH&S System conforms, but is not certified, to ISO 14001: 2015 and American National Standards Institute standard Z10 American National Standard for Occupational Health and Safety Management Systems.

Leidos is committed to conducting business in a manner that protects the health and safety of our employees, customers, business partners, community, neighbors, and the environment. The EH&S program is supported by the highest management level in the Company. The EH&S organization provides support for every Leidos location, and along with each line organization manager, is responsible for the general health and safety of employees and compliance with applicable policies, procedures, and regulations. In addition, Leidos' Standards of Business Ethics and Conduct encourages reporting of any unsafe practices or procedures.

Leidos operates joint management-worker health and safety committees at multiple locations. At customer locations, Leidos also actively participates in EH&S committees, depending on the needs of our customers and the specific program requirements. Every Leidos employee has the responsibility and authority to stop work immediately, without fear of reprisal, when perceived that a situation places themselves, their coworkers, or the environment in danger, or when the work will result in an unacceptable product.

Leidos has received more than 60 National Safety Council Awards for Occupational Excellence over the past 20 years.



2020 EH&S STATISTICS — INJURY AND ILLNESS RATES

Over the past 5 years, Leidos has achieved injury and illness rate performance well below the industry average (see comparison rates for NACIS code 5417, Scientific Research and Development Services). The Bureau of Labor and Statistics (BLS) “Work Injuries and Illnesses Statistics” are not yet available for 2020. The table below for Leidos NAICS 541 code, “Professional, Scientific and Technical Services,” shows that our total OSHA recordable injury and illness case rate is typically 25% of the peer group average rate for 2016 to 2019. The Leidos rate for cases involving days away from work due to injury or work-related illness is typically about 50% of the average BLS rate for the same period.

The Leidos rate for cases involving days away from work due to injury or work-related illness is typically about 50% of the average BLS rate for the same period. The Leidos rates for these two important workplace safety measures are 50% and 60% lower, respectively for 2020 compared to 2019.

Leidos Occupational Injury and Illness Data

ORGANIZATION	2016	2017	2018	2019	2020
Leidos Rate – Total recordable cases ²	0.2	0.3	0.2	0.2	0.1
BLS Rate – Total recordable cases NAICS 541	0.8	0.9	0.8	0.8	NA ⁴
Leidos Rate – Cases involving days away from work ³	0.1	0.1	0.03	0.1	0.04
BLS Rate – Cases involving days away from work NAICS 541	0.2	0.2	0.2	0.2	NA ⁴
Total Hours Worked	25,418,000	45,954,000	45,752,000	50,254,000	52,358,000

¹ 2016-2017 data presented includes Leidos Incorporated (Federal Employer Identification Number 95-3630868) US domestic operations. Subsidiaries are not included. On August 16, 2016, a subsidiary of Leidos Holdings, Inc. merged with the entirety of Lockheed Martin Corporation’s Information Systems & Global Solutions (IS&GS) business, resulting in Leidos Innovations Corporation (LIC). Consequently, the 2017-18 data includes consolidated OSHA injury and illness data for both of Leidos Holdings’ operating companies, Leidos, Inc. and LIC. Other subsidiaries are not included.

² Where N = the sum of OSHA 300 columns H (cases with days away from work), I (cases with job transfer or restriction), and J (other recordable cases).

³ Where N = OSHA 300 column H (cases with days away from work).

⁴ NA = not yet available from BLS

Community

Our strong nonprofit relationships and philanthropic outreach programs are creating more sustainable communities.



Community

We serve our communities, engage our employees and align our outreach with company business goals.

Leidos actively supports the communities where our employees live and work. Through our philanthropic efforts, we strive to create a sustainable future that includes working side-by-side with community organizations providing critical services and opportunities to those most in need. United together, our efforts help individuals and families succeed today and position our future generations for success. In August 2020, our CEO announced an update to the Company's vision statement after a series of thoughtful sessions with the executive leadership team (ELT). Most notably, the new vision articulates our desire to strengthen our communities through volunteerism, sustainable operations and the advancement of equality.

Leidos focuses on four broad categories with an overarching goal of combining charitable giving with employee volunteerism when possible: Education; National Security Personnel and their families; Basic Needs and Wellness; and, Ethics and Leadership.

EDUCATION

Leidos' commitment to support the pipeline of future innovators is driven by a long history of problem solving and customer service. From the early stages of childhood development through college and beyond, we understand the importance of investing time, talent and other valuable resources to help equip a generation of thought leaders. Together, with a focus on science, technology, engineering and math (STEM), we can make an impact that will address the challenges of tomorrow and enrich lives around the world.

NATIONAL SECURITY AND FAMILIES

The safety of our nation depends on the brave men and women who have taken an oath to protect and serve our country. We are honored to have many of these talented and courageous individuals as part of our workforce. As a small way of saying "thank you" for all of the sacrifices made to preserve our freedoms, we have joined forces with military-focused organizations that extend support not only to active-duty and veteran service members, but also to the broader defense and intelligence communities and their families.

BASIC NEEDS AND WELLNESS

We help sustain our communities through strategic alliances with local and national organizations that work to close the resource gap for those in need. From serving at food banks, donating new and gently used clothing or putting in sweat equity to build affordable housing to raising funds and awareness for major health challenges, including opioid addiction, mental health and suicide, heart disease, cancer and diabetes, Leidos employees are passionate about making a difference.

ETHICS AND LEADERSHIP

We set the highest professional and personal expectations for our employees. As one of the world's most ethical companies, we strive to create a culture of integrity that guides our decisions, behaviors and positively impacts our business community and beyond.

Our Management Approach

The purpose of our philanthropic efforts is to enrich our communities, helping to tackle some of the world's most significant challenges. From increasing the availability of STEM education at all levels, to supporting our men and women in uniform and their

families, to addressing the broader challenges and underlying contributors associated with mental health and well-being, to providing basic necessities to those who are most vulnerable, to instilling the importance of integrity in our youth, Leidos strives to improve its communities.

Our philanthropy is grounded in the following standing policies:

- ▶ Organizations must be tax-exempt under Section 501(c)(3) of the Internal Revenue Service (IRS) Code to receive a charitable donation.
- ▶ Leidos does not support organizations that practice discrimination based on race, gender, age, color, religion, national origin, sexual orientation, gender identity, disability, veteran or marital status, or any other protected characteristics as established by applicable law.
- ▶ Donations are not made to sectarian or religious organizations (except for programs which are broadly promoted and available to anyone, regardless of religious orientation), political parties, political candidates or partisan political organizations

Annually, we commit to allocating our charitable resources (both budget, time and talent) to a variety of cause areas and in conjunction with a series of both long-standing and new non-profit relationships. Leidos also maintains strong partnerships with 14 colleges and universities through a longstanding Strategic University Alliances (SUA) program, through which we focus on improving STEM education and on bringing high-technology solutions to challenging problems. Our goal is to use available financial resources while encouraging employee volunteerism to increase contributions in both areas to the greatest extent possible.

Leidos delivers innovative solutions through the efforts of diverse and talented employees who are dedicated to customer success – we focus on empowering our teams, contributing to our communities and operating sustainably.

Corporate Philanthropy

Our corporate philanthropy serves the communities where we operate and aligns with our business objectives.

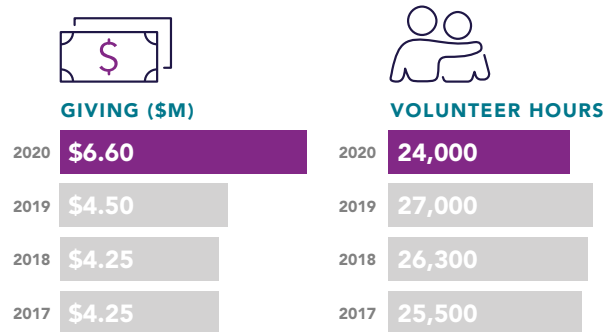
Leidos philanthropy improves the lives of our employees and residents of the communities where we live and work. Marshaling resources to this aim, we identify causes and organizations that align with our specific priorities and the unique needs of the communities where Leidos does business.

Specifically, we focus on:

- ▶ Building strong non-profit partnerships focused on overcoming important challenges of our time.
- ▶ Making charitable donations to qualified non-profits and also providing in-kind services and materials.
- ▶ Organizing company-sponsored volunteer opportunities for employees and also promoting their personal volunteerism interests.
- ▶ Supporting our internal Employee Resource Groups (ERGs) and their community outreach priorities.
- ▶ Collaborating with other stakeholders (e.g., chambers of commerce, academic institutions, and government agencies) to improve our local communities.

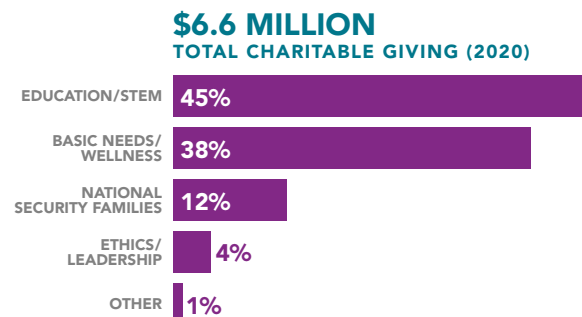
CHARITABLE GIVING & VOLUNTEERISM

During calendar year 2020, we donated \$6.6 million to charitable organizations and over 24,000 volunteer hours. The graph below illustrates the distribution of our enterprise-wide charitable giving since calendar year 2017. We expect future charitable spending to be consistent with our 2020 spend and volunteering to steadily increase.



Leidos does not have a philanthropic foundation (beyond the Leidos Relief Foundation, a separate 501c3 organization for Leidos employees to assist fellow employees during times of need) and does not generally accept unsolicited requests for grants, sponsorships or donations. To execute our giving strategy, we identify and reach out to those organizations that best align with our priorities and objectives as a company.

Specific to cause area, the following graph illustrates total Leidos 2020 charitable giving broken down by the company's focus areas:



Volunteering continues to be an important component of the overall Leidos philanthropic profile and we recognize the unique value it brings to our employees, communities, customers and workplace. Our ongoing commitment continues to drive notable changes in our culture, reflected in how we select non-profit partners, plan outreach activities and recognize the successes of our passionate employee volunteers.

Employees contributed over 24,000 hours to company-sponsored outreach activities in 2020. At the end of July 2020, we implemented a new sustainability software to help track employee volunteer hours. Given the impact of the COVID-19 pandemic and the mid-year software implementation, our volunteer hour count is slightly lower than in prior years. In addition to supporting company-sponsored efforts (reported), Leidos employees also pursue numerous other cause areas, reflecting their varied passions and interests.



At Leidos, we regularly highlight employee volunteer accomplishments. This helps to increase employee engagement by incentivizing new volunteer projects and ultimately contributes to improved retention and hiring, respectively. Every day, our employees are change agents in their communities. By combining corporate giving with passionate and inspired employee participation, Leidos is making a meaningful difference to those in need.

Strategic University Alliances

Our University Alliance Program connects Leidos with wellsprings of innovation found at leading universities.

Leidos is committed to bringing high-technology solutions to the nation’s most challenging problems, and universities are one of the sources of innovation into which the company can and does tap.

We established a number of strategic university alliances (SUAs) to focus on-campus activities to support our strategic goals, particularly by strengthening the Leidos science and technology core. Over the last couple of years, we have further increased our SUAs to now include fourteen university partners. Leidos chooses schools through a rigorous, collaborative process that includes business and technology leadership across the company. Partnering with universities is an important element of the overall Leidos corporate responsibility program, where we combine time and resources to support our people, enrich our communities and protect the environment.

Strong relationships with select universities reinforces our commitment to STEM education, provides opportunities for growing our business, supports thought leadership in the markets in which we compete and provides enhanced access to both professors and students. Leidos appointed a senior campus executive for each university who serves as an official representative and spokesperson. Each campus executive is allocated discretionary funding to support their activities with the university and is supported by an advisory council drawn from stakeholders across the company. Together, this team sets goals and objectives for each campus and determines how to best invest discretionary resources.

STRATEGIC DIVERSITY OUTREACH

To support our journey towards an inclusive environment, the Office of Inclusion & Diversity has launched a new program called Strategic Diversity Outreach, which endeavors to advance representation, retention, and our reputation through broad recruitment and strategic outreach. In partnership with internal campus and conference champions, hiring managers, employee resource groups, and talent acquisition, the Strategic Diversity Outreach program will move the company from conversation to action, and from action to impact.

A key facet of the Strategic Diversity Outreach program is focused on fostering relationships with Minority Serving Institutions (MSIs), such as HBCUs, through our participation as an industry partner with consortiums like Advancing Minorities’ Interest in Engineering (AMIE), a coalition of corporations, government agencies, and ABET-accredited HBCU engineering schools that aim to attract, develop,

recruit, and graduate minorities in computer science and engineering. We’re committed to establishing similar long-term strategic partnerships with other MSIs such as Hispanic Serving Institutions and Tribal Colleges and Universities, all with the goal of creating a hiring pipeline of qualified candidates with diverse perspectives and skills necessary to meet business needs

UNIVERSITY ALLIANCE PROGRAM

The following higher learning institutions are key partners with Leidos in building academic, research, and recruiting programs:



People

Our development and training programs are creating a strong workforce focused on solving the world's most daunting challenges.



People

The talent, character and passion of every employee defines Leidos.

At Leidos, we strive to evolve and sustain an inclusive, engaging work environment to attract and retain talented people, while enabling high performance and creativity through our values, leadership, and technology. Our people are driven and smart, focused on solving the world's most demanding challenges. We have six core values, that make us who we are, as individuals and collectively – integrity, inclusion, innovation, agility, collaboration and commitment. These values provide a roadmap for our behavior; help to guide our decisions; and are a key component of our culture.

Leidos recognizes the value of a high-performing, future-ready workforce, and is committed to providing opportunities for employees by encouraging proactive career growth and development. We are keenly aware that the workforce needed to grow our business and deliver innovative solutions is one rich in diversity of thought, experience and culture. We work to build and sustain an inclusive culture, and ensure full participation in resources, opportunities and decisions across the enterprise. We focus on incentivizing our workforce with industry-leading compensation and benefits, with a strong focus on physical and mental wellness, and have a long-standing commitment to support veterans and their families. The benefits team has a 3-part approach: mental, physical and financial wellness.

Leidos People Strategy

Evolve and sustain an inclusive, engaging work environment to attract and retain talented people, while enabling high performance and creativity through our values, leadership, and technology.

People Strategy Elements

RECRUITMENT & SELECTION

Attract and hire diverse talent with the ability to succeed and grow while contributing to Leidos culture

WORKFORCE PLANNING

Proactively mobilize and retain existing talent, while planning future talent needs to deliver on business strategies



LEARNING & DEVELOPMENT

Modernize and strategically align our development offerings to fuel Leidos' strategic advantages and employees' careers

TALENT MANAGEMENT

Focus on top talent, strong leaders, and impactful performance that delivers business value

RECOGNITION & WELLNESS

Reward talent and meet holistic wellness needs so employees can focus on delivering enterprise initiatives

At the center of our strategy and our culture: Leidos People Core



VALUES



LEADERSHIP
FRAMEWORK



EMPLOYEE
EXPERIENCE



ANALYTICS AND
TECHNOLOGY

Professional and Career Development

Committed to providing employees with the opportunities and resources they need to succeed and grow in their career at Leidos.

We recognize the value of having a high-performing, future-ready workforce and are committed to providing opportunities for employees by facilitating development, career growth and movement across the enterprise. We also recognize the importance of having strong leaders and a culture that supports the Leidos values.

CAREER DEVELOPMENT

Our people are truly our most valuable assets. To support them, Leidos provides a broad range of development resources and opportunities to all Leidos employees, including those who work part-time. We view career development as a partnership between employees, managers and the company with a focus on building skills and experiences through internal mobility, experiential learning, specialized development programs, training, feedback and mentoring. We provide a variety of tools, resources and career development education for employees and leaders. People leaders are asked and empowered to conduct ongoing career conversations with their employees and assist with identifying career interests and development opportunities. Leaders are required to offer all employees a career conversation at least once each year, and are prompted to do so quarterly as part of the Check-In process. Although career development is a continuous practice, we dedicate one month out of the year annually to focus on career development and highlight to our workforce the tools and resources available to support their career growth at Leidos. Attracting, developing and retaining the most qualified and capable workforce is vital to our success and to that of our employees.

People leaders partner directly with employees to understand their career aspirations and help aligning their passions and interests with Leidos' skill needs through proactive career development and internal mobility. We continuously look for new technology to enable career journeys, and are piloting a new initiative that will afford employees more access to gig and job opportunities across the enterprise, something our employees are looking for based on feedback we received in our last employee engagement survey.

TECHNICAL AND PROFESSIONAL DEVELOPMENT

We offer learning and development programs that focus on enhancing employee skills, knowledge and competencies that improve job performance and prepare employees for future opportunities. We use a mix of a virtual learning platform, instructor-led training, and external training opportunities through negotiated discount programs with vendors to provide all employees access to development and training, regardless of geographic location or schedule demands.

We recognize the importance of technical upskilling and reskilling our employees to support evolving workforce needs and ensure a future-ready workforce. By upskilling employees that are already skilled in related technologies, we are able to utilize our existing workforce to maintain institutional knowledge and remain competitive in supporting our customers. Providing upskilling and reskilling opportunities allows us to develop and retain internal talent while providing employees with the career growth they desire.

Our development programs cover a wide variety of topics and skills including technical, professional, and information technology. We offer formal programs to help employees prepare for certifications including the Project Management Institute and International Council on Systems Engineering as well as resources to prepare for over 95 industry-standard professional and technical certifications. We have also established relationships and alliances with training vendors that offer employees opportunities to advance their proficiency in technical and professional skills through online training or open enrollment programs at vendor locations. Through our partnership with leading content providers in the industry, Leidos offers more than 3,000 online courses at no cost to employees. Through partnerships with these content providers, all employees also have access to the complete unabridged contents of thousands of the latest and best business and technology books. Professionals across all disciplines can use these learning resources for continuous learning to help solve job-critical challenges.

The Leidos EdAssist partnership leverages an established network of relationships with over 200 colleges and universities that provide discounted degree programs in areas of study that support our business objectives. This partnership enables us to offer a variety of areas of study and delivery options (online and on-campus) that meet the varied and unique needs of employees at all Leidos locations. The discounted tuition rates and structure vary by school and some include discounts for family members as well. Additionally, we offer tuition assistance to all U.S. full-time employees at accredited universities.

Although we are still working to capture all of the external training, our total 2020 training and tuition reimbursement spend was in excess of \$13M with over 250,000 hours of training provided to employees.

MENTORING

Mentoring is important to our workforce development goals. Both informal and formal mentoring programs at Leidos support the company's ability to attract and retain a diverse work force and to foster a more inclusive work environment, as well as a natural "culture of mentoring." Our most powerful mentoring tools are the Executive Mentoring Program and the Leidos Mentoring Tool which assists protégés and mentors in finding a successful match.

The Executive Mentoring Program aligns all of our Executive staff as mentors to one or more diverse, high-potential protégés in year-long cycles. Protégés are given rare opportunities to connect with our Executives to support higher-level career development aspirations and reach new heights within the organization. The Program also acts as a conduit to identify potential successors for critical roles from our diverse, high-potential talent pool.

The Leidos Mentoring Tool is a free and open tool designed to support professional development for all employees within the organization. Protégé participants are informed about interested and best-fit mentors across the global enterprise. Partnerships may continue until both mentor and protégé believe that the protégé has effectively achieved the development goals set forth at the initiation of mentorship. The Program also boasts points of contact across hundreds of metro areas around the world, supporting program participants and facilitating local networking and collaboration events.

LEIDOS LEADERSHIP PROGRAM

We have designed and launched a comprehensive Leidos Leadership Program (LLP) for people leaders at every stage: new leaders, first-line leaders, mid-level leaders, and senior leaders. The LLP represents our commitment to making Leidos a great place to work by investing in the growth of our people leaders.

Strong and inclusive people leaders are critical to achieving our business objectives and providing our customers with innovative solutions, the highest possible levels of service, and enhanced program outcomes. LLP development opportunities are cohort-based and aligned with our Leadership Framework imperatives and competencies to shape a collective leadership mindset. We integrate peer learning, study groups, networking, capstone projects, and simulation experiences with direct application to the Leidos environment. The various offerings for all levels of leaders are intentionally designed to meet the needs of a global organization with dispersed employees working in a variety of environments. We also host an annual two-day Leadership Summit for approximately 350 of our most senior leaders aligning business strategy and transformation initiatives, alongside emphasizing the core values of our organization. We have a variety of other ways to develop leaders including job rotations, stretch assignments, 360 feedback assessments based on our leadership competencies, leadership development guide based on our leadership competencies, individual and group coaching, leadership style and team assessments such as 5 Voices, New Leader Assimilations, mentoring, etc. By increasing leadership capacity, we are better able to execute our corporate strategy, engage our people, and deliver results.

We have an annual succession planning process at Leidos that identifies and develops high-potential employees from all backgrounds at all levels of the organization and ensures that we have ready-now candidates for key roles. Succession plans are created for all executive-level positions as well as for roles throughout the organization considered vital to our success. Development and engagement plans are created for top talent comprised of formal and informal training, mentoring, coaching and experiential learning opportunities.

RETAINING OUR MOST CRITICAL ASSET

Engaging, developing and retaining a talented workforce is essential to our success. The dynamic nature of our work means that our employees may be faced with position reductions and reorganizations when a program ends, is re-competed, or otherwise modified. Leidos is keenly aware of the stress this can place on our people, and we are committed to retaining and strengthening our highly skilled professional workforce while communicating clearly and openly at all times.

Established in 2008, our Internal Mobility Program team partners with the Talent Acquisition team and hiring managers to identify potential open internal opportunities and internal talent. Internal Mobility Partners provide a variety of services, including one-on-one coaching, interview training, resume-building guidance, and information on other internal organizations that need similar skill sets. Various resources are available to employees, including redeployment overview sessions, six different on-line workshops and the ability to be included in our enterprise redeployment listing aimed at ensuring that our talent seeking opportunities are highly visible to hiring managers and recruiters. Through the efforts of the Internal Mobility Partners, our internal placement rate for affected employees averaged 57% in 2020 and is trending up to 72% as of mid-2021. With a new focus on creating a culture of internal mobility, Leidos is encouraging a growth mindset by enabling longer-term career planning and proactively identifying skill gaps through an automated Workforce Management Solution. Educating employees on future opportunities and customer needs will enable them to identify development goals and future opportunities to continue their career within Leidos.

FEEDBACK AND LISTENING STRATEGY

At Leidos we don't just talk about feedback, we make it part of the way we do business. We have revamped our Performance Management process and rebranded it as Performance Development to specifically address the feedback received from our stakeholders with the goal of more effectively providing feedback to our employees and creating high-performing teams. Performance Development is an ongoing cycle, embedded into the business rhythm, focused on three components: Performance Planning – setting goals that define expectations of performance; Performance Check-Ins – touch points throughout the year to check progress against goals and expectations, provide feedback and coaching and discuss career development; and Performance Assessment – a review of total performance contribution with an assessment. We require an annual formal documented performance review for all non-temporary employees who have been with the company for at least 90 days. At the end of the 2020 performance cycle, 95% of employees received performance reviews. The Leidos Values are part of our performance goals for all employees. Those who manage people also have a People Leader Goal (PLG), outlining expectations for leaders. Throughout the process, leaders and employees are encouraged to use an easy tool to actively solicit feedback about their direct reports and about themselves to provide for richer conversations and higher levels of performance.

To monitor organizational health and to ensure that our employee engagement and retention efforts are successful, we have a comprehensive listening strategy. We conduct a quarterly pulse survey to a statistically significant sample of global employees. Bi-annually, we conduct a formal, global engagement survey to all employees, including subsidiaries.

The surveys are confidential and conducted by an independent third party. Results are aggregated by business area, and analyzed via a number of demographic elements. The analysis is shared with our board of directors and executive leadership team. All people leaders with 5 or more responses (for confidentiality) get direct access to the results, and are asked to share those results with their respective teams. Action planning is conducted at all levels of the organization based on enterprise-wide themes that are shared with all employees. A cross-functional, employee-led action planning team identifies recommendations which are implemented enterprise wide. We communicate actions taken in response to the employee feedback through multiple channels, and continually use this information to improve our strategy and practices.

Employee survey results indicate that employee engagement is very strong overall, scoring in the 90th percentile of external benchmarks and improving 3% favorable points above 2019. Leidos also improved 2 to 8% favorable points from our 2019 scores on all survey categories, which include Ethics and Integrity, Manager Relationship, Inclusion and Diversity, Employee Empowerment, Growth and Development, and Recognition and Reward. Our survey average score on our top focus areas was 78% favorable, improving 4 points above 2019.



Pay & Benefits

Pay and benefits are fundamental to any career decision. That's why we craft compensation packages that reflect the importance of the work we do for our customers.

COMPENSATION

We structure our salaries to be competitive for the region, market conditions, hardship, and hazards. We also:

- ▶ Reward our employees contributions to the company and our customers' mission.
- ▶ Recognize and reward notable advances for your profession, the company, and your customers.
- ▶ Ensure fairness, comply with applicable federal, state, and international laws, and meet applicable audit entities' standards.

HEALTH AND WELL-BEING

Comprehensive health coverage, health and well-being programs are designed to keep employees and their family healthy.

INCOME PROTECTION

Benefits should provide peace of mind, support you and your family, and help you successfully navigate life events. We took all these factors into account when we developed our income protection.

LEAVE

Time off is as important to your professional productivity as it is to your personal well-being. We offer several types of leave that together total the time you need to live your life outside the office.

- ▶ Paid time off (PTO)
- ▶ Paid parental leave
- ▶ Military reservist leave
- ▶ Jury duty
- ▶ Bereavement leave
- ▶ Holidays
 - Most Leidos employees get ten paid holidays each year, three floating holidays to be used at their discretion and seven fixed holidays.

FINANCIAL WELL-BEING

Leidos believes that financial well-being is an important part of a person's overall health and well-being. Therefore, we are pleased to offer a complimentary suite of programs to meet the varying needs of employees. Programs are dedicated to helping you with improving or maintaining your overall financial wellness by offering educational seminars, webinars, one-on-one coaching, and tools such as the Student Loan Assistance tool. Programs are designed to help you with your financial goals such as budgeting, managing credit card debt, paying off student loans, retirement readiness and more.

EMPLOYEE STOCK PURCHASE PLAN

The Leidos Employee Stock Purchase Plan (ESPP) offers a convenient way for employees to purchase Leidos Common Stock at a discount.

FAMILY BENEFITS

Understanding the inherent challenges of balancing work and family responsibilities, we offer benefits to make family life a little easier



Demographics & Statistics

WORKFORCE COMPOSITION

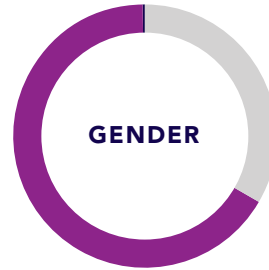
Recognizing that people are the foundation of everything that we do, Leidos utilizes strong workforce data analytics and participates in benchmarking studies to ensure that we are aligned with or ahead of industry trends, on-target for meeting our people goals, and continuously developing people practices that deliver results for our customers and attract, develop and retain our employees.

We are expanding our Inclusion and Diversity initiatives to continue to drive improvements in enabling leader accountability, improving representation and advancing an inclusive culture. See Inclusion and Diversity for more information.

A large concentration of our workforce is composed of scientists, engineers, developers, analysts, and others in technical positions. 68% of our employees have degrees, and 36% of our workforce has a technical degree. We have a strong focus on hiring veterans, and at least 20% of our workforce are veterans.

GENDER, ETHNICITY, AGE, EDUCATION & VETERAN STATUS DEMOGRAPHICS

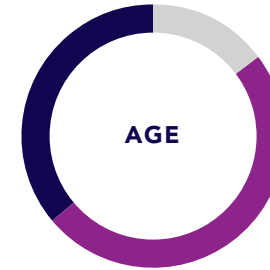
OVERALL REPRESENTATION



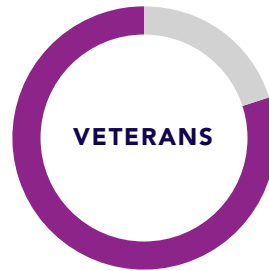
- 33% Female
- 67% Male
- <1% Undisclosed



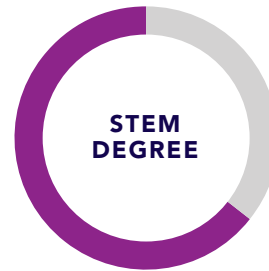
- <1% American Indian/Alaska Native
- 10% Asian and Indian
- 12% Black
- <1% Hawaiian/Pacific Islander
- 8% Hispanic/Latino
- 3% Two or more races
- 2% Undisclosed
- 66% White



- 15% <30 years
- 49% 30-50 years
- 36% >50 years



- 20% Veterans
- 80% Non-veterans

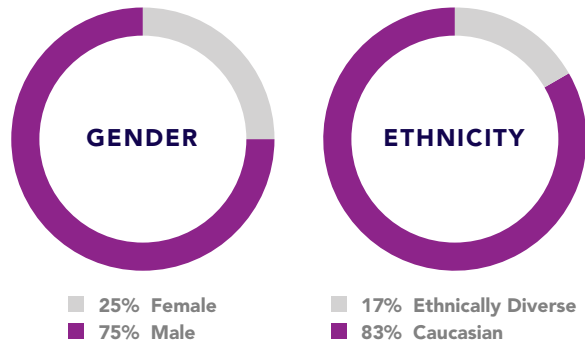


- 36% Yes
- 64% No

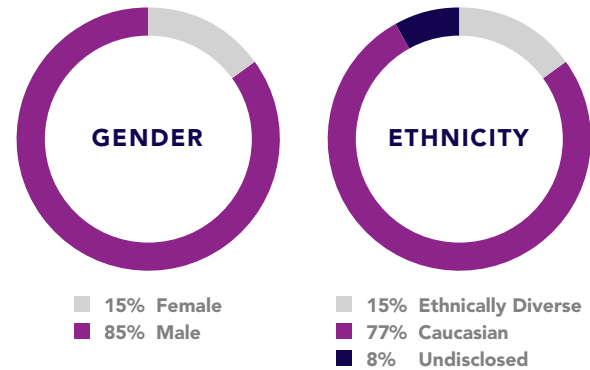


- 5% Associate
- 12% High School Equivalent
- 29% Bachelors
- 3% Doctorate
- 19% Masters
- 32% No Degree

BOARD OF DIRECTORS REPRESENTATION

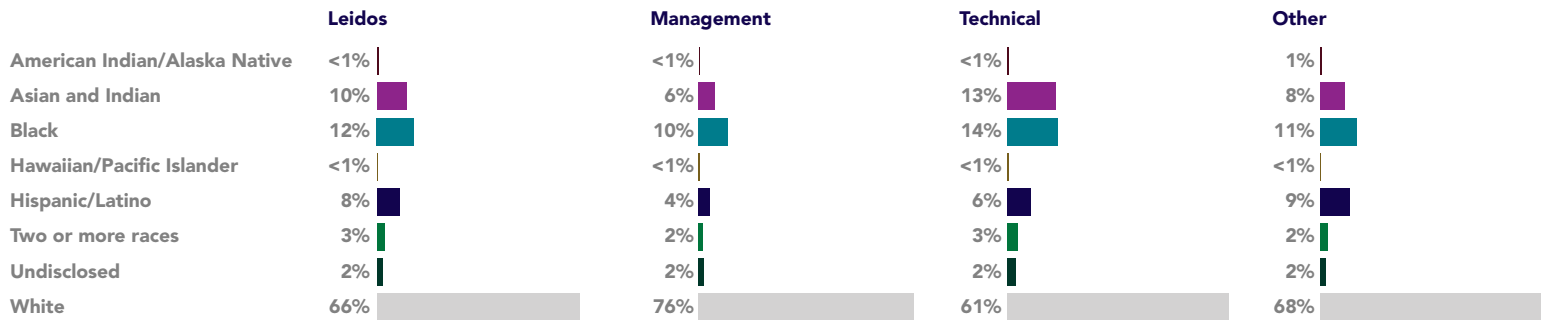


EXECUTIVE LEADERSHIP REPRESENTATION

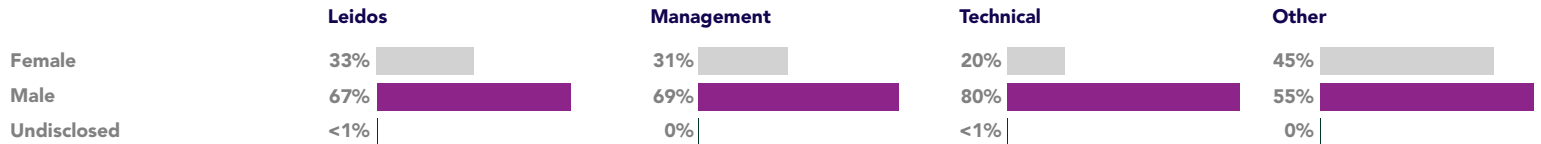


DETAILED REPRESENTATION

ETHNICITY



GENDER



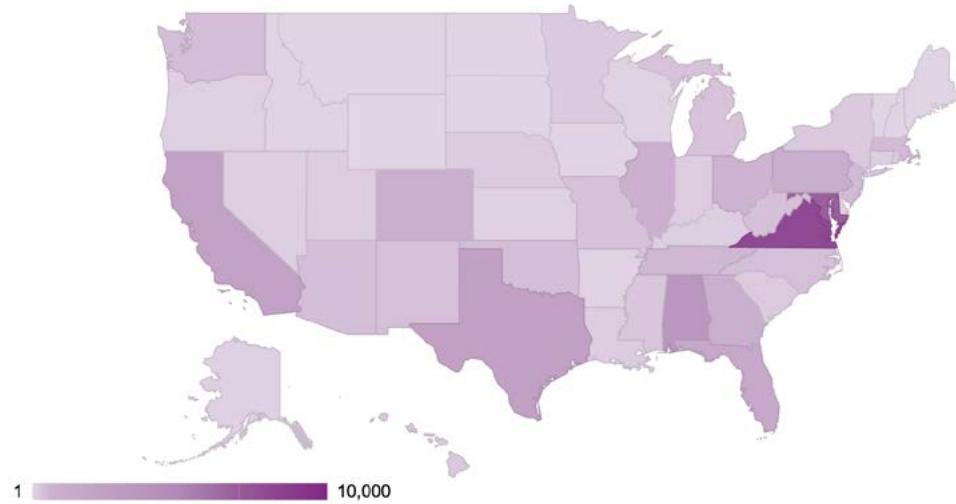
*Our temporary workforce, which is less than 1% of our population, is 28% female

*Our full-time workforce is 33% female and our part-time workforce is 39% female

- ▶ This information is based upon voluntary employee self-reporting.
- ▶ Ethnicity data is U.S. only.
- ▶ The definitions of "Management", "Technical", and "Other" categories are based on SASB standards TC-SI-330a.3, and not Leidos career streams.

LOCATIONS

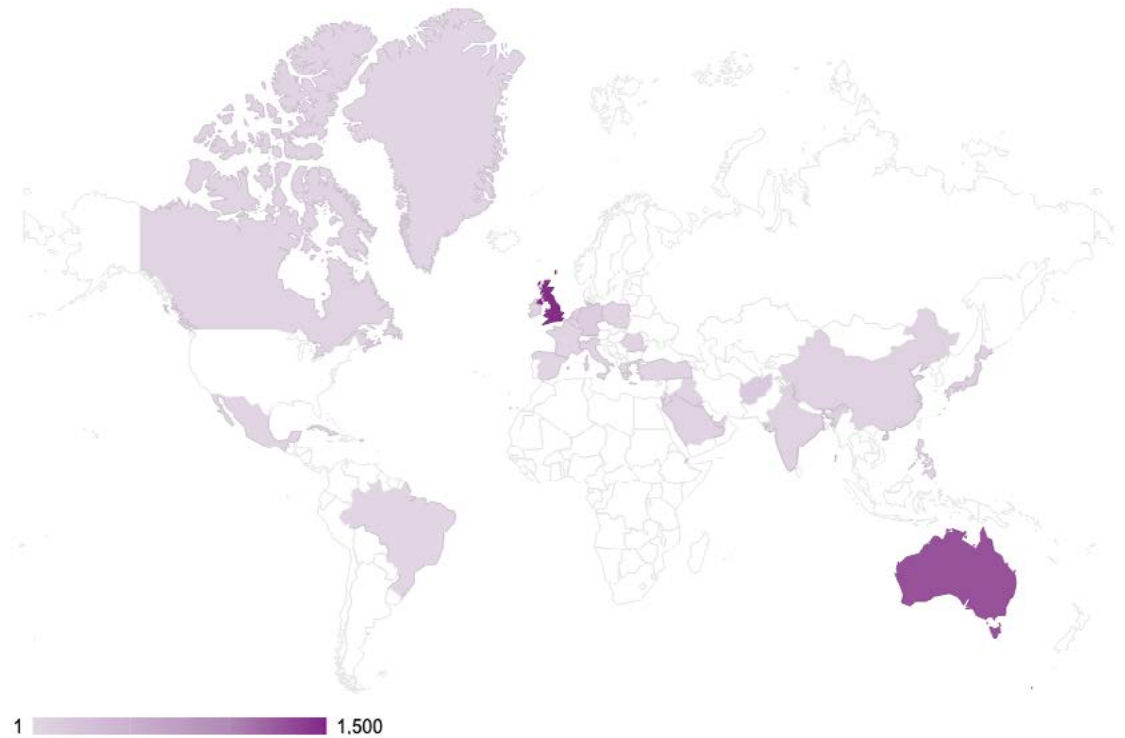
Leidos is a global company with 38,666 employees worldwide (as of the end of December 2020). Of that population, over 90% are in the U.S., representing all 50 states, the District of Columbia, and territories. The largest concentration of our employees is in the National Capital Region, with about 11,029 employees in the Washington, D.C. Metropolitan area.



Since this map does not display Washington, D.C. or U.S. territories, 958 employees working in Washington, D.C. are mapped to Virginia, and employees working in U.S. territories appear in the International Map below.

INTERNATIONAL EMPLOYEES

Outside of the U.S., Leidos has employees in over 37 countries, with the largest concentration of employees being in the United Kingdom and Australia.



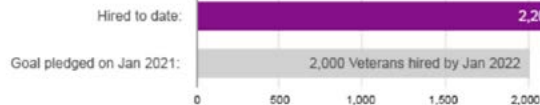
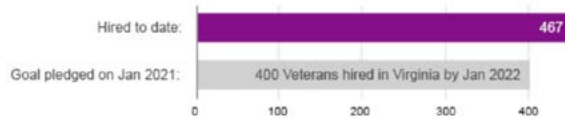
Military Veteran Hiring

OPERATION MVP

You seek the honor of service — protecting America and helping make the world a safer place. You'll find it at Leidos, a company that has been tackling some of our nation's biggest problems for over 50 years. Operation MVP is our company-wide initiative to hire and support military veterans and spouses.

HIRING GOALS

Leidos has an ongoing commitment to hiring veterans. Outlined below are current hiring initiatives we have undertaken, and our progress.



Over 8,400 of our employees are military veterans.

IN THE COMMUNITY

Leidos has a long-standing commitment to supporting military veterans and their families. Through our philanthropic efforts, we are striving to create a sustainable future, including working side-by-side with community organizations that provide critically important services and opportunities. We support active-duty and veteran service members, as well as the broader defense and intelligence communities, and their families through numerous joint efforts.



MILITARY AND FAMILY LIFE COUNSELING PROGRAM

The mission of caring for Service members, Veterans, and their families is personal to us.

There's no question that the military lifestyle creates unique challenges. The stress of deployment can be tough enough before considering things like well-being and the effects of being away from home.

Team Leidos is partnering with the Department of Defense (DoD) to make sure these important military life adjustments don't get lost in the hustle and bustle. Our commitment is to provide Service men and women and their families a reliable counseling program that is accessible and offers transformative services in support of life, health, and readiness. This holistic view ensures service members receive support for:

- ▶ Non-medical counseling
- ▶ Complex and unique matters of military life such as hazard duty, life on base, life overseas, and being away from home
- ▶ Children's counseling and childhood education programs

AWARDS AND PARTNERSHIPS

Leidos has a strong affinity with the military, both in our lines of business and in our workforce. We are proud that over 8,400 of our employees — 20% — are military veterans. We assist veterans through the often-difficult transition from military life to a career in the private sector. Leidos is committed to supporting veterans as they pursue challenging and rewarding careers within our many business areas.

MILITARY ALLIANCE GROUP

The Leidos Military Alliance Group (MAG) is a professional network of Leidos employees made up of veterans, military spouses, and those interested in supporting veterans and veteran related issues. MAG serves to recognize the service of veterans in our organization, unify company veterans by celebrating their service, support to our own during time of duty and hardship, and serve and inform those wearing the country's uniform. The foundation of MAG is to "Serve Those Who Have Served."



ERGs in Action

Inclusion is a Leidos value and our Employee Resource Groups (ERGs) play a significant role in bringing this value to life. They offer professional development, mentoring, networking and community engagement opportunities to members and colleagues. ERGs are sponsored by members of the CEO's Executive Leadership team, and are open to all employees, encouraging membership from individuals outside of the demographics they represent. Leidos introduced two new ERGs in 2020, Allies and Action for Accessibility and Abilities (A4) and the Asian-Pacific Islander Network (APIN) in addition to seven existing organizations. As the world shut down during the COVID-19 pandemic, our ERGs moved to virtual and remote events. Many of the programs focused on supporting communities in need, mental health, resiliency and racial justice. Listed below are a few highlights.



The newly formed Allies and Action for Accessibility and Abilities (A4) fostered awareness of the differently-abled community with a Global Accessibility Awareness Day (video) as well as commemorated the 30th anniversary of ADA.



The Military Alliance Group, MAG, co-founded the BRGAD-V, Business Resource Group Association for Diversity and Inclusion of Veterans. They also provided care packages for USS Bunker Hill and supported Toys for Tots across the U.S.



In 2020, the PRIDE ERG launched an employee-led allyship workshop and introduced a popular "Share Your Pride" blog series.



The African American Leadership Network launched the "Real Talk" series providing a platform to have honest and real discussions during a disturbing period of racial injustice and societal inequities. Hundreds of employees joined our executive leadership in a three-part series that galvanized the need for Leidos to take action in the face of racism within our workplace and within the communities we serve. For this and many other efforts, AALN received the Leidos Engage - Excellence in Sustainability, Inclusion & Diversity and Wellness Achievement Award.



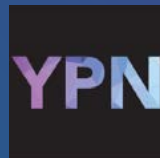
The Women's Network (WN) created the Purple Pod Hour – a unique ERG collaboration to discuss podcasts. They partnered with AALN on the inaugural feature, 1619, which helped many Leidosians to fully understand the atrocities of slavery and its continued impacts on inclusion and diversity. The WN also launched CARES, a Cancer Advocacy & Emotional Support group.



The Hispano-Latinx Leidos Asociación (HoLA), teamed up with the Mayor's Office on Latino Affairs (MOLA) in Washington, D.C., and Neighborhood Health in Alexandria, Virginia, to donate more than 6,000 face masks and 1,500 bottles of hand sanitizer to help combat the spread of COVID-19 within Latino communities in DC and Northern Virginia.



The Asian-Pacific Islander Network condemned the rise in anti-Asian violence and racism toward the Asian American and Pacific Islander community. They hosted an APIN Perspectives round table to address the mental health impacts from the rise in anti-Asian violence as well as a fireside chat between CEO Roger Krone and Board Member, Dr. Surya Mohapatra.



The Young Professional Network launched a Financial Wellness Series and an "Ask the Execs" Professional Development Series. They also teamed up with the NPower, a non-profit that creates pathways to economic prosperity by launching digital careers for military veterans and young adults from under-served communities, to conduct Mock Interviews.



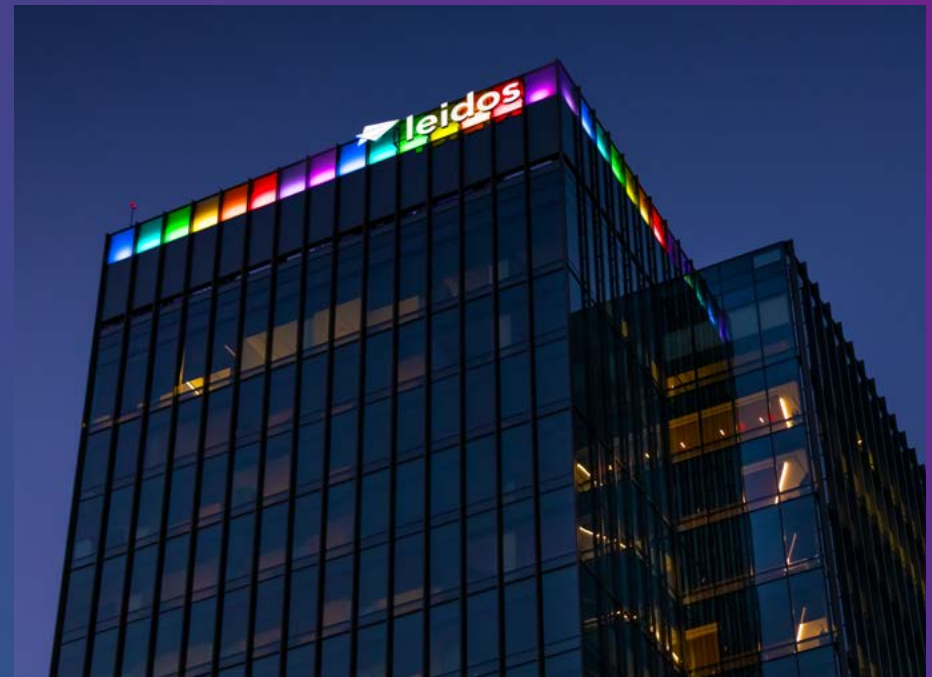
The Collaborative Outreach with Remote and Embedded Employees (CORE) developed a "For the Remote Leader Webinar" series to better navigate remote working during the pandemic. They also partnered with several other ERGs to sponsor a Resilience and Wellness series for all employees.

Allyship

In 2020, Leidos launched its first employee-led allyship workshop. While corporate trainings existed to help employees and managers better understand how to create an inclusive workplace environment, the new ally workshop focuses more singularly on the LGBTQ+ community and gives greater voice to workplace visibility and advocacy for workplace diversity. In partnership with the Office of Inclusion and Diversity, the Pride Employee Resource Group (ERG) worked for over a year to develop and launch the workshop. Sessions are held quarterly, and have had near-capacity. In addition to the information that is provided during the workshop, each cohort of attendees is added to an ally roster so that they can remain in-touch and have their presence visible to others in the company who may need an ally. To that end, work locations for each ally are included as well as a heat map that offers a quick visual of work sites across the country where an Ally Workshop alum is present.



The workshop also has a dedicated site on the company intranet that offers a range of resources created by the Pride ERG, Human Resources, Corporate Marketing and Communications, and the Office of Inclusion and Diversity. This includes links to a Pride ERG Ally Guide, corporate trainings, a pronoun factsheet, an intersectionality activity for teams, and an ally logo that can be included in employee signatures. Additionally the site contains an expanding list of external resources segregated into categories, including youth and parenting to assist employees who have LGBTQ+ children at home.



Inclusion & Diversity

Inclusion and diversity are not just problems to solve, rather an enduring commitment to the pursuit of respect, belonging, and trust. There is no intention of being done. As we build an inclusive culture, together we will accomplish extraordinary things, shaping the future of innovation at Leidos – and the world – for the better.



Inclusion and Diversity

An Inclusive Workforce

Inclusion is all of us. Every one. Every day.

At Leidos, inclusion is part of the fabric of our culture and at the core of our values. Together, we are building a workplace that cultivates opportunity, advances equality, and is free from discrimination, inequity and maltreatment. There is no moment when the goal is achieved, even as milestones are accomplished. We remain steadfast in our commitment to listen, respond and celebrate our similarities and differences.

We Believe

Inclusion and diversity are not just problems to solve, rather an enduring commitment to the pursuit of respect, belonging, and trust. There is no intention of being done.

As we build an inclusive culture, together we will accomplish extraordinary things, shaping the future of innovation at Leidos – and the world – for the better.



WORKFORCE DEMOGRAPHICS

Building inclusion acumen across the enterprise to support the retention of diverse talent while removing barriers to advancement.



STRATEGIC DIVERSITY OUTREACH

The way we engage our people, our customers, and our external partners is reflected in our commitment to inclusion and diversity.



EMPLOYEE RESOURCE GROUPS

ERGs provide support for onboarding, networking, and professional development opportunities for our employees and diversity recruiting.

Our commitment to inclusion in action

Annually Leidos participates in surveys demonstrating our commitment to inclusion and diversity. The company is recognized by several outlets, many of which are listed below.



Vision, Philosophy, and Approach

OUR VISION

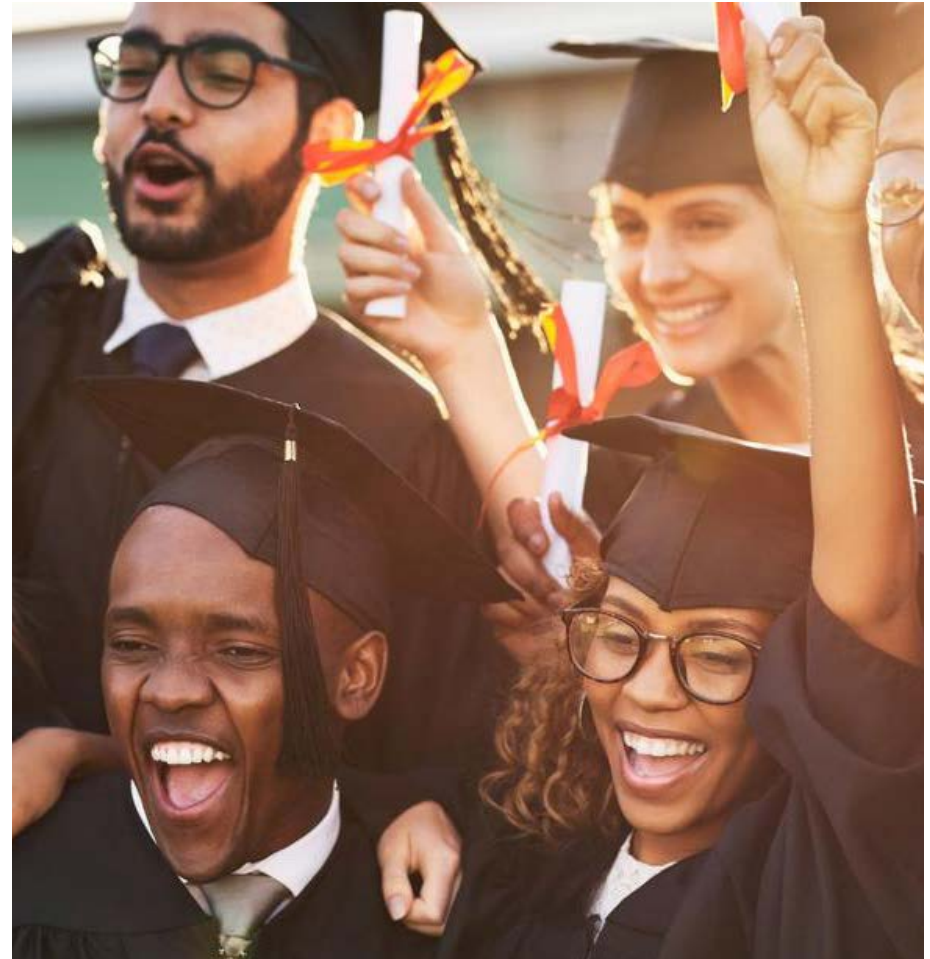
Build and sustain a culture that fosters the engagement of individual diversity of thought, experiences, backgrounds, and perspectives for full participation in resources, opportunities, and decisions across the enterprise.

OUR PHILOSOPHY

- ▶ Collectively, we can build an inclusive workplace which cultivates opportunity, advances equality, and is free from discrimination, inequity, and maltreatment.
- ▶ Our similarities unite us and the sum of our differences empower a community of diverse, engaged, and creative professionals, pioneering innovation along our journey to excellence.
- ▶ Our people are our greatest strength and inclusion is a catalyst towards each person realizing professional and personal fulfillment.
- ▶ Together, we embrace equity and belonging as part of a sustainable infrastructure that amplifies others for success.
- ▶ Inclusion is all of us, treating every one with dignity and respect, and as they wish to be treated, every day!

OUR APPROACH

- ▶ Enable leader accountability
- ▶ Recruit and retain talent
- ▶ Foster engagement and connection



Ethics & Compliance

We set the highest professional and personal expectations.



Ethics and Compliance

We set the highest professional and personal expectations.

Leidos maintains the highest standards of integrity and ethical behavior. Our robust policies, procedures, training, and communications create a comprehensive program, cultivating a culture of integrity that touches every aspect of employee conduct.

For the fourth consecutive year, the Ethisphere Institute named Leidos one of the World's Most Ethical Companies. This honor underscores our commitment to leading with integrity and prioritizing ethical business performance.

We have a strong history of performance resting on our foundation of integrity. This foundation supports an environment where ethics and compliance is everyone's responsibility. Leidos employees proudly embrace these standards through their work and interactions. Managers at all levels must model the behavior they expect from their teams, and reinforce those values to promote a strong ethical culture within their organizations.

Ethics Program Structure

The Leidos Ethics and Compliance Program seeks to continuously strengthen our culture of uncompromising integrity by promoting ethics through a variety of initiatives. Ethical business conduct is the responsibility of every employee. In fact, integrity is the first of the six stated Leidos values that employees are expected to emulate and aspire to exemplify. Leidos defines this value of integrity as "having the courage to make tough ethical decisions, taking pride in our work, being transparent with our team, and being respectful of everyone."

Combining policies, procedures, training and communications, the Leidos Ethics and Compliance Program is comprehensive and touches every aspect of employee conduct. Current employees stand on the shoulders of those who founded the company in 1969 and who established its solid reputation over the decades. The company's continued success stems from a culture that recruits and retains outstanding individuals committed to preserving its reputation.



CODE OF CONDUCT

Leidos has a strong culture of ethics and integrity. Our Code of Conduct is a broad statement of principles for conducting business according to the highest ethical standards. It applies to all Leidos subsidiaries and is available in eight languages.

POLICIES AND PROCEDURES

The Code of Conduct (the Code) is the basis of Leidos corporate policies and practices and is designed to promote ethical business conduct and compliance with the law. All employees are required to conduct all business affairs ethically, to comply with the Code, and certify they read and understand the Code as part of their annual required training. The Leidos core values of integrity, inclusion, innovation, agility, collaboration, and commitment are emphasized in the Code and are the foundation of our culture.

The Standards of Business Ethics and Conduct at Leidos is the foundational policy of the Ethics and Compliance Program. The Ethics Review Board (ERB), an executive management committee, meets quarterly in conjunction with an Audit Review Board and Enterprise Risk Management Committee, to review significant enterprise ethics and compliance matters and strengthen the ability to review risks across the company.

The Chief Ethics and Compliance Officer reports to the ERB on a range of issues, including significant ethics cases, trends, disciplinary actions, remedial measures, compliance risks, policy issues, training, communications, and new developments and initiatives. Members of the ERB include Chairman and CEO Roger Krone, Chief Financial Officer, General Counsel, Chief Ethics and Compliance Officer, Chief Human Resources Officer and Head of Business Partnerships, Group Presidents and corporate functional executives.

CORPORATE GOVERNANCE AND ETHICS COMMITTEE

The Chief Ethics and Compliance Officer reports quarterly to the CGEC of the Leidos Board of Directors. The CGEC charter establishes its oversight of ethics policies and practices, including ethics awareness training, case trends disciplinary actions, and conflicts of interest. In order to provide effective oversight, the CGEC keeps itself knowledgeable about ethics and compliance conditions and trends in the broader industry and within Leidos.

The CGEC also reviews policies and practices in the areas of sustainability, including the safety and protection of the environment; charitable contributions; and political, social and environmental issues that may affect the company's business operations, performance, public image or reputation.

ETHICS TRAINING AND COMMUNICATIONS

The Ethics and Compliance Office promotes a culture of integrity at Leidos and provides ethics and compliance training, communications, and guidance to create a transparent environment and informed employee population.

The Code and annual Ethics Awareness training reinforce Leidos' core values and provide important information related to many key compliance and risk areas. The Code and ethics awareness training are updated annually, and CEO Krone delivers opening remarks in the training to reinforce our commitment to ethics, integrity, behavior, and accountability. CEO Krone echoes this message in the company's New Employee Orientation. Ethics Awareness training must be completed annually by all employees, including part-time employees,

Other required annual courses for Leidos employees include labor charging, security awareness, and inclusion acumen training. Employees that work on certain programs and in specific job functions must also complete role-based compliance training. New Leidos employees must complete these required trainings within their first 30 days of employment along with environmental, health, and safety training. Other courses may be required based on an employee's role.

Each year, the Ethics and Compliance Office endeavors to find new and innovative ways to underscore the importance of ethical decision-making for all employees. Using robust communications campaigns, the program routinely publishes a variety of ethics and compliance-related information by email directly to employees and also on the Leidos intranet. Articles and announcements posted to the intranet include sections for employees to provide comments and feedback, which promotes a two-way dialogue and candid conversation.

As part of the office's continuing efforts to promote transparency and confidence in its robust and independent investigation process, The Chief Ethics and Compliance Officer publishes an annual all-employee email titled "*Ethics Year in Review*." The email provides an overview of the company's investigative process and activity from the previous year in an effort to be candid about the office's efforts to promote a culture of ethics and integrity. The message provides detailed data about ethics-related cases, including the number and nature of cases investigated, the number of employees involved, the substantiation rate, and the remediation taken, including number of terminations.

Further, the Ethics and Compliance Office periodically publishes "*Ethics in the News*," highlighting recent, non-Leidos ethics and compliance-related news items. These articles reinforce the importance of Leidos values and acting with integrity at all times. The company encourages employees to use "*Ethics in the News*" as a resource to facilitate discussions about ethics with their colleagues and others they interact with on a daily basis.

As a companion piece to "*Ethics in the News*," the Ethics and Compliance Office publishes a series titled "*Let's Talk Ethics*." The articles feature actual Leidos ethics cases, including any corrective actions, where employees engaged in activities contrary to Leidos policies and the Code. The intent is to highlight and reinforce policies and procedures.

The Ethics and Compliance Office engages in an ongoing ethics and awareness campaign to focus all employees on the necessity of ethical behavior and to emphasize its commitment that ethics concerns will reach the right people, that swift corrective action will be taken in valid ethics cases, and that the company has zero tolerance for retaliation of any kind.

The campaign message is simple and clear: Protect Leidos and customer assets; foster a safe and healthy work environment; respect human rights; deal fairly and honestly with customers, third parties and public officials; conduct international business properly; report misconduct; and protect colleagues from retaliation. In sum, do the right thing every day. Leidos leadership and the Ethics and Compliance Office remain focused on increasing employees' understanding of how the Code of Conduct translates into day-to-day work experiences.

REPORTING CHANNELS AND INVESTIGATIONS CASE MANAGEMENT

Leidos' established process for reporting observed or suspected misconduct or any employee grievance is widely advertised and promotes eight separate channels for employees and others to report a concern or simply to ask for guidance. If an individual is uncomfortable coming forward, the individual has the option of reporting anonymously where permitted by law. Any information provided will be kept confidential to the greatest extent possible.

Consistent with best practices, Leidos has retained a third-party administrator to host its Hotline, which offers a 24/7 call center and accompanying website where employees and others can voice concerns or ask for guidance. The Ethics and Compliance Office is responsible for maintaining this relationship and ensures that the Hotline complies with all relevant laws and regulations in the countries where Leidos operates and that the proper access controls are in place to ensure the information is kept confidential to the greatest extent possible, and accessed by only those with a business need to know. The office has also set up toll-free calling

options for U.S.-based callers, and several international locations. Finally, the office ensures that the Hotline phone numbers are posted in common work areas across the enterprise.

The Ethics and Compliance Office maintains an Enterprise Case Management System for documenting and tracking investigations. All key investigative functions, including Human Resources, Ethics and Compliance, Legal, and Security, use this centralized, multifunctional case management system. The company employs a highly collaborative approach to ensure that the most appropriate and independent function investigates each allegation based upon the nature of the underlying concern. All cases are subject to biweekly reviews by Legal, Human Resources, Ethics and Compliance, and Security representatives. Such a high level of collaboration across the enterprise has produced a best-in-class investigative program. Furthermore, Leidos does not close any substantiated case in ECMS until the company has completed all corrective actions.

The company has zero tolerance for retaliation in any form. Leidos supports those who speak up and the company has always encouraged its employees to report any legal or ethical misconduct without fear of retaliation. Additionally, Leidos has established follow-up procedures for closed investigations where there is a heightened risk of retaliation. Those who engage in retaliation will face disciplinary action, up to and including termination of employment. Anyone who asks questions or reports concerns in good faith will be protected. The company is committed to complying with the employee whistleblower protections contained in the Federal Acquisition Regulation (FAR) and the Department of Defense FAR Supplement (DFARS), as well as the anti-retaliation provisions of all applicable laws that prohibit discrimination in the workplace. Employees may also report concerns to an agency's Office of Inspector General or the Department of Defense (DoD) Hotline.

ETHICS PROGRAM ASSESSMENTS AND CONTINUOUS IMPROVEMENT

Leidos regularly and comprehensively assesses its Ethics and Compliance program, as well as its culture. The company does this in a number of ways: alignment of the ethics and compliance program to mitigate risks identified during risk assessments, internal reviews of the ethics and compliance program against laws and regulations, audits by internal and external auditors, benchmarking against external best practices, ethical cultural and employee engagement surveys (which includes measuring how comfortable Leidos makes employees feel in reporting misconduct), and reviews by external consultants.

Compliance and Audit

The Leidos Internal Audit department regularly audits Leidos programs. The scope of these audits includes assessing compliance with key aspects of the policies and procedures encompassed in the Code. These audits generally include, but are not limited to:

- ▶ Compliance with contractual requirements
- ▶ Financial performance
- ▶ Internal Controls and cultural environment
- ▶ Supplier Management
- ▶ Prior, recurring and current ethics concerns and investigations

Anti-Corruption

COMMITMENT TO INTERNATIONAL ANTI-CORRUPTION AND ANTI-BRIBERY

As mandated through Leidos' corporate core values, the company is committed to maintaining integrity in all of its business operations and requires strict compliance with anti-bribery and anti-corruption laws throughout the world. In accordance with the Code, all Leidos employees are required to keep accurate records, conduct business fairly and honestly and comply with all applicable anti-bribery laws and regulations. Without exception, the company acts in accordance with all of its ethics policies and procedures wherever Leidos operates. Moreover, Leidos also holds its third-party business partners, suppliers, and vendors to the same standards of ethics and integrity.

INTERNATIONAL ANTI-CORRUPTION POLICY AND PROCEDURES

Through robust policies, procedures and frameworks, the company implements a comprehensive program across our company to ensure compliance with all applicable anti-bribery and anti-corruption laws and regulations. All Leidos personnel and intermediaries that conduct business with Leidos must comply with international Anti-Corruption laws. Key features of the program include oversight of gifts, hospitality, and political and charitable contributions, conducting due diligence merger and acquisition investigations, maintaining accurate books and records, providing accessible general and specific guidance, prohibiting cash and facilitation payments, and requiring employee and third-party training tailored to job function. In addition, Leidos' International Business policy requires the Leidos International Business Review Board (IBRB) to review international transactions. The IBRB reviewers consist of specialists across the enterprise who review proposed international efforts and provide advice on risk mitigation and contracts procedures in the international environment.

MANAGING THIRD-PARTY INTERMEDIARY RISK

The Leidos international anti-corruption program requires close monitoring of third-party intermediaries, including but not limited to:

- ▶ Sales representatives,
- ▶ Marketing consultants,
- ▶ Distributors and resellers,
- ▶ Joint venture partners and teaming partners,
- ▶ Customs brokers and freight forwarders
- ▶ Providers of international sponsorship services, and
- ▶ Tax, legal and regulatory advisors representing Leidos in international jurisdiction.

Leidos employs a risk-based model to conduct due diligence reviews and ongoing oversight of third-party intermediaries. Through due diligence reviews, compliance training, and contract terms and conditions, Leidos implements compliance measures commensurate with the particular corruption and bribery risks associated with a business transaction or engagement. Red flags considered in the assessment include:

- ▶ Geographical region and country;
- ▶ Criminal history (prior convictions, legal enforcement, sanctions, debarment, or penalties);
- ▶ Political exposure of the intermediary or parties involved;
- ▶ Experience and expertise of the intermediary;
- ▶ Degree to which the business activity interaction involves Government Officials;
- ▶ Method and amount of compensation (payment to jurisdiction outside the location where services are rendered; transfers to anonymous or numbered bank accounts; cash payments; excessive compensation, fixed retainer payments); and
- ▶ Remaining totality of any Red Flags

EXTERNAL INDUSTRY ENGAGEMENT

As mentioned above, Leidos is a member of both the Steering Committee and Working Group of DII, a key industry organization promoting ethical conduct among defense contractors.

Leidos is also a member of The International Forum on Business Ethical Conduct (IFBEC) – a global organization of companies in the aerospace and defense sectors. The IFBEC Global Principles of Business Ethics for the Aerospace and Defense Industry affirm the industry's commitment to ethical business behavior and establishes a uniform set of standards addressing business conduct related to zero tolerance of corruption, use of third-parties, management of conflicts of interest and respect for proprietary information.

Additionally, Leidos is a long-standing member of Trace International, a globally-recognized anti-bribery business association. As a leader in the international business community, Leidos takes its commitment to international anti-corruption and anti-bribery compliance very seriously and is committed to upholding the highest standards and implementing best practices throughout the Leidos compliance program.

Human Trafficking

RESPECT FOR HUMAN RIGHTS

Our mission and our values reflect an unwavering respect for human dignity and fundamental human rights. We condemn human rights abuses and support the United Nations (UN) Guiding Principles on Business and Human Rights. We have a responsibility to respect human rights in the operation of our business, and we adhere to the UN framework to protect and respect human rights and to remedy human rights abuses. We also expect everyone with whom we conduct business to also respect human rights combat human trafficking.

COMBATING TRAFFICKING IN PERSONS

Consistent with the United Nations Guiding Principles on Business and Human Rights requirements of the Federal Acquisition Regulation Subpart 22.17 and Defense Federal Acquisition Regulation Supplement, the current FAR and DFARS regulations establish general anti-human trafficking requirements that are applicable to all federal contracts and subcontracts, including the prohibition of specific human trafficking activities and require immediate reporting of such activities to Government authorities. To ensure compliance with these regulations and corporate policies, Leidos implements a compliance plan for the prevention of human trafficking that governs activities under applicable FAR and DFARS contracts.

Trust Center

Leidos is known for maintaining the highest standards of integrity and ethical behavior, and this extends fully to how we manage data privacy and cybersecurity. We apply industry-leading data privacy and cybersecurity standards in our day-to-day business. We have a duty to our employees, customers, communities, and stakeholders to proactively safeguard and handle their data, systems, and technology in line with the continually-developing regulatory framework across the globe.



Trust Center

Cybersecurity

APPROACH TO CYBERSECURITY

The Leidos Board of Directors' Technology & Information Security Committee, which meets at least quarterly, provides oversight of matters involving the Company's overall strategic direction and associated exposure to, and management of, significant business risks in the areas of technology, information, and operational security.

The Leidos Security Council is responsible for harmonizing effective security strategy, governance, command media, communications, and major initiatives across functional and line of business teams.

Established in 2019, the team is co-chaired by the Chief Information Security Officer and the Chief Security Officer and is supported by voting representatives from the lines of business, Legal Department, Ethics and Compliance, Corporate Performance Excellence, Enterprise Risk Management, and Global Privacy Office. Nonvoting members include the Chief Audit Executive, Chief Technology Officer, and the Corporate Controller.

Leidos has also formed a Data Governance Steering Committee, Data Classification Working Group, Records Retention Working Group, Cyber Regulatory Working Group and Data Privacy Working Group – all of which play a significant role in the continued maturation of Leidos' global cybersecurity, data protection and privacy strategy.

COMMITMENT TO INDUSTRY STANDARDS

Leidos uses industry-standard frameworks with which to provide appropriate governance of our cybersecurity efforts. To that end, the National Institute of Standards and Technology NIST 800-37 Risk Assessment methodology is used every day as our standard methodology for assessing risk related to hardware, software, systems, and cybersecurity controls.

In 2019, the Defense Contract Management Agency (DCMA) conducted a NIST 800-171 assessment of our Corporate System Security Plan and related controls to ensure that we are compliant with the 800-171 requirements aligned to the Defense Federal Acquisition Regulation Supplement (DFARS) 252.204-7012 clause. We successfully achieved a perfect score of 110.

In Q1 2020, we successfully renewed our ISO 27001 certification, which was conducted by an independent, accredited third-party auditor.

Our compliance with both NIST 800-171 and ISO 27001 standard speaks to our unwavering and industry-leading cybersecurity program. Our business relies entirely on the ability to assure and attest to the confidentiality, security, integrity, and availability of data and systems - that includes our own and those of our customers and partners.

AUDIT AND RISK ASSESSMENTS

To further validate our externally-validated standards, Leidos Internal Audit has developed an Information Technology Risk Assessment Framework (IT-RAF) and a Cybersecurity Risk Assessment Framework (CS-RAF). Both of these frameworks are based on Industry Standard Frameworks (e.g., NIST 800-171) and identify various domains under broader categories, including:

- ▶ Governance and Organization;
- ▶ Policy and Standards;
- ▶ Infrastructure and Architecture;
- ▶ Applications; Operations;
- ▶ Awareness;
- ▶ Continuous Controls Monitoring;
- ▶ Metrics and Reporting; and
- ▶ Compliance.

Internal Audit uses the above frameworks to perform continuous IT and Cybersecurity risk assessments. Data privacy is a consideration under both frameworks, while cybersecurity risk is predominately covered under CS-RAF. Using these two frameworks; the underlying risk methodology; discussions with the CIO and CISO, other senior executives, and members of both the Technology and Info Security Committee and the Audit and Finance Committee of the Board of Directors; as well as white papers published by both commercial entities and industry trade groups, Internal Audit develops Information Technology and Cybersecurity Internal Audit Plans.

Types of internal audits that are generally performed include:

- ▶ Information Security Governance
- ▶ Information Assets Classification and Management
- ▶ Identity and Access Management
- ▶ Change Management
- ▶ Cybersecurity Incident Response
- ▶ Vulnerability Identification and Remediation
- ▶ Business Continuity and Disaster Recovery

In 2019, Corporate Information Security also conducted its own self-assessment of the Leidos program, based on the Aerospace Industries Association (AIA) National Aerospace Standard (NAS) number 9933. NAS 9933, mostly derived from the Center for Internet Security Maturity Model, adds further control families that are frequently associated with the Defense industry. After a baseline of existing practices in each control family, Corporate Information Security established maturity targets aligned against a strategy of becoming a Superior Cybersecurity provider in our marketplace.

In addition, Leidos Global Privacy Office has implemented a software system, which it calls the Global Privacy Management System, to administer various types of data mapping questionnaires and Privacy Impact assessments.

PREPAREDNESS AND INCIDENT RESPONSE

Leidos has enterprise-wide an enterprise Incident Response Plan, accompanied by related policies and procedures which address how various types of data are to be protected and handled, and in the event of a cybersecurity or data security incident, the procedures which must be followed. These policies and procedures identify incident response teams and outline accountability for key stakeholder communications.

Additionally, Leidos periodically conducts an external penetration test of our network defenses and continually tests our cybersecurity resilience, while continuing to mature our cybersecurity defenses and incident management practices.

Our Incident Response Plan includes collaboration with the Global Privacy Office when responding to incidents that involve personal information. The plan includes remediation and mitigation actions, for data managed both internally and by third parties.

We undertake regular cybersecurity tabletop exercises, taking employees through the process of dealing with a simulated incident scenario and providing hands-on training.

Data Privacy

APPROACH TO DATA PRIVACY

Led by our Chief Privacy Officer (CPO), the Global Privacy Office promotes a culture that values privacy by focusing on five main pillars:

- ▶ Governance
- ▶ Accountability
- ▶ Operations
- ▶ Training and Communications
- ▶ Legal/Regulatory Compliance

We know that improperly handling personal information can have serious consequences for our employees, our company, our investors and our customers. Thus, data privacy is integral to our Code of Conduct and employee training programs.

As stated in our Code of Conduct, keeping data secure is a key part of demonstrating the commitment of Leidos to its customers and to each other. Leidos policies and procedures include specific privacy and data security measures for "Protection Required Data" (PRD) when appropriate, including access controls, encryption and de-identification. PRD must be marked using distinct labels. Those labels include: Proprietary Information, Export-Controlled Information, Personal Information, Third-Party Protected Information and Controlled Unclassified Information (CUI). The privacy and data security measures are appropriate for various PRD levels based on contractual, legal and regulatory requirements.

Leidos has implemented several internal policies and procedures, including a baseline privacy policy that sets forth how Leidos employees must handle personal information related to other employees, customers and the partners with whom Leidos does business. All Leidos employees are required to comply with these policies and procedures. Further, in the general course of business, we don't provide data to third parties other than for the purpose of completing transactions, obtaining and providing services and as per the terms of our customer contracts.

Annual cybersecurity/data privacy, HIPAA, and general data privacy awareness training is also required of employees when relevant to their job functions. The Global Privacy Office also creates tailored training presentations related to specific subject areas such as the Health Insurance Portability and Accountability Act (HIPAA), General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA). For example, annual HIPAA training is required for all employees who handle Protected Health Information related to U.S. residents. Likewise, our Code of Conduct includes sections devoted to data privacy awareness and related employee obligations.

The Global Privacy Office has also designed and manages a robust Intranet site for Leidos employees, which includes a Data Privacy Best Practices Toolkit, a link to its customized privacy management system and numerous other data privacy-related resources.

Finally, the Global Privacy Office has also been integrating Privacy by Design into our business operations, since protecting personal information is a commitment we make to our customers. It is an essential part of doing business. Privacy by Design is a framework based on proactively embedding privacy into the design and operation of IT systems, networked infrastructure, and business practices. As an example of Privacy by Design, the Global Privacy Office has created questionnaires and processes for identifying customer programs which involve the handling of personal information. The Global Privacy Office works closely with designated Points of Contact and Privacy Champions to integrate data privacy protection into program execution. These are just a few of the ways in which the Global Privacy Office has implemented - and continues to implement - Privacy by Design.

GOVERNANCE

The Leidos Board of Directors' Technology & Information Security Committee provides oversight of matters involving the Company's overall strategic direction and associated exposure to, as well as management of, significant business risks in the areas of technology, information, and operational security.

Leidos has also formed a Data Governance Steering Committee (DGSC). The mission of the DGSC is to align Leidos data management goals, standards, practices and processes with its business goals and strategies, all while reducing the risk of misuse, misappropriation, loss, theft or unauthorized access to various types of data.

The DGSC is co-chaired by the Chief Privacy Officer (CPO) and Chief Information Officer (CIO) and includes members from several corporate functions, such as Corporate Security, Information Technology, Legal, International Regulatory Compliance, Program Execution, Human Resources, Finance, Contracts, and Corporate Communications, as well as from business teams and non-U.S. entities. It meets monthly to evaluate various aspects of data governance, including data ownership, classification, risk, quality, security, privacy, mapping, retention, unification, access and measurement. Its co-chairs and members serve as proponents of data governance at Leidos.

In addition, the DGSC has spun off several Working Groups, including a Records Retention Working Group, Data Classification Working Group, Data Privacy Working Group and Cyber Regulatory Working Group.

AUDIT AND RISK ASSESSMENTS

As outlined in our approach to cybersecurity, to further validate our externally-validated standards, Leidos Internal Audit has developed an Information Technology Risk Assessment Framework (IT-RAF) and a Cybersecurity Risk Assessment Framework (CS-RAF). Both of these frameworks are based on Industry Standard Frameworks (e.g., NIST 800-171) and identify various domains under broader categories, further details of which can be found within the Cybersecurity page of our Trust Center.

In addition, the Global Privacy Office has configured and implemented a software system to administer various types of data mapping questionnaires and Privacy Impact Assessments, as well as to process Subject Access Requests from individuals.

PREPAREDNESS AND INCIDENT RESPONSE

Leidos has an enterprise-wide Incident Response Plan and associated procedures which address how cybersecurity incidents and data spills are to be handled. These documents designate incident response teams, how to investigate and remediate cybersecurity incidents and data spills, and escalation paths for key stakeholder communications.

RESOURCES

Linked here are additional resources that further identify our approach and policies related to data privacy and governance.

- ▶ [Privacy Statement](#)
- ▶ [EU/UK Privacy Notice](#)
- ▶ [California Privacy Notice](#)
- ▶ [Leidos Australia Privacy Policy](#)
- ▶ [Data Protection Addendum Template](#)
- ▶ [Intra-Group Data Transfer Agreement \(IGA\) Summary](#)
- ▶ [Privacy Rights Request Form](#)
- ▶ [Job Applicant Privacy Notice](#)

Suppliers and Small Businesses

Our thousands of suppliers and small businesses are crucial to our success as well as economic growth and prosperity.



Suppliers and Small Businesses

We are united with our suppliers and small businesses to make a difference in the world.

Maintaining strong and committed relationships with approximately 8,400 active suppliers, as well as continuing our award-winning small businesses advocacy programs, is essential to our mission of providing outstanding support to our customers. Our diverse customer base, requirements for services and need for varied materials require us to work with suppliers both large and small who can offer capabilities and unique solutions while providing the best value.

As a company specializing in technology, engineering, and science solutions and services, Leidos has a supply chain that varies based on the types of contracts we are able to win from diverse markets of global importance to commercial, local, state, and federal government entities. Our major commodity areas consist of engineering services, IT hardware, software, communications technology and transportation. We strive to source from local and domestic suppliers whenever possible, with 41% of our \$4.1 billion in sourcing expenses going to US-based small businesses. We are also committed to sourcing from veteran-owned firms, realizing the value they deliver to our customers, our company and the country at large. Helping veteran-owned firms succeed and grow advances our goal of helping veterans transition successfully to the civilian workforce.

Our downstream products consist predominately of services rendered to U.S. government entities within the areas of defense and intelligence, civil services and infrastructure, healthcare, and cyber services. Our physical products tend to come in the form of defense solutions, IT hardware and infrastructure for civil projects.

Supply Chain Management Approach

It is the mission of Leidos' Strategic Sourcing program to utilize our robust mix of people, leadership practices and tools to enhance the value for Leidos customers while keeping Leidos competitive in the marketplace. Our sourcing practices allow our programs to drive and deliver innovative solutions and services that matter most for meeting tomorrow's demands. Our Strategic Sourcing program enables us to find the right products and services at the right price, all while ensuring that our suppliers meet our ethical standards. Our supplier expectations with regards to sustainability, social responsibility, and ethics are outlined on our supplier portal home page, and are included in our standard contract terms and conditions.

Abiding by the highest standards of business ethics is an essential component of all of our supplier relationships. Leidos maintains a Defense Contract Management Agency (DCMA) approved purchasing system and adheres to the Federal Acquisition Regulation (FAR) when purchasing direct-charge, non-commercial items or services. Our system is governed by a number of policies and procedures addressing use of consultants, contracts, procurement and international business – see our GRI Standards Index for a list. Supplier compliance is mandated with certain regulations and laws, including clauses that address:

- ▶ Gratuities
- ▶ Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity
- ▶ Price or Fee Adjustment for Illegal or Improper Activity
- ▶ Whistleblower Protections Under the American Recovery and Reinvestment Act of 2009

- ▶ Utilization of Small Business Concerns
- ▶ Notice to the Government of Labor Disputes
- ▶ Equal Opportunity (Only Paragraphs (b)(1) through (c)(11))
- ▶ Combating Trafficking in Persons
- ▶ Hazardous Material Identification and Material Safety Data
- ▶ Contractor Policy to Ban Text Messaging While Driving
- ▶ Conflict Minerals Policy
- ▶ Information Security
- ▶ Organizational Conflict of Interest.

Leidos is regularly solicited by our customers to complete supplier questionnaires. These questionnaires are part of supply chain sustainability programs that our customers are operating in an effort to improve their own sustainability. By complying, we provide valuable information on our environmental performance, but also a wide range of sustainability areas, including human rights, fair labor practices and health and safety issues.

41% of our sourcing goes to small businesses

Supplier Selection

Our supplier selection criteria are based on specific customer requirements, with an emphasis on suppliers that offer strategic and competitive pricing, quality products and services, focus on continuous improvement and commitment to performance in delivery of goods or services. For customers with greater Environment, Health and Safety requirements those applicable suppliers complete the Leidos

Contractor Safety Questionnaire as part of supplier evaluation prior to final supplier selection for award.

Our suppliers are reminded of our commitment to conduct business with uncompromising integrity. This commitment is clearly established in the Leidos Code of Conduct.

Leidos requires suppliers to conduct themselves in a manner consistent with the principles of our Code of Conduct. In addition, we strongly encourage our suppliers to establish proactive and meaningful ethics and compliance programs within their organizations. We want our suppliers to understand, foster, and mirror the ethical conduct we expect from our employees in all business transactions, and maintain a restricted supplier list, which is updated on a quarterly basis, to ensure our programs are sourcing from suppliers who meet our ethical and technical standards.

Strategic Sourcing Initiatives

Our Strategic Sourcing program undertakes initiatives in order to support the Leidos strategy that enable development of differentiating capabilities. Leidos' Sourcing program has implemented effective enterprise processes, best practices and tools for execution excellence in business operations and risk management that enable efficient and secure supply chain sourcing and management. We additionally pursue, establish, and maintain mutually beneficial external partnerships to help continually enhance our Sourcing program.

Examples of practices that enable us to execute efficient and secure supply chain management include the provision of enterprise-wide supply chain engineering, material cost estimating, material planning, purchasing, logistics and category management for internal procurement and bid proposals; implementation of automation for cost efficiencies, and implementation of cyber best practices to ensure security and resilience in our operations.

To enhance our implementation of cybersecurity best practices, we have sponsored research at the University of Tennessee on the fundamentals of managing cyber risks in global supply chains. We are both increasing our understanding of, and implementing, industry-leading cybersecurity practices in order to reduce related risks in our product and service offerings.

In order to manage mutually beneficial external partnerships that support our Group and Functional strategies, we maintain executive relationships with Leidos' major suppliers, subcontractors and strategic partners, including the Leidos Alliance Partner Network (LAPN).

Additionally, our sourcing program maximizes leverage and utility of our Strategic University Alliances to ensure we bring in the best and brightest talent for our program, and continually works to cultivate relationships with private equity and venture capital firms to gain access to emerging technologies.

Supply Chain Risk and Resiliency Program

Finally, in 2020 Leidos established the Supply Chain Risk and Resiliency Program that is designed to build a flexible supply chain that can rapidly adjust to risks and disruptions by bending to stress without breaking. An integral part of this program is our Supply Chain Sustainability initiative in which we review and focus on environmental, social and governance practices within the entire value chain. We released our first supplier environmental, social and governance assessment to key partners and have been analyzing the resulting data. Leidos has a holistic program that combines close relationships with our key partners, small businesses, and a diverse set of industry-leading tools to maintain a focus on proactive protections to minimize disruptions while accelerating recovery and promoting environmental and social action.

Through management of a core supply base, tight collaboration with partners across the industry, and sharing information across cross-functional internal teams, the Leidos Supply Chain Risk & Resiliency program combines industry best-practices with real-time data to anticipate disruptions and adjust as the threats evolve.

These initiatives complement our goals of delivering exceptional service, value and expertise to internal stakeholders through efficient and compliant processes, as well as helping to establish a high performing, innovative and diverse supply base.

Leidos awarded over \$1.8 billion in contracts to small businesses

Small Businesses

Leidos has a proud history of providing maximum opportunities for small businesses to engage with us as we support our customers in the vital areas of National Security, Health, and Engineering. The commitments we have made to our customers in supporting the Nation's small business program are key to distinguishing us as a small business advocacy leader.

We work closely with all categories of small businesses, including small disadvantaged, women-owned, veteran-owned, service-disabled veteran-owned, and historically underutilized business zone (HUBZone) companies, as well as historically black colleges and universities and minority institutions (HBCU/MIs). We continue to exceed the statutory goals for small disadvantaged, women-owned and service-disabled veteran-owned small businesses, as we believe that our success is strengthened by our legacy of commitment to small business engagement.

During government fiscal year 2020, Leidos awarded over \$1.8 billion in contracts to small businesses. The Leidos Inc. Small Business Program holds a rating of “Exceptional” from the Defense Contract Management Agency (DCMA). These statistics illustrate the importance of small businesses to Leidos success, customer success and the dedication of the Leidos Small Business Development Program to promoting strategic teaming with a variety of small businesses.

To support continued company success and growth opportunities to small businesses, Leidos focuses on the following:

- ▶ A proactive corporate-led “Small Business Development Program” responsible for marketing and outreach/awareness activities
- ▶ Fostering strategic relationships with small businesses that lead to subcontracting as well as prime contracting opportunities

Leidos has been recognized for well over a decade for its efforts and work with small businesses of all categories. We have received notable recognition from the Small Business Administration as well as awards from the National Veterans Small Business Coalition’s Veterans Champion Award, The DoD NUNN Perry award recognition for Excellence in the DoD Mentor Protégé Program, and The Reston Chamber of Commerce Member of the Year Award.

Outreach Activities

Leidos participates in a variety of outreach programs that provide small business opportunities for every socio-economic category including partnerships with Historically Black Colleges & Universities (HBCUs) and Minority Institutions. During COVID we transitioned to hosting virtual events for small business interested in teaming opportunities as well as specific subcontracting opportunities. These “matchmaking” forums have proven extremely successful at bringing Leidos business developers, program managers,

and procurement personnel together with small businesses to receive capability briefings and discuss active opportunities.

Similarly, Leidos holds similar events for specific major programs and proposals. We frequently participate in industry and customer small business events that enable small businesses to find out about opportunities with Leidos. Over the years, we have participated in numerous events and forums sponsored by various federal agencies, including the Department of Defense (DoD), the Small Business Administration (SBA), and industry associations such as the National Defense Industrial Associate (NDIA) and Armed Forces Electronics Association (AFCEA). Leidos also has a strong presence as a sponsor and participant with organizations that support minority and other socio-economic categories.

Mentor-Protégé Program

Leidos was one of the first contractors to be selected for DoD’s pilot Mentor-Protégé Program in 1991. Since that time, Leidos formally mentored nearly 100 small businesses and is one of the most active participants in the federal agency program, and we currently maintain 6 active agreements with government agencies and third-party organizations to provide mentor services to small businesses. Some examples of our activities include:

- ▶ Offering certification programs for individuals, including Project Management Professional Certifications
- ▶ Certification for whole programs in Network+, Ethical Hacker, and Security+
- ▶ Assistance and support for our small business partners in preparing for the DCAA audit process

In addition to formal agreements, Leidos informally mentors many small businesses by providing assistance in the areas of marketing, task order response, human resources (HR), technology transfer, and administration. This approach helps develop our

small business teammates while ensuring the highest levels of technical and programmatic performance.

Veteran-Owned Small Businesses

Leidos is an active supporter and sponsor of numerous veteran targeted events, which is not surprising considering more than 20% of Leidos’ employees are veterans themselves. Leidos maintains a program aimed at enhancing the growth of Veteran-Owned Small Businesses (VOSBs) of all types in the government contracting arena through cooperative efforts with veteran advocacy bodies, and we directly supported VOSBs with approximately \$378 million in spending in 2020.

Leidos supported VOSBs with \$378 million in 2020

Political Activities

Learn how our participation in the political process is conducted in a legal, ethical and transparent manner.



Political Activities

Leidos participates in the political process and we conduct oversight to make certain that our political activities and lobbying expenditures are conducted in a legal, ethical and transparent manner.

Under federal law, Leidos is prohibited from making direct political contributions in connection with federal elections. In jurisdictions with “pay-to-play” laws, all contributions, including personal contributions and contributions by certain family members, must be approved and disclosed in accordance with Leidos policy. While Leidos encourages employees to engage in the political process, they must notify the Leidos Government Affairs Committee (LGAC) before running for political office or accepting an appointment to any government office.

Through our Government Affairs Office, Leidos maintains a legally permissible Leidos Political Action Committee (LPAC). All political activity using corporate funds - including contributions to state and local politicians, the use of Leidos facilities, and any fundraising activity - is pre-approved by the LGAC.

Our work often brings us into close collaboration with public officials. Our employees familiarize themselves with applicable laws regarding gifts and lobbying, including procurement lobbying laws, and coordinates with the Leidos Government Affairs Office to support proper disclosure.

Board Oversight

Leidos political activities are overseen by the Leidos Board of Directors (Corporate Governance and Ethics Committee, or CGEC), the LGAC, and senior company leaders. The Board of Directors CGEC annually reviews the political activities of the corporation and the Leidos Political Action Committee.

Leidos Political Action Committee

The Leidos Political Action Committee (LPAC) is a separate, segregated fund comprised of employee voluntary contributions used to support candidates for federal office. All contributions made by the LPAC are done so in a bi-partisan manner. Participation in the LPAC is restricted and adheres to Federal Elections Commission (FEC) regulations.

In accordance with the LPAC bylaws and with federal law, all contributions made by the LPAC are reported to the FEC and can be reviewed at www.fec.gov. No in-kind contributions are made. No political contributions are made to state and local candidates and all contributions were made within the United States.

Lobbying Expenditures

Leidos participates in industry associations and interacts directly with various stakeholders throughout government in an effort to educate, inform and advocate on behalf of the corporation, our employees and our shareholders. These communications are regulated by federal, state and local laws. In accordance with applicable laws, such activity and associated expenses are reported on a regular basis. In compliance with the Lobbying Disclosure Act (LDA), Leidos’ lobbying activities and expenses, as defined by Section 162(e) of the Internal Revenue Code, are disclosed to the U.S. Congress on a quarterly basis. Federal reports disclosing lobbying activity and expenses are available to the public via the Office of the Clerk of the U.S. House of Representatives at the following website: lobbyingdisclosure.house.gov/.

The company files periodic reports with state and local agencies reflecting lobbying activities regulated by relevant state and local laws as necessary.

Reporting

Learn how efforts to empower our employees, improve our communities, and preserve the environment shape the way we do business.



About our Reporting

Our reporting process is evolving along with our approach to corporate responsibility.

Corporate responsibility reporting at Leidos chronicles our progress toward improving the company's sustainability programs and performance. This website, and our associated Global Reporting Initiative (GRI™) Index, discusses how we balance efforts to support our people, enrich the communities where we live and work, and our efforts to reduce the environmental impact of our operations. We highlight ethics, governance, and other related program areas that form the bedrock of our philosophy about corporate responsibility.

We publish reports annually in accordance with the latest GRI™ Sustainability Reporting Standards (GRI Standards). The GRI Standards emphasize materiality to focus reporting on topics with the most significant impact and influence on our stakeholders. This year's report is our twelfth, covering calendar year 2020. This report also aligns with and references our 2020 Annual Report on Form 10-K.

Leidos defines report content by balancing our interest in providing the most comprehensive and transparent representation of the company's sustainability profile with the availability of data and resources. We strive to provide a robust report that addresses the interests of our stakeholders while aligning with the most relevant and significant indicators of our economic, environmental, and social performance.

REPORTING

This report is generated by a core group of individuals representing the Leidos Corporate Social Responsibility and Sustainability functions and a network of Subject Matter Experts (SMEs) throughout the company. Topics included in this report are deemed material to Leidos and its stakeholders. The term "material" used in this report refers to the "material topic" definition of the Global Reporting Initiative. It is used to refer to relevant topics that can reasonably be considered important to an organization's economic, environmental, and social impacts, or influencing the decisions of stakeholders. "Material" for the purposes of this report does not equate to any use of the word in other Company reporting or filings with the SEC.

We consult with company SMEs to verify the significance of individual topics, evaluate data availability, and establish appropriate boundaries. Boundaries are discussed in our management approach disclosures for each material topic, but are generally limited to the stakeholders that are directly impacted or influenced by the topic in question.

Value Reporting Foundation — SASB Standards

We strive for continuous improvement, alignment with industry best practices, and leadership in corporate sustainability and responsibility. As a result, we periodically re-evaluate and update our sustainability and corporate responsibility programs and the ways in which we share our progress with stakeholders. In 2019 we produced our first Sustainability Accounting Standards Board (SASB) Disclosure Supplement. As the Value Reporting Foundation noted, "in June of 2021, the IRC and SASB merged into the Value Reporting Foundation, providing comprehensive suite of tools to assess, manage and communicate value. The Value Reporting Foundation SASB Standards provides a collection of industry-specific standards to help measure and communicate performance on environmental, social and corporate governance (ESG) topics." ([Value Reporting Foundation Website 2021](#))

Leidos is categorized in the Software and IT Services Industry and the Technology & Communications Sector. Leidos is primarily a services corporation, however, and the nature of our business guides the disclosure topics adopted and disclosed from the SASB standards. In some instances, only partial information is available.

In 2020, we have integrated our GRI™ Index and SASB Standards into one index to provide a comprehensive view of our corporate performance. Where GRI supports broad and comprehensive disclosures on organizational impacts, SASB focuses on a subset of financially material issues by sector.

The Way Forward

In 2021, Leidos partnered with outside experts to conduct a formal Assessment and Stakeholder Engagement. This engagement, alongside an analysis of internal and external trends, and alignment with our business priorities helped us to develop the Leidos Next Level ESG Goals. The goals will form the basis of our Sustainability Management Plan (SMP) and drive progress in our priority areas.

Stakeholder Inclusiveness

Everything we do is built on a commitment to do the right thing for our customers, our people, and our community. Our Mission, Vision, and Values guide the way we do business. Understanding and engaging with our stakeholders is critical to the long-term sustainability of our business and the vital role we play in making the world safer, healthier, and more efficient through technology, engineering, and science.



Global Reporting Initiative (GRI™) Index

The Leidos Corporate Responsibility Report is published in accordance with the GRI™ Sustainability Reporting Framework (Core option).



GRI™ Standards Index

This report has been prepared in accordance with the GRI™ Standards: Core option.

The GRI™ Standards emphasize materiality and focused sustainability reporting on the economic, environmental, and/or social impacts of an organization. The following index lists our responses to the GRI™ Standards: Core option (general disclosures and material topic-specific disclosures) and provides links to relevant report content on Leidos.com where appropriate.

Note: For each topic-specific disclosure, disclosures on Management Approach are contained in relevant sections on [Leidos.com](https://www.leidos.com), including how Leidos manages each material topic, any associated impacts and boundaries, and related evaluations of management approach, where applicable.

Value Reporting Foundation — SASB Standards

We strive for continuous improvement, alignment with industry best practices, and leadership in corporate sustainability and responsibility. As a result, we periodically re-evaluate and update our sustainability and corporate responsibility programs and the ways in which we share our progress with stakeholders. In 2019 we produced our first Sustainability Accounting Standards Board (SASB) Disclosure Supplement. In the 2020 report, we integrated our GRI™ Index and SASB Standards Disclosure into one index to provide a comprehensive view of our corporate performance. Where GRI supports broad and comprehensive disclosures on organizational impacts, SASB focuses on a subset of financially material issues by sector. The term “material” used in this report refers to the “material topic” definition of the Global Reporting Initiative. It is used to refer to relevant topics that can reasonably be considered important to an organization’s economic, environmental, and social impacts, or influencing the decisions of stakeholders. “Material” for the purposes of this report does not equate to any use of the word in other Company reporting or filings with the SEC.

GENERAL STANDARD DISCLOSURES

General Disclosures are applicable to all organizations preparing sustainability reports and provide contextual information about an organization and its sustainability reporting practices. They include information about an organization’s profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Strategy		
102-14	A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	CEO Message
102-15	Provide a description of key impacts, risks, and opportunities.	See the Leidos Annual Report on Form 10-K, Item 1, Business (Page 3-14) and Item 1A, Risk Factors (Pages 15-35). The Leidos Quarterly Report on Form 10-Q for the Quarterly Period ended October 1, 2021 also includes updated Risk Factors on page 33. Also see: CDP Climate Change Response 2020 and 2021 and the Executive Summary.
Organizational Profile		
102-1	Name of the organization	Leidos
102-2	Report the primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	See Leidos 2020 Annual Report on Form 10-K, Item 1, Business (Page 3-7)
102-3	Report the location of the organization’s headquarters.	1950 Presidents Street, Reston, VA 20190
102-4	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	People > Employee Demographics and Statistics See Leidos 2020 Annual Report on Form 10-K, Properties.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
102-5	Nature of ownership and legal form.	Corporation (LDOS)
102-6	Markets served including: Geographic locations where products and services are offered, sectors served, types of customers and beneficiaries.	See Leidos 2020 Annual Report on Form 10-K, Item 1, Business
102-7	Report the scale of the organization (total number of employees, operations, net sales, total capitalization, quantity of products/services provided).	See Leidos 2020 Annual Report on Form 10-K
102-8 and SASB TC-SI-330a.3 SASB TC-SI-330a.1	<p>Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>Total number of employees by employment contract (permanent and temporary), by region.</p> <p>Total number of employees by employment type (full-time and part-time), by gender.</p> <p>Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>Any significant variations in the numbers reported (such as seasonal variations in the tourism or agricultural industries).</p> <p>An explanation of how the data have been compiled, including any assumptions made.</p>	<p>People > Employee Demographics and Statistics</p> <p>As of January 1, 2021, we employed approximately 39,000 full and part-time employees of whom approximately 35,000 are in the United States and the remainder are in more than 35 countries worldwide. Approximately 36% of our employees have degrees in science, technology, engineering, or mathematics fields, approximately 22% of our employees have advanced degrees and approximately 20% of our employees are military veterans. Our full-time workforce is 33% female and 67% male. Our part-time workforce is 39% female and 61% male. Our temporary workforce is less than 1% of our population. Of that 1%, 28% is female and 72% male. 7.9% of our workforce is comprised of Foreign Nationals. Only 1.8% of our workforce is located offshore.</p>
SASB TC-SI-330a.2	Employee Engagement as a percentage	See Leidos Employee Engagement Surveys
102-41	Stakeholder Engagement: Percentage of total employees covered by collective bargaining.	Currently, 0.6% of Leidos employees are covered by collective bargaining agreements.
102-9	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Supplier and Small Business Relationships
102-10	<p>Significant changes to the organization's size, structure, ownership, or supply chain, including:</p> <p>Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</p> <p>Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);</p> <p>Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</p>	<p>See Leidos 2020 Annual Report on Form 10-K</p> <p>During fiscal 2020, we acquired Dynetics, Inc. and L3Harris Technologies' ("L3Harris") security detection and automation businesses and entered into a definitive agreement to acquire 1901 Group, LLC ("1901 Group"). The acquisition of 1901 Group was subsequently completed in January 2021.</p> <p>See "Note 6, Acquisitions" and "Note 26, Subsequent Events" in Part II of the Annual Report on Form 10-K for further information and "Note 7-Divestitures" in Part II of the Annual Report on Form 10-K.</p> <p>At Leidos our suppliers and subcontractors are critical to our success, and we remain committed to partnering with those suppliers that work to meet our needs and those of our customers. Most recently with our acquisition of L3Harris Technologies, we have integrated our Security Detection and Automation Supply Chain functions resulting in a compliant multinational team. This integration resulted in consolidating multiple ERPs into one ERP platform, inventory consolidation and reduction, purchase, sales order and AP clean-up, and integrated policies and procedures. We recently partnered with Kreller Group, a highly experienced investigation and consulting firm that performs background investigations and provides risk management advice. With this partnership, we collaborated to develop and institute an international trade compliance portal to supplement Leidos' existing controls. The portal provides a dashboard and global purview of all intermediaries from which Leidos can initiate due diligence reports/investigations and monitor and manage the compliance of suppliers under Leidos policies and procedure.</p>
102-11	Whether and how the organization applies the Precautionary Principal or approach.	Leidos maintains a corporate-level Enterprise Risk Management Council (ERMC) to review business activities that present or have the potential to present material risk to the company. Risks and their mitigation plans are identified by relevant operating units and functions. The ERMC reviews those plans to support the actions needed to mitigate, manage, and reduce the potential impact of those risks and that the steps taken are in-line with the company's overall risk tolerance. Quarterly, the enterprise risk profile is presented to the Board of Directors with emphasis placed on the highest rated risks.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
102-12	A list of externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	The Leidos Corporate Responsibility report is developed in compliance with the GRI Standards Reporting Framework. Additionally, Leidos subject matter experts participate in a number of collaborative efforts with stakeholders and external organizations. Leidos is a signatory of the following: Business Roundtable Purpose of a Corporation, Leidos CEO Pledge to End Addiction (www.leidos.com/ceo-pledge) and the Leidos CEO Pledge Collaborative - Action Group.
102-13	A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Leidos participates in numerous professional industry associations and community/non-profit organizations related to our business as well as the communities in which employees live and work, respectively. Leidos employees hold leadership positions in many of these organizations.
Identified Material Aspects and Boundaries		
102-45	A list of all entities included in the organization's consolidated financial statements or equivalent documents; Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	See Leidos 2020 Annual Report on Form 10-K
102-46	An explanation of the process for defining the report content and the topic Boundaries; An explanation of how the organization has implemented the Reporting Principles for defining report content.	About Our Reporting
102-47	List all the material aspects identified in the process for defining report content.	GRI Standards Index About Our Reporting
103-1	Explanation of the material topic and its Boundary An explanation of why the topic is material; <ul style="list-style-type: none"> ▶ The Boundary for the material topic, which includes a description of where the impacts occur; the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships; ▶ Any specific limitation regarding the topic Boundary 	All statements regarding our core values and commitment to data privacy, ethics, and integrity apply to the entire enterprise. References to numbers of employees and associated metrics apply to the entire enterprise, except where noted otherwise. Most employee benefit programs addressed within this report relate to Leidos U.S. operations, which make up the preponderance of our workforce, and may exclude certain U.S. subsidiaries. In keeping with our workforce distributions, this report highlights activities within our U.S. operations, including subsidiaries and leased facilities, while presenting selected data on our worldwide enterprise. Information about our business and financial performance, reported pursuant to our fiscal year ended on January 1, 2021, is provided in the Leidos 2020 Annual Report on Form 10-K.
103-2	The management approach and its components <ul style="list-style-type: none"> ▶ An explanation of how the organization manages the topic. 	The management approach for material topics is addressed in the introduction of the corresponding section of this report.
103-3	Evaluation of the management approach	A summary of the evaluation of our management approach is addressed in the introduction of the corresponding section of this report.
102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements.	There were no major restatements to the report content during the CY 2020. Note: While not major, in 2019, we included a graphic that showed our Environmental and Energy Civil Revenue to be \$1.8 billion dollars. That was an error and the actual revenue figure for that work was \$1.08 Billion. We updated and replaced the graphic on our website.
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries.	This report contains no significant changes to scope, boundary, or measurement methods used in previously published corporate responsibility reports.
Stakeholder Engagement		
102-40	A list of stakeholder groups engaged by the organization.	About Our Reporting
102-42	The basis for identifying and selecting stakeholders with whom to engage.	About Our Reporting
102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	About Our Reporting
102-44	Key topics and concerns that have been raised through stakeholder engagement, including: <ul style="list-style-type: none"> ▶ How the organization has responded to those key topics and concerns, including through its reporting; ▶ The stakeholder groups that raised each of the key topics and concerns. 	This is addressed with the relevant topics reported.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Report Profile		
102-50	Reporting period for the information provided.	Calendar year 2020
102-51	If applicable, the date of the most recent previous report.	Fall, 2020 (covering the previous calendar year 2019).
102-52	Reporting cycle.	Annual
102-53	The contact point for questions regarding the report or its content.	sustainability@leidos.com
102-54	<p>The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:</p> <ul style="list-style-type: none"> ▶ This report has been prepared in accordance with the GRI Standards: Core option; ▶ This report has been prepared in accordance with the GRI Standards: Comprehensive option' 	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	GRI Standards Index
102-56	A description of the organization's policy and current practice with regard to seeking external assurance for the report.	Leidos GRI reports are not currently externally assured. However, our greenhouse gas emissions data is externally assured by a third party.
Governance		
102-18	<p>Governance structure of the organization, including committees of the highest governance body.</p> <p>Committees responsible for decision-making on economic, environmental, and social topics.</p>	<p>Our Board recognizes the importance of strong corporate governance to address the interests of our stockholders, employees, customers, and other stakeholders. As a result, our Board has adopted Corporate Governance Guidelines which, together with our certificate of incorporation, bylaws, committee charters and other key governance practices and policies, provide the framework for our corporate governance. Our Corporate Governance Guidelines cover a wide range of subjects, including criteria for determining the independence and qualification of our directors. Please see the Corporate Governance section of our website as well as the 2021 Proxy Statement, Pages 8 to 18 for detailed information on our Governance structure.</p> <p>The Corporate Governance and Ethics Committee regularly reviews corporate governance developments and recommends revisions to these Corporate Governance Guidelines and other corporate governance documents as necessary to promote our stockholders' best interests and to support our compliance with all applicable laws, regulations, and stock exchange requirements. Our Board and the Corporate Governance and Ethics Committee regularly review with management environmental, social and governance issues that may significantly impact our business operations, reputation or relations with employees, customers, stockholders, and other constituents at least quarterly. In addition, our Board and the Human Resources and Compensation Committee regularly review with management our diversity and inclusion initiatives, including recruitment, training, and development, as well as employee benefits and resources, and discusses metrics relating to such initiatives at least quarterly.</p>
Ethics and Integrity		
102-16	A description of the organization's values, principles, standards, and norms of behavior.	Ethics and Compliance
102-17	<p>A description of internal and external mechanisms for:</p> <ul style="list-style-type: none"> ▶ Seeking advice about ethical and lawful behavior, and organizational integrity; ▶ Reporting concerns about unethical or unlawful behavior, and organizational integrity. 	Ethics and Compliance - Reporting Channels and Investigations Case Management

TOPIC-SPECIFIC DISCLOSURES

Topic-specific disclosures include information on an organization's impacts related to material economic, environmental, and social topics and disclosures on Management Approach. Topic-specific disclosures deemed material to Leidos are presented below according to the three Topic-specific Standards — Economic, Environmental and Social.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
ECONOMIC		
201-1	<p>Direct economic value generated and distributed</p> <p>Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p>	<p>Leidos 2020 Annual Report on Form 10-K</p> <p>Community > Corporate Philanthropy</p>
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Leidos reports relevant climate change risks and opportunities through CDP. Information on climate-related risks and opportunities are outlined in section C2 - Risks and Opportunities .
SASB TC-S1550a.1	<p>Managing Systemic Risks from Technology Disruptions</p> <ol style="list-style-type: none"> 1. Number of Performance issues 2. Service disruptions. 3. Total customer downtime 	Not Currently Reported
SASB TC-S1550a.2	Description of business continuity risks related to disruptions of operations	Risks and potential risks are identified and incidents (manmade disasters, extreme weather, epidemics/pandemics, natural disasters) are tracked that could result in either short and/or long-term disruptions. For the identified risks to business operations and/or information technology operations, the potential for material adverse impacts to Leidos' ability to provide goods and services to our clients or meet performance or contractual obligations is assessed, including in terms of possible reputational damage, loss of investor confidence, financial impacts, or legal impairment. Continuity measures are implemented and monitored as appropriate across business operations and information technology operations to mitigate identified potential material adverse impacts.
201-3	<p>Defined benefit plan obligations and other retirement plans</p> <p>If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p>	As of January 1, 2021, the Leidos Biomedical Research defined benefit plan has 578 active employees (with balances), 509 deferred vested participants and 695 former employees receiving pensions. According to the most recent actuarial valuation, the Plan is approximately 110 percent funded, on a stabilized funding basis. This plan was fully frozen on August 30, 2019. All participant accruals are fully frozen. The second plan includes, as of June 30, 2021 the Calanais Pension trustee Co., LTD sponsored plan included 140 deferred members, 80 pensioner members (including 7 dependent pensioner members) and funding level as of March 31, 2021 of 120%.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
ENVIRONMENTAL		
Energy		
302-1	<p>Energy consumption within the organization:</p> <ol style="list-style-type: none"> 4. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. 5. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. 6. In joules, watt-hours or multiples, the total: <ol style="list-style-type: none"> a. electricity consumption b. heating consumption c. cooling consumption d. steam consumption 7. In joules, watt-hours or multiples, the total: <ol style="list-style-type: none"> a. electricity sold b. heating sold c. cooling sold d. steam sold 8. Total energy consumption within the organization, in joules or multiples. 9. Standards, methodologies, assumptions, and/or calculation tools used. 10. Source of the conversion factors used. 	<p>Environment > Corporate Footprint and Environmental Stewardship</p> <p>Leidos followed the World Resource Institute and the World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) and The Climate Registry (TCR) General Reporting Protocol v2.1 for data collection and calculation methods, assumptions, and conversion factors. Building-specific Assumptions: *For owned buildings and leased buildings where Leidos is responsible for paying utility bills, electricity and natural gas data were collected from utility billing information. *For leased buildings where Leidos is not responsible for paying electricity bills, electricity consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed electricity intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease. *For leased buildings where Leidos is not responsible for paying natural gas bills, natural gas consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed natural gas intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease. *Diesel fuel use for generators at owned facilities was estimated by multiplying the number of hours each generator was in use during the calendar year by the fuel consumption rate (gallons per hour) specific to each generator model. *Leidos-occupied floor area is reported as an annual equivalent value. The floor area of each lease is prorated according to the fraction of the year each lease was active. For example, a 10,000 ft2 office lease occupied by Leidos for half the year is equivalent to 5,000 ft2 occupied for the entire year. Fleet-specific Assumptions: *Leidos vehicle data is taken from insurance policy data that is updated on a quarterly basis. *Fuel consumption was prorated based on the disposal date of the vehicle. If the vehicle did not have a disposal date, it was conservatively assumed to have been used for the entire calendar year.</p>
302-2	<p>Energy consumption outside of the organization:</p> <ol style="list-style-type: none"> 1. Energy consumption outside of the organization, in joules or multiples. 2. Standards, methodologies, assumptions, and/or calculation tools used. 3. Source of the conversion factors used. 	<p>Environment > Corporate Footprint and Environmental Stewardship</p>
302-3	<p>Energy intensity:</p> <ol style="list-style-type: none"> 1. Energy intensity ratio for the organization. 2. Organization-specific metric (the denominator) chosen to calculate the ratio 3. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. 4. Whether the ratio uses energy consumption within the organization, outside of it, or both. 	<p>The following metrics exclude energy consumption and floorspace from organizations acquired in 2020. Once data are available for those acquisitions, metrics will be updated accordingly.</p> <ol style="list-style-type: none"> 1. 83 kBtu/ft2 (buildings energy only, fleet vehicle energy excluded). Natural gas and electricity consumption in owned and leased buildings. Leidos does not purchase heating, cooling, steam, or any other fuels. Fleet vehicle fuel consumption is not captured because the base metric of the intensity ratio is floor area of buildings. Note that fleet vehicle fuel consumption accounts for less than 2% of total energy. 2. Total owned and lease floor area is about 7,062,711 ft2 (Leidos-occupied floor area only, subleased floor area excluded) 3. Natural gas and electricity consumption in owned and leased buildings. Leidos does not purchase heating, cooling, steam, or any other fuels. Fleet vehicle fuel consumption is not captured because the base metric of the intensity ratio is floor area of buildings. Note that fleet vehicle fuel consumption accounts for less than 2% of total energy. 4. All reported energy is consumed within the organization.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
302-4	<p>Reduction of energy consumption:</p> <ol style="list-style-type: none"> 1. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. 2. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. 3. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. 4. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Environment > Corporate Footprint and Environmental Stewardship</p> <ol style="list-style-type: none"> 1. Leidos completed 1 lighting retrofit and 11 HVAC projects across 9 facilities in 2020. These projects are estimated to save 2,380 GJ per year. 2. Electricity is the only fuel type included in these reductions. 3. The baselines for calculating reductions were the estimated annual energy consumption of the original systems and equipment. 4. Reductions were calculated by comparing the estimated annual energy consumption of the new systems and equipment to the baseline consumption for original systems and equipment. Savings were determined as a function of improved efficiency ratings. Operating hours and service demands/loads were assumed to be the same for the baseline and upgraded systems.
SASB TC-SI-130a.3	<p>Discussion of the integration of environmental considerations into strategic planning for data center needs.</p>	<p>Environment > Corporate Footprint and Environmental Stewardship</p> <p>As a company that primarily provides services to the Federal government, Leidos has a relatively small environmental footprint. Except for a small number of owned facilities in the US, we lease office space in various locations throughout the world. Leidos works in partnership with our data center providers to reduce power consumption and thereby its CO2 emissions footprint. Today, Leidos is using a fraction of the power that historically we've been associated with, and continue to strive toward power consumption levels that are reflective of our commitment to responsible data center governance.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Emissions		
305-1	<p>Direct greenhouse gas (GHG) emissions (Scope 1):</p> <ol style="list-style-type: none"> 1. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. 2. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. 3. Biogenic CO2 emissions in metric tons of CO2 equivalent. 4. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> a. the rationale for choosing it; b. emissions in the base year; c. the context for any significant changes in emissions that triggered recalculations of base year emissions. 5. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. 6. Consolidation approach for emissions; whether equity share, financial control, or operational control. 7. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>1, 2, 3. See Environment > Corporate Footprint and Environmental Stewardship.</p> <p>4. Base year and rationale:</p> <ol style="list-style-type: none"> i. Leidos utilizes a 2010 base year, because it was the year that Leidos began quantifying and reporting GHG emissions. Since most of our GHG emissions result from energy, 2010 is a logical base year for measuring energy savings also. In addition to measuring against the base year, Leidos finds it informative to measure year-over-year performance improvements. ii. Base year market-based Scope 1 GHG emissions were 2,847 metric tons of CO2 equivalent iii. There were no significant changes in emissions that triggered recalculations of base year emissions. Emissions from organizations acquired in 2020 are not captured in our base year GHG inventory. Once data are available, Leidos will likely select a new base year that incorporates these acquisitions. <p>5. Scope 1 emission factors were sourced from the U.S. EPA Emission Factors Hub. Global Warming Potential (GWP) factors were sourced from the IPCC Fourth Assessment Report (AR4).</p> <p>6. Leidos uses an operational control consolidation approach for emissions.</p> <p>7. Leidos followed the World Resource Institute and the World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) and The Climate Registry (TCR) General Reporting Protocol v2.1 for data collection and calculation methods, assumptions, and conversion factors.</p> <p>Building-specific Assumptions:</p> <p>*For owned buildings and leased buildings where Leidos is responsible for paying utility bills, electricity and natural gas data were collected from utility billing information. *For leased buildings where Leidos is not responsible for paying electricity bills, electricity consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed electricity intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease.</p> <p>*For leased buildings where Leidos is not responsible for paying natural gas bills, natural gas consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed natural gas intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease.</p> <p>*Diesel fuel use for generators at owned facilities was estimated by multiplying the number of hours each generator was in use during the calendar year by the fuel consumption rate (gallons per hour) specific to each generator model. Leidos-occupied floor area is reported as an annual equivalent value. The floor area of each lease is prorated according the fraction of the year each lease was active. For example, a 10,000 ft2 office lease occupied by Leidos for half the year is equivalent to 5,000 ft2 occupied for the entire year.</p> <p>Fleet-specific Assumptions:</p> <p>*Leidos vehicle data is taken from insurance policy data that is updated on a quarterly basis.</p> <p>*Fuel consumption was prorated based on the disposal date of the vehicle. If the vehicle did not have a disposal date, it was conservatively assumed to have been used for the entire calendar year. Leidos vehicle data is taken from insurance policy data that is updated on a quarterly basis.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
305-2	<p>Energy indirect (Scope 2) GHG emissions:</p> <ol style="list-style-type: none"> 1. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. 2. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. 3. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. 4. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> a. the rationale for choosing it; b. emissions in the base year; c. the context for any significant changes in emissions that triggered recalculations of base year emissions. 5. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. 6. Consolidation approach for emissions; whether equity share, financial control, or operational control. 7. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>1,2,3. See Environment > Corporate Footprint and Environmental Stewardship</p> <p>4. Base year and rationale: i. Leidos utilizes a 2010 base year, because it was the year that Leidos began quantifying and reporting GHG emissions. Since most of our GHG emissions result from energy, 2010 is a logical base year for measuring energy savings also. In addition to measuring against the base year, Leidos finds it informative to measure year-over-year performance improvements. ii. Base year market-based Scope 2 GHG emissions were 114,136 metric tons of CO2 equivalent iii. There were no significant changes in emissions that triggered recalculations of base year emissions. Emissions from organizations acquired in 2020 are not captured in our base year GHG inventory. Once data are available, Leidos will likely select a new base year that incorporates these acquisitions.</p> <p>5. Scope 2 emission factors were sourced from Green-e Residual Mix Factors, U.S. EPA eGRID and Emission Factors Hub, UK DEFRA conversion factors, AIB European Residual Mixes, and Australia's National Greenhouse Accounts Factors. Global Warming Potential (GWP) factors were sourced from the IPCC Fourth Assessment Report (AR4).</p> <p>6. Leidos uses an operational control consolidation approach for emissions.</p> <p>7. Leidos followed the World Resource Institute and the World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) and The Climate Registry (TCR) General Reporting Protocol v2.1 for data collection and calculation methods, assumptions, and conversion factors.</p> <p>Building-specific Assumptions:</p> <p>*For owned buildings and leased buildings where Leidos is responsible for paying utility bills, electricity and natural gas data were collected from utility billing information.</p> <p>*For leased buildings where Leidos is not responsible for paying electricity bills, electricity consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed electricity intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease.</p> <p>*For leased buildings where Leidos is not responsible for paying natural gas bills, natural gas consumption was estimated using the average intensity method described in The Climate Registry's (TCR) General Reporting Protocol v3.0. This method multiplies the floor area of each lease by an assumed natural gas intensity factor based on building type from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey for 2012 (CBECS 2012). The resulting consumption was prorated based on the fraction of the year for which Leidos occupied each lease.</p> <p>*Diesel fuel use for generators at owned facilities was estimated by multiplying the number of hours each generator was in use during the calendar year by the fuel consumption rate (gallons per hour) specific to each generator model. Leidos-occupied floor area is reported as an annual equivalent value. The floor area of each lease is prorated according to the fraction of the year each lease was active. For example, a 10,000 ft2 office lease occupied by Leidos for half the year is equivalent to 5,000 ft2 occupied for the entire year.</p> <p>Fleet-specific Assumptions:</p> <p>*Leidos vehicle data is taken from insurance policy data that is updated on a quarterly basis.</p> <p>*Fuel consumption was prorated based on the disposal date of the vehicle. If the vehicle did not have a disposal date, it was conservatively assumed to have been used for the entire calendar year. Leidos vehicle data is taken from insurance policy data that is updated on a quarterly basis.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
305-3	<p>Other indirect greenhouse gas (GHG) emissions (Scope 3):</p> <ol style="list-style-type: none"> Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Biogenic CO2 emissions in metric tons of CO2 equivalent. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> the rationale for choosing it; emissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>1, 2, 3. See Environment > Corporate Footprint and Environmental Stewardship</p> <p>4. Other indirect (Scope 3) GHG emissions categories include business travel and employee commuting. Business travel includes transportation of employees for business-related activities in vehicles not owned or operated by Leidos, including aircraft, trains, and passenger cars (rental cars). Employee commuting includes transportation of employees between their homes and their worksites. 5. Base year and rationale: i. Leidos finds it informative to measure year-over-year performance improvements. ii. 2019 market-based Scope 3 GHG emissions were 89,511 metric tons of CO2 equivalent iii. There were no significant changes in emissions that triggered recalculations of base year emissions. Emissions from organizations acquired in 2020 are not captured in our base year GHG inventory. Once data are available, Leidos will likely select a new base year that incorporates these acquisitions. 6. Scope 3 emission factors were sourced from U.S. EPA Emission Factors Hub. Global Warming Potential (GWP) factors were sourced from the IPCC Fourth Assessment Report (AR4). 7. Leidos applied the Greenhouse Gas Reporting Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard to calculate scope 3 emissions. For business travel, Leidos obtained air and rail travel mileage data from corporate travel service providers. Leidos obtained rental car mileage and fuel consumption data from corporate rental car providers. For employee commuting, Leidos used employee count and telework data from corporate human resources along with commuter statistics (e.g., mode share and average trip length) from national transportation surveys in the U.S., UK, and Australia. For the U.S., mode share and average trip length data were sourced from the National Household Travel Survey (NHTS) conducted by the U.S. Federal Highway Administration (FHWA). For the UK, mode share and average trip length data were sourced from the National Travel Survey conducted by the UK Department for Transport. For Australia, mode share and average trip length data were sourced from the Australian Census. To account for the impacts of the COVID-19 Pandemic, total estimated commute trips for 2020 were down-adjusted in proportion to the drop in building occupancy rates from building access badge swipe data.</p>
305-4	<p>Greenhouse gas (GHG) emissions intensity:</p> <ol style="list-style-type: none"> GHG emissions intensity ratio for the organization. Organization-specific metric (the denominator) chosen to calculate the ratio. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. 	<ol style="list-style-type: none"> Leidos monitors the GHG intensity of our revenue and workforce. In 2020, the GHG intensity of our revenue was 4.4 mtCO2e/\$1M and the GHG intensity of our workforce was 1.4 mtCO2e/FTE employee. These ratios exclude emissions, revenue, and employees from organizations acquired in 2020. Once data are available, these ratios will be updated to incorporate these acquisitions. The denominators for 2020 intensity ratios were \$11.117B revenue 35,930 FTE employees. Data from organizations acquired in 2020 are not included in these figures. Once data are available, these figures will be updated to incorporate these acquisitions. All direct (Scope 1), energy indirect (Scope 2) market-based emissions from buildings and fleet vehicles are included in the intensity ratios. All gases are included in these ratios, however, Leidos emissions are zero for some gases.
305-5	<p>Reduction of greenhouse gas (GHG) emissions:</p> <ol style="list-style-type: none"> GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Base year or baseline, including the rationale for choosing it. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Standards, methodologies, assumptions, and/or calculation tools used. 	<ol style="list-style-type: none"> Leidos completed 1 lighting retrofit and 11 HVAC projects across 9 facilities in 2020. These projects are estimated to save 224 mtCO2e per year. All gases are included in these calculations, however, Leidos emissions are zero for some gases. The baselines for calculating reductions were the estimated annual GHG emissions of the original systems and equipment. All reductions were energy indirect (Scope 2). Reductions were calculated by comparing the estimated annual energy consumption of the new systems and equipment to the baseline consumption for original systems and equipment. Savings were determined as a function of improved efficiency ratings. Operating hours and service demands/loads were assumed to be the same for the baseline and upgraded systems. Energy savings were translated to GHG emissions savings using Green-e Residual Mix emission factors and IPCC AR4 GWP factors.

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Effluents, Waste and Water		
306-2	<p>Waste by type and disposal method: Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:</p> <ol style="list-style-type: none"> 1. Reuse 2. Recycling 3. Composting 4. Recovery, including energy recovery 5. Incineration (mass burn) 6. Deep well injection 7. Landfill 8. On-site storage 9. Other (to be specified by the organization) <p>Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ol style="list-style-type: none"> 1. Reuse 2. Recycling 3. Composting 4. Recovery, including energy recovery 5. Incineration (mass burn) 6. Deep well injection 7. Landfill 8. On-site storage 9. Other (to be specified by the organization) <p>How the waste disposal method has been determined:</p> <ol style="list-style-type: none"> 1. Disposed of directly by the organization, or otherwise directly confirmed 2. Information provided by the waste disposal contractor 3. Organizational defaults of the waste disposal contractor 	<p>Leidos has national contracts with professional waste management companies for recycling and waste disposal at all owned (not leased) facilities. Circularity measures as and additional details are provided in the Environment > Corporate Footprint and Environmental Stewardship</p> <p>Leidos disposes of hazardous waste using Clean Harbors Environmental Services. In all cases, we are considered a small quantity generator per US EPA (less than 1,000 kilograms of hazardous waste per month). The waste is generally landfilled or incinerated at an EPA-permitted hazardous waste Treatment Storage and Disposal Facility (TSDF), as reported to Leidos by Clean Harbors Environmental Services. Leidos collects waste-related data from our vendors who provide detailed reports that include billing, weight, processing, and method. This information is then uploaded into our sustainability platform.</p>
SASB TC-SI-130a.2	<ol style="list-style-type: none"> 1. Total water withdrawn 2. Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 	Environment > Corporate Footprint and Environmental Stewardship

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Supplier Environmental Assessment		
308-1	<p>New suppliers that were screened using environmental criteria</p> <p>Percentage of new suppliers that were screened using environmental criteria.</p>	<p>In 2020, we piloted a sustainability questionnaire for 50 of our suppliers to collect information on key issues, including climate change, diversity and inclusion, cybersecurity, and human rights. The purposes of these engagements were (1) to expand the boundary and improve estimates of supply chain emissions, (2) to better understand the climate and sustainability stories of our suppliers, (3) to open a new line of communication with our suppliers and collaborate on climate and sustainability challenges, risks, and opportunities, and (4) to identify priority areas for improving internal management systems and processes that support supply chain sustainability. We limited distribution of the questionnaire to 50 large suppliers selected based on spend or leveraging prior partnerships and engagements. Through data sharing and collaboration, the intended impact of this pilot engagement was to learn how best to collect sustainability data from key suppliers, to identify common data gaps, and to begin to support and encourage our suppliers to (1) set GHG targets and reduce emissions, (2) adopt strong sustainability programs, (3) engage on industry initiatives that address sustainability issues, (4) analyze their own supply chains through a sustainability lens. The primary measure of success for this pilot supply chain questionnaire was response rate and, unfortunately, the realized response rate was much lower than pilot goals. We learned from our suppliers that many are suffering from questionnaire fatigue. As a result, Leidos is evaluating alternative data sources and engagement methods to achieve our supply chain sustainability objectives without burdening our suppliers. In addition to the sustainability questionnaire, 205 of our contractors completed the Contractor Safety Questionnaire. Of the 205 companies, 151 were for existing or previously qualified firms and 54 were for new subcontractors.</p> <p>100% of new suppliers were screened using environmental criteria.</p>
308-2	<p>Negative environmental impacts in the supply chain and actions taken:</p> <ol style="list-style-type: none"> 1. Number of suppliers assessed for environmental impacts. 2. Number of suppliers identified as having significant actual and potential negative environmental impacts. 3. Significant actual and potential negative environmental impacts identified in the supply chain. 4. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. 5. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. 	<ol style="list-style-type: none"> 1. 205 2. None 3. None 4. 0% 5. 0%

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Social Labor Practices and Decent Work		
Occupational Health and Safety		
403-2	<p>Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities:</p> <ol style="list-style-type: none"> 1. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: <ol style="list-style-type: none"> a. Region; b. Gender. 2. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: <ol style="list-style-type: none"> a. Region; b. Gender. 3. The system of rules applied in recording and reporting accident statistics. 	<p>Leidos reports for the company's overall injury rate by total workforce only (vs. by gender or region). Environment > Environmental Health and Safety</p>
Training and Education		
404	<p>Programs for upgrading employee skills and transition assistance programs:</p> <ol style="list-style-type: none"> 1. Type and scope of programs implemented and assistance provided to upgrade employee skills. 2. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. 	<p>People > Professional and Career Development</p>
404-1	Average hours of training per year per employee	On average, Leidos employees received 6.1 hours of training per year.
404-2	Programs for upgrading employee skills and transition assistance programs	People > Professional and Career Development
404-3	Percentage of employees receiving regular performance and career development reviews	95% of Leidos employees received regular performance and career development reviews.
Diversity and Equal Opportunity		
405-1	<p>Diversity of governance bodies and employees:</p> <ol style="list-style-type: none"> 1. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: <ol style="list-style-type: none"> a. Gender; b. Age group: under 30 years old, 30-50 years old, over 50 years old; c. Other indicators of diversity where relevant (such as minority or vulnerable groups). 2. Percentage of employees per employee category in each of the following diversity categories: <ol style="list-style-type: none"> a. Gender; b. Age group: under 30 years old, 30-50 years old, over 50 years old; c. Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>People > Employee Demographics and Statistics</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Supplier Social Assessment		
414-1	<p>New suppliers that were screened using social criteria</p> <p>Percentage of new suppliers that were screened using social criteria.</p>	<p>0%</p> <p>In 2020 Leidos established the Supply Chain Risk and Resiliency Program that is designed to build a flexible supply chain that can rapidly adjust to risks and disruptions by bending to stress without breaking. Within this program is Supply Chain Sustainability that includes our focus on factors that are related to environmental, social and governance practices within the entire value chain. To further our action in this area we released our first supplier environmental, social and governance assessment to a group of our key partners. Leidos has a holistic program that combines close relationships with our key partners, small businesses, and a diverse set of industry-leading tools to maintain a focus on proactive protections to minimize disruptions while accelerating recovery and promoting environmental and social action. Through management of a core supply base, tight collaboration with partners across the industry, and sharing information across cross-functional internal teams, the Leidos Supply Chain Risk & Resiliency program combines industry best-practices with real-time data to anticipate disruptions and adjust as the threats evolve. These initiatives complement our goals of delivering exceptional service, value and expertise to internal stakeholders through efficient and compliant processes, as well as helping to establish a high performing, innovative and diverse supply base.</p> <p>Supplier and Small Business Relationships</p>
414-2	<p>Negative social impacts in the supply chain and actions taken:</p> <ol style="list-style-type: none"> 1. Number of suppliers assessed for social impacts. 2. Number of suppliers identified as having significant actual and potential negative social impacts. 3. Significant actual and potential negative social impacts identified in the supply chain. 4. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. 5. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. 	<p>None</p> <p>Supplier and Small Business Relationships</p> <p>Ethics and Compliance</p>
Social Society		
Local Communities		
413-1	<p>Operations with local community engagement, impact assessments, and development programs:</p> <ol style="list-style-type: none"> 1. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ol style="list-style-type: none"> a. Social impact assessments, including gender impact assessments, based on participatory processes; b. Environmental impact assessments and ongoing monitoring; c. Public disclosure of results of environmental and social impact assessments; d. Local community development programs based on local communities' needs; e. Stakeholder engagement plans based on stakeholder mapping; f. Broad based local community consultation committees and processes that include vulnerable groups; g. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; h. Formal local community grievance processes that include vulnerable groups; i. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; j. Formal local community grievance processes 	<p>Leidos does not currently track the percentage of operations metric. Most of our locations, however, engage in outreach within their communities. Included in this report are several examples of our efforts in both specific communities and amongst specific populations, as well as our community engagement priority areas. We believe that these programs and activities are effective, yet continue to look for ways to maximize their positive effects and minimize any negative impacts.</p> <p>Community</p> <p>Community > Corporate Philanthropy</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Anti-Corruption		
205-1	<p>Operations assessed for risks related to corruption:</p> <ol style="list-style-type: none"> Total number and percentage of operations assessed for risks related to corruption. Significant risks related to corruption identified through the risk assessment. 	<p>See Ethics and Compliance</p> <p>The Leidos Internal Audit department has a multi-year risk-based Audit Plan. The Audit Plan focuses on Financial, Business Operations, Corporate Functions, Information Technology, and Security controls to support compliance with Leidos policies and procedures. Risks are continuously monitored, and the Audit Plan is adjusted accordingly. The multi-year Audit Plan covers U.S. as well as international operations</p>
205-2	<p>Communication and training about anti-corruption policies and procedures:</p> <ol style="list-style-type: none"> Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. 	<p>Ethics and Compliance</p> <p>100% of our governance body and employees receive education on, and have completed, Ethics Training which includes anti-corruption policies and procedures training. Without exception, the company acts in accordance with all its ethics policies and procedures wherever Leidos operates. Moreover, Leidos also holds its third-party business partners, suppliers, and vendors to the same standards of ethics and integrity.</p>
205-3	<p>Confirmed incidents of corruption and actions taken:</p> <ol style="list-style-type: none"> Total number and nature of confirmed incidents of corruption. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. 	None
Public Policy		
415-1	<p>Political contributions:</p> <ol style="list-style-type: none"> Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. If applicable, how the monetary value of in-kind contributions was estimated. 	<p>For calendar year 2020, the Leidos Political Action Committee (L-PAC) made \$339,500 in political contributions.</p> <p>No in-kind contributions were made. No political contributions were made to state and local candidates and committees and all L-PAC contributions were made within the United States.</p>
Anti-Competitive Behavior		
206-1	<p>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices:</p> <ol style="list-style-type: none"> Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. Main outcomes of completed legal actions, including any decisions or judgments. 	None
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	\$0

DISCLOSURE NUMBER	DISCLOSURE TITLE & REQUIREMENTS	2020 RESPONSE
Compliance		
418-1	<p>Non-compliance with laws and regulations in the social and economic area:</p> <ol style="list-style-type: none"> 1. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: <ol style="list-style-type: none"> a. total monetary value of significant fines; b. total number of non-monetary sanctions; c. Cases brought through dispute resolution mechanisms. 2. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. 3. The context against which significant fines and non-monetary sanctions were incurred. 	<p>None</p> <p>Ethics and Compliance</p>
Customer Privacy		
418-1	<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data:</p> <ol style="list-style-type: none"> 1. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: <ol style="list-style-type: none"> a. complaints received from outside parties and substantiated by the organization; b. complaints from regulatory bodies. 2. Total number of identified leaks, thefts, or losses of customer data. 3. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient. 	<p>None</p> <p>Trust Center > Data Privacy</p>
SASB TC-SI-230a.1	<ol style="list-style-type: none"> 1. Number of data breaches 2. Percentage involving personally identifiable information (PII) 3. Number of users affected 	<p>None (0)</p>
SASB TC-SI-230a.2	<p>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.</p>	<p>Trust Center > Cyber Security</p>
SASB TC-SI-220a.1	<p>Description of policies and practices relating to behavioral advertising and user privacy</p>	<p>Trust Center > Data Privacy</p> <p>Additional relevant policies and practices are included in the following documents:</p> <p>Leidos Privacy Statement</p> <p>UK/EU Privacy Notice</p> <p>California Privacy Notice</p> <p>Leidos conducts limited behavioral advertising. A description of our policies and practices related to behavioral advertising is described here.</p>
SASB TC-SI-220a.2	<p>Number of users whose information is used for secondary purposes</p>	<p>Leidos does not provide products or services directly to consumers. The use of Personal Information collected via Leidos websites and mobile apps is described in the Leidos Privacy Statement.</p>
SASB TC-SI-220a.3	<p>Total amount of monetary losses as a result of legal proceedings associated with user privacy</p>	<p>None (\$0)</p>
SASB TC-SI-220a.4	<ol style="list-style-type: none"> 1. Number of law enforcement requests for user information 2. Number of users whose information was requested 3. Percentage resulting in disclosure 	<p>As a government and commercial contractor, Leidos provides products and services to its customers as a service provider. In the event Leidos receives a request from law enforcement, Leidos responds to such requests in accordance with the terms of its contract with each customer. Leidos does not have users of its products and services aside from its government and business customers.</p>
SASB TC-SI-220a.5	<p>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring</p>	<p>As a government and commercial contractor, Leidos provides products and services to its customers subject to the terms of its contract with each customer. Leidos does not provide products or services directly to consumers. Leidos' products and services are subject to customer oversight and contract terms, but are not otherwise subject to government monitoring, blocking, filtering, or censoring.</p>

ABOUT LEIDOS

Leidos is a Fortune 500® technology, engineering, and science solutions and services leader working to solve the world's toughest challenges in the defense, intelligence, civil, and health markets. The company's 43,000 employees support vital missions for government and commercial customers. Headquartered in Reston, Virginia, Leidos reported annual revenues of approximately \$12.30 billion for the fiscal year ended January 1, 2021. For more information, visit www.Leidos.com.