

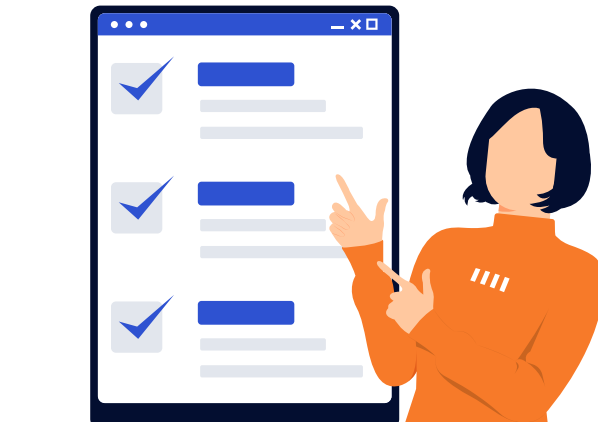
BigBear.ai at a Glance

WHO ARE WE?

➔ 650+ employees

➔ 30+ states

BigBear.ai Commitments to Employees



Personal and Professional Growth for Every Team Member

- Financial support for training, conferences, and certification preparation
- Tuition reimbursement provided to those seeking degrees
- Compensation rewards after you earn certifications
- Company-wide technical demonstrations, program reviews, and training sessions
- Mentors provided to guide your professional and personal development
- Internal mobility program enables more than 25% of our open positions to be filled internally
- Hackathon with cash prizes and company-wide fame!



500+
team members have university degrees

400+
professional licenses and certifications earned

25%
of our career opportunities are filled by existing employees

A Healthy, Thriving Team Environment

- Dental, vision, and highly subsidized medical insurance
- Short and long-term disability coverage
- Parental leave, adoption assistance, and flexible work arrangements
- Generous employer match to all 401k contributions
- Discretionary contribution of 3% to your 401k account, regardless of whether you make contributions
- Long Term Incentive Plan based on annual grants and a four-year vesting schedule
- Employee Stock Purchase Plan to enhance financial wellness



100%
401k vesting from day one

All employees eligible for **equity grants**

15%
discount on stock through **Employee Stock Purchase Plan**

42%
of employees **work remotely**

An Equitable and Inclusive Ecosystem

- Competitive and equitable pay for work performed
- Access to multiple Employee Resource Groups that build a strong community, provide access to leading industry experts, and deliver opportunities for personal and professional growth



>30%
of our workforce identifies as a member of one or more **racial/ethnic diverse groups**

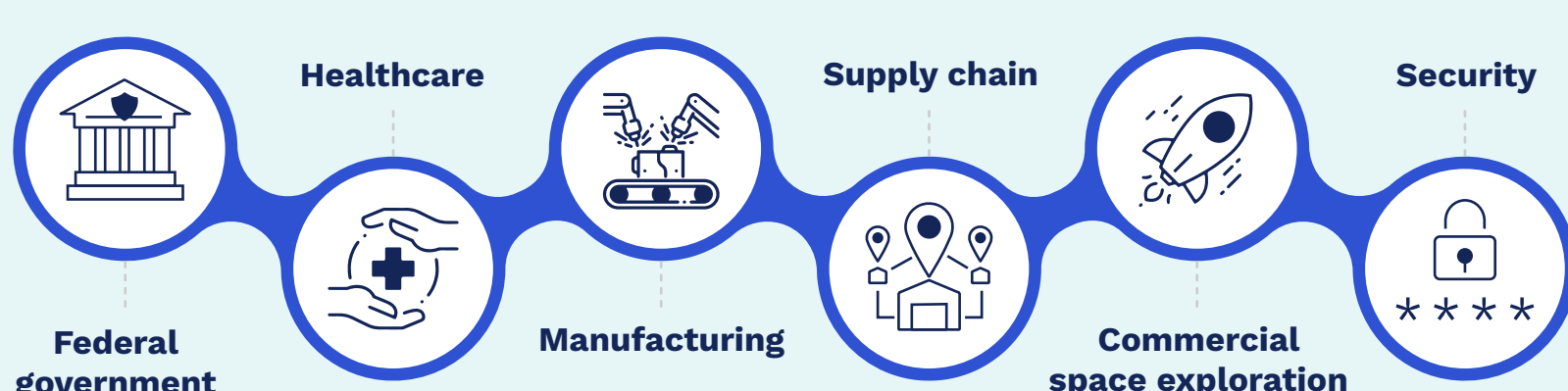
22%
of our employees actively serve or previously served in the **U.S. Military**

10%
of our team identify as individuals with **different abilities**

>40%
of our Executive Leadership Team are **women**

Interesting, Cutting-Edge Work with a Purposeful Mission

A diverse customer base across industries including:



A fast-paced, high-growth, start-up environment

A Personal Touch

- Fun, social events held for you and your family throughout the year.
- We like to celebrate YOU! Company-wide recognition for birth/anniversaries, achievements and life events.
- Solicit feedback through our Employee Advisory Committee and surveys
- Opportunities for you to give back through volunteering and charitable giving



> 1/3
of new hires are referred by **existing employees**