Booz Allen Hamilton

2025 CDP Corporate Questionnaire 2025

11/19/2025, 04:45 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

Booz Allen is an advanced technology company delivering outcomes with speed for America's most critical defense, civil, and national security priorities. We build technology solutions using AI, cyber, and other cutting-edge technologies to advance and protect the nation and its citizens. By focusing on outcomes, we enable our people, clients, and their missions to succeed—accelerating the nation to realize our purpose: Empower People to Change the World®. With global headquarters in McLean, Virginia, our company employs approximately 33,400 people globally as of June 30, 2025, and had revenue of $12.0 billion for the 12 months ended March 31, 2025. To learn more, visit www.boozallen.com. (NYSE: BAH)
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

03/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 2 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 2 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 2 years

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

11980000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

US0995021062

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

BAH

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

529900JPV47PIUWMA015

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

96-472-5688

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Egypt
☑ Italy
☑ Japan
☑ Kenya
☑ Qatar
☑ Germany
☑ Ireland
☑ Lebanon
☑ Romania
☑ Djibouti
☑ Lithuania
☑ Singapore
☑ Netherlands
☑ Philippines
☑ Spain
☑ Serbia
☑ Bahrain
☑ Belgium
☑ Georgia
☑ Eswatini
☑ Pakistan
☑ Australia
☑ Guatemala
☑ Indonesia
☑ Saudi Arabia
☑ South Africa
☑ Taiwan, China
☑ Republic of Korea

☑ Burkina Faso
☑ Bosnia & Herzegovina
☑ United Arab Emirates
☑ United States of America
☑ United Republic of Tanzania
☑ United Kingdom of Great Britain and Northern Ireland

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Booz Allen uses a supplier segmentation methodology to identify key suppliers to the Booz Allen enterprise, from those deemed as having the highest value and criticality to the company to more transactional suppliers of commoditized goods and services. This segmentation informs how Booz Allen approaches its suppliers from the perspectives of engagement and relationship management, risk management, and category optimization.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Booz Allen is an advanced technology company without manufacturing operations and minimal direct involvement in physical product supply chains. We do not produce, commercialize, or dispose of significant volumes of plastics within our direct operations. Because plastics are not a material input to our core services or value chain, mapping plastics has been deemed not relevant at this stage.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Long-term

(2.1.1) From (years)

3

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to national legislation

☑ Poor enforcement of environmental regulation

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Local communities

☑ Regulators

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Booz Allen maintains a third-party certified ISO 14001:2015-aligned Environmental Management System (EMS) for our McLean headquarters. The EMS provides a structured process for identifying, assessing, and managing environmental impacts, risks, and opportunities related to climate change. It includes environmental aspect and impact evaluations, ongoing compliance-obligation reviews, operational controls, monitoring and measurement, internal audits, and emergency-preparedness planning. As a third-party certified system, it undergoes annual surveillance audits and full recertification every three years, ensuring ongoing effectiveness and continual improvement.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Not defined

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify :WRI Aqueduct

Enterprise Risk Management

☑ Risk models

Other

☑ Desk-based research

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Heat waves
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Changing temperature (air, freshwater, marine water)
☑ Heat stress
☑ Temperature variability
☑ Water stress

(2.2.2.14) Partners and stakeholders considered

Select all that apply
☑ Customers
☑ Employees
☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:
☑ Yes

(2.2.2.16) Further details of process

Booz Allen conducts a climate-risk assessment to evaluate exposure of key leased office locations to physical and water-related climate hazards. The assessment uses established climate-risk modeling platforms that incorporate historical hazard data and forward-looking projections across multiple climate scenarios. These tools evaluate acute risks such as flooding, extreme precipitation, storms, heat waves, as well as chronic risks including long-term temperature change, water stress, and precipitation variability.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

☑ Data access/availability or monitoring systems

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

The Enterprise Risk Management (ERM) Program is led and sponsored by our Chief Operating Officer (COO). The COO serves as the Chair of the ERM Steering Committee, which is comprised of senior leaders from functions across the company. The Steering Committee oversees the ERM program, which enables the company to look holistically at risks which may cause a material impact to the company's value or reputation, including oversight on ESG-related risks. Guided by the ERM program framework and supported by the company's Enterprise Risk & Resilience (ER&R) team, the Steering Committee performs the following actions pursuant to its Charter: • Annually review and endorse the ERM Risk Framework, outlining criteria and structure for tiering and categorizing top enterprise. • Annually review and endorse the ERM Risk Profile, identifying and prioritizing enterprise risks based on the ERM Risk Framework. • Discuss and evaluate the company's risk appetite across various categories, including strategic, reputational, operational, financial, and compliance & legal risks. • Appoint Risk Owners and Sponsors who develop action plans for enhancing organizational preparedness and reducing risk exposure. The Business Continuity (BC) process also identifies, assesses, and responds to Booz Allen's climate-related risks: The business assurance and business continuity programs partner across the enterprise to plan for, respond to, and support recovery from a variety of scenarios (including but not limited to tornadoes, hurricanes, wildfires, earthquakes, and winter weather). At the asset level, an all-hazards approach is used to identify and monitor human, natural, and technological risk. Climate change considerations influence natural disaster probabilities and severities. Risk factors are applied to all corporate facilities worldwide as part of annual risk assessments. The assessment outputs are used to forecast near and long-term weather- and climate-related threats, and they drive mitigation and response planning. All facilities maintain, train, and test response plans that reflect the natural hazards present in their vicinity. Our 24/7 Global Security Operations Center (GSOC) monitors evolving threats. When real-world incidents occur, our Business Assurance Office provides tactical response leadership to ensure local leaders in our geographically based Incident Command Teams (ICTs) have any cross-functional support needed. We leverage an Emergency Alert System (EAS) to push out emergency guidance and account for the well-being of colleagues, and

we partner with the Employee Care Center to provide personalized follow-up to support recovery. Our Business Continuity Program Office maintains and promotes the company 's business continuity management system through business continuity plans, critical business operations recovery strategies, education initiatives, and related exercises to ensure the company's corporate functions can continue to operate and serve our clients during and following business disruptions. During the most severe incidents, the executive-level Crisis Management Team offers leadership guidance, facilitates decision making, and prioritizes resources to support our people.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

We assess interdependencies through a combination of qualitative and quantitative evaluations covering climate-related hazards, regulatory developments, operational dependencies (such as water and energy), and business-continuity-related impacts. Our ISO 14001 EMS identifies environmental, aspects, impacts, and operational dependencies such as energy and water use, and evaluates how these factors relate to compliance obligations and environmental performance. Our Climate Risk Analysis assesses physical climate risks across time horizons using scenario-based methods, identifying cascading impacts such as how extreme weather may disrupt facilities, affect employee well-being, or create opportunities for efficiency and resilience improvements. The ERM program provides cross-functional framework that incorporates ESG-related risks into enterprise-level risk identification, prioritization, and governance. This process explicitly considers how environmental drivers intersect with other risk categories such as operational, reputational, financial, and strategic risks. The Business Continuity program further evaluates how environmental hazards influence continuity of operations, site preparedness, and recovery planning, recognizing that natural hazard trends and climate-related shifts can produce compound or cascading effects across the business.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:
☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Booz Allen's priority locations are leased office sites identified through our climate-risk and water-risk assessments as having elevated exposure to physical climate hazards or water-related constraints. These locations were prioritized on indicators such as high baseline water stress, flood risk, extreme precipitation, and projected temperature, as well as significance of employee concentration at those sites. Tools used provide site-specific, scenario-based projections of acute and chronic physical climate hazards and water-related risks.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Generally, we define "substantive" in accordance with the SEC's definition of materiality under Securities Act of 1933 and applicable regulations and accounting standards. In the context of Enterprise Responsibility and Sustainability, we define and address materiality to be the areas of significant environmental, social, and governance impact that are both relevant to our business and important to our stakeholders.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Generally, we define "substantive" in accordance with the SEC's definition of materiality under Securities Act of 1933 and applicable regulations and accounting standards. In the context of Enterprise Responsibility and Sustainability, we define and address materiality to be the areas of significant environmental, social, and governance impact that are both relevant to our business and important to our stakeholders.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Not an immediate strategic priority

(3.1.3) Please explain

Booz Allen is an advanced technology company without manufacturing operations and minimal direct involvement in physical product supply chains. We do not produce, commercialize, or dispose of significant volumes of plastics within our direct operations.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

In FY2025, Booz Allen conducted a structured climate-risk assessment to evaluate transition and physical climate-related risks across our operations. The assessment incorporated internal data, subject-matter expert input, and cross-functional leadership review. Overall, no climate-related topics met the threshold for substantive impact, however one risk category was identified for continued monitoring. This potential risk relates to evolving climate-related reporting requirements and other regulatory expectations that apply to advanced technology and professional services firms. As climate-disclosure rules continue to expand across jurisdictions, clients increasingly request support that align with their own regulatory compliance needs. The assessment determined that Booz Allen's current governance structure, including our Enterprise Responsibility and Sustainability Committee, existing compliance frameworks, and the limited physical footprint of our

operations, significantly mitigate potential impacts. As a result, the identified risk did not have substantive financial or operational effect in FY2025, but remains an area of strategic monitoring as regulatory expectations evolve.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Based on the results of our FY2025 climate-risk assessment, the potential financial effect of this risk is expected to remain non-substantive across time horizons. Booz Allen does not anticipate material impacts to financial position, financial performance, or cash flows resulting from evolving climate-related regulatory requirements.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of direct operations

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

These adjustments are managed as part of normal business operations and do not require significant capital expenditures or changes to our business model.

(3.1.1.29) Description of response

Booz Allen manages this risk through existing governance and compliance processes that monitor emerging climate-related regulations and assess their applicability to our portfolio of services and technology solutions. Because Booz Allen primarily delivers digital solutions, potential regulatory changes related to climate disclosures or environmental performance have limited operational impact. When regulatory updates occur, the company incorporates them through routine updates to methodologies and training. These adjustments are managed as part of normal business operations and do not require significant capital expenditures or changes to our business model.
[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

Addressing an issue as complex and multifaceted as the impacts of climate change requires adopting a more systems-oriented view. Protecting the nation and its many communities from growing climate impacts is an urgent task that demands iterative and integrated solutions and committed action from all sectors, public and private. Partnerships must be forged, data siloes must be broken down, science and technology must be advanced, and capabilities must be fielded toward the ability to predict, understand, and act on evolving threats. As physical and transitional impacts of climate change increasingly affect our clients, there is the opportunity to expand our work in these areas and therefore increase revenue and organizational resilience.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Booz Allen could see increased financial returns as a result of expanding our service offerings to include climate adaptation and resilience support. At this time, we are unable to provide an estimated value of the increased revenue.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.26) Strategy to realize opportunity

We combine mission expertise with transformational technology and scientific approaches to deliver differentiated solutions that address infrastructure resiliency designed to predict, and combat climate change impacts. Based on our research and decades of diverse work supporting client missions from across civil government, defense, and intelligence, Booz Allen has developed innovative approaches and solutions in three key areas: Climate Intelligence: Powering Climate Understanding, Adaptation, and Resilience Advanced Transportation and Aviation: Leading While on the Move Advanced Energy Technologies and Innovation: Accelerating Clean Transition
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

Our Board diversity and inclusion policy outlines the criteria used by the Nominating and Corporate Governance Committee when identifying and recommending director candidates. The Committee seeks candidates from diverse professional backgrounds who collectively provide a broad spectrum of experience, expertise, and perspectives. In defining diversity, the Committee considers factors such as professional experience, industry knowledge, leadership background, tenure, and other attributes that support the strategic needs of the Company. The policy calls for the Committee to periodically review the criteria it uses for Board selection and to recommend updates as appropriate. Directors are expected to have a reputation for integrity and to demonstrate sound judgement gained through leadership roles

within organizations with which they area, or have been, affiliated. Candidates are evaluated based on the contributions they can make to the Company and its long-term success. The policy also recognizes that a Board composed of directors with varying lengths of service supports strong governance.
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:
☑ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:
☑ No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:
☑ Judged to be unimportant or not relevant

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

Booz Allen is an advanced technology company with no direct manufacturing operations, extractive activities, or land management. As such, the company's activities have limited direct impacts on biodiversity, and biodiversity-related issues have not been identified as material to the cord business or value chain at this time.
[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ President

☑ Board chair

☑ Board-level committee

☑ Other, please specify **:Corporate Secretary; Director of Enterprise Responsibility and Sustainability; Chief Legal Officer**

☑ General Counsel

☑ Director on board

☑ Other C-Suite Officer

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Nominating and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

(4.1.2.7) Please explain

We utilize our Enterprise Responsibility & Sustainability (ERS) strategy to enhance resilience, modernize operations, and drive sustainable shareholder value, while continuously supporting our employees, customers, and communities. ERS governance is integrated into our operations, with oversight provided by the Board of Directors through its Nominating and Corporate Governance Committee and the Compensation, Culture and People Committee, which manage key risks, operational priorities, and human capital matters. The day-to-day execution is overseen by an executive-led ERS Committee, chaired by the Chief Legal Officer, and supported by an ERS Council comprising senior leaders from key functional areas and an ERS Function that provides data-driven guidance and insights. These bodies ensure a unified, transparent, and collaborative approach to advancing our enterprise responsibility and sustainability practices.
[Fixed row]

(4.2) Does your organization’s board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Other, please specify :Booz Allen gauges climate competence through a company-generated questionnaire that all Board Members are required to complete.
[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

☑ Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

Booz Allen is an advanced technology company with minimal manufacturing operations, and no extractive activities or land management. As such, the company's activities have limited direct impacts on biodiversity, and biodiversity-related issues have not been identified as material to the core business or value chain at this time.
[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Implementing a climate transition plan

☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Chaired by Chief Legal Officer, reporting to the CEO and Chairman of the Board.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

We utilize our Enterprise Responsibility & Sustainability (ERS) strategy to enhance resilience, modernize operations, and drive sustainable shareholder value, while continuously supporting our employees, customers, and communities. ERS governance is integrated into our operations, with oversight provided by the Board of Directors through its Nominating and Corporate Governance Committee and the Compensation, Culture and People Committee, which manage key risks, operational

priorities, and human capital matters. The day-to-day execution is overseen by an executive-led ERS Committee, chaired by the Chief Legal Officer, and supported by an ERS Council comprising senior leaders from key functional areas and an ERS Function that provides data-driven guidance and insights. These bodies ensure a unified, transparent, and collaborative approach to advancing our enterprise responsibility and sustainability practices.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

	Provision of monetary incentives related to this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level
☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply
☑ Bonus – set figure

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

While there are not incentives that are specifically for climate, there are Board-level incentives structured into the performance goals of leaders that have direct oversight of climate-related activities. The type of incentive is a monetary award used to recognize employees for their contribution to the growth of the climate change practice areas including client service delivery and proposal / capture efforts. Additionally, Senior staff are eligible for annual bonus programs that reflect performance, impact, and contributions to Booz Allen's efforts, including climate-related efforts. Lastly, ESG managers are eligible to receive monetary awards under discretionary Strategic Awards programs based on their performance under climate-related programs, that, similar to above, reflect performance, impact, and contributions to Booz Allen's efforts, including climate-related efforts.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The type of incentive is a monetary award used to recognize employees for their contribution to the growth of the climate change practice areas including client service delivery and proposal / capture efforts. This incentivizes the progress against our identified climate related opportunities discussed throughout this disclosure.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Management group

(4.5.1.2) Incentives

Select all that apply

☑ Bonus – set figure

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

ERS managers are eligible to receive monetary awards under discretionary Strategic Awards programs based on their performance under climate-related programs, that, similar to above, reflect performance, impact, and contributions to Booz Allen's efforts, including climate-related efforts.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The type of incentive is a monetary award used to recognize employees for their contribution to the performance of the company's climate-related programs. This incentivizes the progress against our identified climate related opportunities discussed throughout this disclosure.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Our commitment to sustainability applies to the entire organization.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Race to Zero Campaign

☑ Science-Based Targets Initiative (SBTi)

☑ We Mean Business

(4.10.3) Describe your organization's role within each framework or initiative

Booz Allen is committed to reduce overall emissions by 50.4% by 2032 from a FY20 baseline. As a part of setting our Science Based targets, we are a part of the Race to Zero Campaign and We Mean Business.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ No, and we do not plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Unknown

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Booz Allen's ERS Committee assists the Nominating and Corporate Governance Committee of the Board of Directors in fulfilling its chartered responsibilities with respect to Booz Allen's ongoing commitment to corporate citizenship and its strategically significant environmental, social, governance matters and opportunities. The Committee is a cross-functional management group that provides management oversight and acts as an advisory body for the ERS function within the Corporate Office, champions the integration of ESG principles into strategic business planning, and establishes and oversees an ERS Council to recommend and operationalize action plans for the achievement of objectives.
[Fixed row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☑ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:
☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Governance
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

Entire Report

(4.12.1.7) Attach the relevant publication

2025-impact-report (1).pdf

(4.12.1.8) Comment

N/A
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Annually
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:
☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Facility

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

RCP 2.6 pathway assumes a global emissions trajectory consistent with rapid decarbonization and early stabilization of temperature increases. Hazard projections are based on global climate model ensembles incorporated into our climate-risk tool and water-risk datasets from WRI Aqueduct. Key uncertainties include incomplete visibility into building-level infrastructure because our offices are leased. The scenario also assumes that future local adaption action may not be fully reflected in datasets.

(5.1.1.11) Rationale for choice of scenario

RCP 2.6 is used to understand physical risks under a low-warming pathway. This scenario aligns with widely recognized climate-risk methodologies and provides a useful boundary case for evaluating residual physical risk even if global emissions decline rapidly. Using this low-warming scenario helps identify whether certain office locations remain exposed to hazards such as flooding, extreme precipitation, or long-term water stress despite strong climate action.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Facility

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

RCP 4.5 assumes moderate mitigation and warming stabilization by mid-century. Hazard projections are based on global climate model ensembles incorporated into our climate-risk tool and water-risk datasets from WRI Aqueduct. Key uncertainties include incomplete visibility into building-level infrastructure because our offices are leased. The scenario also assumes that future local adaption action may not be fully reflected in datasets.

(5.1.1.11) Rationale for choice of scenario

RCP 4.5 serves as a central reference pathway that represents a plausible global trajectory. It is widely recommended for physical risk screening and aligns with best practices for evaluating mid-range exposure across facilities.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Facility

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 4.0°C and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

RCP 8.5 reflects a high-emissions, high-warming pathway, resulting in more extreme physical hazards. Uncertainties increase at higher warming due to wider model divergence, and incomplete visibility into resilience features of leased buildings. Results may not fully account for future infrastructure upgrades or local adaption measures.

(5.1.1.11) Rationale for choice of scenario

RCP 8.5 is used as a high-warming stress-test to evaluate worst-case physical climate hazards. This scenario helps identify locations that may be vulnerable under severe conditions such as extreme precipitation, flooding, prolonged heat events, and long-term water scarcity. Including a high-warming scenario aligns with good practice in climate-risk disclosure and supports comprehensive business-continuity planning.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

Select from:

☑ Facility

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Scenario analysis across RCP 2.6, 4.5, and 8.5 identified varying levels of acute and chronic physical climate risks across a subset of our priority leased office locations. Under moderate- and high-warming scenarios, certain locations show increased exposure to extreme precipitation, localized flooding, heat stress, and long-term water scarcity. While analysis is focused on climate-related physical hazards, the findings also have implications for other environmental considerations, such as water availability, energy reliability, and local infrastructure sensitivity. These results are integrated into our broader sustainability planning processes and our ISO-aligned environmental management system.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Not an immediate strategic priority

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Our organization does not yet have a climate transition plan explicitly aligned with a 1.5C pathway because our emissions profile is primarily Scope 3 and is dependent on client activity, leased office locations, and supplier practices rather than direct operational controls. As an advanced technology firm with a relatively small Scope 1 and 2 footprint, our material climate-related impacts and opportunities center on enabling low-carbon transition for clients and reducing indirect emissions across our value chain rather than managing high-emitting operational assets. As work on developing a climate transition plan matures, we expect to further formalize a plan consistent with science-based pathways.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ No

(5.3.3) Primary reason why environmental risks and/or opportunities have not affected your strategy and/or financial planning

Select from:

☑ Judged to be unimportant or not relevant

(5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning

Environmental risks and opportunities have not yet had a material impact on our corporate strategy or financial planning because our business model as an advanced technology company is not asset- or emissions-intensive. We operate predominantly in leased office environments and do not own manufacturing sites, data centers, or other physical infrastructure that would traditionally carry significant environmental transition or physical risk exposure. As a result, the financial implications of

environmental risks are currently limited for our operations. However, environmental issues are increasingly relevant to our clients and to the markets in which we operate. Our Environmental Management System, climate risk assessment, and ongoing emissions analysis enable us to monitor emerging risks and regulatory developments and incorporate them into future strategic planning where appropriate.
[Fixed row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:
☑ No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:
☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.10.4) Explain why your organization does not price environmental externalities

While we do not currently apply an internal price on carbon, we recognize that carbon pricing is becoming an increasingly relevant tool for understanding transition-related financial exposure, especially as regulatory requirements evolve. As an advanced technology company with a primarily leased real-estate footprint, our direct

operational emissions are low, and the immediate financial impact of internal carbon pricing has historically been limited. As a result, adopting a formal internal carbon price has not been a near-term priority. Current capacity constraints, including the absence of a dedicated internal mechanism to model and operationalize carbon pricing across our business processes, has been a hold up on adoption. As our sustainability program matures, we expect to establish the necessary analytical capabilities and governance structure to support implementation.
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Leverage over suppliers

(5.11.2.4) Please explain

Booz Allen engages with suppliers to influence environmental performance in our facilities and direct operations. Current efforts are focused where we have the ability to influence our suppliers and often result in reduced environmental impact through these engagements.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process
Climate change	*Select from:* ☑ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.6) Effect of engagement and measures of success

Booz Allen annually reports on our environmental initiatives, progress and achievements in our Impact report, which is made available to all stakeholders. We also complete requests for information directly to customers and through disclosure platforms. We deliver solutions to clients that aid in understanding and measuring exposure to environmental risk and drive performance.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.6) Effect of engagement and measures of success

Booz Allen annually reports on our environmental initiatives, progress and achievements in our Impact report, which is made available to all stakeholders.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Our key stakeholder groups: investors, employees, clients, regulators, potential employees, suppliers, subcontractors, nonprofit partners, communities, landlords and property managers, and industry.

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.6) Effect of engagement and measures of success

Booz Allen annually reports on our environmental initiatives, progress and achievements in our Impact report, which is made available to all stakeholders.
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Booz Allen operates in a 100% leased environment of operational leases. Based on the GHG Protocol guidance, the operational control approach is the appropriate consolidation approach. Further, operational control best aligns with our management and oversight practices and provides the clearest picture of emissions from facilities that we manage, ensuring a more accurate representation of our GHG emissions.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Booz Allen operates in a 100% leased environment and applies the operational control approach across all environmental topics for consistency. This approach is aligned with the GHG Protocol and reflects the company's ability to influence and manage environmental impacts within its operational boundaries (e.g., office facilities, procurement policies, and employee activities). Although plastics and biodiversity have been assessed as not material to Booz Allen's business model, applying the operational control approach ensures methodological consistency across environmental topics and maintains alignment with our governance and reporting practices.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Booz Allen operates in a 100% leased environment and applies the operational control approach across all environmental topics for consistency. This approach is aligned with the GHG Protocol and reflects the company's ability to influence and manage environmental impacts within its operational boundaries (e.g., office facilities, procurement policies, and employee activities). Although plastics and biodiversity have been assessed as not material to Booz Allen's business model, applying the operational control approach ensures methodological consistency across environmental topics and maintains alignment with our governance and reporting practices.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

In Scopes 1 and 2 we expanded the data collection coverage for utility bills access for our leased facilities. In Scope 3, Categories 1 & 2, we integrated CEDA 2024 and supplier specific emissions factors where available (where previously we relied solely on USEEIO). Scope 3 Categories 4 and 8 were included in Scope 3, Category 1 to better align with GHG Protocol guidance. Scope 3 Category 5 waste generation volumes were derived using CalRecycle public administration building benchmarks and allocated across landfill and recycling disposal methods. Scope 3 Category 7 we shifted to a location-based commute model using employee work location. Home office energy use was estimated using standard assumptions and regional factors. In Scope 3 Category 15 we incorporated PCAF-aligned methodology with CEDA and USEEIO factors.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ No, because we do not have the data yet and plan to recalculate next year

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

In order to accurately track progress towards our GHG intensity targets, we will adjust our base year emissions inventory to account for significant changes, described below, if the changes drive an increase/decrease in emissions of greater than 5%, in accordance with the GHG Protocol guidance Tracking Emissions Over Time. We may also choose to recalculate our baseline for changes less than 5%, especially when structural changes occur.

(7.1.3.4) Past years' recalculation

Select from:

☑ No
[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ ISO 14064-1
☑ IEA CO2 Emissions from Fuel Combustion
☑ The Greenhouse Gas Protocol: Scope 2 Guidance
☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)
☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
☑ Global GHG Accounting and Reporting Standard for the Financial Industry (PCAF)
☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
☑ US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
☑ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
☑ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
☑ Other, please specify :USEEIO, CEDA 2024

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:
☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:
☑ We have no operations where we are able to access electricity supplier emission factors or residual emissions factors and are unable to report a Scope 2, market-based figure

(7.3.3) Comment

Booz Allen reports Scope 2 greenhouse gas (GHG) emissions in alignment with the GHG Protocol Scope 2 Guidance and ISO 14064-1 standards, using a location-based method across all relevant facilities. Booz Allen does not own or operate any buildings. All offices are either leased from third-party landlords or located within facilities owned and operated by Booz Allen's clients. As a result, the company does not have operational control over the generation or procurement of electricity at these sites. Where utility consumption data is available directly from landlords or property managers, Booz Allen uses actual electricity consumption (kWh) to

calculate emissions. For locations where data is unavailable, the company applies a modeled estimation methodology based on U.S. Department of Energy (DOE) Commercial Building Energy Consumption Survey (CBECS) benchmarks and other regional building performance databases. These estimates incorporate factors such as square footage, building type, location, and lease dates to determine annual electricity consumption. Electricity emission factors are drawn from the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) for U.S. facilities, and from appropriate International Energy Agency (IEA) regional factors for international locations. Booz Allen's Scope 2 inventory includes electricity consumed in all leased and client-owned facilities where the company operates, reflecting its operational control approach to boundary setting. The company continuously works to expand the availability and accuracy of actual utility data through engagement with landlords and property managers, supporting improved data quality over time.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

33.26

(7.5.3) Methodological details

In FY19, Booz Allen was able to obtain data and start reporting on a small number of US-based vehicles. In FY20, Stationary Combustion emissions were added to our Scope 1 emissions, rounding out our Scope 1 emissions and creating a full baseline. Booz Allen has validated emissions reduction targets (to align with 1.5C) with the Science Basted Targets initiative (SBTi).

Scope 2 (location-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

15113.48

(7.5.3) Methodological details

For both U.S. and international facilities, we used data from the U.S. Energy Information Administration's 2012 Commercial Buildings Energy Consumption Survey to determine the average kilowatt hours (kWh) of electricity buildings comparable to those in our portfolio consume per square foot each year. We then estimated our own kWh consumption by multiplying these national averages by the number of square feet in each Booz Allen facility. For some facilities, we were able to retrieve actual kWh consumption from utility bills, as opposed to estimating using the aforementioned process. After kWh consumption was determined, for U.S. facilities, we used the GHG emissions factors from the U.S. Environmental Protection Agency's (EPA) 2020 Emissions and Generation Resource Integrated Database to calculate each building's emissions (differentiated by region). The formula we used to calculate emissions is: GHG emissions = Electricity consumed (in MWh) x EPA regional GHG emissions factor. For international facilities, we substituted EPA regional emission factors with International Energy Agency (IEA) CO2 emissions factors specific to each country. Emissions in the calculation include CO2.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

52474

(7.5.3) Methodological details

We estimated our emissions from purchased goods and services using U.S. EPA Supply Chain GHG Emission Factors for U.S. commodities and industries. As we work to implement a sustainable supply chain program, we are relying on estimates based on commodity code spend.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2860.91

(7.5.3) Methodological details

This emission was calculated via electricity usage, region-specific emission coefficients, T&D loss, and CO2-equivalent calculation-based methodologies.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

135.45

(7.5.3) Methodological details

We used the Booz Allen general ledger (GL) descriptions to map spend to US EPA Environmentally Extended Input Output Model (USEEIO) North American Industry Classification System (NAICS) codes. Inflation adjustments were applied to spend figures prior to matching with appropriate emission factors from the USEEIO database. All mapped spend was then multiplied by the associated emissions factors to produce the final emissions.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2601.09

(7.5.3) Methodological details

Booz Allen is an advanced technology company. Due to the nature of our business, waste generation is not a material source of GHG emissions. We do proactively manage our e-Waste as part of our broader environmental program. At present, responsibility and payment for the vast majority of our waste disposal is included in the operating leases for our facilities (we lease 100% of our office space portfolio). We are working with landlords to obtain details about company-specific waste generation and disposal and expect to be able to include that data in future updates and target revisions. This value was not included in our FY20 GHG audit; however, we used the same methodology for FY23 (which was included in that year's audit verification exercise).

Scope 3 category 6: Business travel

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

31690

(7.5.3) Methodological details

Our calculations include estimated emissions from employee business travel, which we define as work-related air travel, car rentals, billable personal miles, and hotel stays. These estimates were provided by our travel providers, who work closely with us to track the environmental impact of each trip. AIR TRAVEL: GHG Protocol emissions factors were used to estimate CO2 emissions associated with all domestic and international flights recorded by our travel provider. Flights were

differentiated by length, mileage, seat class, and type of aircraft. (http://ghgprotocol.org/about-ghgp). A small minority of our employees were unable to make their travel plans using our travel service provider. Consequently, their data is not represented. Additionally, the data does not account for cancelled or rerouted flights, nor does it include changes in travel plans (e.g., flights that were not taken but still recorded in the system). AUTOMOBILE: We use EPA Climate Leaders emissions factors to estimate CO2e emissions associated with domestic /international car rental mileage. We receive data in quarterly reports from our primary rental car vendors identifying miles traveled, vehicle class, type of fuel, and duration of travel. Rental cars reserved by employees using other vendors or methods were not factored into the emissions estimate as data was unavailable. We retrieved mileage data from employee reimbursements for personal vehicle travel for work engagements. We then converted the reported mileage into CO2e emissions using GHG Protocol's tool for calculating CO2 emissions from mobile sources. The emissions factors and global warming potential values used are from the 2014 IPCC 5th Assessment. HOTELS: We receive an annual report with the number of rooms, room nights, and country of each hotel stay. We use United Kingdom Government GHG Conversion factors for Company Reporting to convert the number of room nights per country to estimated CO2e emissions. Less than 5 percent of hotel stays took place in countries for which there was no available emissions factor: these stays are not included in the calculation.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

46099.77

(7.5.3) Methodological details

Historically, we use data from our annual employee commuting survey (first launched in 2016) to estimate emissions from employees' commutes to and from Booz Allen facilities and client sites at the start and end of each workday. The survey is voluntary and has traditionally experienced low participation rates, creating limitations in our ability to estimate associated CO2e emissions and to draw inferences from year-over-year trends. Participation rates are increasing, and the data appears to be stabilizing. The survey captures a wide range of data on employees' daily commutes, including distance and mode of transportation. Using guidance provided by the EPA's Emission Factors for Greenhouse Gas Inventories, we converted the average daily commuting distance into annual estimates for each mode of transportation. We used the conversion factors to determine the CO2e emissions produced for each mode, then combined them to determine an aggregate commuting footprint. The emissions factors and global warming potential values used are from the 2014 IPCC Fifth Assessment Report.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

4937

(7.5.3) Methodological details

We used the Booz Allen general ledger (GL) descriptions to map spend to US EPA Environmentally Extended Input Output Model (USEEIO) North American Industry Classification System (NAICS) codes. Inflation adjustments were applied to spend figures prior to matching with appropriate emission factors from the USEEIO database. All mapped spend was then multiplied by the associated emissions factors to produce the final emissions.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 14: Franchises

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3 category 15: Investments

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3: Other (upstream)

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A

Scope 3: Other (downstream)

(7.5.1) Base year end

03/31/2020

(7.5.3) Methodological details

N/A
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1592.37

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

193

(7.6.2) End date

03/31/2024

(7.6.3) Methodological details

For Booz Allen owned vehicles, the local Booz Allen office associated with the vehicle provided the vehicle's make, model, and mileage data used to calculate emissions. We converted this data into CO2, CH4, and N2O emissions using World Resources Institute (WRI) GHG Protocol Mobile Combustion Emissions Calculation Tool, which relies on global warming potential values from the 2014 IPCC Fifth Assessment Report. Booz Allen directly purchases and consumes diesel fuel for use in emergency generators on a small number of our sites. Emissions from these generators were estimated by combining run times with average consumption data and diesel combustion emissions factors from US EPA GHG Emission Factors Hub. This year, we expanded our scope to include natural gas, as we were able to access natural gas utility bills for two Booz Allen facilities. We used natural gas consumption and combustion data from US EPA GHG Emission Factors Hub to calculate emissions.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

17.24

(7.6.2) End date

03/31/2023

(7.6.3) Methodological details

For Booz Allen vehicles, we used vehicle make, model, and mileage data provided by the local Booz Allen office associated with the vehicle to calculate emissions. We converted the reported data into CO2e emissions using World Resources Institute (WRI) GHG Protocol's tool for calculating emissions from mobile sources. Emissions in the calculation include CO2, CH4, and N2O, and the emissions factors and global warming potential values used were from the 2014 IPCC Fifth Assessment Report. Booz Allen directly purchases and consumes diesel fuel for use in emergency generators on a small number of our sites. We track quantity of fuel purchased and utilize the WRI GHG Protocol's tool for stationary combustion to calculate total emissions. Emissions in the calculation include CO2, CH4, and N2O, and the emissions factors and global warming potential values used are from the 2014 IPCC Fifth Assessment Report.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

9764.72

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied

by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

10446

(7.7.3) End date

03/31/2024

(7.7.4) Methodological details

In FY2024, actual electricity consumption (kWh) data from utility invoices was available for 21 of our U.S. Booz Allen facilities, covering nearly 48% of our total leased square footage. After determining kWh consumption, we used region-specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) to calculate each building's emissions. We converted nitrogen dioxide and methane emissions to CO2e using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. The emissions calculations include CO2, CH4, and N2O. The remainder of our purchased electricity emissions data is calculated by estimating electrical consumption based on total occupied square footage, facility type, and building location. For both U.S. and international facilities, we determine the average kilowatt hours (kWh) per square foot of the buildings in our portfolio by using data from the U.S. Energy Information Administration's (IEA) 2018 Commercial Buildings Energy Consumption Survey (CBRECS). We then estimate annual kWh consumption of our facilities by multiplying CBRECS averages by the number of square feet in each leased Booz Allen facility. To convert kWh into emissions, we use region-specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) for U.S. facilities (which include CO2, N2O, and CH3), and International Energy Agency (IEA) emissions factors specific to each country (includes CO2).

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

12292.18

(7.7.3) End date

(7.7.4) Methodological details

For both U.S. and international facilities, we used data from the U.S. Energy Information Administration's 2012 Commercial Buildings Energy Consumption Survey to determine the average kilowatt hours (kWh) of electricity buildings comparable to those in our portfolio consume per square foot each year. We then estimated our own kWh consumption by multiplying these national averages by the number of square feet in each Booz Allen facility. In FY2023, we were able to access utility bill data for 19 Booz Allen facilities, comprising nearly 42% of our total leased square footage. For these facilities, we were able to retrieve actual kWh consumption, as opposed to estimating using the aforementioned process. After kWh consumption was determined, for U.S. facilities, we used the GHG emissions factors from the U.S. Environmental Protection Agency's (EPA) 2020 Emissions and Generation Resource Integrated Database to calculate each building's emissions (differentiated by region). The formula we used to calculate emissions is: GHG emissions = Electricity consumed (in MWh) x EPA regional GHG emissions factor. We converted nitrogen dioxide and methane emissions to CO2e using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. Emissions in the calculation include CO2, CH4, and N2O. For international facilities, we substituted EPA regional emission factors with International Energy Agency (IEA) CO2 emissions factors specific to each country. Emissions in the calculation include CO2.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

412612

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Supplier-specific method
☑ Average data method
☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

8.62

(7.8.5) Please explain

For most purchased goods and services estimates, we calculate emissions using Watershed's CEDA database or EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier and procurement spend data. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend with select vendors are mapped to those vendors' unique revenue intensity estimates when complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the EPA EF for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis (e.g. electricity from facilities). For cloud computing emissions, we use either cloud usage data or spend data to estimate electricity consumed and calculate electricity emissions by applying regional EFs. We also use spend data to estimate the indirect emissions associated with the cloud vendor. For some physical goods where we have SKU data, BOMs are used to separate the SKU mass into individual commodities, which are multiplied by the total SKUs purchased to obtain the total mass per commodity per SKU. Mass is aggregated by each commodity to get total mass per commodity, and each commodity is mapped to the most accurate Emissions Factor(s). Emissions factors primarily come from ecoinvent and, in a few cases, publicly available scientific papers. We multiply total mass by the Emissions Factor(s) for that commodity to calculate CO2e emissions. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spending. As for Scope 2, market-based emissions are a default.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6290

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

68.95

(7.8.5) Please explain

We calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier & procurement spend data. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. Spend with select vendors is mapped to those vendors' unique revenue intensity estimates when they have submitted complete reports to complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the Emissions Factor for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spend. As for Scope 2, market-based emissions are a default.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2793

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We estimate fuel and energy related activities emissions for three categories: 1) Transmission and Distribution (T&D) - We estimate electricity lost to transmission and distribution. We apply regional grid loss rates from eGRID and Ecoinvent to estimate electricity lost in transmission and distribution, and apply the correct electricity emissions factor to estimate emissions. 2) Natural Gas Leakage - We use fugitive emissions data from chapter 4.2 of the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas inventories. A tier 1 approach was taken to evaluate fugitive emissions from exploration, production, processing, and transmission & storage of natural gas. Tier 1 was chosen as specific supply chain data was unavailable, and fugitive natural gas emissions are typically not significant for Watershed customers. 3) Upstream (well-to-tank or WTT) emissions- We calculate WTT emissions for stationary and mobile combustion, as well as WTT emissions for electricity production and electricity T&D loss. We use DEFRA EFs for WTT emissions. It is noteworthy that the choice of market- vs. location-based emissions in Scope 2 will also affect this category because electricity WTT and T&D loss emissions differ between the two methods.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen does not purchase or transport physical goods as part of its core business model. The company provides advanced technology solutions (largely digital), not manufactured products.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6189

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

1) We estimate waste emissions by evaluating the number of employees working from each office location - this is assumed to match the number of employees that are actively commuting each day (see Scope 3.7). We use the CalRecycle benchmarks as an estimate for waste produced per employee per day. We multiply waste produced for each month by emissions factors for landfill and recycling. No waste estimate is included for work from home employees. We use emissions factors from DEFRA for landfill, composting, and recycling. We use emission factors from the USEPA EF Hub for landfill, composting, incineration, and digestion in the US. 2) Where waste other than employee-generated waste is expected to be relevant, we collect information on tonnage of waste disposal by waste type and treatment methods, total tonnage of waste disposal, or spend on waste disposal services.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

62008

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We estimate three emissions inputs for business travel. 1) Flights - We calculate the distance traveled by looking at flight routes and calculating the distance between airports. We calculate total emissions using Emissions Factors from DEFRA, grouped by category of flight (e.g. long haul, medium haul, short haul). When origin, destination, and mileage data is not available, we use spend on flights applied to the relevant EEIO emissions factor. 2) Hotels - We calculate the number of nights stayed at a hotel using the check-in and check-out dates, and apply a country specific emission factors (kg CO2e / room per night) from DEFRA. When this data is not available, we use spend on hotels applied to the relevant EEIO emissions factor. 3) For all other types of business travel (e.g. Uber, Trains), we calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual spend data. Spend is aggregated by each travel category to get total spend. Each accounting category is mapped to the most accurate EEIO category. For all EEIO EFs, we account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

85584

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We estimate emissions in two categories. 1) Commute. We estimate the number of employees commuting in each location by aggregating employees by location. We exclude any remote employees, and exclude any months where employees were working from home due to COVID-19. We use data published by governments to estimate average commute mix and distance for each location, and apply that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking (Example sources: US Census Bureau for US states, Euro State for select EU cities). We multiply miles by the emissions factor for that commute-method category. For commute, we use EFs from EPA EF Hub for cars and public transit, while for walking and biking, we assume that EFs are 0. 2) Remote work. We estimate that the square footage occupied by a home office is 150 square feet. We use the Department of Energy's Building Performance Database to find benchmarks for electricity consumption per square foot of residential space and natural gas per square foot of residential space. We then multiply energy usage by the corresponding region's electricity and natural gas emissions factors. Since the DoE's data set does not assume homes are being used non-stop during working hours, we adjust these estimates up to correct for this. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category for remote work electricity usage.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen does not lease assets from suppliers that generate material emissions beyond what is already captured in Scope 1 and Scope 2. Leased office space is already included in scope 2 reporting and in Scope 3 Category 7 when appropriate.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen's deliverables are primarily services and digital solutions, and do not requirement shipment of physical products. Although the company recently introduced a small-volume, assembled product offering, it is not sold via traditional retail or distribution channels, and no downstream logistics or warehousing occur. As a result, emissions in this category are expected to be negligible for FY25.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen does not manufacture goods that undergo further processing, modification, or transformation by customers. The company's product offering is sold as a finished good. Therefore, no emissions arise in this category.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen does not produce consumer or industrial products that require energy or fuel to operate. The company's product does not generate energy-use emissions during its use phase and does not materially contribute to downstream Scope 3 emissions.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen's assembled product offering is newly introduced, with no units yet reaching end-of-life. No disposal, waste treatment, or recycling activity has occurred to date. Booz Allen will assess including this category in future reporting years once sufficient product maturity and data are available.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Booz Allen does not lease assets to third parties. The company provides services rather than renting equipment, facilities, or vehicles to clients or external entities.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

The company does not operate a franchise model, not does it own or control franchise operations. Therefore, no emissions arise from franchise activities.

Investments

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

385

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Investment-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We estimate the emissions from corporate investments, specifically equity and debt investments. To determine the EFs, we use the input data on the currency, country, industry, and the annual revenue of the asset for the specified measurement period. We also determine the attribution factor of the asset using the outstanding amount and the asset value. We use spend-based EFs from Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) or asset-specific EFs where available. For EEIO-based EFs, we account for inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

N/A

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

N/A
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

03/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

271453

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

4486

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2892

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

495

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

234

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

41512

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

44218

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

186

Past year 2

(7.8.1.1) End date

03/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

101879.05

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

3085.37

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

20822.46

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

40345.56
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.1.4) Attach the statement

Booz Allen Hamilton Verification Statement Reasonable.pdf

(7.9.1.5) Page/section reference

Full report

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.2.5) Attach the statement

Booz Allen Hamilton Verification Statement Reasonable.pdf

(7.9.2.6) Page/ section reference

Full report

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Investments
☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Booz Allen Hamilton Verification Statement Reasonable.pdf

(7.9.3.6) Page/section reference

Full Report

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

Other emissions reduction activities

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

Divestment

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

Acquisitions

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

Mergers

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

Change in output

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

645.9

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

6.1

(7.10.1.4) Please explain calculation

We expanded calculations to include estimated fuel use across all facilities, whereas previously we only used actual consumption data, where available.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

753.5

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

7.1

(7.10.1.4) Please explain calculation

We included emissions from refrigerant leakage for the first time this year.

Change in physical operating conditions

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

Unidentified

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

681

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

6.4

(7.10.1.4) Please explain calculation

For facilities where we did not have access to electricity data, consumption was estimated using building square footage, facility type, region, and lease start and end dates. These estimates rely on benchmarks from U.S. Department of Energy' Building Performance Database and regional energy profiles.
[Fixed row]

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Egypt

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.071

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.44

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.44

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.278

(7.16.2) Scope 2, location-based (metric tons CO2e)

13

(7.16.3) Scope 2, market-based (metric tons CO2e)

25

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.486

(7.16.2) Scope 2, location-based (metric tons CO2e)

11

(7.16.3) Scope 2, market-based (metric tons CO2e)

11

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.592

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.6

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.024

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.17

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.17

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.99

(7.16.2) Scope 2, location-based (metric tons CO2e)

6.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

6.6

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.077

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.72

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.72

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.36

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

2.3

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

8.1

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

1401

(7.16.2) Scope 2, location-based (metric tons CO2e)

9724

(7.16.3) Scope 2, market-based (metric tons CO2e)

10106
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Mobile Combustion*	*194*
Row 2	*Stationary Combustion*	*644.865*
Row 3	*Fugitive Emissions*	*753.5*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)
Row 1	*Purchased Electricity*	*9765*
Row 2	*District Heat*	*0.21*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Please explain
Consolidated accounting group	*1592.37*	*9764.72*	*We did not include other entities in our emissions calculations.*
All other entities	*0*	*0*	*We did not include other entities in our emissions calculations.*

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☑ No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ Don't know

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

4323.51

(7.30.1.4) Total (renewable + non-renewable) MWh

4323.51

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

31574.76

(7.30.1.4) Total (renewable + non-renewable) MWh

31574.76

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1.08

(7.30.1.4) Total (renewable + non-renewable) MWh

1.08

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable + non-renewable) MWh

0.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

35899.35

(7.30.1.4) Total (renewable + non-renewable) MWh

35899.35
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Other biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

1.57

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

1.6

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0.17

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0.17

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

832.5

(7.30.7.3) MWh fuel consumed for self-generation of electricity

40.92

(7.30.7.4) MWh fuel consumed for self-generation of heat

776.03

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3489.27

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1.61

(7.30.7.4) MWh fuel consumed for self-generation of heat

3487.66

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

4323.51

(7.30.7.3) MWh fuel consumed for self-generation of electricity

42.53

(7.30.7.4) MWh fuel consumed for self-generation of heat

4265.42
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

42.53

(7.30.9.2) Generation that is consumed by the organization (MWh)

42.53

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Heat

(7.30.9.1) Total Gross generation (MWh)

4265.42

(7.30.9.2) Generation that is consumed by the organization (MWh)

4265.42

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Egypt

(7.30.16.1) Consumption of purchased electricity (MWh)

1.08

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.24

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.10

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

35.08

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.38

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

7.5

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

35.38

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

22.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.19

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4.84

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

22.19

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

9.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.14

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

2

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9.64

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

0.36

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.08

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.36

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

15.26

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.17

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3.25

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15.17

Saudi Arabia

(7.30.16.1) Consumption of purchased electricity (MWh)

1.16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0.26

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.20

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

5.46

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1.23

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6.69

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

20.61

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.2

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4.43

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

25.24

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

31463.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

42.53

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3514.44

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

35020.78
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

9.813e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

11357

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

11980000000

(7.45.5) Scope 2 figure used

Select from:
☑ Location-based

(7.45.6) % change from previous year

94

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in revenue

☑ Other, please specify :Decreased leased building footprint

(7.45.9) Please explain

We saw an overall decrease in intensity because of an increase in revenue and a decrease in the square footage of our leased properties.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Booz Allen Hamilton Holding Corporation - Near-Term Approval Letter - Tuesday_ 26 December 2023.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Location-based

(7.53.1.11) End date of base year

03/31/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

33.26

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

15113.48

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

15146.740

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

03/31/2032

(7.53.1.55) Targeted reduction from base year (%)

50.4

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

7512.783

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1592.37

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

9764.72

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

11357.090

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

49.64

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Coverage is organization wide and does not exclude any relevant Scopes 1 2 or 3 emissions categories.

(7.53.1.83) Target objective

50.4% reduction from base year

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

We continue to advance emissions reduction across Scope 1, 2, and 3 through energy efficiency, optimized building operations, supplier engagement, and expanded collection of activity data. We are progressing toward our target.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Booz Allen Hamilton Holding Corporation - Near-Term Approval Letter - Tuesday_ 26 December 2023.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 8 - Upstream leased assets

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 4 – Upstream transportation and distribution

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

03/31/2020

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

50283.64

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

2860.91

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

135.45

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

2601.09

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

31989.74

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

41490.69

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

4443.16

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

0

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

133804.680

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

133804.680

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

90

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

90

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

90

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

90

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

90.39

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

90.39

(7.53.1.54) End date of target

03/31/2032

(7.53.1.55) Targeted reduction from base year (%)

50.4

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

66367.121

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

412612

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

2815

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

6189

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

62008

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

85584

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

385

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

569593.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

569593.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

-646.21

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Coverage is organization wide and does not exclude any relevant Scopes 1 2 or 3 emissions categories.

(7.53.1.83) Target objective

50.4% reduction from base year

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

We continue to advance emissions reduction across Scope 1, 2, and 3 through energy efficiency, optimized building operations, supplier engagement, and expanded collection of activity data. We are progressing toward our target.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:
☑ No
[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply
☑ No other climate-related targets

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives
Under investigation	*4*
To be implemented	*1*
Implementation commenced	*2*
Implemented	*0*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

110

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.7) Payback period

Select from:
☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 6-10 years

(7.55.2.9) Comment

Tenant controlled lighting retrofits across several leased office locations reduce electricity consumption and maintenance needs. This initiative supports Scope 2 reductions despite limited control over base-building infrastructure. Assuming approximately 7 kWh/ft2-year for lighting in a typical commercial building and 40% reduction in lighting energy use with commercial LED retrofits across 100,000 ft2 of tenant controlled office space.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

55

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

HVAC schedules and controls will be optimized in collaboration with landlords to reduce energy consumption during low-occupancy hours. Baseline HVAC energy use in tenant controlled office space was estimated using typical energy use intensities for commercial offices (HVAC approximately 7 kWh/ft2-year). HVAC energy savings estimated at 10% of baseline HVAC consumption across 200,000 sqft.

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Teleworking

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

25

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 7: Employee commuting

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Company-wide telework flexibility reduces employee commuting emissions.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Other :Dedicated ERS Function

(7.55.3.2) Comment

Our organization uses a centralized sustainability governance structure to drive investment in emissions-reduction activities. Climate-related initiatives, performance data, and investment opportunities are reviewed through our Enterprise Responsibility and Sustainability (ERS) governance process. This approach enables cross-functional collaboration between sustainability, operations, workplace, finance, procurement, and executive leadership. Through this manages process, emissions-reduction actions are evaluated for feasibility, anticipated impact, cost considerations, and aligned with corporate objectives. This ensures that investment decisions are based on both emissions-reduction potential and business value.
[Add row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ No

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
Legally protected areas	*Select from:* ☑ Not assessed
UNESCO World Heritage sites	*Select from:* ☑ Not assessed
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed
Ramsar sites	*Select from:* ☑ Not assessed
Key Biodiversity Areas	*Select from:* ☑ Not assessed
Other areas important for biodiversity	*Select from:* ☑ Not assessed

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Base year emissions

☑ Target-setting methodology

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify :SBTi Target Validation Protocol

(13.1.1.4) Further details of the third-party verification/assurance process

As part of our Science Based Targets setting, SBTi verified our baseline emissions and target setting methodology. All targets have been assessed against the SBTi's quantitative and qualitative criteria, along with the Target Validation Protocol.
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Associate General Counsel & Associate Secretary

(13.3.2) Corresponding job category

Select from:

☑ Other, please specify :Legal, Associate Corporate Secretary and Associate General Counsel
[Fixed row]