



FY 2024 CORPORATE RESPONSIBILITY REPORT

# Ever Vigilant

for a Better Tomorrow

**CACI**  
EVER VIGILANT

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FY 2024 CORPORATE RESPONSIBILITY REPORT

# Ever Vigilant

for a Better Tomorrow

# President and CEO Message

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I am pleased to share CACI's Fiscal Year 2024 (FY 2024)\* Corporate Responsibility Report.

This report highlights the impact of our environmental, social, and governance (ESG) initiatives and demonstrates how our company contributes positively to the communities where we live and work. It also showcases the business imperatives that reinforce our culture of character and integrity – values that empower our ongoing success.

You will find detailed metrics on our people, our culture, and our environmental footprint, which reflect our ongoing efforts to enhance sustainability throughout our company operations while continuing to perform at an exceptional level.

In FY 2024, we achieved excellence thanks to our innovative and highly skilled workforce. Their commitment to CACI's mission fuels our continued success and strengthens CACI's reputation for corporate responsibility and business innovation.

Since our founding more than 60 years ago, CACI has been guided by principles of character, integrity, ethics, innovation, and an unwavering dedication to our customers and our nation. These values remain interwoven in the fabric of everything we do, shaping how we deliver capabilities to our customers, and how we approach leadership, philanthropy, and environmental stewardship.

I am proud of our accomplishments, relentless commitment, and the promising path we are charting for the future. Thank you for your interest in and support of CACI's mission.

Regards,



**John S. Mengucci**

President and Chief Executive Officer  
CACI International Inc



\*CACI's Fiscal Year 2024 was July 1, 2023 through June 30, 2024.

# FY 2024 Highlights

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## Environment

**21%**

Reduction in kg of CO<sub>2</sub> emissions per sq ft

**244+**

Tons of e-waste recycled or reused

**49%**

Ratio of green spend relative to total office supply spend

**120**

Tons of paper recycled



## Social

**23K**

Total employees

**210K+**

Total training hours



## Governance

**10 out of 11**

Ratio of independent Board members

**100%**

Board committees chaired by independent directors

# FY 2024 Awards and Recognitions

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CACI Ranks No. 10 in **Washington Business Journal's** Largest Government Technology Contractors in Greater D.C.

CACI Ranks No. 10 on **Washington Technology's** List of Top 100 Federal IT Contractors



**Forbes** Top Employers for New Grads

**Fortune** World's Most Admired

**Fortune** America's Most Innovative Companies



2024 **Top Workplaces USA**

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

CACI named 5-Star Veterans Employer, by **VETS Indexes**



# Our Approach



**\$7.7B**

FY 2024 Revenue



**126**

U.S. locations



**14**

Locations outside of the U.S.

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

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

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



# Environment

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## Effective

use of real estate



## Reduced

energy consumption



## Upgraded

energy-efficient equipment

**Supporting our planet** means reducing our environmental impact however we can.

We are committed to sustainable practices in each of our 140 facilities across our leased real estate portfolio. Our comprehensive Environmental, Health, and Safety (EHS) policy reflects our strong commitment to operating in a manner that protects our employees, partners, customers, and communities.

In accordance with industry best practices, we submitted our disclosure through CDP (formerly the Carbon Disclosure Project), a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. We do this to ensure transparency regarding climate issues and their impact.

In recognition of Earth Day 2024, CACI partnered with the nonprofit One Tree Planted to support reforestation efforts in areas of need. This 501(c)(3) non-governmental organization is dedicated to combating deforestation and improving ecosystems across the planet. Thanks to our generous employees, we funded the planting of more than 2,500 trees across North America, South America, and Africa. We hope to build on this success and continue this campaign in 2025.



# Environment

## Climate Reduction

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

- Effective use of real estate by closing and consolidating locations as needed.
- Applicable facilities entering renewable energy credit programs with utility providers, allowing the facilities to offset their carbon-intensive energy use with carbon-neutral renewable energy.
- Adopting “vampire energy” reduction practices throughout facilities to curb the amount of waste stemming from unused devices and systems being left on while not actively in use.
- Expanding models for remote and hybrid work.
- Reduced energy consumption through renewable energy, retrofitted LED lighting systems, and energy-efficient HVAC systems.
- Technology and network support enhancements, including upgrades to energy-efficient equipment and cloud-based IT service delivery.
- Workforce education to reduce individual carbon footprints.

## Greenhouse Gas Emissions\*\*

Emission Sources	Emissions (MT CO <sub>2</sub> e)			
	CY 2020	CY 2021	CY 2022	CY 2023
<b>Scope 1</b>	<b>4,036.80</b>	<b>3,548.00</b>	<b>4,337.46</b>	<b>4,012.22</b>
Mobile Combustion	175.70	788.20	1,157.25	1,056.47
Refrigerants	1,457.40	969.70	770.51	906.88
Stationary Combustion	2,403.70	1,790.10	2,409.70	2,048.89
<b>Scope 2</b>	<b>25,793.50</b>	<b>26,152.00</b>	<b>25,906.04</b>	<b>21,970.65</b>
Electricity	25,793.50	26,152.00	25,906.04	21,970.65
<b>Scope 3*</b>			<b>17,535.02</b>	<b>246,945.90</b>
Business Travel	-	-	17,535.02	15,015.28
Employee Commuting	-	-	-	36,296.02
Purchased Goods and Services	-	-	-	195,634.60
<b>Grand Total</b>	<b>29,830.30</b>	<b>29,700.00</b>	<b>47,778.52</b>	<b>272,928.77</b>

\*Employee commuting and purchased goods and services were not compiled metrics in calendar years prior to 2023.

\*\*GHG data is submitted to CACI each calendar year, not each fiscal year.



# Environment

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

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

## Material Use and Waste

We champion conservation and environmental stewardship by integrating recycled materials into our operations and encouraging our suppliers and partners across the supply chain to follow suit. CACI's sustainable shipping and packaging policy ensures our suppliers:

- Promote sustainability by adhering to environmental protection ordinances and complying with applicable federal, state, and local laws and regulations.
- Meet defined minimum standards.
- Use eco-friendly packaging that prioritizes recycled or reusable packaging materials.
- Adopt energy-efficient and economical shipping methods that minimize carbon footprints.

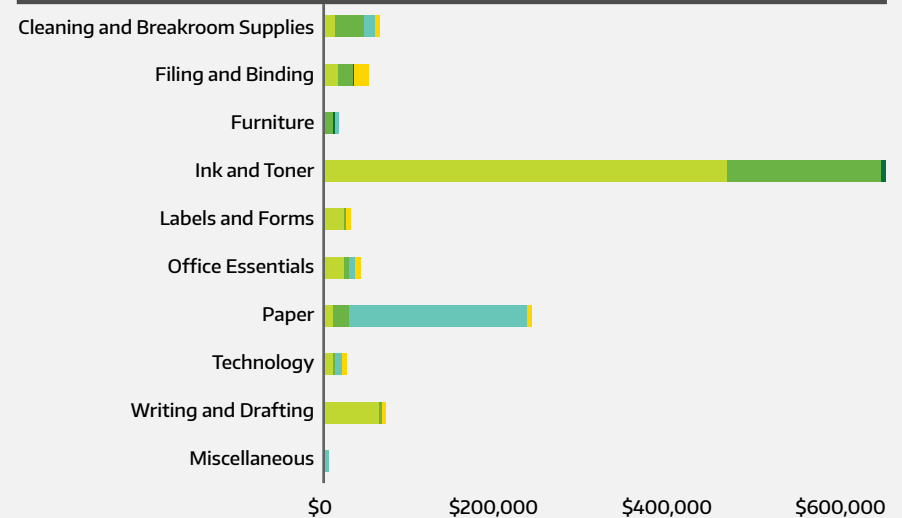
## Office Operations and Metrics

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

## Green Spend

Light Green Spend	\$638,171	34.03%
Mid Green Spend	\$276,340	14.74%
Dark Green Spend	\$7,317	0.39%
Total Green Spend	\$921,829	49.16%
Total Spend	\$1,875,214	100.00%

## Category Purchases by ODP Business Solutions GreenerOffice™ Eco-rating



## Measures

- Light Green
- Mid Green
- Dark Green
- Meets Norms
- Not Green



### LIGHT GREEN

Products with at least one meaningful eco-attribute or eco-label



### MID-GREEN

Products with a high level of one or more meaningful eco-attributes/eco-labels



### DARK GREEN

Products with the highest level of one or more meaningful eco-attributes/eco-labels

# Environment

## Energy Consumption

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

New facilities use energy-compliant LED lighting in compliance with applicable energy codes. Occupancy sensors and dimming systems reduce energy usage, extend the life of LED fixtures, and reduce landfill waste.

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

## Recycling

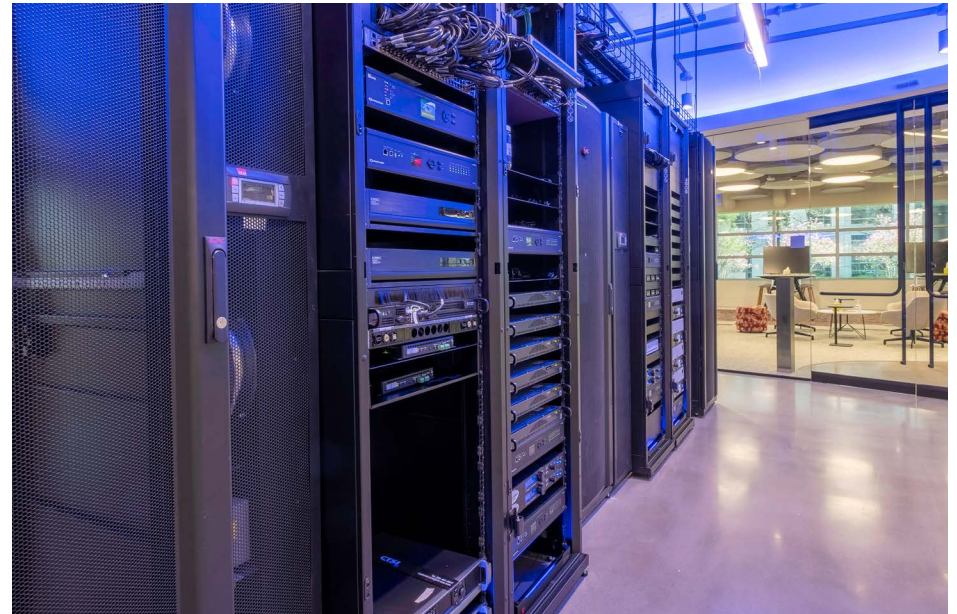
Our trash and recycling programs at each building reduce the use of materials in shared spaces throughout the workplace. In CY 2023, we recycled 120 tons of paper and partnered with Iron Mountain to securely shred and salvage paper, a 15.4% increase over our 2022 recycling efforts.

## Water

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

## Environmental Metrics

Category	CY 2023
Total amount of energy consumed, in gigajoules (GJ)	279,407.8
Percentage grid electricity	86%
Total water withdrawn	176.32 thousand cubic meters (m <sup>3</sup> )
Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	17%



# Social

## Our People

are our greatest asset.

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

The CACI culture unifies us as a company, gives us one shared purpose, and strengthens our resolve to meet our customers' – and our country's – most critical missions.



**34.8%**  
STEM degrees



**78.8%**  
Security clearances



**37.3%**  
Veterans



# Social

## Our Culture

is the driving force behind our success.

## Character

Our commitment to ethics and integrity.

## Innovation

Our dedication to advancement and excellence.

### Ethical Engagement

We are proud to be an ethical role model in our industry. We empower our employees to succeed by fostering a workplace built on integrity and respect that honors our commitments to customers. Our culture of character and innovation drives our success and shapes how we conduct business, and how we connect with each other.

### Employee Feedback

We conduct an employee engagement survey every two years. Our results demonstrate that we are well above our peers in sustainable engagement, flexibility, building collaborative teams, and demonstrating strong ethics and integrity. Employees overwhelmingly report being proud to be associated with CACI and confident they can achieve the goals they set for themselves. These indicators of a strong company culture put us above the competition to attract and retain talent.

This survey was last conducted in FY 2023 and we look forward to administering it again in FY 2025.

### Mentoring

Mentors foster connections, engagement, learning, and growth among employees at every stage of their career. Our mentoring program provides employees with personalized coaching and assistance, feedback on their career goals, an understanding of CACI culture, increased visibility with executives, and the development of important interpersonal skills.

### Touchpoints

Touchpoints is our performance management philosophy designed to foster meaningful communication between managers and employees. Through discussions held three times per year, managers and employees discuss professional aspirations, achievements, growth, and performance. About 98% of employees who complete the post-Touchpoint survey report that their conversations with their managers are productive – a testament to how this program enhances the employee experience, and ultimately, engagement and productivity.



# Social

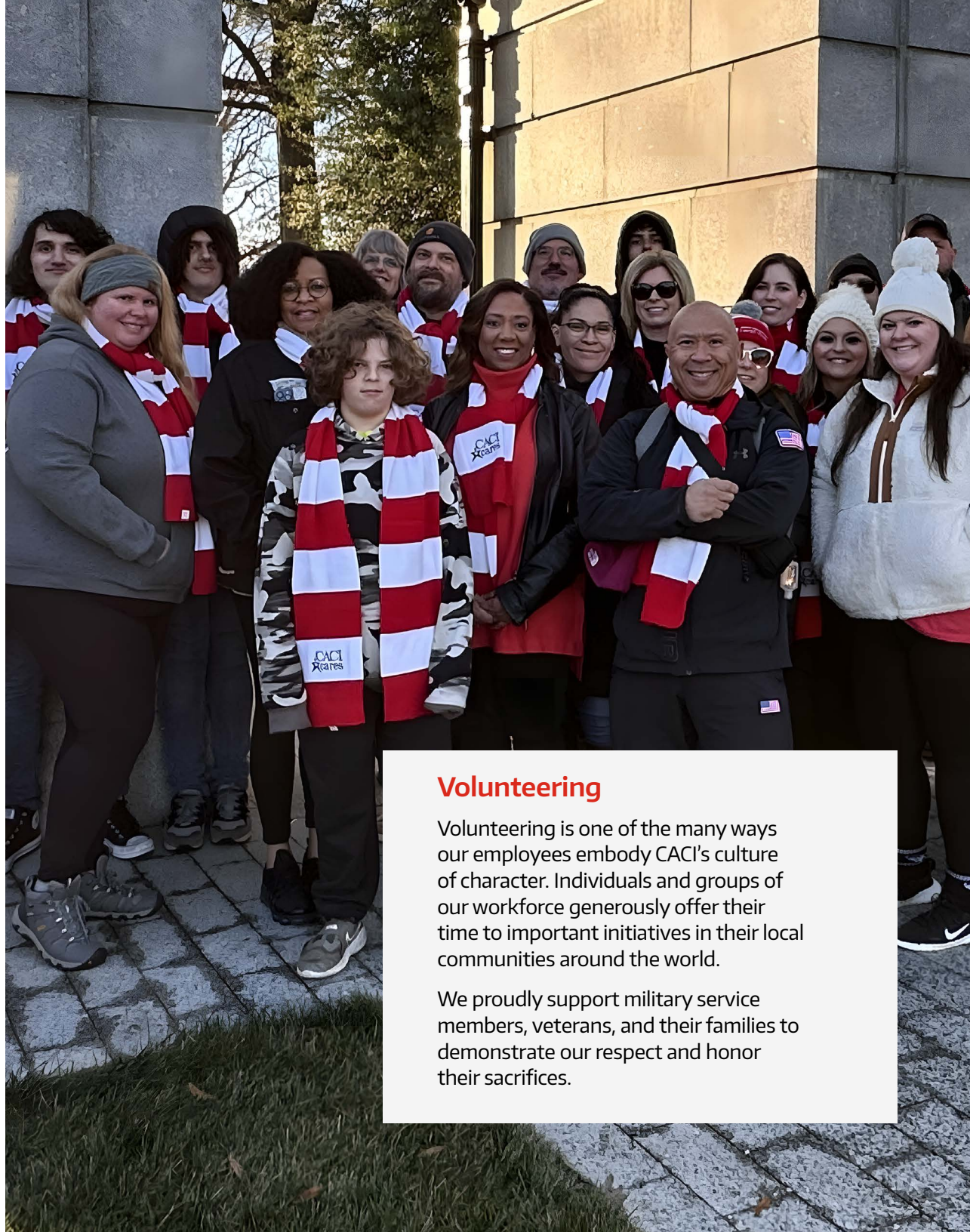
## Philanthropy

We support our nation and the communities where our employees live through philanthropic programs and initiatives that benefit our country, our military, their families, our future leaders, and our workforce during times of need. Our CACI Cares program focuses on two areas:

1. STEM education for the next generation of innovators.
2. Support of military, veterans, and their families to honor our heroes who serve.

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

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



## Volunteering

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

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

# Social

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



## Alabama School of Cyber Technology and Engineering

The Alabama School of Cyber Technology and Engineering (ASCTE) is the nation's only high school focused on the integration of cyber technology and engineering into all academic disciplines. ASCTE is a public, residential magnet high school serving students throughout the state of Alabama. Tuition is free.

The ASCTE faculty is composed of field and subject matter experts providing students with the highest quality of instruction focused on embedding cyber protections into the engineering cycle.



## National Merit Scholarship Corporation

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



## FIRST (For Inspiration and Recognition of Science and Technology)

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



## Navy League of the United States STEM Expo

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



## Northern Virginia Science Center

CACI is a proud title sponsor of the Northern Virginia Science Center and sponsor of the "Human" gallery. The center is slated to break ground in 2025 and will be a world-class, interactive museum for families, students, and learners of all ages that will spark and sustain the natural curiosity in all of us and be a place for discovery, innovation, and fun.



## Scouting America

Scouting America National Capital Area Council's (NCAC) annual Technology Good Scout Award event celebrates leaders in the technology industry while supporting Scouting America's mission to prepare young people for the future. Proceeds from this event assist with NCAC's STEM initiatives, providing Scouts with hands-on learning experiences that foster innovation, critical thinking, and problem-solving skills. These funds ensure Scouts have access to cutting-edge opportunities in science, technology, engineering, and mathematics.

# Social

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



## Blue Star Families

Blue Star Families empowers families to thrive as they serve. They are committed to strengthening military families by connecting them with their neighbors to create vibrant communities of mutual support.



## Spookstock Foundation

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



## TAPS - Tragedy Assistance Program for Survivors

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



## Fisher House Foundation

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



## The Honor Foundation

The Honor Foundation is a career transition program for U.S. Special Operations Forces that effectively translates their military service to the private sector and helps create the next generation of corporate and community leaders. Through their professional development programs and ecosystem of support and technology, every step is dedicated to preparing these outstanding men and women to continue to maximize their potential during and after their service career.



## Our Military Kids

Our Military Kids provides extracurricular activity grants to children and teens of deployed National Guard, deployed Reserve, or post-9/11 combat-wounded, ill, or injured veterans in treatment. Our Military Kids activity grants build the children's self-confidence, enhance family wellness, and strengthen a shared sense of community.



## Wreaths Across America

Our servicemen and women sacrifice their time and safety every single day of the year to preserve our freedoms. That is why the Wreaths Across America mission to Remember, Honor and Teach lasts all year long in a number of ways to show our veterans and their families that we will not forget—we will never forget.

# Social

## We offer our dedicated employees

a comprehensive set of physical and mental well-being programs and rewards.

### Employee Well-Being

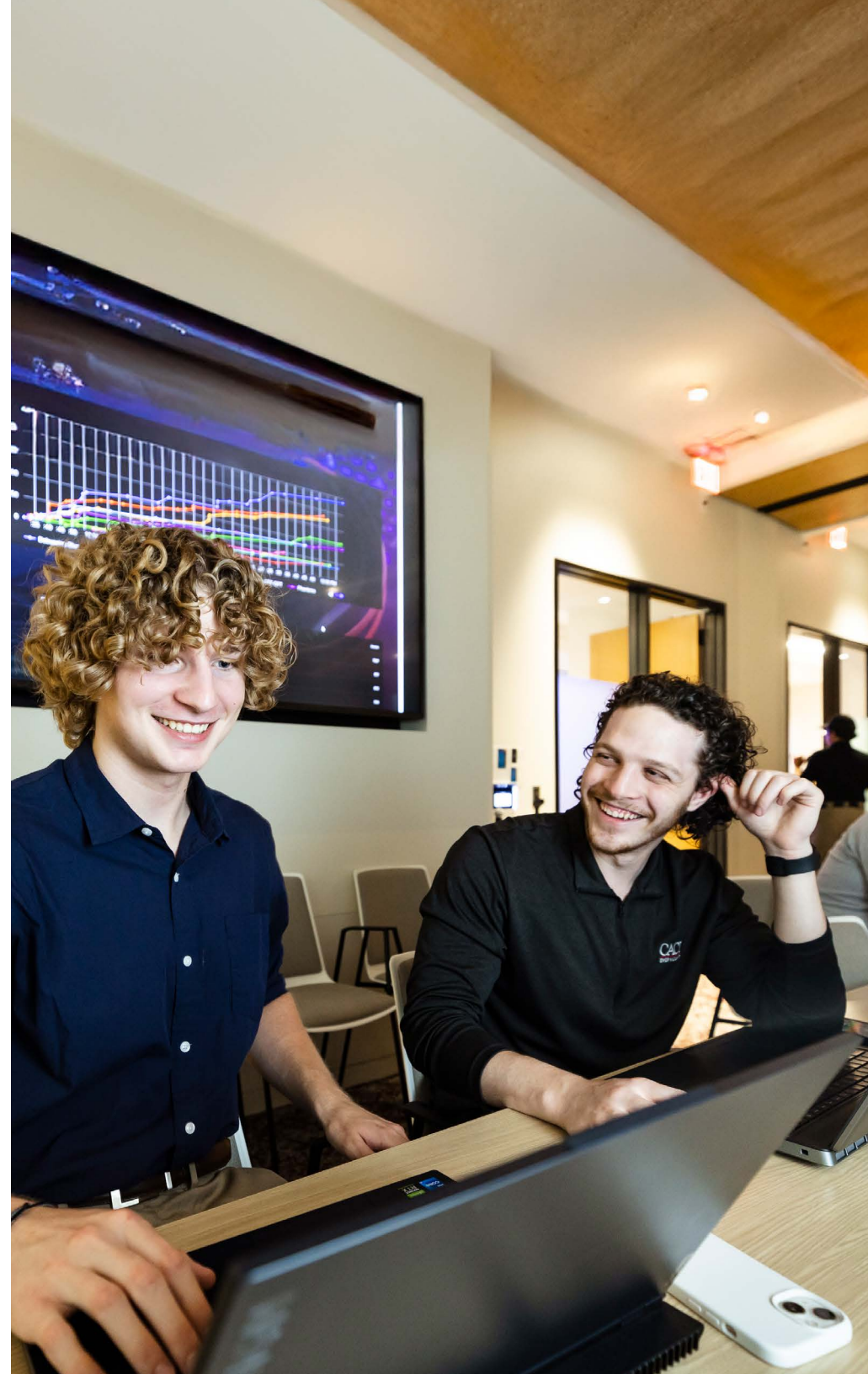
We equip employees with the knowledge and tools to make wholesome, healthy choices, like wellness incentives, health club discounts, smoking cessation programs, and weight management tools.

We also offer strong benefits that encourage an active and balanced lifestyle. Our Employee Assistance Program gives all employees immediate, confidential help for any work, health, or life concern at any time, free of charge. Monthly well-being webinars are presented with our partner, TELUS Health, and cover a wide range of topics, including mental, physical, financial, and interpersonal health.

Additionally, we support employee well-being by encouraging employees to form strong connections at work through:

- Communities of Practice
- Mentoring program
- Networking opportunities

We are committed to improving our employees' well-being by offering work-life balance and flexibility, encouraging time off, and providing them with opportunities to discuss performance and potential through our Touchpoints program.





# Social

## Workplace Safety

Success at CACI begins and ends with the safety of our employees, customers, visitors, and contractors. Our goal is for everyone to return home to their families unharmed every day. This begins with our corporate safety policies, which guide us in our journey toward eliminating injuries in our workplace.

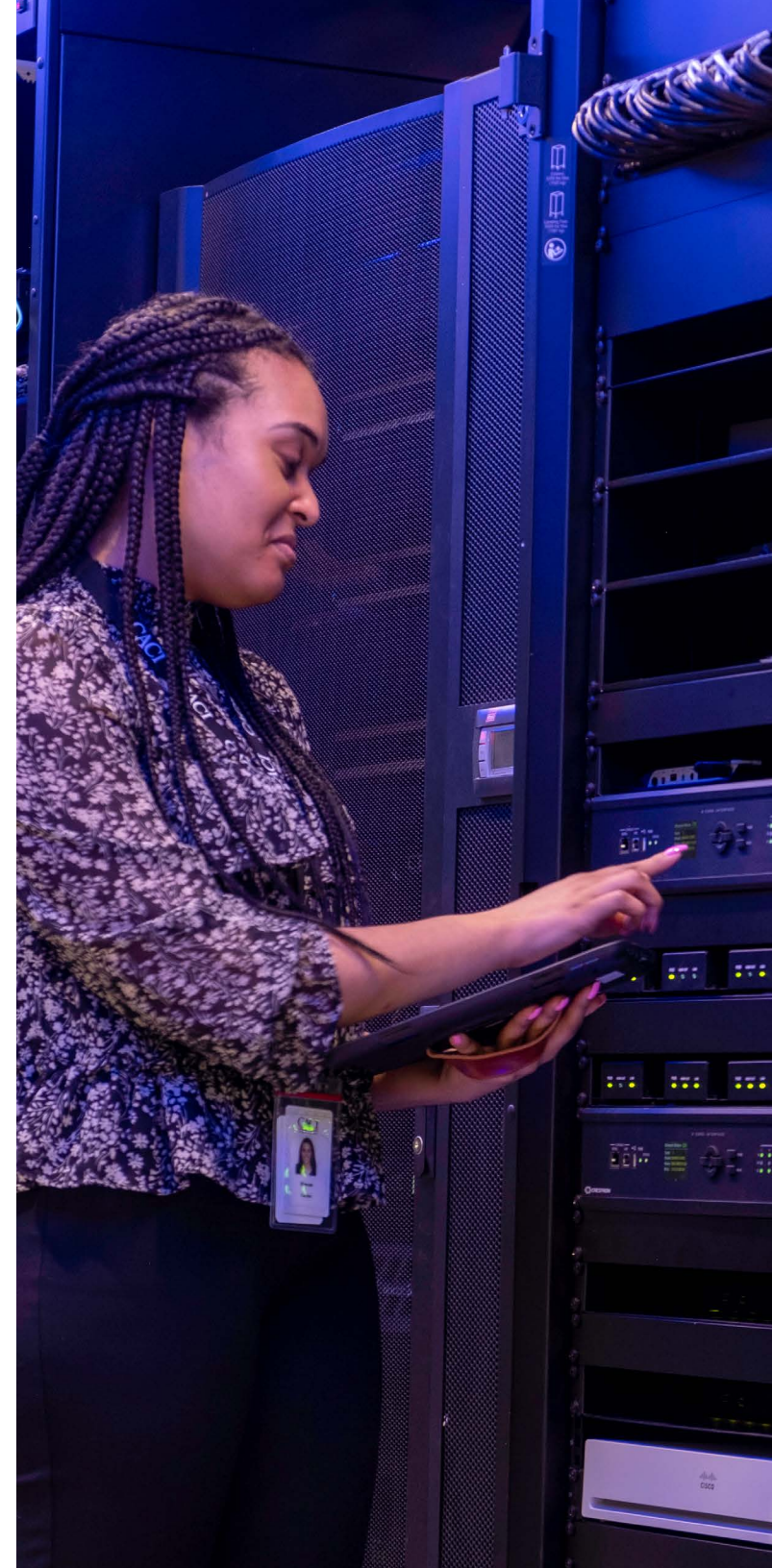
Everyone at CACI must adhere to our safety responsibilities. Within our safety program employees are expected to:

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

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

Employees*	CY 2021	CY 2022	CY 2023
Number of high-consequence work-related injuries	9	3	13
Rate of high-consequence work-related injuries	0.04	0.02	0.07
Number of recordable work-related injuries	42	21	22
Rate of recordable work-related injuries	0.2	0.12	0.12
Number of hours worked	37,647,061	36,116,920	37,985,472

\*Numbers represent U.S.-based employees



# Social

## Employee Training and Development

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

We use a variety of recruiting and outreach strategies to build and maintain the strongest talent pool possible. Our employees combine their own experiences and perspectives with our network of resources to tackle challenges creatively and drive consistent, enterprise-wide growth. Most importantly, we're focused on creating a culture where our people can thrive.

### Early Career

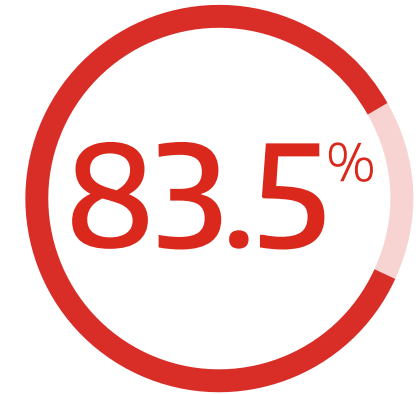
We provide CACI interns and entry-level professionals with mentorship, flexibility, and educational opportunities to add to CACI's collective success. Every new employee, their manager, and their team are equipped with effective and thoughtfully curated resources to ensure a seamless first year.

### Great First Year

The Great First Year initiative offers every new employee, manager, and executive a comprehensive set of impactful and timely activities like training sessions, meaningful conversations, and team-building activities. These facilitate a smooth integration into respective roles, teams, and CACI's organizational culture. New leaders are greeted with meticulously crafted transition plans, which include the provision of peer sponsors, dedicated integration sessions with their new teams, and personalized transition coaching, all tailored to provide robust support during the pivotal first three months in their roles.



Percentage of new hires who found their Day One experience to be **helpful** and **informative**.



Percentage of new hires who found their onboarding process **interesting** and **interactive**.



Percentage of new hires who believe CACI will offer long-term **growth** and career **opportunities**.



Percentage of new hires who feel **positively challenged** and **engaged**.

# Social

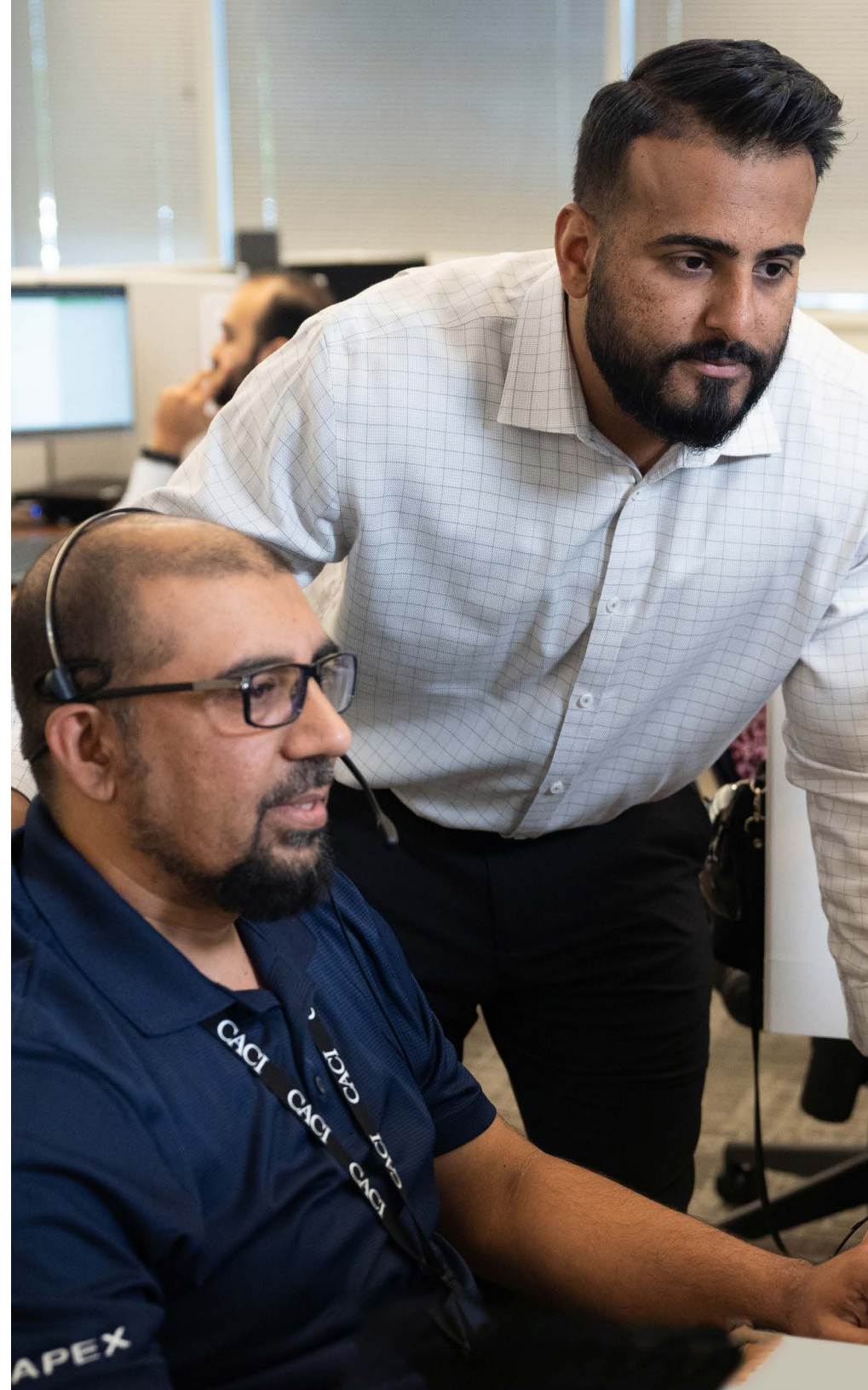
## Training

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

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

## Leadership Development Programs

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



# Social

## Fellows Program

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

## Champions Program

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

## Career Mobility – CACI #makingmoves

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

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

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

**26.8%**

Openings filled by internal candidates.

**43.3%**

Increase since FY 2019.



# Governance

11\*

Board members

\*90.9% of CACI's board members are independent.

Board Committee	ESG Topics Addressed
Corporate Governance and Nominating Committee	<ul style="list-style-type: none"> <li>Review policies and practices of the company and monitor compliance in areas of corporate governance and ethics and report and make recommendations to the Board with respect to such policies and practices, assessing, among other things, (a) the company's Standards of Ethics and Business Conduct (the "Standards of Conduct") and the Directors' Code of Business Ethics and Conduct, and (b) other internal corporate governance policies and practices.</li> <li>Review the oversight framework for effective governance and board oversight, to include compliance with SEC and NYSE requirements and review of the Proxy Statement. Review the company's environmental policies, programs and Corporate Responsibility Report.</li> </ul>
Human Resources and Compensation Committee	<ul style="list-style-type: none"> <li>Review support to ESG initiatives as part of the company's incentive programs.</li> <li>Approve ESG initiatives and linkage to executive compensation; oversee human capital risks and review talent management programs; receives updates from the CHRO and review the CD&amp;A; oversee community relations programs and facilitate board oversight of culture initiatives.</li> </ul>
Audit and Risk Committee	<ul style="list-style-type: none"> <li>To review periodically the environmental related risks to the company, internal controls over publicly reported data in the Corporate Responsibility Report and audit and assurance processes for environmental reporting.</li> <li>To oversee internal controls over all publicly reported data in the Corporate Responsibility Report; related audit and assurance processes.</li> <li>To review corporate responsibility, data privacy and security, health and safety programs.</li> <li>To discuss with management the company's international policies and export control, FCPA, anti-corruption and related operations and any risks associated with the company's international operations.</li> </ul>

## Business Ethics and Integrity

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

## Enterprise Risk Management

CACI's Enterprise Risk Management (ERM) team reports to the Executive Vice President of Business Operations and oversees reducing total risk to the company. This team spans functions to ensure effective operational, financial, and reputational risk mitigation.

This team collaborates with risk owners to ensure mitigation plans are effective. The CEO and Board of Directors are briefed on enterprise risks quarterly.

## Anti-Bribery

CACI forbids all forms of bribery or other improper payments. All international opportunities and activities must be pursued and executed in

compliance with the Foreign Corrupt Practices Act (FCPA), and other applicable anti-bribery regulations.

## Export Controls

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

## Counterfeit Parts Prevention

We understand the importance of guarding against the purchase of counterfeit electronic parts (CEP). We mitigate the risks of CEP through training and programs that encourage understanding of the risks posed by defective or compromised parts.

# Governance

## Political Advocacy and Engagement

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

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

### Oversight

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

the highest standards of ethics and integrity, compliance with federal regulations, and in support of the company's interests.

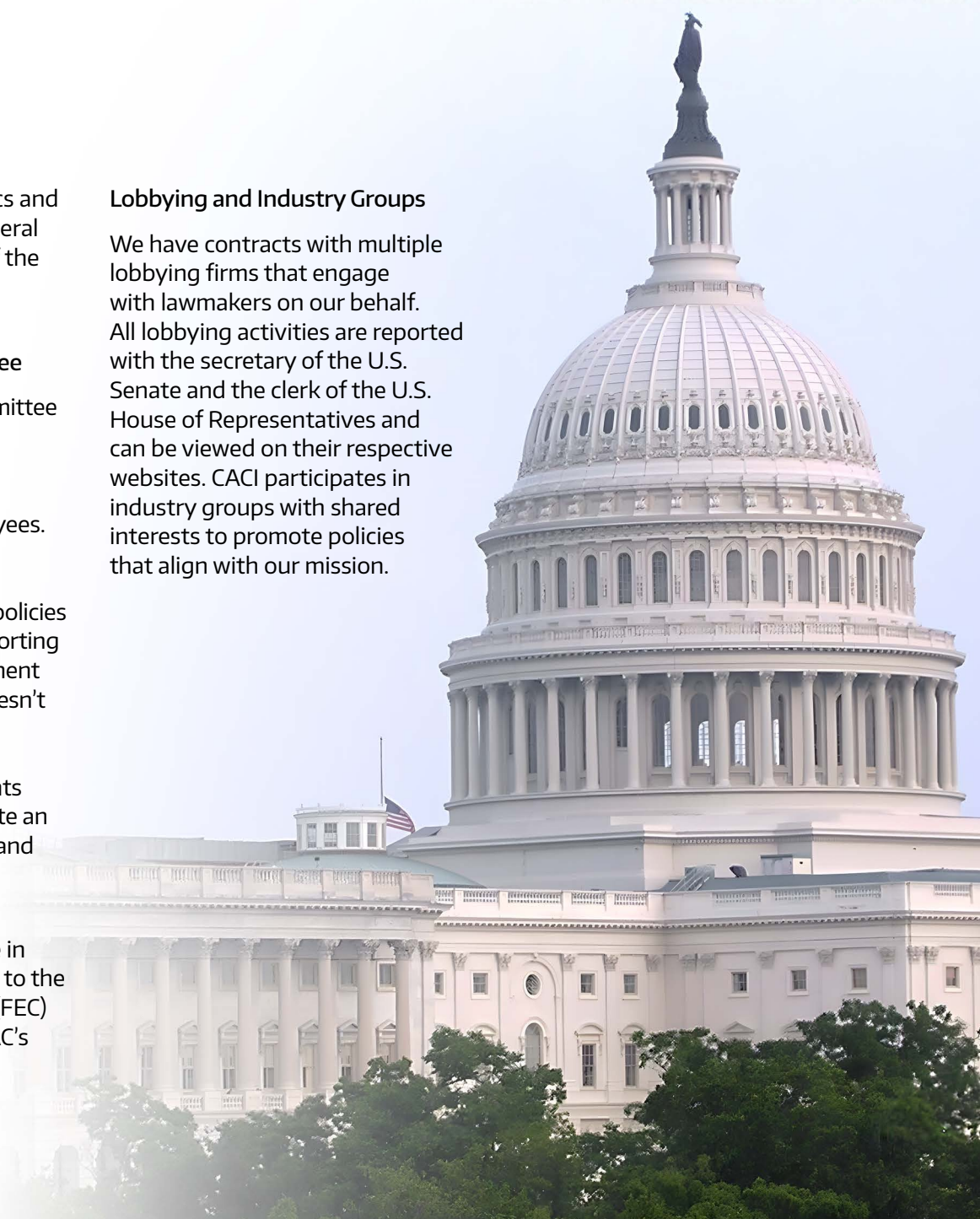
### CACI Political Action Committee

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

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

### Lobbying and Industry Groups

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



# Governance



## Govern

Robust practices to ensure the security of personal information.



## Protect

Active deterrence against loss or theft.



## Safeguard

Strong mitigation of unauthorized disclosure, copy, use, or modification of data.

## Data Privacy and Cybersecurity

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

The Audit and Risk Committee assists the Board of Directors in overseeing CACI's security. This committee monitors security and reputational risks, and ensures employees follow data privacy and security best practices.

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

### Data Privacy Policy

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



# Governance

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## Cybersecurity

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

### The cybersecurity program includes:

- Security design and engineering for existing and emerging technologies including defensive posture against AI-generated threats.
- Annual training for all employees to heighten threat awareness while operating on CACI network, public infrastructure or, while on personal or business travel.
- Mandatory suppliers' and sub-contractors' execution of the CACI acceptable use agreement.
- Identification and access control of high value/risk information.
- Implementation of sophisticated monitoring and defensive capabilities
- Annual testing and updating to our rapid incident response policy and process.
- Policy enforced application and web browsing technology protect CACI and our customer data while operating on CACI managed assets.

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

CACI's cyber governance structure is compliant with new SEC standards, applicable government requirements, and best practices to include DFAR 252.204-7012 and NIST 800-171. CACI adheres to NIST 800-218 and

the Secure Software Development Framework (SSDF) for all software development efforts. We continuously monitor our operations, policies, controls, and compliance with internal policies, regulatory requirements, and applicable laws. We have a robust supply chain risk management program that ensures our vendors meet customer and CACI cybersecurity policies before being allowed to handle data. This includes a multi-faced supplier screening process that begins before supplier onboarding.

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

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

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



# Governance

## Supply Chain

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

## Doing Business with CACI

We choose suppliers that share our values stated in our [Standards of Ethics and Business Conduct](#) and agree to adhere to these principles, which include maintaining a work environment that:

- Provides opportunities to all employees without regard to their race, color, creed, religion, gender, age, national origin, citizenship status, sexual orientation, physical or mental disability, marital, or veteran status, or any other protected status.
- Ensures that all employment is voluntary, legal and complies with all applicable child and forced labor laws, including those relating to minimum age limits, limitations of hours worked, compensation and prohibitions against certain types of work.
- Is free from all forms of discrimination and harassment, including sexual harassment.
- Protects the health and safety of its employees and complies with all federal, state, and local health and safety laws and regulations.

We expect our suppliers to monitor, identify, investigate, and disclose improper conduct, violation of our standards or any applicable laws.

CACI maintains a Defense Contract Management Agency (DCMA)-approved purchasing system and adheres to all the requirements prescribed under the Federal Acquisition Regulations (FAR). When contracting on behalf of our federal government clients, we require our suppliers, their employees, and any providers to comply with applicable laws and federal regulations, our [Supplier Code of Conduct](#), CACI contractual provisions [portal](#), and supplier internal policies to include:

- Harassment
- Wage and benefits
- Child labor
- Human trafficking
- Drug-free workplace
- Health and safety
- Environment and sustainability
- Conflicts of interest
- Open-source software (OSS)
- Anti-corruption laws (U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act)
- Fair competition and antitrust
- Gifts and business courtesies
- Insider trading
- Conflict minerals
- Counterfeit parts
- Cybersecurity
- Procurement integrity



# Governance

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## Supply Chain Approach

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

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

Our sourcing methodology is largely centered around the competitive acquisition process that yields a broad spectrum of suppliers.

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

## Supplier Cybersecurity

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

## Qualifying Our Suppliers

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

- Denied party screening of more than 70 databases prior to award and automatic re-screening of active supplier records against daily changes made to denied parties lists.
- Pre-award supplier financial health and ongoing monitoring of key performance risk indexes post-award.
- Quarterly onsite evaluations of performance and regulatory compliance.
- Supplier past performance scorecard reviews and ongoing surveyance and dashboard reporting of critical supplier quality and performance metrics.
- Development of corrective action plans that include methods to contain, correct and prevent future non-conformances.
- Pre-award supplier Cyber Supply Chain Risk Management (C-SCRM) assessments to ensure adequate systems and processes are in place to safeguard sensitive and proprietary information and to mitigate the threat of unauthorized access or disclosure.
- Should a supplier's violations of our standards of ethics and business conduct become known to CACI and not corrected, CACI will discontinue the business relationship. There were no suppliers identified as having a significant actual or potential negative impact on the CACI supply chain between 2019-2024.

# Governance

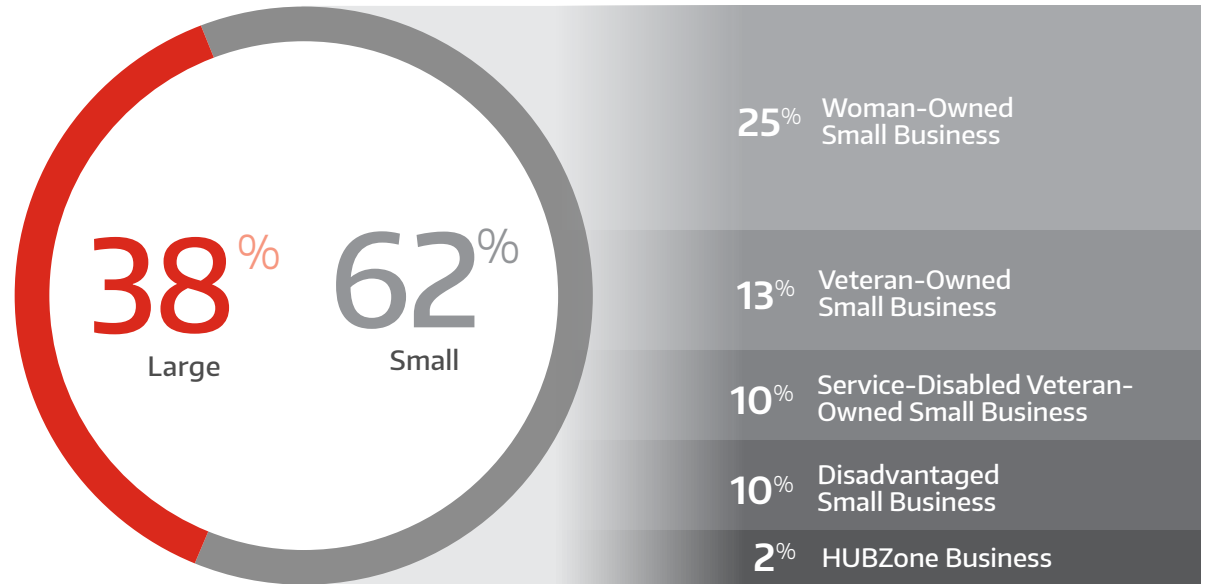
## Small Business Program

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

The SBAO enhances our small business partners' capabilities to increase their growth opportunities. We actively engage with small businesses through focused outreach. We are proud of the collaborative work with small businesses and with veteran-owned small businesses, having awarded 62% of our subcontracting dollars to small businesses in FY 2024, 29% of which to veteran-owned and service-disabled, veteran-owned, small businesses.

In FY 2024, the scope of CACI's procurement activity involved managing thousands of active suppliers primarily located in the U.S. and more than a billion dollars in procurement spend to small businesses.

## SUPPLIER SPEND FY 2024



## Mentor Protégé Program

We recognize that large businesses play an important role in mentoring and providing opportunities to small businesses, which helps develop capabilities and employee skill sets and expand their service offerings. CACI has a well-established and award-winning Mentor Protégé Program and received two of the prestigious Nunn-Perry Awards in 2024 for outstanding Mentor Protégé Program. These recognitions mark the sixth and seventh Nunn-Perry awards the company has received since 2014. Currently, there are five small businesses in our Mentor Protégé Program receiving a broad range of management, technical, and developmental assistance.

# Sustainability Accounting Standards Board (SASB) Index – 2024

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

## Disclosure

This report outlines activities, data, and initiatives from Fiscal Year (FY) 2024, in alignment with SASB standards for Software and IT Services. Public financial filings – including our annual report and proxy filings – can be found at [caci.com](http://caci.com), as well as on the Security and Exchange Commission’s website at [sec.gov](http://sec.gov).

CACI did not seek assurance for this report.

We welcome feedback on our ESG initiatives and reporting. Please submit any comments or questions to [ESG@caci.com](mailto:ESG@caci.com).

Topic	SASB Code	Accounting Metric	Category	Response/Location
Environmental footprint of hardware infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative: gigajoules (GJ), percentage (%)	Total energy (GJ) = 279,407.8 % Grid Electricity = 86% % Renewable Energy = 4.5% (total renewable electricity/ total energy consumed)
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative: thousand cubic meters (m <sup>3</sup> ), percentage (%)	Total withdrawn (thousand cubic meters) = 176.32 % Withdrawn from High or Extremely High water stress = 17% Total consumption (megalitres) = 0 % Consumed from High or Extremely High water stress = 0% CACI does not consume water through processes. All water withdrawn by CACI is discharged back to municipal waste water systems.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	Regarding nature-related dependencies, our data centers use water for purposes such as air-conditioning management in data centers and providing sanitation services in offices. None of our data centers are in regions facing water stress but there is always a risk of being unable to use water for these purposes during periods of severe drought or other abnormal weather events associated with climate change. In terms of nature-related impacts, our data centers generate domestic wastewater from office activities, but we do not discharge industrial effluent. We do, however, leverage fuel storage facilities for the backup generators in our data centers. In the event of a fuel spillage incident, there is a risk of water and soil pollution.

Environmental data is reported for calendar year 2023.

# SASB Index – 2024

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

# SASB Index – 2024

Topic	SASB Code	Accounting Metric	Category	Response/Location
Data security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Quantitative: number, percentage (%)	(1) Number of performance Issues: 0 (2) Number of service disruptions: 0 (3) Total customer downtime related to performance issues and service disruptions: 0  CACI had two incidents during the reporting period which were isolated on legacy networks. Both incidents were reported to the appropriate government and law enforcement authorities per compliance requirements. Neither incident was considered material in nature and no customer, personal identifiable information (PII), or CACI proprietary information was disclosed or exfiltrated. Isolation and remediation activities were swiftly executed and resulted in no impact to CACI business operations or to any of our programs.
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cyber-security standards	Discussion and analysis	We continuously monitor our operations, policies, controls, and compliance with internal policies, regulatory requirements, and applicable laws. Our vulnerability management plan and policy are based on NIST SP 800-40 and we use only best of breed tools for scanning and assessing service for vulnerabilities. Managing vulnerabilities to mitigate threat exploitation is a dynamic process that includes perpetual scanning, remediation, and validation. Quantitative vulnerability metrics are continuously monitored and assessed per asset on our core IT networks and are addressed per policy requirements. If a system is not patched accordingly, it is escalated and either mitigated satisfactorily or taken offline. Where possible we have extended our network operating presence to cloud- and SaaS-based resources to provide control and security monitoring for those services.
Activity metrics	TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative: number, percentage (%)	(1) Number of licenses or subscriptions: 1,800 (2) % Cloud-based: 70%
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced 9	Quantitative: (i.e., MSUs, MIPS, MFLOPS, etc.)	(1) Data processing capacity: 1,450 RU (2) % Outsourced: 85%
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced 10	Quantitative: petabytes, percentage (%)	(1) Amount of Data Storage: 3 PB (2) % Outsourced: 35%

# SASB Index – 2024

Topic	SASB Code	Accounting Metric	Category	Response/Location
Recruiting and managing a global, diverse, and skilled workforce	TC-SI-330a.1	Percentage of employees that require a work visa 4	Quantitative: percentage (%)	0.03%
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative: percentage (%)	For ESG reporting and other data calls we use the Sustainable Engagement score from the Employee Engagement Survey. For FY23 (we only administer the survey every other FY), our overall Sustainable Engagement score was 90% Favorable.
Intellectual property protection and competitive behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations 7	Quantitative: presentation currency	As part of our obligations as a publicly traded company, all material financial losses, including losses due to legal proceedings, are available in our public filings with the SEC.

# SASB Index – 2024

Topic	SASB Code	Accounting Metric	Category	Response/Location
Managing systemic risks from technology disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative: number, days	<p>(1) Number of performance issues: 0</p> <p>(2) Number of service disruptions: 0</p> <p>(3) Total customer downtime related to performance issues and service disruptions: 0</p> <p>Over the reporting period we had 4 reportable outages. One was due to a SaaS issue that was well covered by the media impacting multiple companies. We also had 3 network-based outages resulting in two instances of remote access availability, which were remediated by manual regeneration of critical connection hardware. The fourth was due to a flawed patch for our networking control authentication fabric that was subsequently rolled back but resulted in an outage.</p>
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and analysis	<p>CACI investigates incidents relating to security, availability, confidentiality, and privacy and responds to any real or suspected breach of security of our information systems in a timely, coordinated fashion while complying with applicable laws and regulations. CACI performs security exercises on a regular basis to ensure organizational preparedness for disruptions.</p> <p>CACI has implemented the following business continuity strategies to mitigate risks associated with disruption of business operations where possible:</p> <ul style="list-style-type: none"> <li>▪ A business impact analysis (BIA) is performed for all corporate support entities.</li> <li>▪ The results of the BIA are used to create a continuity of operations plan (COOP) that is tested at least twice annually.</li> <li>▪ Disaster recovery plans are created for all corporate IT systems. These plans include recovery point objectives.</li> <li>▪ Enhanced our Cybersecurity Incident Response Plan to include ransomware scenarios and surge support to recover from an incident at scale.</li> </ul>





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