



**amentum** >

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# Diversity, Equity, and Inclusion

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# Solving what's next.™

Amentum is a leader in global engineering, project management and solutions integration, trusted to modernize the most critical missions anywhere in the world today and in the future. We're uniquely positioned to deliver solutions faster and solve what's coming next. We've earned our customers' confidence to rely on us to successfully manage and execute the most complex programs of scale and provide them with solutions they need for an unpredictable world.

# Amentum's Vision-Mission-Values



## Vision

Create a safer, smarter, cleaner world.



## Mission

We develop, engineer and implement solutions to modernize tomorrow's missions.

## Values



### We Have Fierce Commitment

We deliver on our promises and are accountable to our teams, customers, company, and communities. We are purpose-driven. No matter the challenge, we work safely with mission success the only acceptable outcome.

### We Create Trailblazing Solutions

We innovate as a team of curious and inventive doers passionate about making a difference in an ever-changing world.

### We Have Unwavering Integrity

We act ethically, and we expect everyone on our extended team to act honorably. We do the right thing—always.

### We Embrace Inclusion and Collaboration

We respect each other, build trust, welcome ideas, communicate effectively with all our teams, and believe strongly in developing and recognizing our people.



# Strategic Enablers



Global leader in modernizing missions by developing, engineering, and implementing solutions.



## Unmatched Talent

**Give employees careers with a purpose.**

- Career opportunities
- 'One Amentum' approach
- People manager excellence
- Inclusion and diversity



## Innovative Solutions

**Develop and implement new solutions for:**

- Engineering modernization
- Infrastructure modernization
- Environment and energy
- Data integration and analytics



## Performance Excellence

**Dependable execution, anywhere, any time.**

- Mission excellence and safety... from start to finish
- Customer relationships & strategic partnerships
- Quality & continuous improvement
- Global resources & talent

# Amentum's Capabilities



## Data Fusion, Analytics & Modernization

- Business Process Automation
- Cybersecurity & Information Assurance
- Data Integration & Analytics
- Electronic Warfare & C5ISR
- IT Modernization & Management
- Network & Satellite Communications
- Software Engineering



## Intelligence & National Security

- Border Protection
- Financial Forensics Analytics
- Counter-intelligence
- All-source Intelligence Analysis
- Non-Proliferation & Threat Reduction & Elimination



## Engineering & Integration

- Advanced Manufacturing
- Counter-Threat & Security Engineering
- Digital Engineering / Model Based Systems Engineering
- Modernization, Reengineering, & Life Cycle Extension
- Research & Development
- Systems Engineering, Prototyping, & Integration
- Testing & Evaluation



## Environment & Climate Sustainability

- Clean Energy Solutions
- Environmental Remediation
- Energy Consulting
- Laboratory & Research Operations
- Nuclear Engineering & Management



## Health & Humanitarian Efforts

- Contingency Operations & Disaster Recovery
- Stabilization & Transition
- Humanitarian & Developmental Assistance
- Expeditionary Medical Solutions
- Full Spectrum Life Support Solutions
- Claims Processing Services



## Mission Readiness

- Platform Sustainment & Analytics
- Critical Infrastructure Modernization
- Supply Chain & Logistics
- Space & Flight Operations
- Autonomous & Counter Autonomous Solutions

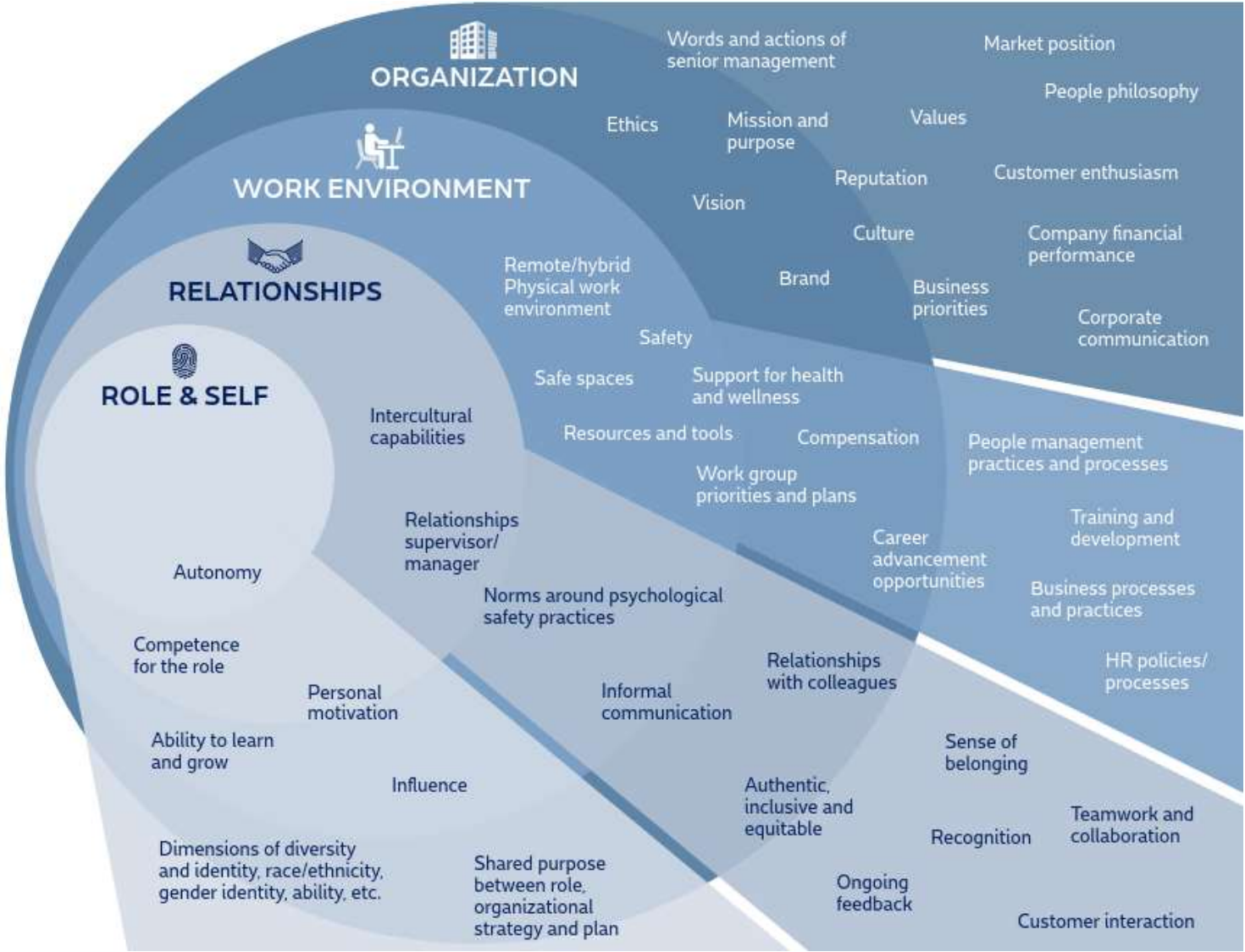


## Advanced Training

- Exercises & Wargames
- Intelligence & Special Forces Training
- Live Virtual and Constructive Training
- Training System Development & Integration
- Training Range Operations
- Course Development

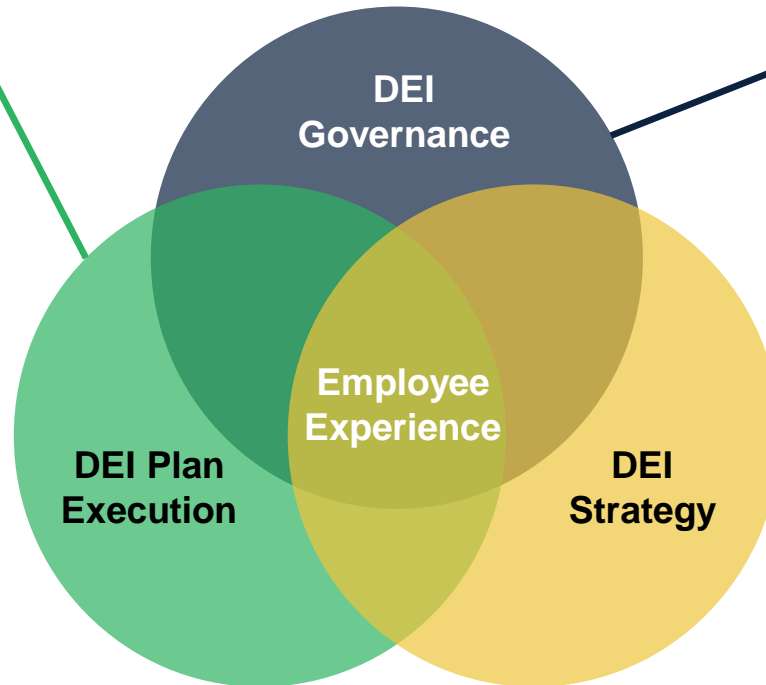


# Understanding Employee Experience—A Fey Factors Framework



# Amentum DE&I Framework

- **Employee Resource Networks**
  - Amentum W.I.S.E.
  - Veteran Connection
  - NextGen
- **Monthly Observances 2023**
  - History Months: BHM, WHM, Asian Pacific American, Hispanic Heritage
  - Pride Month
  - Veterans Day
- **Outreach & Sourcing**
  - SkillBridge Partnership
  - NSBE, SHPE, SWE, SASE
  - MSI Partnerships
- **Learning & Development**
  - Mentoring/Sponsorship Programs
  - Supervisory Training Program
  - Human Relations/DE&I Courses
- **Employee Experience Dialogues**
  - Psychological Safety
  - Effective Communications
  - Danger of a Single Story



- **Environmental, Social and Governance (ESG)/DE&I Council**
  - Human Capital Sub-Committee
  - DE&I Advisory Team

- **Assessing Amentum's Employee Experience and DE&I Current state to formalize strategy**
  - Listening Strategy and Session (Roadshow)
  - Voice of the Employee Tool
  - Outreach/Sourcing/Hiring Data
  - Stay Interviews
  - Exit Surveys
  - Etc.



Questions?

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