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Sustainability

R E P O R T



Cautionary Statement Concerning Forward-Looking Statements

This document may include “forward-looking statements” within the meaning of the U.S. federal securities laws. Forward-looking statements are any statements other than statements of historical fact. Forward-looking statements represent our current judgment about possible future events and are often identified by words like “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “initiative,” “intend,” “may,” “outlook,” “plan,” “seek,” “strive,” “should,” “will,” “would,” or the negative of any of those words or similar expressions. We have based our forward-looking statements on information currently available and our current expectations, estimates and projections about our industries, business environment and our Company. While our management considers these statements and assumptions to be reasonable, they are inherently subject to numerous factors, including those risk factors described in our most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q, most of which are difficult to predict and many of which are beyond our control. Accordingly, our actual results may differ materially from the future performance that we have expressed or forecast in our forward-looking statements. We undertake no obligation to update publicly or otherwise revise any forward-looking statements, whether as a result of new information, future events or other factors, except where we are expressly required to do so by law.

For questions about this report, please contact BWXT’s Corporate Social Responsibility Team at csr@bwxt.com and visit our Corporate Social Responsibility webpage at [Corporate Citizenship - BWX Technologies, Inc. | People Strong, Innovation Driven.®](#)

For all acronyms referenced throughout this report, please refer to our BWXT Acronym Reference Guide located in the [Appendix](#).

Unless otherwise noted, 2025 data does not include Kinectrics, which was acquired in 2025.

Corporate Social Responsibility at BWXT

At BWX Technologies, Inc. (NYSE: BWXT), we dedicate ourselves to the long-term well-being of our employees, the communities in which we operate and the environment surrounding us.

BWX Technologies, Inc. and its consolidated subsidiaries are referred to as “BWXT,” the “Company,” “we” or “us” in this report, unless the context otherwise indicates.

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Letter from the President and CEO



2025 marked a decade since BWXT became a stand-alone company, and while our name may be only ten years old, our history runs much deeper. Our legacy of engineering excellence and precision manufacturing spans more than 165 years. And since the earliest days of the industry, the companies that now form BWXT have played a vital role

in advancing nuclear technology. We honor this legacy with our noble mission to deliver innovative nuclear solutions that create a better world.

As I reflect on our journey, I am proud of how far we've come—not only in our business achievements but also in the growing impact of our unwavering commitment to People, Planet and Principles.

This past year, the global conversation around energy, artificial intelligence and national security confirmed that nuclear power is no longer at a tipping point; it is the obvious answer to the rapidly accelerating demand for clean power. Public support, industry demand and policy momentum for nuclear solutions continue to grow, and BWXT is perfectly positioned to meet these challenges.

People

Providing meaningful support for our employees, their families and the communities we serve is part of our shared responsibility. In 2025, we launched our first-ever [Community Impact Report \(CIR\)](#), highlighting both the data behind our corporate responsibility initiatives and the stories of the people driving our efforts to “emPOWER” our communities.

Employee volunteerism continued its upward momentum, with total recorded volunteer hours reaching 7,100 in 2025, an increase of 34% percent from 2024, demonstrating our employees’ deepening commitment to the communities we serve. This growth is a reflection of our expanded service calendar, which includes classroom volunteer opportunities and annual observances such as [Hunger Action Month](#) and [Park and Recreation Month](#).

We also marked the opening of the Center for Learning Excellence at our Nuclear Fuel Services (NFS) subsidiary in Erwin, Tennessee. This modern training lab features hands-on learning through industry-standard equipment, flexible classrooms and a dedicated computer lab, equipping employees with the skills to meet the highest safety and performance standards.

The 2024 opening of [Mt. Vernon High School's John D. Haynes School of Welding Technology](#) created a clear pathway for graduates to launch full-time careers with BWXT, preparing the next generation of nuclear industry talent. Building on that momentum, our Mount Vernon site welcomed Indiana state legislators to showcase the welding school’s success and demonstrate how workforce development initiatives can inform

legislation supporting small modular reactors. These collaborations advance the conversation around energy innovation and fuel local economies while strengthening the pipeline of highly skilled trades for the future.

Planet

Advancing our operations responsibly and sustainably is core to our growth model at BWXT. In 2025, energy efficiency improvements, including LED lighting upgrades and HVAC modernization, boosted performance and improved the working environment. Recycling and helium reclamation initiatives reduced waste and generated cost savings across multiple sites.

Environmental risk reduction remained a focus, with contaminated equipment removed to reclaim space for productive use. NFS restored environmental monitoring capabilities after flooding caused by Hurricane Helene, and our Canadian precision manufacturing site optimized wastewater management, cutting disposal costs and improving recycling.

Our commitment to responsible manufacturing, operational efficiency and sustainable practices delivers tangible benefits for the environment, our communities and the business.

Principles

In 2025, we updated our corporate purpose and core values to reflect the priorities of our workforce and business. Our purpose is to deliver innovative nuclear solutions to create a better world, and our values provide a clear compass for how we operate, lead and engage with colleagues, customers and communities. They are:

- Teamwork – Engaging every employee to contribute their best, with safety and responsibility at the forefront
- Excellence – Upholding the highest standards of quality, safety and ethical behavior
- Drive – Pursuing flawless execution, meeting customer expectations and staying competitive in a rapidly evolving industry

BWXT is entering its second decade with renewed energy and a sharpened focus on positive, sustainable impact guided by excellence in leadership and a clear, purpose-driven direction. I want to thank all our employees for their remarkable commitment and dedication. Our success derives from their contributions, and their continued drive, teamwork, and excellence will drive us toward an even brighter future, together.

Rex D. Geveden
President and CEO

BWXT at a Glance

In 2025, we refreshed our corporate purpose and core values to more accurately reflect BWXT’s identity.

Corporate Purpose:

At BWXT, we deliver innovative nuclear solutions to create a better world.

Core Values:

Teamwork – We engage every employee in realizing their peak contribution to our joint success. We come to work each day with safety at the forefront and treat our personal responsibilities to the team and the mission as a priority.

Excellence – We maintain the highest standards of quality, safety and ethical behavior in everything we do.

Drive – We strive for flawless execution across every aspect of our business. We know our customers are relying on us and that our competitors are striving to overtake us.

Our business segments and innovations are more than products and services—they reflect our commitment to People, Planet and Principles. By integrating workforce empowerment, environmental stewardship and ethical leadership, we drive sustainable impact across every facet of our operations.

Our Sustained Growth

*10,000

employees

8%

organic revenue growth in 2025

ONLY 2

Owns and operates the **only two** commercial sites licensed by the U.S. Nuclear Regulatory Commission to possess and process highly enriched uranium

\$78M

spent on research and development (customer and BWXT-funded) in 2025

420

nuclear reactor cores manufactured by BWXT for the U.S. Navy and 1,300 critical components for the North American commercial nuclear power fleet.

100%

of U.S. naval aircraft carriers/submarines use BWXT-manufactured products, including naval nuclear reactors and heavy and electromechanical components

*2025 data reflects the latest available information as of December 31, 2025, and includes Kinectrics, which was acquired in 2025

2025 Highlights



People

- 7,100 recorded volunteer hours served in local communities
- 281 employees participated in our education refund program
- 22% of BWXT interns converted to full-time staff
- Employees volunteered across local parks during Parks and Recreation Month, improving trails, creating accessible spaces and enhancing community recreation
- 865 pounds of food donated during Hunger Action Month, providing more than 566 meals to local communities
- 71% increase in applications for our Corporate Giving program
- Chad Dill, welding engineer at NOG-M and teacher at John D. Haynes School of Welding Technology, honored as an Inspirational Teacher for the class of 2025
- 6 Shifting Gears workplace awards earned by employees
- 11 BWXT welders successfully completed the rigorous 16-week Accelerated Training in Defense Manufacturing (ATDM) program
- 3,793 BWXT employees recognized via the recognition platform AwardCo
- 9,200 K-12 students reached through classroom engagement in STEM



Planet

- Teamed up with Purdue University to drive innovation in nuclear technologies and workforce development
- NFS advanced operational efficiency through targeted facility improvements to reduce energy use and emissions
- NOG-L modernized facilities with energy efficient lighting upgrades to improve efficiency and reduce waste
- NOG-L continued to scale helium reclamation systems, strengthening resource efficiency and delivering approximately \$1,480,447 in cost savings
- NFS decommissioned its CO2 fire suppression system, lowering CO2 use and emissions
- NFS maintained water compliance and monitoring after historic flooding
- 6+ recycling streams expanded at NOG-L, including metals, oils, paper, plastics, batteries and helium
- 98%+ reduction in radioactivity achieved at West Valley, with 7+ miles of contaminated piping removed
- 7M+ gallons of wastewater treated and 1M+ gallons of tank farm waste reduced at the Hanford site
- 36M+ curies of radioactivity removed and 600K+ gallons of liquid radioactive waste processed in 30 days at Savannah River



Principles

- Nine out of ten (90%) of our Board members are independent
- Publicly disclosed detailed reports our trade association relationships, Employee Political Action Committee (PAC) expenditures and lobbying activities
- 74% of current suppliers are considered small/disadvantaged businesses

**Includes data from Kinectrics, which was acquired in 2025.*



2025 Recognitions

- Recognized as a [2025 Military Times Best for Vets Employer](#)
- Finalist for [Platts Global Energy Awards](#) – Corporate Impact Award in Communal Excellence for the John D. Haynes School of Welding Technology
- BWXT CEO, Rex Geveden, named Chief Trailblazer of the Year Finalist for the [Platt Global Energy Awards](#)
- Kate Kelly, President of BWXT's Subsidiary, BWXT Advanced Technologies, named one of the [American Nuclear Society's 40 under 40](#)
- Recognized as one of [Forbes America's Best Companies 2026](#)
- Recognized as one of [Forbes Most Successful Mid-Cap Companies](#)
- #56 on [Forbes list of America's Best Employers for Engineers 2026](#)
- Recognized as one of [America's Most Responsible Companies 2026](#)
- CPA-Zicklin Index – Achieved a perfect score on the Corporate Political Disclosure and Accountability
- Hermes Award:
 - » Platinum: [2025 Sustainability Report](#), [Cambridge Memorial Hospital Video](#) and the new myBWXT Intranet app
 - » Gold: USA Today Ad, [BWXT Medical microsite](#), [Annual Report](#), [Talent Acquisition Trade Show kits](#) and myBWXT Intranet site update
 - » Honorable Mention: John D. Haynes School of Welding Technology video and the BWXT Media Announcement sizzle reel



People

People are the essence of our mission and drive our purpose of delivering innovative nuclear solutions to create a better world. To live by that purpose, we treat each other with dignity and respect across our workforce, supply chain, customers, local communities and broader society, while embracing inclusion, teamwork, candor and accountability.



In this Section:

[Prioritizing Employee Wellbeing](#)

[Cultivating Tomorrow's STEM Leaders](#)

[Forging Pathways of Opportunity at BWXT](#)

[The BWXT Employee Experience: Learning, Growing and Thriving Together](#)

[Engaging Together, Impacting Communities](#)

Prioritizing Employee Wellbeing

At BWXT, we provide programs and resources that support employee wellbeing, enabling our workforce to thrive each day and bring their best to our mission.

Employee Wellness Programs

BWXT supports employee health and well-being through programs that address physical, mental and social wellness. These offerings help employees access preventive care, stay active and use personalized resources that support long term health and resilience.

Key wellness offerings include:

- Medical, dental and vision coverage, preventive care and telemedicine
- Care for work and non-work-related injuries and illness
- On-site physical therapy, fitness centers, group classes and daily stretching at select locations
- Wellness programs focused on fitness, nutrition and healthy habits
- Disability income protection and condition specific support, including Hinge Health™

Together, these programs support a healthy, engaged workforce and help employees thrive at work and beyond.

A Moment to Breathe: Recognizing World Mental Health Day

In 2025, we expanded on our recognition of [World Mental Health Day](#), after local employees at our Lynchburg, Virginia site took meaningful steps to prioritize mental health in their workplace. Observed annually on October 10, employees were encouraged to wear green in support of mental health awareness, and at 10:10 a.m., we hosted a company-wide one-minute pause across BWXT's intranet and electronic bulletin boards, encouraging employees to participate in a box-breathing technique to focus on their breathing and reflect on their mental wellbeing.

While small in scale, this shared moment represented a powerful reminder of BWXT's commitment to mental health. BWXT offers a variety of mental health resources to all employees, including confidential counseling services, stress management support, and financial and legal consultation services.

Together, these efforts reflect our ongoing commitment to fostering a culture that values mental wellness, encourages open conversation and supports a healthy, resilient workforce.

U.S. Employees:

Health Advocate is free to employees and includes a 24/7 Employee Assistance Program (EAP) that provides counseling.

LiveHealth Online provides therapy and psychiatry options, allowing employees to consult therapists from the comfort of home. Psychiatrists are also available for appointments and can prescribe medication when necessary.

Canadian Employees:

Group benefit plans provide access to mental health practitioners. Digital and telephonic mental health support is available through Kii Health.

Wellness Spotlight: Peterborough Facility hosts Health & Wellness Vendor Fair

This fall, our Peterborough facility hosted its first Health & Wellness Vendor Fair for employees. This exciting gathering brought together local wellness vendors, providers and organizations in the community to help employees foster a healthy lifestyle. The event showcased interactive booths with vendors sharing unique health resources. From nutrition to mental health strategies, a wealth of information was shared with employees. Complimentary lunches and door prizes kept the energy high, along with a passport system, to encourage employees to meet the vendors and engage. The vendor fair not only connected employees with valuable resources but also strengthened community bonds, inspiring all to continue on their journey toward improved health and wellness.

Strengthening Employee Resource Group (ERG) Foundations Across BWXT

BWXT's ERGs are voluntary, employee-driven networks built around shared life experiences or interests—such as being a veteran or working with different abilities than one's own colleagues. These groups foster a supportive community where employees can connect, learn from one another

and raise awareness about issues that may affect their day-to-day experiences. Participation is open to all employees, whether they personally identify with the group's focus or simply want to show support and learn more.

Thriving Safely Together

Our safety program emphasizes prevention and continuous improvement. By tracking key metrics, such as Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART), we monitor and reduce workplace injuries while striving to outperform industry benchmarks. In 2025, we asked our employees to take a moment each day to evaluate their surroundings and think about what they should do to Be Safer Today.

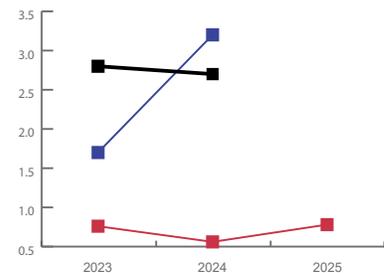
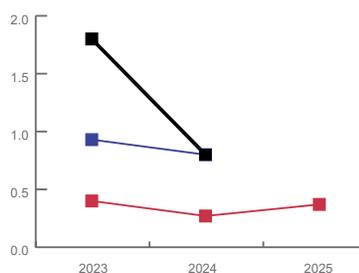
Our Safety Culture Program identifies ten safety culture traits and surveys employees' assessments of those traits. Employees participate in post-survey group sessions to discuss areas of concern and offer suggestions for improvement, and there are several employee teams dedicated to enhancing the safety culture. Monthly communications provide information on safety culture traits and feature examples of how employees have demonstrated that trait in their work at BWXT. Human Performance Improvement (HPI) principles and techniques for error reduction and event prevention are essential to a healthy safety culture, and employees are educated on these and focus on proactive event prevention in the workplace. Periodic communications are provided to managers, offering information on HPI to share with their employees. We emphasize employing HPI techniques, such as a Pre-job Brief or Take Two, to establish and maintain situational awareness.

- A Pre-Job Brief is a collaborative discussion a team has before beginning work to prepare for what is to be accomplished, sensitize on what to avoid and ensure precautions are in place for identified hazards.
- A Take Two requires workers to take approximately two minutes before starting work to look around and become aware of the work environment, detecting any unanticipated conditions that need correction before commencing work.

An integral part of our safety culture is our Safety Conscious Work Environment policy, which promotes an open work environment that encourages employees to raise concerns and fosters resolution with commitment, respect and timeliness. Employees are encouraged to promptly report situations that may pose an environmental, health or safety hazard. We provide annual training, culture surveys, corrective action programs, ombudsman programs and a hotline for employees to raise concerns.

Various employee recognition programs further encourage and demonstrate appreciation for identifying concerns and promoting healthy safety culture behaviors. Managers are responsible for addressing any health and safety issues across our operations, and all employees have the authority to stop work if an unsafe condition is identified. Our health and safety management program includes operating guidelines and procedures relevant to our industry. Each site must maintain an Environmental, Health and Safety (EHS) manual that contains procedures and policies addressing all regulations pertinent to site operations. Our Board and President and CEO endorse the implementation of our EHS policy and review our key safety metrics every quarter. BWXT has committed to implementing an Occupational Health & Safety Management System that is compliant with the requirements of national standard ANSI/ASSP Z10.0-2019, Occupational Safety & Health Management Systems.

BWXT DART vs Industry ⁽¹⁾ BWXT TRIR Rate vs Industry ⁽¹⁾



DART	2023	2024	2025
U.S. Manufacturing	1.80	0.8	(3)
Industry Peers ⁽²⁾	0.93	0.8	(3)
BWXT	0.40	0.27	0.37

TRIR	2023	2024	2025
U.S. Manufacturing	2.80	2.7	(3)
Industry Peers ⁽²⁾	1.70	3.2	(3)
BWXT	0.76	0.56	0.78

- U.S. Manufacturing
- Industry Peers ⁽²⁾



(1) 2023 data includes COVID cases in accordance with OSHA requirements

(2) A composite of data from all NAICS codes worked by BWXT, weighted by hours worked under each code

(3) Peer group and industry safety data not available at time of publication

Cultivating Tomorrow's STEM Leaders

Connecting Classrooms to Career Paths

Our STEM education initiatives are purposeful and closely aligned with BWXT's mission as well as the needs of the communities we serve. Each year, we identify and support key STEM-focused observances to engage our employees, local schools and the broader community. In 2025, BWXT employees participated in coordinated K-12 STEM education activities related to Engineer's Week, National Welding Month, National Tradesman Day and Nuclear Science Week.

2025 STEM Outreach Highlights

Building on the momentum established in 2024 with improved tracking of our social impact metrics, we continued throughout 2025 to follow up with employees who participated in STEM education volunteer opportunities in our local K-12 classrooms. As reflected in our statistics, including the number of volunteer hours and students reached, we diligently track year-over-year progress.

Beyond these numbers, we focus on measuring outcomes and ultimately, long-term impact. Our

goal is not only to understand how many students we reach, but also to explore how these engagements foster meaningful connections between classroom learning and real-world STEM applications.

For example, some classroom visits included constructing a catapult—an engaging, low-cost activity that aligns with Physical Science Standards and Science and Engineering Process Standards. Activities like this ensure our classroom visits are an actual value add. They meet teachers' curriculum needs while providing students with a new perspective on STEM concepts and career possibilities. Over time, experiences like these may inspire students to pursue a STEM pathway and ultimately consider joining the BWXT workforce.

See some of these experiences and the impact they had captured in the spotlights below.

Spotlight: From Mt. Vernon classroom to STEM careers

Kate Offerman, a teacher at Mt. Vernon Junior High School, welcomed one of our program managers from NOG-M to speak

with 8th graders interested in a STEM career pathway, in partnership with the school's College & Career Readiness course. Forty interested students attended the session, and, by the end of the event, she noticed a clear increase in student participation and enthusiasm.



Students expressed interest in pursuing careers related to nuclear technology, and Kate anticipates this engagement will have a lasting influence on their future aspirations. She noted, "I feel the students now realize several STEM fields are available to them, even in their hometown."

We're thrilled this classroom visit aligned with Kate's curriculum and provided students with new insights and inspiration as they consider their future opportunities in STEM.



9,200

students attended BWXT employee-led STEM outreach activities in 2025

596

total recorded volunteer hours dedicated to STEM education outreach

BWXT's STEM Scholarship Program for employees' children

BWXT supports the children of our employees through our annual STEM Scholarship Program. This initiative empowers the next generation of innovators by providing financial assistance to students pursuing higher education in science, technology, engineering and mathematics.

Each year, five four-year undergraduate scholarships, valued at \$10,000 each, are awarded to dependents of eligible BWXT employees. Recipients are selected based on academic and leadership achievement, extracurricular involvement and financial need.

Through this program, BWXT invests in the STEM leaders of tomorrow while supporting the children of our dedicated workforce.

Nurturing Young Minds at the Peterborough Regional Science Fair

In April 2025, employees from BWXT's Peterborough, Ontario facility spent their morning volunteering at the annual Peterborough Regional Science Fair, held at Trent University. One of the oldest science fairs in Canada, this event has long been supported by BWXT, reflecting our ongoing commitment to encouraging student learning and engagement in STEM.



With a shared goal of inspiring the next generation of innovators, our employees served as judges for numerous student projects across categories ranging from experiments and studies to exciting innovations. Volunteer teams evaluated each project and reviewed scores to determine final award recommendations. This event remains a favorite among employees, and we look forward to supporting local students on their STEM journey for years to come.



Building the Next Generation of Welders in Mount Vernon

Students from [Mount Vernon High School's John D. Haynes School of Welding Technology](#) demonstrated their skills at the Indiana State Skills USA competition in April 2025, applying months of classroom and hands on training to construct a welded structure from a blueprint under real world time constraints. Their performance reflected the technical expertise, problem solving and perseverance developed through the program.

BWXT helped establish the John D. Haynes School to provide state of the art welding training led by BWXT employees, creating a direct pipeline for students pursuing careers in advanced manufacturing, including potential opportunities at BWXT. The program is led by Chad Dill, a BWXT employee and lead instructor who was recognized as Inspirational Teacher for the Class of 2025. With 12 years of experience as an NR welder and engineer, Dill brings industry standards, safety and mentorship into the classroom. Reflecting on his role, he shared, "I care deeply about students' lives and careers after high school. What I teach matters, and I must bring my best every day."

Through hands on instruction and competition preparation, the John D. Haynes School equips students with the skills, confidence and experience needed to succeed beyond high school. BWXT continues to invest in programs like this that strengthen communities and help build a skilled, future ready workforce.

Forging Pathways of Opportunity at BWXT

We are committed to attracting and developing top talent from a wide candidate pool. Our Talent Acquisition team continually evaluates and refines our recruitment processes to ensure they are fair, effective and aligned with our mission. We actively strengthen partnerships with local universities and community colleges, creating meaningful connections with the next generation of talent. By casting a broad net and focusing on quality, we aim to identify, hire and empower individuals who can thrive and grow within BWXT.

\$2,000

average cost per hire for full-time employees

9.4%

total employee turnover rate in 2025

4.4%

voluntary employee turnover rate in 2025

Our Commitment to Hiring Veterans

Veteran recruitment is a cornerstone of our workforce strategy. Veterans bring leadership experience, discipline and problem-solving skills honed during their service, along with the ability to collaborate effectively across teams. These qualities closely align with BWXT's mission, making veterans a natural fit for our workforce.

As a [Virginia Values Veterans \(V3\)](#)-certified organization and an official [DoW Skillbridge](#) partner, we actively provide pathways for veterans and support them as they transition to civilian careers. Through V3, we access tailored resources and strategies that connect us with thousands of veterans entering the workforce each year. In 2025, BWXT welcomed 61 U.S. veterans as full-time employees, reinforcing our commitment to this highly skilled and valued talent pool.



Spotlight: NOG-L Veterans ERG gives back

Members of NOG-L Veterans Employee Resource Group, veterans and veteran advocates, volunteered at the [National D-Day Memorial](#) in Bedford, Virginia, to commemorate the 81st anniversary of the D-Day landings. Volunteers assisted older veterans who were special guests, served as ushers for visitors and helped with general site upkeep. The group also had the honor of connecting with Virginia Governor Glenn Youngkin during the event. Their efforts exemplify the spirit of service and support that defines BWXT's veteran community.

Building the Future Maritime Workforce with BWXT

BWXT partners with [BlueForge Alliance](#) to help address growing workforce needs across the U.S. maritime industrial base. Through initiatives like [BuildSubmarines.com](#), this effort connects skilled talent with critical roles that support national defense manufacturing.

A cornerstone of this partnership is the [Accelerated Training in Defense Manufacturing \(ATDM\) program](#), which supports the U.S. Navy's Maritime Industrial Base. BWXT has participated in ATDM since 2021, by sending employees for accelerated training in welding, dimensional inspection, NDT (Non Destructive Testing) and CNC machining. Over the past four years, more than 90 employees have graduated from ATDM programs, including new hires.



ATDM provides 16 weeks of immersive, hands-on training aligned with the various curriculums noted above, including BWXT's manual welding qualifications, allowing participants to practice the same processes required for reducing onsite certification time upon graduation.

BWXT leadership highlighted the value of ATDM graduates to the organization. NOG President Gary Camper noted, "The graduates of ATDM bring new skills and gain practical, real-world experience by clocking in on jobs and taking responsibility for the quality of their work. These principles resonate within BWXT."

Through this partnership, BWXT continues to strengthen the maritime workforce and support the long-term resilience of the U.S. defense manufacturing base.

Hands-On Internships and Technical Training

We offer immersive internship and technical training programs that provide students and early career professionals with hands-on experience in real-world settings. Our annual internship program enables college students to apply classroom knowledge to practical work, expand their technical expertise and gain meaningful insight into their chosen career paths. Many interns leave BWXT with a clearer understanding of their professional direction and valuable connections with industry professionals.

Beyond internships, BWXT offers comprehensive technical training and mentoring initiatives that focus on advanced machinery, quality control and health sciences. These programs emphasize skill development through personalized coaching, preparing participants to succeed in critical roles across the organization.

In 2025, BWXT hosted 98 interns across the organization, with a return rate of 32%. Of those interns, 22% transitioned into full-time roles.

Community College Partnerships in Action

Recognizing the importance of cultivating a highly skilled technical workforce, we partner with local community colleges to expand training, education and hands-on learning opportunities. Through these strategic collaborations—including long-standing relationships with institutions such as [Central Virginia Community College \(CVCC\)](#) and [Danville Community College \(DCC\)](#)—we help prepare the next generation of professionals in fields essential to our industry.

BWXT has supported these programs for many years by donating advanced equipment to machining and quality assurance programs, ensuring students gain experience on the latest technologies. Our employees also regularly share their expertise in the classroom and during special events, providing instruction, mentorship and real-world perspectives. Together, we are expanding access to high-quality technical training, strengthening our workforce and deepening our connection to the communities we serve.

The BWXT Employee Experience: Learning, Growing and Thriving Together

Empowering employees to grow, contribute and thrive is the foundation of the BWXT experience. Our workforce comprises lifelong team members alongside those joining at various stages of their careers, fostering a vibrant culture driven by learning, collaboration and shared purpose. Every employee has the opportunity to develop skills, take on new challenges and make an impact that drives both personal and organizational success.

Prioritizing Lifelong Learning and Professional Development

The professional growth of every team member is central to BWXT's success. Employees have access to online and in-person professional development, training and mentoring programs designed to enhance their knowledge, sharpen their skills and prepare them for advancement. Strategic partnerships with educational institutions provide accredited and vocational programs, including tuition reimbursement for job-related courses. Leadership development programs cultivate high-potential employees for future leadership roles.

Training for Tomorrow: NFS Opens New Center for Learning Excellence

In a celebration of innovation and a continued commitment to excellence, Nuclear Fuel Services (NFS) unveiled its new Center for Learning Excellence in 2025. This state-of-the-art training facility represents a significant step forward in advancing workforce development at NFS.

Designed to foster hands-on learning in a safe and controlled environment, the facility underscores NFS's dedication to cultivating a highly skilled workforce equipped to meet tomorrow's challenges while maintaining the highest standards of safety and efficiency.

With the opening of the Center for Learning Excellence, NFS is reaffirming its commitment to its people and setting a new standard for training and safety across the nuclear industry, while strengthening its operations today and for years to come. We look forward to seeing how our NFS employees utilize this innovative new space and to reporting on its continued development and impact in the years ahead.

Professional Development Programs Available to Employees

Tuition Reimbursement Program: Partnership with the University of Arizona's online program to offset tuition costs for eligible employees.

Education Refund Plan: Financial support for job-related courses at accredited institutions. In 2025, 281 employees participated in the U.S. and Canada, with \$960,200 USD and \$66,998 CAD spent, respectively.

Percipio e-Learning: Self-paced online courses covering business operations, management and professional development. In 2025, employees spent 6,199 hours participating in Percipio trainings.

Career development and goal setting: Career development is supported by tools, resources and goal setting, along with stretch assignments, acting roles and lateral moves that help employees broaden their experience and prepare for advancement.



Celebrating Contributions at BWXT

A strong culture of recognition helps ensure employees feel valued for their contributions. Across all sites, service award dinners, employee picnics and appreciation days honor employees' dedication. Celebrating achievements reinforces commitment and fosters a sense of belonging.

In addition, we utilize a third-party platform, Awardco, that offers a straightforward and adaptable approach to recognizing employee contributions across the organization. Colleagues can send thank-you messages, congratulate peers and reward high performers with redeemable points.

Key 2025 insights:

- 9,573 recognitions given and received
- 3,793 employees recognized overall
- 735 employees recognized fellow employees
- 4,046 employees used the platform

Employee and Family Support Programs

Supporting employee wellbeing extends beyond the workplace. Flexible schedules, parental leave and wellness programs allow employees to thrive both professionally and personally.

- **Flexible 9/80 work schedule:** Some employees work 80 hours in nine days and receive every other Friday off. Canadian employees may request alternative work-from-home arrangements.
- **Parental leave policy**
 - » U.S.: Paid leave for primary caregivers and two weeks for non-primary caregivers following the birth, adoption or foster care placement of a child.
 - » Canada: Natural/birth mothers—15 weeks pregnancy, 35 weeks standard parental, 61 weeks extended; fathers/adoptive parents—35 weeks standard, 61 weeks extended; spouses/partners may share benefits.
- **Lactation spaces:** Private rooms equipped with refrigeration for milk storage are available at many facilities. E-boards communicate the availability across sites.
- **Health and wellness:** Comprehensive programs and benefits support employee wellbeing.
- **Employee ownership and wealth building:** Defined benefit pension and postretirement plans, along with 401(k) and defined contribution plans, support financial security.

Compensation, Referrals and Performance Management

BWXT offers fair and competitive pay, providing employees with avenues to contribute to their own talent growth and performance improvement.

- **Employee referrals:** Incentives reward employees who successfully refer highly qualified candidates.
- **Compensation analysis:** Regular reviews ensure pay remains competitive and equitable.
- **Performance management:** Management by objectives guides annual appraisals and biannual reviews, providing continuous feedback and measurable career progression.

Engaging Together, Impacting Communities

Over the past year, we have worked to make community engagement accessible and meaningful for every employee. From volunteering and charitable giving to supporting Indigenous Relations and local initiatives, our people continue to play a vital role in strengthening the communities where BWXT operates. Research shows that employees who participate in corporate purpose programs experience higher engagement and lower turnover, highlighting how these efforts benefit both our workforce and the communities we serve.

Spotlight: Our First Community Impact Report

In June 2025, BWXT released its first-ever [Community Impact Report](#), sharing stories, data and detailed initiatives that showcase the impact of our CSR efforts—from employee volunteering to charitable giving and local partnerships.

Leading the Way: Two Years of Employee-driven Giving

Two years into BWXT’s enhanced Corporate Charitable Giving Program, employees remain at the center of this more formalized, employee-driven approach.

Applications for our corporate giving program increased nearly 71% year over year, enabling us to connect with a significantly larger number of local organizations than ever before. Committee members review applications quarterly, making decisions guided by our two giving pillars:

- Improve lives in the communities where we operate
- Build the workforce of the future

Highlights from our 2025 Corporate Giving Committee exit survey are included below.

- 93% of respondents felt their time and contributions were always valued
- 87% of respondents felt that participating in the committee enhanced their understanding of BWXT’s corporate giving program

Our employees contributed 7,100 hours of volunteer service in 2025. This number reflects hours that were voluntarily logged in YourCause.

2025 Hunger Action Month

In September 2025, BWXT employees across sites came together for Hunger Action Month, supporting local hunger relief efforts through food drives, sandwich making and on-site snack bag packing. This marked BWXT’s second year participating company-wide, with strong engagement across locations.

Across all participating sites, employees contributed 865 pounds of food, equating to more than 566 meals for local communities. These collective efforts underscore BWXT’s desire to continue addressing food insecurity through practical, employee led action.



Employees celebrate community spirit during Parks and Recreation Month

In July, BWXT employees across the U.S. embraced the spirit of community service for Parks and Recreation Month, volunteering to enhance local parks and recreational spaces.

Ben Brandt, a systems engineer in Lynchburg, shared, “Every bottle, wrapper or can I pick up is one less hazard for wildlife and one more reason for someone to enjoy the outdoors.”

Through these efforts, BWXT employees demonstrated that community involvement extends beyond the workplace.

Indigenous Relations

BWXT Commercial Operations in Canada strives to be a trusted partner to Indigenous peoples, communities, nations and businesses and to be a leader in advancing Indigenous Truth and Reconciliation through our business efforts. Since 2017, we have been a member of the Canadian Council for Indigenous Business (CCIB) and are proud to continue through their Partnership Accreditation in Indigenous Relations (PAIR) certification program at the PAIR-Committed level. Our Indigenous Relations Committee meets throughout the year to review our progress in PAIR and coordinate local cultural initiatives for employees.

In 2024, we launched our Indigenous Relations Roadmap, a strategic framework that emphasizes our commitment to Indigenous Truth and Reconciliation. In collaboration with Creative Fire, an Indigenous-owned consultancy, the Roadmap outlines actionable steps to enhance relationships with Indigenous communities across seven key areas. An oversight committee was established to implement the actions in the Roadmap, helping ensure accountability for our commitments. Throughout 2025, the committee met and reviewed progress in the seven themed areas. Progress updates were shared externally, and the committee plans to continue making headway with these actions in 2026 and beyond.

Honoring Canada's National Day for Truth and Reconciliation

The National Day for Truth and Reconciliation, also referred to as Orange Shirt Day, is observed annually on September 30. This day brings awareness to the intergenerational trauma and legacy of residential schools in Canada, institutions that aimed to assimilate First Nations, Inuit and Métis children into Euro-Canadian culture by denying their identities, languages and customs, often through harsh measures.

We encourage employees to wear orange on this day in support of truth and reconciliation. Orange pins and shirts are made available, and employees are encouraged to donate to a local Indigenous organization of their choice. This past year, employees across our Canadian sites (and some in the United States) wore orange shirts and pins to raise awareness about the impacts of these Canadian residential schools. Flags were also displayed across our Canadian sites to show support.





Planet

Our environmental management systems support compliance and sustainability while helping reduce environmental impact and support our operations for future generations.



In this Section:

- [Environmental Restoration](#)
- [Bolstering Global Security](#)
- [Supporting Nuclear Growth](#)
- [Energy Use and Efficiency](#)
- [Water Efficiency](#)
- [Waste Management and Recycling](#)

Environmental Restoration

BWXT’s Technical Services Group (TSG) delivers comprehensive environmental management services across North America. We provide safe, secure and efficient operations while advancing the decommissioning, cleanup and restoration of sites with legacy contamination, primarily from Cold War–era activities.

Site Restoration

We employ advanced technologies and best practices to treat, store and dispose of hazardous and radioactive waste, close and decommission facilities, and restore contaminated environments for safe and beneficial community use. Our work focuses on achieving measurable environmental outcomes, including reducing nuclear risk, enhancing site safety and enabling future use of previously impacted land.



Delivering a Landmark Environmental Restoration at West Valley

In 2025, our joint venture at the West Valley Demonstration Project completed the demolition of the nation’s only commercially operated spent nuclear fuel reprocessing facility, the Main Plant Process Building. This complex risk-reduction project was a priority for the DOE’s Environmental Management program.

Our team reduced radioactivity in the building by more than 98%, removed over seven miles of contaminated piping and safely disposed of more than 50 tons of contaminated equipment—all while maintaining strict safety and compliance standards.

Constructed in the 1960s, the facility processed approximately 640 metric tons of spent nuclear fuel and contained radioactive and hazardous materials, including asbestos, lead and polychlorinated biphenyls. Its removal marks significant progress in the site’s cleanup.



Transforming Legacy Waste at the Hanford Site

Our Hanford Tank Waste Operations & Closure, LLC (H2C) joint venture delivers exceptional performance in safely removing, treating and disposing of tank waste for the DOE at the Hanford Site in Washington State. H2C leads the nation’s largest and most complex radioactive waste cleanup, including closure of the legacy waste tanks containing 56 million gallons of radioactive and chemical waste.

Workers at H2C also treated more than seven million gallons of contaminated wastewater, lowering the water level in a large storage basin and creating essential capacity for future treatment operations. The team also completed five campaigns at the 242-A Evaporator, reducing the volume of stored waste by more than one million gallons and creating the space needed to support continued safe transfers from older single-shell tanks to newer double-shell tanks.

Core Capabilities

- Facility and operations management
- Waste characterization, treatment and disposition
- Deactivation, decommissioning, decontamination and demolition
- Spent fuel handling and storage
- Environmental remediation and restoration
- Nuclear materials management
- Regulatory compliance and program integration

Cleanup at Department of Energy (DOE) Sites

- Hanford Site
- Savannah River Site
- West Valley Demonstration Project
- Los Alamos National Laboratory Legacy Cleanup
- Paducah Site
- Oak Ridge National Laboratory
- Idaho National Laboratory

Driving Radioactive Waste Reduction at Savannah River

Our Savannah River Mission Completion (SRMC) joint venture is safely reducing the risk to the community and the environment of radioactive liquid waste stored in aging waste tanks at the Savannah River Site (SRS). In 2025, the team achieved four preliminary cease waste removal milestones, marking significant progress in removing radioactive waste from the tank farm at SRS.

Safety remains a top priority. The SRS liquid waste construction workforce reached a landmark 40 million safe work hours, maintaining a decades-long record of injury-free operations across multiple contractors. SRMC also earned the Palmetto Shining Star Award for back-to-back recognition of excellence in workplace safety.

Operational innovation continues to drive environmental progress. At the Salt Waste Processing Facility, SRMC installed larger, higher-capacity crossflow filters that increased decontamination throughput. Since the upgrade, SWPF set a 30-day processing record of over 600,000 gallons. More than 36 million curies have been removed from the waste since the SRMC contract began in 2022, resulting in a record low level of radioactivity in the SRS Tank Farms. These improvements enhance the safe and efficient separation of highly radioactive materials from less radioactive waste, supporting ongoing treatment operations.

Revitalizing the Paducah Site for a Sustainable Nuclear Future

Another joint venture of ours, Four Rivers Nuclear Partnership (FRNP), leads deactivation and remediation at the former Paducah Gaseous Diffusion Plant, turning legacy liabilities into opportunities for nuclear innovation. In 2025, the team safely advanced environmental cleanup and site preparation while supporting the future reuse of the site for domestic uranium enrichment, a critical component of national nuclear security and energy independence.

FRNP achieved a significant safety milestone, surpassing four million work hours without a lost-time accident and earning the National Safety Council's Million Work Hours Award. The team safely shipped more than five million pounds of refrigerant for incineration, removed hundreds of pieces of process gas equipment and demolished over 33 facilities, including the site's tallest structure, the C-611-R High Pressure Fire Water Tower.



Savannah River Site

Bolstering Global Security

For decades, BWXT has partnered with agencies such as the Department of War (DoW), the DOE, National Nuclear Security Administration (NNSA) and NASA to support national defense and security.

Our work began with components for the USS Nautilus, the world's first nuclear-powered submarine, and continues today with advanced capabilities, including reactors for Navy submarines and aircraft carriers, as well as the first modern American advanced reactor.



USS Gerald Ford

At each Nuclear Operations Group (NOG) facility, we employ specialized fabrication, processing and testing methods, including machining alloys, welding with GTAW, EB, PAW and LFO techniques, heat treating components and performing both destructive and non-destructive inspections to meet precise specifications.

Operating across six U.S. sites, NOG facilities produce essential components that help maintain global security and the reliability of the nation's nuclear capabilities:

Nuclear Operation Group sites

Lynchburg, Virginia (NOG-L)

- Manufactures naval nuclear reactors for submarines and aircraft carriers
- Supplies research reactor fuel elements for colleges, universities and national laboratories

Barberton, Ohio (NOG-B)

- Manufactures heavy components for nuclear reactor plants
- Performs full-scope, prototype design work coupled with manufacturing integration on the shop floor

Euclid, Ohio (NOG-E)

- Manufactures electro-mechanical components for naval reactors
- Supplies custom-built autoclaves and other specialized manufacturing equipment to meet customer demands

Mount Vernon, Indiana (NOG-M)

- Manufactures heavy components for naval nuclear reactors
- Utilizes large Computer Numerical Control (CNC) machine tools coupled with sophisticated welding and heat-treating equipment

Erwin, Tennessee (NFS)

- Manufactures fuel material for naval nuclear reactors
- Converts Cold War-era government stockpiles of highly enriched uranium (HEU) into material suitable for further processing into commercial nuclear reactor fuel

Jonesborough, Tennessee (NOG-J)

- Provides advanced specialty metals, fabrication and high-strength alloy manufacturing

Project Pele: Core Manufacturing Underway

Core manufacturing is well underway for the U.S.'s first modern advanced microreactor under our contract with the DoW's Strategic Capabilities Office. The mobile microreactor will provide resilient power for a variety of DoW's operational needs, producing up to 1.5 megawatts of electrical power. The reactor is transportable by truck, ship, rail and C-17 air transport and incorporates automatic shutdown features to ensure safety. This will be the nation's first fully assembled, deployable power plant. In November 2025, we delivered the TRI-structural ISotropic fuel (TRISO) fuel for initial core load to Idaho National Laboratory.

Advancing Domestic Uranium Enrichment for National Defense

We were also awarded a contract by the DOE's NNSA to support the establishment of an entirely domestic uranium enrichment capability for defense purposes. Under this contract, we are building the Domestic Uranium Enrichment Centrifuge Experiment (DUECE) pilot plant at our Nuclear Fuel Services site in Erwin, Tennessee. The pilot plant will demonstrate the production of low-enriched uranium for defense missions and ultimately repurpose that product to produce highly enriched uranium for naval propulsion.

Construction of our Centrifuge Manufacturing Development Facility in Oak Ridge, Tennessee, began in June 2025. This facility was built to manufacture advanced centrifuges and provide specialized support services, and is projected to create hundreds of new jobs in the region.

This effort strengthens the United States' sovereign capability to produce vital nuclear materials while supporting our continued commitment to safety, quality and national security. Together, the two facilities is expected to establish a robust domestic supply chain for critical defense materials, positioning us to meet our long-term mission needs.

Supporting Nuclear Growth

As a leader in the nuclear power industry, we have numerous initiatives that work towards minimizing the environmental impacts and carbon emissions associated with our products' input materials, manufacturing processes, use and end-of-life disposal.

We participate in relevant industry initiatives that promote clean energy principles and integrate environmental considerations into product use and lifecycle management. We monitor and report on pertinent initiatives that reflect our commitment to responsible innovation and environmental stewardship, helping to inform stakeholders about our ongoing community and sustainability efforts. We believe supporting nuclear growth can help support our planet.

Key projects underway at the campus include:

- Project Pele, our transportable microreactor for the DoW
- Fission surface power, nuclear propulsion systems and fuel for space missions
- The BWXT Advanced Nuclear Reactor (BANR) high-temperature gas reactor, a compact reactor using TRISO fuel, designed to be transportable by rail, ship or truck

We invested more than \$50 million in the BWXT Innovation Campus, consolidating our Advanced Technologies operations in the Lynchburg area.

Grand Opening: Our New BWXT Innovation Campus

In March 2025, we officially opened our 170,000-square-foot Innovation Campus in Lynchburg, Virginia, dedicated to advancing nuclear technologies for land, sea and space applications.

This facility is home to over 350 team members of our Advanced Technologies business unit. They design, build and test next-generation nuclear systems, working on projects for NASA, the DOE, DoW, national labs and commercial customers.



Our New Partnership with Purdue University

BWXT and Purdue University recently formalized a partnership through a memorandum of understanding to jointly pursue research in next-generation nuclear technologies. This collaboration focuses on small modular reactors, microreactors and digital control systems, helping to drive both technological innovation and workforce development.

A centerpiece of the agreement is Purdue University’s Reactor Number One (PUR 1), the first all-digital reactor licensed by the U.S. Nuclear Regulatory Commission. Utilizing this modern facility, BWXT and Purdue expect to co-develop autonomous control systems, advanced cybersecurity solutions and civil infrastructure applications tailored to next-generation reactor designs.

This partnership also supports the broader nuclear talent pipeline. Students and researchers from Purdue will gain practical hands-on experience through joint research and development efforts, helping to strengthen the next generation of nuclear engineers and innovators.

Together, BWXT and Purdue are aligning their strengths in manufacturing scale, academic rigor and technological ambition to accelerate the commercialization of advanced nuclear technologies and support a cleaner and more resilient energy future.



Commercial Advanced Fuel Expansion

We established BWXT Advanced Fuels, LLC, in August 2025, to scale production of advanced nuclear fuels, including TRISO, at our Lynchburg Innovation Campus. These efforts focus on process efficiency and innovation, supporting a reliable domestic supply of high-performance fuel for advanced reactors worldwide.

TRISO Fuel Innovation

In September, we entered into a strategic collaboration agreement with Kairos Power to explore technical and process opportunities to optimize the commercial production of TRISO nuclear fuel to supply Kairos Power’s advanced reactor fleet and other potential customers. Together, we are developing possible paths to deliver fuel to support the Hermes 2 demonstration reactor and future deployments.

We are evaluating the use of both the Kairos TRISO Development Lab in Albuquerque and our Lynchburg Innovation Campus as part of our strategic collaboration agreement. Additionally, BWXT is exploring a potential new “greenfield” TRISO fuel fabrication facility. The goal is to ensure a stable domestic supply of high-performance fuel to meet the growing demand across the advanced nuclear industry.



Energy Use and Efficiency

We voluntarily track greenhouse gas emissions and continually evaluate opportunities to reduce energy consumption across our operations. We report Scope 1 and Scope 2 GHG emissions for all facilities, measured in metric tons of carbon dioxide equivalents (CO₂e), and we include both consolidated and segment-level data in this section. Across our sites, we also implement a range of energy efficiency initiatives that lessen environmental impact and support strong operational performance.

At Nuclear Fuel Services (NFS) in Erwin, Tennessee, the facility continually advances its efforts to reduce energy use and emissions. In August 2025, NFS decommissioned its CO₂ fire suppression system, resulting in a reduction of CO₂ use and lower emissions. Since 2018, total energy use at the site has remained generally consistent, with a modest decrease beginning in 2023, driven in part by ongoing efforts to replace older lighting with energy-efficient LED technology. We anticipate that energy use will rise in the years to come as new and expanded facilities come online to support additional processes and projects, and all new equipment meets current energy and efficiency standards.

At our Lynchburg facility, a series of modernization projects is improving efficiency, lowering costs and

enhancing employee comfort. LEDs that reduce light-bulb energy use by up to 50% when fully on are replacing inefficient fluorescent bulbs, with additional savings in areas equipped with dimmers. The Core Assembly will undergo approximately 140 fixture replacements, building on earlier upgrades in Bays 9 and 10, where 63 fixtures were previously replaced, resulting in roughly 12,000 kWh of energy saved each year. Eliminating fluorescent bulbs also reduces hazardous waste, as they are classified as Universal Waste. These lighting upgrades are estimated to save between \$150,000 and \$200,000 annually.

The site is also modernizing its HVAC systems by replacing older units with energy-efficient systems that feature variable-speed compressors, smart thermostats and integration with the Building Automation System. Approximately 150 units, representing roughly 3,750 tons of cooling capacity, will be replaced over the next 15 to 20 years. Nineteen percent of the facility’s HVAC capacity now utilizes EPA-approved refrigerants, reducing its reliance on R22. Removed units are recycled, including aluminum, galvanized metal, mild steel and copper. These upgrades also help maintain safer temperatures in work areas that previously exceeded 80 degrees during the summer heat.

Looking ahead, the Lynchburg facility plans to implement a centralized chiller plant to modernize site cooling infrastructure. This system will reduce maintenance waste and chemical leaks while increasing overall energy efficiency.

2025 GHG Emissions by Operating Segment*

	GHG Intensity (CO ₂ e metric tons / \$ million revenue)	**GHG Emissions (CO ₂ e metric tons)
Government Operations	33.56	78,872.93
Scope 1	9.64	22,650.70
Scope 2	23.92	56,222.23
Commercial Operations	16.7	14,250.2
**Scope 1	9.41	8,029.27
*Scope 2	12.69	10,823.35



BWXT Barberton facility

*2025 data may include estimates for the fourth quarter; data includes Kinectrics.
**Includes Kinectrics 2025 natural gas CO₂e.

Together, these initiatives across NFS and NOG-L demonstrate our commitment to reducing energy use, lowering environmental impact, improving employee well-being and minimizing our overall carbon footprint.

Radiological Compactor Cell Remediation at NOG-L

NOG-L removed a contaminated radiological compactor cell assembly, eliminating Beryllium and radiological hazards from the building. We disassembled and removed obsolete equipment, freeing the area from detectable contamination.

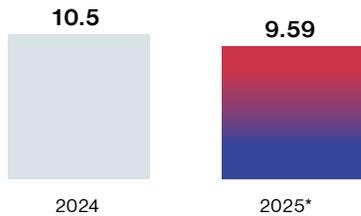
Spotlight Update: Helium Recovery at NOG-L

NOG-L continues to advance its helium reclamation efforts, improving both operational efficiency and sustainability in heat treating and specialized welding

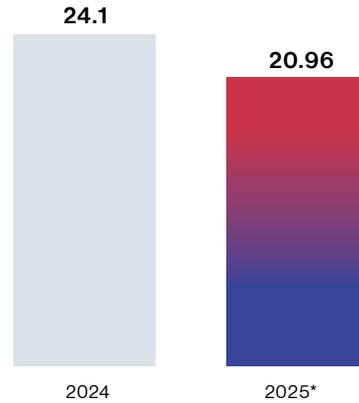
processes. Helium reclamation systems (HRS) are installed and in use, allowing the facility to capture, purify and recycle helium used in furnaces. In 2024, furnaces requiring helium were operated 3,429 times, with 327 runs utilizing the helium reclamation system, which recycled 11,380 cubic meters of helium and generated \$526,764 in cost savings. The system is approximately 70% efficient, reclaiming the majority of helium used in furnaces, while helium used for purge purposes is not recoverable.

The facility's goal is to increase the number of furnace runs utilizing the HRS each year, further reducing the need to purchase helium and minimizing environmental impact. In 2025, the facility recycled 2,921,486 pounds through these systems, furthering its efforts to enhance efficiency and sustainability. This system is expected to represent the only reclamation measures currently in place at NOG-L, with potential for expansion if helium prices continue to rise.

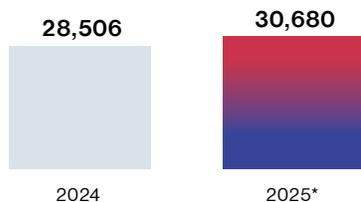
****Scope 1 GHG Intensity**
(CO2e metric tons / \$ millions revenue)



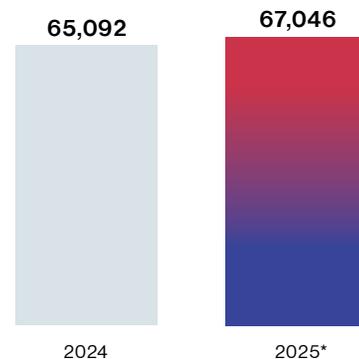
***Scope 2 GHG Intensity**
(CO2e metric tons / \$ millions revenue)



****Scope 1 GHG Emissions**
(CO2e metric tons)



***Scope 2 GHG Emissions**
(CO2e metric tons)



*2025 data may include estimates for the fourth quarter; data includes Kinectrics.

**Includes Kinectrics 2025 natural gas CO2e.

Water Efficiency

We closely monitor and manage our water usage and withdrawal across all operations. At our facilities, we have implemented responsible strategies to reduce water consumption. While water use is not a significant component of our global operations, we recognize its vital importance as a resource and remain committed to using it sustainably as responsible global citizens.

Water Conservation Across Sites

Across our sites, we implement water efficiency and quality initiatives to reduce environmental impact and maintain compliance with regulations. For example, at NFS, Environmental Safety teams routinely inspect storm drains and stormwater outfalls help ensure that water runoff into receiving waters complies with federal and state regulations and the NFS Stormwater Permit.

Our Environmental Management Systems

BWXT's large manufacturing sites implement environmental management systems to support compliance with environmental policy and regulations. These systems focus on reducing risks to employees and the environment through training, recordkeeping, problem identification and resolution, emergency preparedness and self-assessments. We consider internal and external stakeholder feedback on environmental management issues, conduct internal environmental audits and take corrective actions to facilitate continual improvement. Site leaders are responsible for supporting the environmental management system at their location.

Spotlight: NFS Maintains Water Compliance after Hurricane Helene

Following historic flooding of the Nolichucky River in September 2024, NFS successfully restored all environmental monitoring equipment and sample collection capabilities to maintain regulatory compliance. The BWXT team worked closely with regulatory agencies, ensuring we communicated progress frequently and met reporting requirements. This effort demonstrates NFS's commitment to water stewardship, operational resilience and adherence to environmental regulations even under extreme conditions.

Waste Management and Recycling

Our manufacturing sites utilize recycling throughout the production process to minimize environmental impacts. As part of our comprehensive waste management program, which includes handling hazardous materials, we carefully separate and manage waste that cannot be reused or recycled. All waste streams from our facilities are managed and disposed of in an environmentally responsible manner.

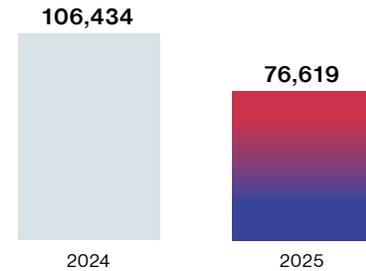
Across our operations, we implement site-specific practices that support waste reduction, safe material handling and responsible disposal. At NFS, we develop a hazardous and mixed waste reduction plan each year to guide ongoing improvements in waste management. The plan focuses on eliminating or minimizing waste generation during research, process design and plant operations, encouraging employee participation in waste reduction practices and maintaining full compliance with all federal and state regulations. NFS also recycles obsolete computer equipment and universal waste materials, including batteries, aerosol cans, mercury lamps, mercury-containing equipment and pesticides. The plan is updated annually to align with these objectives and reflect current waste reduction initiatives.

NOG-L Turns Waste into Opportunity

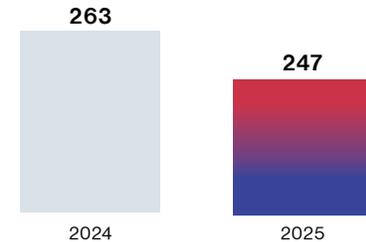
NOG-L maintains ongoing recycling efforts across the site, diverting a variety of materials from landfill, including scrap metals, oils, paper, plastics, batteries and cans. If possible, obsolete equipment may also be sent for scrap metal recycling, thereby supporting the circular use of materials.

Over the past two years (2024-2025), NOG-L has recycled approximately 5,425,046 pounds of material (2,713 tons), with 2025 recycling totals increasing by 14% from the previous year. These achievements enable the site to operate more efficiently while promoting a circular approach to materials management.

*Water Usage Intensity (gallons / \$ million revenue)

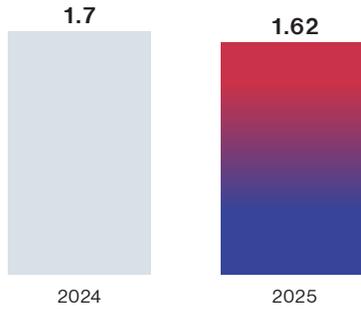


Electricity Usage Intensity (gigajoules / \$ million revenue)

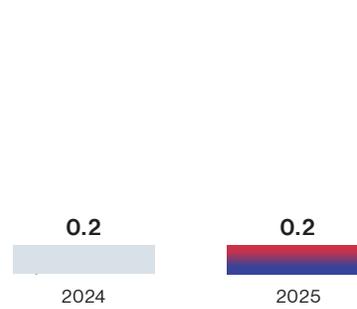


*2025 data may include estimates for the fourth quarter; data includes Kinectrics.

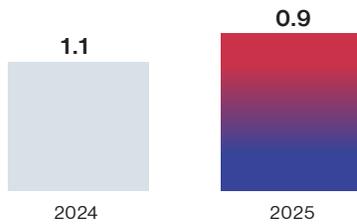
Non-Hazardous Waste Intensity (metric tons / \$ million revenue)



Hazardous Waste Intensity (metric tons / \$ million revenue)



Recycle Intensity (metric tons / \$ million revenue)



Additional Environmental Data*	2024	2025
Water Usage (in millions of gallons)	228	244
Electricity Usage (in gigajoules)	711,199	832,859
Non-Hazardous Waste (in metric tons)	4,575	5,193
Hazardous Waste (in metric tons)	518	667
Recycling (in metric tons)	2,847	2,903
Electrical power derived from renewable sources (percent)	17%	17%
Percentage of non-hazardous waste incinerated	4.23%	0%
Percentage of non-hazardous waste landfilled	88.60%	78%
Hazardous air pollutants (metric tons)	8.87	8.83
Nitrogen oxide, sulfur oxides, volatile organic compounds and particulate emissions (metric tons)	173.21	172.57



Principles

We are unwavering in our commitment to the highest standards of ethics, integrity and transparency across all our operations. Our principles help ensure that we act in the best interests of our employees, customers and communities.



In this Section:

[Product Safety and Quality](#)

[Ethics and Compliance](#)

[Human Rights](#)

[Corporate Governance](#)

[Board Oversight of Corporate Social Responsibility](#)

[Board Oversight of Risk](#)

[Lobbying and Political Advocacy](#)

Product Safety and Quality

Our customers depend on our ongoing commitment to product integrity and safety in the production of high-quality products. Our businesses have organizational structures that oversee standards distinctive to each product we deliver, and sites have standards and processes to monitor product and service quality and safety performance.

Our company employs a clear approach to assessing and managing risks and hazards associated with the inclusion of harmful chemicals in our products. We do this by auditing each of our sites that have chemical approval processes. Our EHS teams review chemicals before they enter our facilities to identify potential hazards to our employees, the site and the surrounding environment. Products that present an unacceptable risk are not permitted on-site.

We take appropriate action to correct any identified quality and safety concerns, conducting evaluations and follow-up reviews to determine if the corrective actions taken had the intended effect. When applicable, we report relevant information regarding the safety and quality of specific products or services to government agencies, such as Health Canada or the U.S. Department of Energy.

BWXT NOG utilizes ISO 9001 quality management systems, ASME Nuclear Quality Assurance requirements, and a range of U.S. Navy, U.S. military, ASME and ANSI standards. Our Quality Management System (QMS) is compliant with ANSI 9001 and 9002:1994 and applicable contract technical requirements imposed on work for the Naval Nuclear Propulsion Program (NNPP). Our Advanced Technologies division expanded the scope of its ASME N-Type Certificate of Authorization to include high-temperature reactor design, symbolizing the highest levels of quality in the nuclear industry.

BWXT senior management is responsible for ensuring the safety of products and services. We conduct product safety risk assessments and monitor safety

performance throughout the production process to help ensure compliance with our product safety objectives. Our employees receive regular on-the-job training on product and service safety and emergency response procedures. We regularly test our emergency response procedures to help ensure the safety of our products and services. We investigate product safety incidents and take the appropriate corrective actions if needed.



Ethics and Compliance

BWXT is committed to honesty and integrity in every aspect of our work. The Ethics and Compliance department serves as a resource to all of our employees and collaborates with corporate and site management personnel to maintain a responsive, transparent and inclusive work environment.

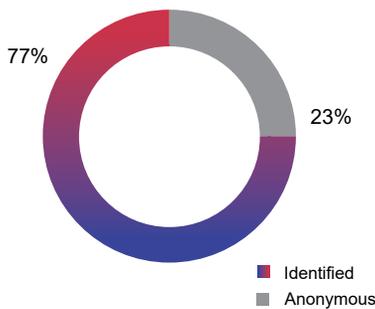
Our employees are responsible for understanding and adhering to the values outlined in our Code of Business Conduct (Code) and for sharing any questions or concerns they may have. To support employees and stakeholders in raising concerns, BWXT has established operating guidelines and organizational structures designed to address stakeholder issues and whistleblower reports, while providing multiple channels for submitting concerns. These channels include the option to report anonymously through the BWXT Helpline, which is accessible to the public and available 24 hours a day by phone, text or online. This helpline is available to the public. Annual training on ethics-related topics is a requirement for all employees, and we regularly share communication of our Company values on the Company intranet and electronic bulletin boards. Additionally, anti-corruption

training is periodically provided to a select group of designated employees. We incorporate measures to deter non-compliance with our ethics policies and strive to reduce exposure to unethical opportunities.

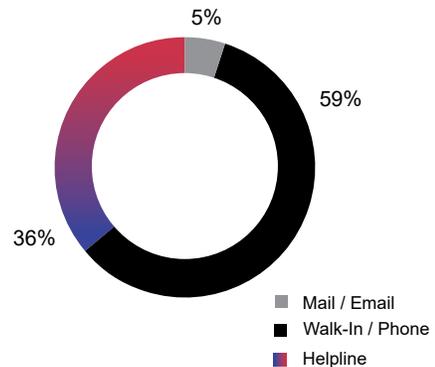
BWXT maintains the highest ethical standards for the benefit of our stakeholders, including our employees and the communities in which we work. We screen outside agents and partners and require them to acknowledge our Code. We have established robust policies to enforce controls related to nuclear export, anti-bribery, procurement integrity, human rights and responsible corporate citizenship. We perform regular risk assessments and provide auditing, monitoring and quarterly reporting to our Compliance Committee, CEO and Board.

BWXT is a member of the Defense Industry Initiative on Business Ethics and Conduct, and Ethics and Compliance team members hold Corporate Compliance and Ethics Professional certifications through the Society for Corporate Compliance and Ethics.

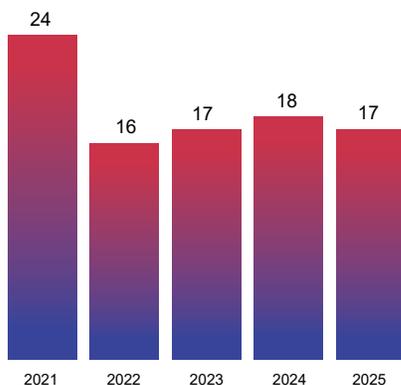
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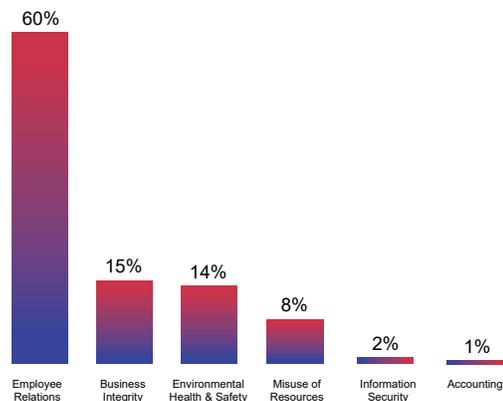
Reporting Source



Concerns Raised per 1,000 employees



Concerns by Type



Human Rights

Responsible corporate citizenship, including respect for human rights, is a fundamental principle of BWXT and is reflected in our Human Rights Policy, which has been approved at the most senior management level. Our Human Rights Policy, which includes an expectation to respect internationally recognized human rights as outlined in the Universal Declaration of Human Rights, applies to our company, employees, our private security forces, agents, subcontractors and representatives on behalf of the company, suppliers, vendors and other third parties performing services for or with BWXT. We strive to respect the rights of all individuals, or groups of individuals, including vulnerable groups, such as women and Indigenous Peoples. Engaging in any form of activity that violates the human rights of others, including human trafficking, procuring commercial sex acts, or the use of slave or forced labor, while in the performance of any BWXT contract by the company, its employees, agents, subcontractors or representatives on behalf of the company, is expressly prohibited. We are committed to communicating our policy to personnel and external stakeholders.

Our core principles include respecting fundamental human rights and a strong commitment to responsible corporate citizenship. We strive to participate in best practices initiatives within our industry and to comply with all applicable laws in the communities in which we operate. We are committed to sourcing components and materials from vendors and suppliers that share our values regarding respect for human rights and ethics. We expect our employees and suppliers to conduct business with integrity and refrain from engaging in illegal or unethical conduct. We are committed to communicating our policy to company personnel and external stakeholders through our publicly available human rights policy, which is accessible on our website. We provide regular training on human rights to certain staff when appropriate.

Through our company-wide stakeholder grievance mechanisms, including a 24/7 helpline available to the public and established operating procedures, we strive to accurately and adequately perform risk assessments, properly conduct incident investigations where necessary and provide appropriate access to remedies for victims of human rights violations. Our objective is to minimize our human rights impact to near-zero.

Human Rights Policy



Prohibits discrimination and harassment



Recognizes the rights of employees to participate in any lawful organization



Respects compliance with laws pertaining to freedom of association, privacy and collective bargaining



Commits to providing a safe and healthy workplace for employees



Protects the environment of communities in which we conduct business



Promotes a work environment that encourages productivity, teamwork and communication, and fair and competitive compensation and benefits



Prohibits human trafficking and the use of child or forced labor

Corporate Governance

Our Board comprises ten (10) members, 90% of whom are independent directors. BWXT's Corporate Governance Principles reflect the independence requirements established by the SEC and the New York Stock Exchange. The Board determines our leadership structure. We currently have an Independent Board Chair, Jan Bertsch, whose role is outlined in our Corporate Governance Principles. If our Board Chair were not independent, our Corporate Governance Principles would provide for a Lead Independent Director. The Board maintains three standing Committees: Audit and Finance, Compensation and Governance, which oversee governance and risk in their respective focus areas.

12-Year Director Tenure Limit

Our Corporate Governance Principles provide that (1) a person shall not be nominated for election or reelection to our Board if such person will have served as a director for 12 years before the date of election or reelection (as measured from July 1, 2015, the effective date of the Spin-off) and (2) any director who attains 12 years of service during his or her term shall be expected to resign at the first annual meeting following his or her attainment of 12 years of service.

Board Structure and Independence

- 90% independent directors
- Separate Independent Board Chair and CEO
- Lead Independent Director when the Chair is not independent
- Regular executive sessions of independent directors
- All committees are comprised entirely of independent directors
- Committees can engage independent advisors
- Annual board and committee self-evaluations

Stockholder Rights and Accountability

- 12-year director tenure limit
- Annual election of directors
- Majority voting with director resignation in uncontested elections
- Annual CEO performance and compensation evaluation by independent directors
- Annual election of Board Chair and Lead Independent Director (if applicable)
- Clawback policy
- No "poison pill" (shareholder rights plan)
- No dual-class stock

Best Practices

- Active stockholder engagement
- CEO and management succession planning
- Robust stock ownership guidelines
- Limits on director overboarding
- New director orientation and ongoing director education
- Oversight of Strategy and Risk by Board and Committees
- No CIC tax gross-ups
- No single trigger CIC vesting
- No hedging or pledging policy
- No employment agreements with executive officers

Board Oversight of Corporate Social Responsibility

Our Board believes that a commitment to Corporate Social Responsibility (CSR) enhances shareholder value. Additionally, we seek opportunities to engage stockholders for input on current and emerging areas of concern.

The executive officers are responsible for the execution and implementation of the Company's CSR program.

- The Board oversees and monitors the execution of the Company's strategy and corporate purpose, safety and security performance, succession planning and overall sustainability efforts.
- The Audit and Finance Committee oversees and receives quarterly updates on litigation and environmental matters, regulatory compliance and training and concerns or violations of the Code of Business Conduct.
- The Compensation Committee oversees and receives quarterly reports on compensation and benefits and has maintained safety performance metrics for all participants in the Company's annual incentive plans since 2015.
- The Governance Committee is primarily responsible for CSR matters and reviews quarterly reports on the Company's corporate governance, human capital management, cybersecurity, artificial intelligence, political activities and other CSR matters.



From left to right: James M. Jaska, Jan A. Bertsch, Kenneth J. Krieg, Nicole W. Piasecki, Gerhard F. Burbach, Rex D. Geveden, John M. Richardson, Barbara A. Niland, Leland D. Melvin (Dan Jablonsky not pictured).

Board Oversight of Risk

The Board regularly assesses significant risks to the Company during corporate strategy reviews and the development of our long-range business plan, including substantial new development programs. As part of their responsibilities, the Board and its standing committees regularly review strategic, operational, financial, compensation and compliance risks with senior management.

The Board monitors our Company's risks as part of its oversight function.

BWXT maintains an enterprise risk management program administered by our risk management group. The program facilitates reviewing key external, strategic, operational, safety, security and financial risks and monitoring the effectiveness of risk mitigation. Information from the enterprise risk management program is provided to senior management and the Board on a semi-annual basis.

The Audit and Finance Committee assists the Board in its oversight of financial reporting, ethics and compliance, litigation and environmental risks and receives quarterly updates from management on these risks and our risk policies and guidelines.

The Compensation Committee assesses risks associated with our compensation and benefits programs in consultation with management and its outside compensation consultant. Since 2015, the Compensation Committee has included a safety performance metric in our annual incentive plans to underscore our ongoing commitment to safety.

The Governance Committee oversees risks associated with corporate governance and CSR, which includes matters related to climate, emissions, human capital management and cybersecurity, and receives quarterly briefings on these topics. Management provides regular, at least annual, updates to the Governance Committee regarding artificial intelligence, cybersecurity and data security risks.

Corruption, Bribery and Anti-Competitive Behavior

All employees, agents or representatives of BWXT must comply with the Foreign Corrupt Practices Act (FCPA) of the United States and laws of any other country that prohibit bribery. Payments of any kind or offers to pay or give anything of value to any foreign public or government official or representatives of such persons to further Company business are considered bribery and are not permitted, as detailed in our Code of Business Conduct and our Fair Business Competition Policy. Through regular employee training, we provide guidelines for what is considered acceptable and unacceptable behavior.

Similarly, such payments are not to be made through joint ventures or other affiliates doing business abroad.

The FCPA also requires us to maintain a system of internal accounting controls and that our books and records accurately reflect all transactions. Facilitating payments will not be made by BWXT employees or third parties acting on behalf of BWXT, its subsidiaries or affiliated companies.

Fair Business Competition Policy

- Do not enter into agreements with customers, suppliers, competitors or others that are intended to unfairly limit competition.
- Make purchases strictly based on quality, price and service.
- Do not share information with a competitor about our customers, pricing or market strategies.
- Do not discuss any aspect of bidding with any of our competitors.
- Never share competitor information with customers or vendors.
- Never discriminate in terms of price or services between similar customers.

Lobbying and Political Advocacy

All political activities of BWXT are managed from the highest levels of the Company and are in accordance with applicable laws and our government relations policies. Under the BWXT Governance Committee Charter, the Governance Committee of our Board of Directors is responsible for reviewing and monitoring the Company’s conduct of government relations activities, including any political action committees.

All political activities are carried out in support of Company objectives, issues of importance to energy, space and defense industries, the Company and its shareholders, and are not based on the personal preferences of individual employees, executives or Board members. BWXT actively participates in federal public policy debates. The Company’s government relations initiatives educate and inform officials and the public on a broad range of public policy issues, furthering its business objectives.



Corporate Political Contributions

BWXT does not contribute corporate funds to federal, state or local candidates, section 527 organizations, Super PACs, ballot measures or any other election-related matters, including independent expenditures or other communications to the general public related to the support or opposition of candidates. Furthermore, although the Company does not contribute to politically oriented 501(c)(4) organizations, we are members of several local civic leagues and economic development organizations in the communities where we operate. We do not join or contribute to these organizations for political purposes but rather to enhance each community.

Lobbying Activities

BWXT responsibly and lawfully engages in the legislative process to communicate its views on legislative and regulatory matters affecting the Company’s business and its various constituencies. All contacts and communications with elected or appointed officials on behalf of the Company must be pre-approved by the Chief Corporate Affairs Officer or a designee to help ensure that such engagements adhere to applicable

legal requirements and Company policies and align with BWXT shareholder interests and the Company’s values. BWXT has regular lobbying reporting procedures and mandatory annual training to help ensure the accuracy, timeliness and oversight of its lobbying disclosures.

CPA-Zicklin 100% Score

Pursuant to the 2024 CPA-Zicklin Index of Corporate Political Disclosure and Accountability, for Russell 1000 companies that do not belong to the S&P 500, the average score for political disclosure and accountability is 18%. In 2024 and 2025, BWXT made a concerted effort to disclose our lobbying and political activities robustly. Based on our disclosures, policies and activities, CPA-Zicklin awarded us a score of 100% for 2025.

Supply Chain

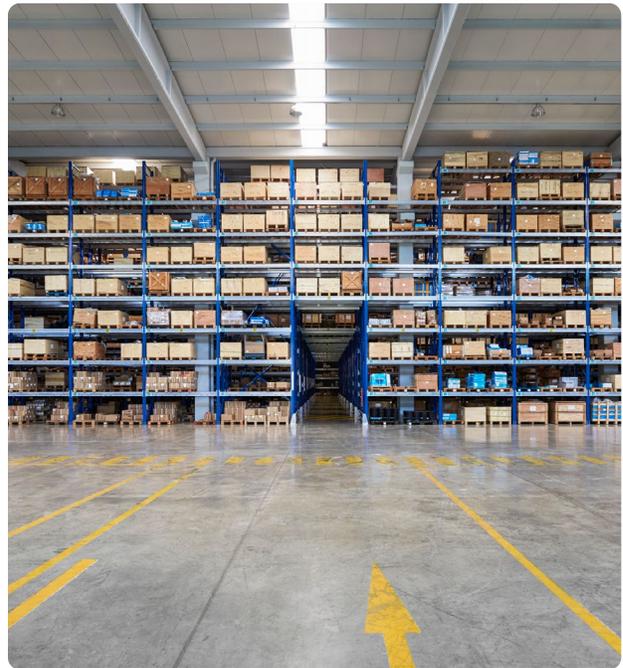
The integrity of BWXT’s suppliers is critical to our ability to deliver quality products and services. We are committed to finding and cultivating the best supply partners in the world—those who demonstrate high ethical standards and meet our customers’ time, quality, cost and technical needs. Our procurement program encourages active participation by small or disadvantaged businesses. Suppliers help us execute our commitment to employ sustainable business practices.

Together, we strive to ensure socially and environmentally responsible performance that complies with our Code and all applicable laws, rules and regulations. To enhance and strengthen our business relationships, we have implemented our Supplier Code of Conduct (Supplier Code) that sets our expectations for suppliers. The Supplier Code provides categorized information on areas that can expose our suppliers and us to risk, encompassing human rights, conflicts of interest, global trade compliance, employment practices, information protection, the environment, health and safety and anti-corruption, among other things. In addition to the Supplier Code, we periodically conduct supplier compliance assessments and quality audits to confirm compliance with our standards and expectations. We have incorporated the Supplier Code into the standard contract terms and conditions for our BWXT Nuclear Operations Group (NOG) suppliers. BWXT NOG audits its Tier 1 suppliers annually and Tier 2 suppliers every three years using ISO 9001 standards.

When small businesses thrive, so do their communities. We continuously work to identify opportunities to engage with and support small businesses. Our small business plans help develop, prepare and execute subcontracting plans to ensure our supply chain includes capable small and small disadvantaged businesses.

Conflict Minerals

BWXT is committed to the responsible sourcing of conflict minerals through our global supply chain, with senior management overseeing compliance with regulations issued by the SEC. The SEC requires publicly traded companies to file annual reports disclosing their use of certain conflict minerals in their products. We aim to prioritize sourcing components from suppliers who share the Company’s values. BWXT expects our suppliers to comply with our Code of Business Conduct, Supplier policy and Human Rights policy. BWXT files an annual Form SD (Specialized Disclosure) in compliance with the SEC’s disclosure requirements, and we work with our suppliers to conduct reasonable country-of-origin inquiries and due diligence to determine the potential for conflict minerals in our supply chain and products. We designed our procedures to conform to the due diligence framework of the Organization for Economic Co-operation and Development.



Physical Security

As a major provider of high-consequence products and services supporting America’s national defense, we maintain the highest levels of security at all our nuclear manufacturing facilities, utilizing state-of-the-art technologies and a highly trained security force to protect our resources and respond to external threats.

We empower and expect all employees, contractors and suppliers to comply with our security policies and procedures and accept the responsibility of ensuring that the critical assets and technology entrusted to our care receive appropriate protection. Our managers are responsible for safety and remain committed to ensuring that all personnel are provided with a workplace that fosters a strong security culture, has well-defined requirements and expectations and provides the necessary skills training to fulfill that responsibility.

Key risks include various security threats such as workplace violence, insider threats, industrial sabotage, foreign intelligence operations, cybersecurity incidents and terrorist attacks. A secure work environment depends on a cohesive effort by all employees working within clear, established standards. We reinforce these efforts through regular training and monitoring across all levels of the organization.

As we observe rapidly changing global and national security events, we understand the importance of adhering to relevant security regulations and establishing best practices at all our manufacturing facilities. We strive to exhibit excellence in executing all facets of our security commitment to carry out our national defense mission and safeguard critical materials and information.



Cybersecurity and Data Protection

We are committed to maintaining a workplace with a strong cyber security culture, well-defined requirements and expectations, effective security safeguards and the necessary skills and training to fulfill that responsibility.

We have implemented an information security awareness program and conduct frequent security training designed to ensure that our employees, contractors, and other third parties with whom we engage understand their role in safeguarding our communications and information systems. All company security activities are guided by the basic principles outlined in our Code of Business Conduct, contract requirements and site-specific security plans and procedures. We conduct regular internal cybersecurity assessments.

We strive to utilize secure information systems to conduct our business as reliably and effectively as possible. We have established a common set of information security standards throughout the company to keep our business applications available without interruption, thereby helping ensure that our data is not inappropriately accessed, altered or disclosed, and that our systems are not damaged or destroyed by cybersecurity incidents, such as cyberattacks or malicious software. We also have business continuity and disaster recovery procedures in place.

We have governance structures and operational measures to monitor and respond to privacy management issues, disruptions and cybersecurity incidents. For internal security and data privacy audit and testing purposes, we perform vulnerability scans and testing of our environment to identify potential threats. We conduct regular external security and data privacy audits and vulnerability assessments of our systems and technologies that impact user data, and we participate in voluntary inspections by regulatory agencies when applicable. For our regulated networks, we are subject to government audits to confirm compliance with government requirements.

We are committed to collecting and processing user data in compliance with the stated purposes outlined in our contracts and policies. Our company maintains strict confidentiality standards regarding the collection, use, sharing and retention of user data, including any information transferred to third parties. We are committed to implementing leading data protection standards and strive to adhere to NIST Special Publication 800-171 standards.

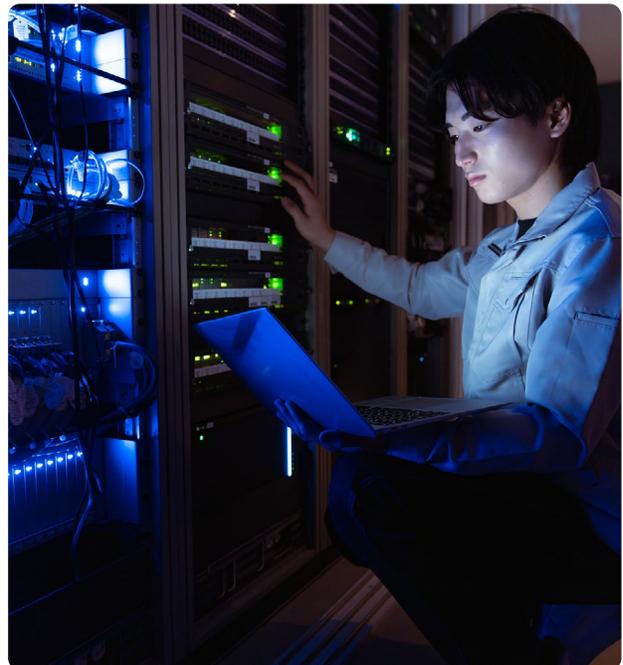
Furthermore, we are committed to processing user data through lawful and transparent means, and when required,

we obtain the explicit consent of data subjects to process their data. We generally require third parties with whom data is shared to employ reasonable and appropriate data privacy and cybersecurity safeguards. We have processes in place to notify law enforcement, regulatory authorities, customers, and individuals as appropriate in the event we experience a cybersecurity incident.

We have clear and accessible company-wide mechanisms to report data privacy issues and concerns, including an ethics hotline where individuals can report anonymously. Individuals can request access to their accounts to erase, rectify, complete or amend personal information subject to applicable law. Employees also maintain our data privacy management goals through regular data security and ethics training.

Artificial Intelligence

While new artificial intelligence technologies, initiatives, laws and regulations are emerging and evolving, what the standard legal framework in this space ultimately looks like remains uncertain. We are committed to monitoring and responding to data protection issues, cybersecurity incidents and other challenges arising from the use of artificial intelligence tools.



BWXT Acronym Reference Guide

A&D—Aerospace and Defense
ADTM—Accelerated Training in Defense Manufacturing
CIR—Community Impact Report
CSR—Corporate Social Responsibility
CVCC—Central Virginia Community College
DOE—Department of Energy
DoW—Department of War
EHS—Environmental, Health and Safety
ERG—Employee Resource Group
FTE—Full-Time Employee
HPI—Human Performance Improvement
ITDC—Hanford Integrated Tank Disposition Contract
MSDMV—Metropolitan School District of Mt. Vernon
NFS—Nuclear Fuel Services (Erwin, TN)
NOG-B—Nuclear Operations Group, Barberton, OH
NOG-E—Nuclear Operations Group, Euclid, OH
NOG-J—Nuclear Operations Group, Jonesborough, TN
NOG-L—Nuclear Operations Group, Lynchburg VA
NOG-M—Nuclear Operations Group, Mount Vernon, IN
NOG—Nuclear Operations Group
PAC—Political Action Committee
R&D—Research and Development
TSG—Technical Services Group

2025 Performance Index

Our sustainability reporting is informed by the Global Reporting Initiative (GRI) standards, the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD) and other ESG-related standards.

SASB

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Energy Management	Total energy consumed	Gigajoules	RT-AE-130a.1	832,859 gigajoules of electricity consumed (2025) (p. 29)
	Percentage grid electricity	Percentage (%)	RT-EE-130a.1	100% (2025)
Hazardous Waste Management	Amount of hazardous waste generated	Metric tons (t)	RT-AE-150a.1	667 metric tons (2025) (p. 29)
	Percentage recycled	Percentage (%)		0% (2025)
Data Security	Description of approach to identifying and addressing data security risks in Company operations and products	n/a	RT-AE-230a.2	See Data Security and Cybersecurity (p. 40)
Product Safety	Number of Airworthiness Directives received, total units affected	Number	RT-AE-250a.3	None. This disclosure does not apply to our business lines.
Fuel Economy & Emissions in Use-phase	Revenue from alternative energy-related products	Reporting currency	RT-AE-410a.1	Nuclear energy is not considered in the SASB list of alternative energy sources. However, unlike other forms of alternative energy that are included in the SASB list (e.g., ethanol, natural gas, propane, etc.), nuclear energy does not emit any CO ₂ e, which has a significant impact on climate change.
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emission of products	n/a	RT-AE-410a.2	We are constantly improving our products and technologies to continue to reduce our carbon footprint through nuclear technology. As nuclear technology is at the core of our business, we will continue to provide safe and effective nuclear solutions for global security, clean energy, environmental restoration, nuclear medicine and space exploration.

SASB (Continued)

Topic	Accounting Metric	Unit of Measure	Code	Disclosure
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-AE-440a.1	See Supply Chain (p. 38)
Business Ethics	Discussion of processes to manage business ethics risks throughout the value chain	Discussion & Analysis	RT-AE-510a.3	See Supply Chain (p. 38)
	Description of policies and practices for prevention of: corruption and bribery and anti-competitive behavior	n/a	RT-EE-410a.1	See Corruption, Bribery, and Anti-Competitive Behavior (p. 36)
Product Lifecycle Management	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue	RT-EE-410a.2	None. This disclosure does not apply to our business lines.
	Revenue from renewable energy-related and energy efficiency-related products	Reporting currency	RT-EE-410a.3	Nuclear energy is not considered in the SASB list of alternative energy sources. However, unlike other forms of alternative energy that are included in the SASB list (e.g., ethanol, natural gas, propane, etc.), nuclear energy does not emit any CO ₂ e, which has a significant impact on climate change. Our business is entirely focused on providing safe and effective nuclear solutions for global security, clean energy, environmental restoration, nuclear medicine and space exploration.

TCFD Index

Topic	TCFD Description	Sustainability Report Section(s)
Governance	<p>Describe the Board's oversight of climate-related risks and opportunities</p> <p>Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>BWXT's Board of Directors is our highest governing body and is actively engaged in risk management oversight, succession planning, and corporate governance matters. With regard to Corporate Social Responsibility (CSR), which includes climate-related matters, the Board exercises governance over CSR risks and opportunities through its standing committees. Our Governance Committee, per our Governance Committee Charter, has responsibility to "oversee, and periodically review and discuss with the Board and management and the Board, the Company's activities relating to corporate social responsibility, sustainability matters and the external reporting thereof, including matters related to climate, emissions and human capital management." Our Governance Committee oversees risks associated with CSR and other matters and receives quarterly briefings on these topics. Our Audit and Finance Committee (Audit Committee) oversees and receives quarterly updates on litigation and environmental matters, regulatory compliance and training, and concerns and violations of the Code of Business Conduct.</p> <p>Through our existing enterprise-wide risk management (ERM) process, the Company's management monitors and manages a broad range of strategic, financial and operational risks, including climate-related risks. Our executive officers are responsible for the execution and implementation of the Company's CSR program.</p> <p>As part of our ERM process, management and our Audit and Governance Committees discuss risks and opportunities that confront our business, which could include climate-related risks. We anticipate the level and depth of conversation around climate risk to continue to expand over time. The ERM process is a joint effort by the Company's senior management, risk management and internal audit departments and includes developing and implementing risk mitigation strategies, overseeing the effectiveness of the risk mitigation strategies, and reporting to the Audit Committee. The results of the Company's ERM process are reported to the [full] Board for review and discussion of the Company's principal risks and risk mitigation approaches for addressing these risks. The Board regularly reviews and is informed regarding significant risks, including, but not limited to, risks related to Company strategy, performance and other enterprise-wide risks, either through committee reports or management reports.</p>
Strategy	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>While the Company has not determined that any climate-related risks are material, such risks are integrated into the Company's overall risk framework. Direct physical risks associated with climate change that may impact BWXT's business include: extreme heat that could affect manufacturing operations, especially those requiring precise tolerances, or facilities located in warmer (or increasingly hotter) regions; cooling costs that may rise and there may be downtime under extreme heat, or health risks to workers; or severe storms or floods that could potentially damage facilities or interrupt supply chains and disrupt delivery of raw materials. Additionally, as governments aim to limit climate change, companies increasingly face more stringent policies. New laws or tighter emissions targets might require improvements, retrofits, or carbon pricing. This would increase costs for energy use, upgrading equipment, emissions controls, or purchasing offsets. Further environmental regulation of radioactive and hazardous substances could be tightened in response to climate change pressures. New projects, expansions, or modifications might face greater scrutiny, longer permitting times, or need for climate adaptation in approvals. Also, in case of harm due to an event worsened by climate change, there might be legal liabilities, fines, or cleanup obligations. Further, the Company could face higher climate-related financial risk. Investments may be needed to reduce emissions, improve energy efficiency, or change processes. Further, facilities in risk-prone areas (flood, storms, wildfire) may see insurance become more expensive or less available. Lastly, BWXT may face reputational or stakeholder risk associated with climate change. Environmental incidents can provoke public concern and regulatory backlash.</p> <p>The Company also faces several climate-related opportunities that could strengthen its business in the long run. The global push toward decarbonization is likely to increase demand for nuclear energy, which is seen by many governments and investors as a critical low-carbon power source. As a leading supplier of nuclear components and fuel, BWXT is positioned to benefit from this trend through new supply contracts, expanded markets, and strategic partnerships. In addition, climate adaptation efforts create opportunities for us to showcase our expertise in safety, resilience, and advanced engineering, potentially winning favor with regulators and customers who value robust environmental stewardship.</p>

TCFD Index (Continued)

Topic	TCFD Description	Sustainability Report Section(s)
Strategy	<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning</p> <p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario.</p>	<p>While the Company has not determined that any climate-related risks are material, climate change, legal, regulatory or market measures to address climate change, may adversely affect our financial condition and business operations. A major catastrophe such as an earthquake, windstorm, drought, flood or other natural disaster, significant labor strikes, work stoppages, or political unrest, in any of the areas where we or our customers or key suppliers conduct operations could result in an interruption of our business. Any disruption resulting from these events could cause delays in the manufacture or shipment of products or the provision of repair and other services that may result in our loss of sales and customers. Although we have obtained property damage and business interruption insurance, our insurance will not cover all potential risks. The effects of climate change, including extreme weather events, long-term changes in temperature levels, water availability, supply costs impacted by increasing energy costs, or energy costs impacted by carbon prices or offsets may exacerbate these risks. Such disruptions could interrupt our ability to manufacture certain products and result in increased pricing, and could adversely affect our business, financial condition, results of operations and cash flows. However, we are uniquely positioned to benefit from the energy transition because nuclear power is often viewed as a low-carbon solution. This creates potential for growth in demand for nuclear fuel, advanced reactors, and related services. Strategically, BWXT can align its business more closely with decarbonization policies, positioning itself as a critical partner in helping governments and utilities reduce greenhouse gas emissions. Financially, this may influence capital allocation toward clean energy technologies, energy efficiency projects at facilities, and innovations that reduce environmental impact, which may in turn attract investors seeking strong CSR performance. By balancing risk management with opportunity capture, climate considerations are not just compliance issues, but potential drivers of increased strategic and financial performance within our business.</p> <p>The Company has not determined that any climate-related risks are material. Nevertheless, we recognize that future climate scenarios could create different operating environments. To that end, we detail below both a potential low-impact scenario, and a potential high impact scenario, where more severe climate pressures and policy responses create both significant challenges and opportunities for our business.</p> <p>In a low-impact scenario where climate change unfolds gradually and governments take a measured regulatory approach, we likely would experience limited direct disruption. Extreme weather events caused by climate change may be infrequent and manageable, allowing facilities to operate with minimal interruptions. Carbon regulations may emerge more slowly, keeping compliance costs lower and within the scope of the Company's existing environmental management systems.</p> <p>In a high-impact scenario, more severe climate change and aggressive policy responses could create more pronounced challenges and opportunities. More frequent and intense floods, storms, and heatwaves may disrupt supply chains, manufacturing facilities, and increase insurance and operating costs. Governments could implement stringent carbon pricing and emissions standards, requiring the Company to make costly investments in energy efficiency, equipment upgrades, and resilience infrastructure.</p> <p>At the same time, the global race to decarbonize could dramatically accelerate demand for nuclear energy as a scalable low-carbon solution. This could generate new markets for BWXT's nuclear components, fuel, and advanced reactors, presenting substantial growth opportunities. Financial planning under this scenario would likely involve balancing higher near-term capital expenditures for compliance and resilience against potentially significant revenue gains from nuclear expansion. The Company is well positioned to be resilient in either scenario.</p>

TCFD Index (Continued)

Topic	TCFD Description	Sustainability Report Section(s)
Risk Management	<p>Describe the organization's processes for identifying and assessing climate-related risks</p> <p>Describe the organization's process for managing climate-related risks</p> <p>Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management</p>	<p>The Company's process for identifying, assessing, and managing climate-related risks are embedded within our broader ERM framework. We monitor environmental impacts through formal environmental management systems (EMS) implemented at our operating sites, which include mechanisms for tracking energy use, emissions, and regulatory compliance. These systems help ensure that potential climate-related issues—such as greenhouse gas emissions, water usage, and hazardous material handling—are identified early and evaluated against both regulatory standards and operational objectives.</p> <p>In addition, the Company conducts periodic environmental risk assessments that examine facility operations on human health and the environment. While many of these assessments may not typically focus specifically on climate-related items, these assessments also provide insight into how climate-related stressors could interact with existing risks. Results from these reviews feed into the Company's overall risk management processes, where risks are prioritizing according to likelihood, potential severity, and the adequacy of current mitigation measures.</p> <p>Finally, climate considerations are integrated into compliance monitoring and corporate sustainability reporting. We keep abreast of the latest climate regulations and laws to promptly mitigate the risk of noncompliance. The Company tracks greenhouse gas emissions across its operations and is improving our tracking processes. Through our multi-layered approach—linking facility-level monitoring with corporate risk oversight—the Company strives to make sure that climate-related risks are identified, assessed, and managed proportionately, even though such risks are not currently considered material</p>
Metrics and Targets	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.</p> <p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Although the Company has not determined that any climate-related risks are material, we track energy use and Scope 1 and 2 greenhouse gas emissions and continue to evaluate systems and processes to consistently report on consumption volumes of water and waste across sites. Please see our most recent Sustainability Report for specific amounts.</p> <p>The Company tracks GHG emissions. The GHG emissions we report are measured in metric tons of carbon dioxide equivalent and include utility-based natural gas used in our facilities for heating (Scope 1) and indirect emissions from grid electricity (Scope 2). Our FY2025 numbers are not in accordance with GHG Protocol but have been calculated in good faith. However, pursuant to California regulations, we are implementing systems to calculate our subsequent GHG emissions according to the GHG Protocol. We are not disclosing Scope 3 GHG emissions at this time, but will evaluate reporting in alignment with California regulations and other applicable requirements as they become effective.</p> <p>For FY 2025 our Scope 1 GHG emissions were 30,680 CO₂e metric tons. For the same year, our Scope 2 GHG Emissions were 67,046 CO₂e metric tons. Data for FY2025 GHG emissions includes estimates.</p> <p>While we are mindful of our potential environmental footprint and are always seeking to continually improve our business, we have not established targets for GHG emissions or other climate-related risks.</p>

GRI Index

GRI Standard	Disclosures	Answer, Cross-Reference, Omissions and Explanations
General Disclosures		
GRI 2-1	Describe the Board's oversight of climate-related risks and opportunities	Page 44
GRI 2-2	Describe management's role in assessing and managing climate-related risks and opportunities	Page 44
Governance		
GRI 2-9	Governance structure and composition	2026 Proxy Statement
GRI 2-10	Nomination and selection of the highest governance body	2026 Proxy Statement
GRI 2-11	Chair of the highest governance body	The Board has a non-executive Chair.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement
GRI 2-13	Delegation of responsibility for managing impacts	Page 44
GRI 2-14	Role of the highest governance body of sustainability reporting	Page 44
GRI 2-15	Conflicts of interest	2026 Proxy Statement
GRI 2-16	Communication of critical concerns	BWXT Code of Business Conduct
GRI 2-17	Collective knowledge of the highest governance body	2026 Proxy Statement
GRI 2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement
GRI 2-19	Remuneration policies	2026 Proxy Statement
GRI 2-20	Process to determine remuneration	2026 Proxy Statement
GRI 2-21	Annual total compensation ratio	2026 Proxy Statement

GRI (Continued)

GRI Standard	Disclosures	Answer, Cross-Reference, Omissions and Explanations
GRI 408: Child Labor (2016) GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier policy, Human Rights Policy, Code of Business Conduct
GRI 409: Forced or Compulsory Labor (2016) GRI 409-1	Operations and suppliers at significant risk for incident of forced or compulsory labor	Supplier policy, Human Rights Policy, Code of Business Conduct
GRI 412: Human Rights (2016) GRI 412-2	Employee training on human rights policies and procedures	Human Rights Policy
GRI 415: Public Policy (2016) GRI 415-1	Political Contributions	https://investors.bwxt.com/political-disclosure
GRI 415: Employment (2016) GRI 401-1 GRI 401-2	New employee hires and employee turnover Parental leave	Page 13 Page 16
GRI 412: Training and Education (2016) GRI 404-1 GRI 404-2	Programs for upgrading employee skills and transition assistance programs Percentage of employees receiving regular performance and career development reviews	Pages 8-18 100%

GRI (Continued)

GRI Standard	Disclosures	Answer, Cross-Reference, Omissions and Explanations
GRI 403: Occupational Health and Safety (2018) GRI 403-1	Occupational health and safety management system	Page 10
GRI 403-2	Hazard identification, risk assessment and incident investigation	Page 10
GRI 403-3	Occupational health services	Page 10
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Page 10
GRI 403-5	Worker training on occupational health and safety	Page 10
GRI 403-6	Promotion of worker health	Page 10
GRI 403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	Page 10
GRI 403-8	Workers covered by an occupational health and safety management system	Page 10
GRI 403-9	Work-related injuries	Page 10
GRI 413: Local Communities (2016) GRI 413-1	Operations with local community engagement, impact assessments and development programs	Pages 17-18
GRI 302: Energy (2016) GRI 302-1	Energy consumption within the organization	Pages 25, 29
GRI 302-3	Energy intensity	Pages 25, 29
GRI 415: Emissions (2016) GRI 305-1	Direct (Scope 1) GHG emissions	Page 25-26
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Page 25-26
GRI 305-4	GHG emissions intensity	Page 25-26
GRI 306: Waste (2016) GRI 306-2	Management of significant waste-related impacts	Page 28-29



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