

C0. Introduction

C0.1

**(C0.1) Give a general description and introduction to your organization.**

For more than 100 years, business, government, and military leaders have turned to Booz Allen to solve their most complex problems. As a consulting firm with experts in analytics, digital solutions, engineering, and cyber, we help organizations transform. We are a key partner on some of the most innovative programs for governments worldwide and trusted by its most sensitive agencies. We work shoulder-to-shoulder with clients, using a mission-first approach to choose the right strategy and technology to help them realize their vision. With global headquarters in McLean, Virginia, our firm employs more than 29,500 people and had revenue of \$8.4 billion for the 12 months ending March 31, 2022. To learn more, visit [BoozAllen.com](https://www.boozallen.com). (NYSE: BAH)

C0.2

**(C0.2) State the start and end date of the year for which you are reporting data.**

Reporting year	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
2021	April 1 2021	March 31 2022	No	<Not Applicable>

C0.3

**(C0.3) Select the countries/areas in which you operate.**

- Egypt
- Germany
- Japan
- Lebanon
- Netherlands
- Qatar
- Republic of Korea
- Saudi Arabia
- Singapore
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

**(C0.4) Select the currency used for all financial information disclosed throughout your response.**

- USD

C0.5

**(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.**

- Operational control

C0.8

**(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	US0995021062

C1. Governance

## C1.1

**(C1.1) Is there board-level oversight of climate-related issues within your organization?**

Yes

### C1.1a

**(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.**

Position of individual(s)	Please explain
Board-level committee	BoozAllen's Board of Directors provides governance and oversight over the strategy, risk, operations, and management of the firm. The Nominating & Corporate Governance Committee is chartered with oversight of environmental, social, and governance (ESG) matters. Explanation of how the committee's responsibility is related to climate issues: The Nominating & Corporate Governance Committee oversees risks arising from the Company's governance processes and practices related to ESG, which includes climate issues related to environmental performance and climate impact. Example of at least one climate-related decision made by the committee: A climate related decision made by the Nominating & Corporate Governance Committee in the reporting period was the decision to set new emissions reduction targets aligned with the principles and methodology of the Science Based Targets initiative (2021 ESG Impact Report, p 57).
Chief Executive Officer (CEO)	Explanation of how the individual's responsibility is related to climate issues: Our President and CEO is a member of the firm's Environmental, Social, Governance (ESG) Committee, which acts with the Board's authority to champion the firm's ongoing commitment to our ESG strategy (which includes climate impact and environmental performance) and integration of ESG principles into business strategy. Example of at least one climate-related decision made by the committee: A climate related decision made by the ESG Committee, which includes the President and CEO, in the reporting period was the decision to set new emissions reduction targets aligned with the principles and methodology of the Science Based Targets initiative (2021 ESG Impact Report, p 57).
Please select	

### C1.1b

**(C1.1b) Provide further details on the board's oversight of climate-related issues.**

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – all meetings	<ul style="list-style-type: none"> <li>Reviewing and guiding strategy</li> <li>Reviewing and guiding major plans of action</li> <li>Reviewing and guiding risk management policies</li> <li>Reviewing and guiding annual budgets</li> <li>Reviewing and guiding business plans</li> <li>Setting performance objectives</li> <li>Monitoring implementation and performance of objectives</li> <li>Overseeing major capital expenditures, acquisitions and divestitures</li> <li>Monitoring and overseeing progress against goals and targets for addressing climate-related issues</li> </ul>	<Not Applicable>	The ESG Committee, which was formed by the Nominating & Corporate Governance Committee of the Board of Directors and acts with its authority, champions the firm's ongoing commitment to our ESG strategy and integration of ESG principles into business strategy. All ESG Committee meetings include workstream updates on climate related initiatives, including, but not limited to, progress on the firm's commitment to and progress against Science Based Targets.

### C1.1d

**(C1.1d) Does your organization have at least one board member with competence on climate-related issues?**

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Please select	<Not Applicable>	<Not Applicable>	<Not Applicable>

## C1.2

**(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Other committee, please specify (Environmental, Social, Governance Committee)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Other CSuite Officer, please specify (Chief Legal Officer)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Chief Executive Officer (CEO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly

**C1.2a**

**(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).**

The executive management-level ESG Committee operates with the Board of Directors' authority to execute ESG matters. Chaired by our Chief Legal Officer and comprised of senior executives, including our President and Chief Executive Officer, the ESG Committee uses its deep knowledge of our business, business strategies, and ESG priorities, goals, and strategies to champion our ongoing commitment to our ESG strategy and integration of ESG principles into our business strategy, facilitated by the ESG Function of our Office of the Corporate Secretary.

Description of the responsibilities of the ESG Committee with regard to the assessment and monitoring of climate-related issues:

The purpose of the ESG Committee (the "Committee") is to assist 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 (collectively, "ESG Matters"). The Committee is a cross-functional management group that provides management oversight and acts as an advisory body for the ESG function within the Office of the Corporate Secretary, champions the integration of ESG principles into strategic business planning, and establishes and oversees an ESG Council to recommend and operationalize action plans for the achievement of objectives related to ESG Matters.

The Committee's duties and responsibilities include, but are not limited to, the following:

- Oversee reporting and disclosure with respect to ESG Matters;
- Assist the ESG Function in setting general strategy with respect to ESG Matters, and consider and recommend policies, practices, and disclosures that conform with the strategy;
- Encourage integration and consideration of strategically significant ESG Matters into overall business strategy, including building awareness and support for action among the Company's leadership and facilitating the deployment of resources to address opportunities and risks presented by such ESG Matters;
- Consider current and emerging ESG Matters that may significantly impact Booz Allen's business operations, performance, or reputation, or are otherwise pertinent to Booz Allen and its stakeholders, and to make recommendations with respect to Booz Allen's posture, internally and externally, and the applicability of its policies, practices, and disclosures to such ESG Matters;
- Identify relevant intersections and opportunities for collaboration and alignment between the ESG Function and other market and functional agendas and plans within the Company;
- Establish systems, as deemed necessary and appropriate, to monitor ESG Matters;
- Consider, approve, and support the achievement of initiatives, action plans, and corporate performance goals related to ESG Matters, as recommended by the ESG Function and the ESG Council; and
- Review and assess the Committee Charter annually and recommend any proposed changes for approval of the Nominating and Corporate Governance Committee.

**C1.3**

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Further information is included in response to C1.3a

**C1.3a**

**(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).**

Entitled to incentive	Type of incentive	Activity incentivized	Comment
Other, please specify (Client Service Personnel)	Monetary reward	Other (please specify) (Sale of climate change services)	The Strategic Awards program is available to Career Managers to recognize employees for their contribution to the growth of the climate change practice areas to include client service delivery and proposal/capture efforts. Senior staff is eligible for a performance-based annual bonus program that reflects the individual's overall performance, impact, and contribution to the firm's business, including climate change services and business development efforts.
Environment/Sustainability manager	Monetary reward	Emissions reduction project Emissions reduction target Energy reduction project Energy reduction target Efficiency project Efficiency target Environmental criteria included in purchases Supply chain engagement Company performance against a climate-related sustainability index	The Environmental, Social, Governance (ESG) Managers are eligible to receive monetary awards under the discretionary Strategic Awards program based on their performance under the climate-related programs. Senior staff is eligible for a performance-based annual bonus program that reflects individual's overall performance, impact, and contribution to the firm's businesses, including management of the climate-related and ESG objectives as applicable.

## C2. Risks and opportunities

### C2.1

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

Yes

### C2.1a

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

	From (years)	To (years)	Comment
Short-term	0	1	
Medium-term	1	3	
Long-term	3	100	

### C2.1b

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

In our annual ESG reports, we define and address the areas of significant ESG impact that are both relevant to our business and important to our stakeholders. As we invest in shaping the future, we strive to create enduring positive impact for our clients and communities and to enhance the sustainability of our business. Both goals are best served through focus—on what matters most and where we are uniquely positioned to make a difference. Our stakeholder-focused approach enables us to identify impacts that are broadly consistent with expectations for our industry and our enduring priorities while also accommodating factors that reflect our unique business and our agile approach to emerging opportunities and challenges. We conducted an extensive ESG topic materiality assessment that is discussed in our 2020 report, and completed an assessment update that will be discussed in our forthcoming 2022 report. Our materiality assessment provides valuable insight as we continue to implement our ESG strategy, seeking to strengthen sustainable business practices that strive to deliver positive impact for Booz Allen and our stakeholders. We define our key impact areas through a future-focused lens, expressing our aspirations as we shape what's to come.

### C2.2

**(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.**

**Value chain stage(s) covered**

Direct operations

**Risk management process**

Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment**

More than once a year

**Time horizon(s) covered**

Short-term

Medium-term

Long-term

**Description of process**

Description of the ERM process and how it identifies, assesses, and responds to climate related risks: At the company level, Booz Allen's Enterprise Risk Management (ERM) program, established in 2011, identifies, analyzes, monitors, and manages key operational risks at the enterprise level on a monthly basis. Operational risks are defined as follows: the financial, reputational, or strategic losses incurred by the organization due to inadequate or failed policies, procedures, practices, or systems. Climate related risks are considered as a part of that assessment, as the ERM program identifies and assesses potential impacts, severity, and likelihood of these risks. The program uses a framework, leveraging the principles set forth by Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2017. The program considers risks more than six years out into the future, takes into account the global geographical areas, and identifies them into one of three categories: Tier 1, Tier 2 and Watchlist. Tier 1 risks have the highest potential to cause material damage to the firm's value or reputation. Tier 2 risks also have high potential for material damage to the firm's value or reputation but are seen as having a lower likelihood or longer time horizon than Tier 1 risks. At the third tier, Watch List items are industry trends or require periodic examination. The ERM program is mandated by the Board of Directors and sponsored by our CEO, with results reported to an ERM Steering Committee, and overseen day-to-day by a senior vice president. In addition to our annual risk refresh process, we frequently analyze top risks across different sources (industry lists, think tanks, geopolitical risks, etc.), looking for gaps in our firm ERM framework. If we were to uncover risks that would be material to the firm that should fall on our framework, we would work to incorporate them into one of our existing tiers. Description of the Business Continuity (BC) process and how it identifies, assesses, and responds to climate related risks: At the asset level, an all-hazards approach is used to identify and monitor human, natural, and technological risks. 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 offices maintain, train, and test response plans that reflect the natural hazards present in their vicinity. We conduct annual, topical training for our office leads as well as general employee awareness campaigns on seasonal risks, e.g., tornados, wildfires, earthquakes, and winter weather. We monitor emerging risks at our facilities globally and use these risk alerting tools to identify potential threats to our staff, offices, or operations and prepare to respond in the event of a weather-related emergency or climate-related threat. Our BC plans include recovery strategies for any incident that causes the following business impacts (for any reason): Loss of Personnel; Loss of Information Services; Loss of our Local Facilities; Loss of a Key Supplier; Loss of the Washington Metropolitan Area. Additionally, the Business Assurance Office (BAO) has Incident / Crisis Management plans with tools to implement programs and conduct scenario-based exercises such as physical climate risks (extreme weather patterns, flooding, sea level rise, etc.).

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**C2.2a**

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**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	BoozAllen's Code of Business Ethics and Conduct states that we follow all applicable law, which includes all applicable environmental laws and regulations. It is important to our business to understand which climate related laws and regulations apply to the firm, their impact on the firm, and how we can maintain compliance. Laws and regulations may potentially impose added costs on our business and failing to comply with them may lead to civil or criminal penalties, termination of our U.S. government contracts, and/or suspension or debarment from contracting with federal agencies. Therefore, regulation related-risks have been identified as relevant through the firm's Enterprise Risk Management (ERM) process. These regulation-related risks are included in our climate related risk assessments by evaluating them through inclusion and assessment under our ERM program, which is discussed further in 2.2. While relevant to our business, climate related risks do not currently pose a substantial risk for Booz Allen, particularly since we lease, as opposed to own, all of our offices.
Emerging regulation	Relevant, always included	Booz Allen Code of Business Ethics and Conduct states that we follow all applicable laws, including all applicable environmental laws and regulations. It is important for our firm to be aware of emerging regulations that may impact our firm and require changes in business operation to comply with the regulations. Examples of emerging legislation risks include the potential introduction of carbon taxes in countries where we operate which could increase operation costs for the firm and the SEC's recently proposed climate rules. Booz Allen assesses emerging regulation, including emerging climate related regulations, through inclusion and assessment under our ERM program, which is discussed further in 2.2.
Technology	Relevant, always included	We create, implement, and maintain information technology and infrastructure that are often critical to our clients' operations, some of which involve sensitive information and may be conducted in war zones or other hazardous environments, or include confidential or secret information protected by law. As a result, we are at risk for systems or services failures, including those resulting from climate related natural disasters. If our technology systems fail, our operations could be interrupted or suspended, which could have a material adverse effect on our business and results of operations. Furthermore, Booz Allen must stay on top of the latest climate related technology and adapt to and leverage the associated opportunities to provide market relevant, innovative services to our clients. Failure to do so may hinder the firm's ability to win future contracts. Climate related technology risks are included in Booz Allen's climate related risk assessments through inclusion and assessment under our ERM program, which is discussed further in 2.2.
Legal	Relevant, always included	Legal risk is included in Booz Allen's risk assessment, as the firm is subject to, and may become a party to, a variety of litigation or other claims and suits that arise from time to time in the ordinary course of business. The results of litigation and other legal proceedings are inherently uncertain and adverse judgments or settlements in legal disputes may result in materially adverse monetary damages or injunctive relief. Any claims or litigation, even if fully indemnified or insured, could damage the firm's reputation and make it more difficult to compete effectively or obtain adequate insurance in the future. From the perspective of climate change, these risks increase as environmental legislation that Booz Allen may be subject to continues to develop. Booz Allen evaluates legal risk, including climate related legal risk, through inclusion and assessment under our ERM program, which is discussed further in 2.2.
Market	Relevant, always included	The firm depends on contracts with U.S. government agencies for about 97 percent of its revenue. U.S. government spending and mission priorities could change in a manner that adversely affects future revenue and limits the firm's growth prospects. Therefore, Booz Allen must be aware of the changing market and understand the changing expectations and needs of our government clients and be prepared to evolve as market needs shift. Climate change is a driver of market change and will undoubtedly increase and decrease demand for a variety of services provided by Booz Allen, such as increasing demand for sustainability service offerings. The firm must keep up with evolving demand. The risks and market trends are even more volatile for the firm, as market priorities often change (sometimes drastically) with new White House administrations. These market related risks are included in the firm's climate related risk assessments through inclusion and assessment under our ERM program, which is discussed further in 2.2.
Reputation	Relevant, always included	The firm's professional reputation is critical to its business, and any harm to its reputation could reduce the firm's business with the U.S. government materially adversely affect future revenue and growth prospects. Any perceptions of Booz Allen as a company that harms the environment or is not a steward of sustainability could negatively impact reduce growth prospects for the firm's sustainability service offerings and/or the business as a whole as customers seek contractors that take meaningful steps to address climate change. Reputational risks are assessed and included in our climate related risk assessments through inclusion and assessment under our ERM program, which is discussed further in 2.2.
Acute physical	Relevant, always included	Acute physical risks are considered specific, immediate, physical events resulting from changes in the climate such as increases in extreme weather and natural disasters, including floods, heat waves, extreme cold, etc. These acute physical risks are included in the firm's climate related risk assessments through an all-hazards approach, which is used to identify and monitor these risks. The identified 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 offices maintain, train, and test response plans for the natural hazards identified in their vicinity. We use risk alerting tools to identify, monitor, and respond to emerging risks to our staff, facilities, or operations. Furthermore, the risks are included in the firm's climate vulnerability assessment tool, which can identify climate risks at the firm's facilities and model probable/likely impacts on our current and future business. The tool is an interactive map with several climate change scenarios (e.g., sea level rise, water inundation, and wildfires) with functionality to overlay Booz Allen's operations-related and estimated revenue loss data. Users can select a climate scenario and see an estimated potential operational and financial impact to a specific mission-critical geographic location. Users can also see summary statistics for individual facilities such as facility address, square footage, number of Booz Allen employees reporting daily, dollar values of major contracts, potential compromised revenue, and climate risk summary.
Chronic physical	Relevant, always included	Chronic physical risks are physical risks that emerge from longer-term climate changes that are slower in their onset, such as sea level rise and increasingly volatile and unpredictable weather patterns. These chronic physical risks are included in our climate related risk assessments through an all-hazards approach, which is used to identify and monitor these risks. The identified risk factors are applied to all corporate facilities worldwide as part of annual risk assessments. The assessments are used to forecast near and long-term weather and climate-related threats, and drive mitigation and response planning. All offices maintain, train, and test response plans that reflect the identified natural hazards present in their vicinity. We conduct annual, topical training for our office leads and general employee awareness campaigns on seasonal risks, e.g., tornados, wildfires, earthquakes, and winter weather. We use risk alerting tools to identify, monitor, and respond to emerging risks at our facilities globally to our staff, offices, or operations in the event of a weather-related emergency or climate-related threat. Furthermore, these emerging risks are included in our climate vulnerability assessment tool, allowing us to identify climate risks at our offices and model probable/likely impacts on our current and future business. The tool is an interactive map with several climate change scenarios (e.g., sea level rise, water inundation, and wildfires) with functionality to overlay Booz Allen's operations-related and estimated revenue loss data. Users can select a climate scenario and see an estimated potential operational and financial impact to a specific mission-critical geographic location. Users can also see summary statistics for individual facilities such as facility address, square footage, number of Booz Allen employees reporting daily, dollar values of major contracts, potential compromised revenue, and climate risk summary. Chronic Physical risks are assessed and included in our climate related risk assessments through inclusion and assessment under our ERM program, which is discussed further in 2.2.

**C2.3**

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

No

**C2.3b**

**(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	BoozAllen is a management consulting services company and operates entirely within leased facilities and facilities owned/leased/operated by our clients in locations that do not face unique physical risks from climate change. While the locations where we have offices and concentrations of employees may be impacted by extreme weather or other physical impacts, as well as uncertainty caused by an evolving regulatory landscape, the associated risk of increased operational cost is minimal based on the nature of our business, and Booz Allen has taken steps to maintain plans that ensure continuity of business operations. • For physical risks, Booz Allen manages and mitigates potential disruptions through distribution of staff and business operations. Decentralization of resources reduces the magnitude of individual weather events, and offices are generally located in areas with low risk of sea level rise. Additionally, our corporate Crisis Management (CM) and Business Continuity (BC) capabilities employ an automated planning system (Fusion Framework System) and Emergency Alert System (EAS), which greatly increase productivity and the speed in which we plan, respond and recover from business interruption events. • For transitional risks, because of the nature of our business as a management consulting services provider and because we lease (rather than own) all of our offices, we do not own any facilities that are currently targeted for regulation. We also work with outside legal counsel and other advisors to anticipate and prepare for potential relevant regulatory changes. These plans have been incorporated into routine business practices and do not cause additional financial strain on the business. The aforementioned risks, while present, have been determined not to have a substantive financial or strategic impact on business at this time. An explanation covering the process that has/is being used to assess why your company is not exposed to climate-related risks. There are numerous processes in place that are continually utilized to assess risk to the business, including physical and transitional risks caused by climate change. Risks are assessed by our ERM system, described further in 2.2 and 2.2a.

## C2.4

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(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

### C2.4a

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(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

**Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Shift in consumer preferences

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

Booz Allen's federal clients are affected by changing U.S. regulatory requirements, including those relating to climate. This has resulted in increased demand for services to assist clients in understanding and navigating the new regulatory landscape and how they can both comply with and further the executive branch's focus and efforts related to climate change. Evolving reporting requirements provides opportunities for Booz Allen to navigate new requirements and assist clients in GHG and sustainability reporting services. This provides an opportunity for our sustainability experts to win more of this type of work to meet the increased demand, potentially resulting in increased sales for the firm.

**Time horizon**

Short-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Booz Allen provides consulting services related to GHG emissions reporting. As regulations continue to evolve and requirements shift, we expect the demand for these services to continue, resulting in increased revenue for the firm. At this time we are unable to provide an estimate of financial impact.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

Booz Allen proactively engages with clients facing challenges associated with a rapidly changing environment due to climate change and associated regulatory framework and assists them to meet their operational requirements and regulatory obligations. To do this, we continuously assess new and emerging reporting requirements and conduct market sensing activities that allow us to anticipate demand and prepare new services to meet client challenges and missions. The costs associated with pursuing these opportunities are absorbed into our general and business development budgets and we have no quantified costs to report.

**Comment**

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**Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Upstream

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Shift in consumer preferences

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

Changes to natural resource availability could impact Booz Allen clients and, therefore, create opportunities for Booz Allen to provide strategic advisory services to help clients overcome the potential impact. For example, Booz Allen has been tasked with greening the fleets of clients to reduce fuel consumption. As resources become scarcer and clients desire to reduce resource usage and consumption, Booz Allen will have the opportunity to assist in their transition to lower GHG emissions and natural

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resource consumption, providing increased sales for Booz Allen.

**Time horizon**

Medium-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Booz Allen provides fuel reduction services to civilian and defense clients. As resources become scarcer, we expect the demand for lower GHG emissions services, such as fuel reduction, to grow, which is expected to increase revenue for the firm. At this time, we are unable to provide an estimated value.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

We proactively engage with clients and conduct market sensing activities to anticipate demand and prepare new services to meet client challenges and missions. For example, Booz Allen has facilitated workshops with local government, nonprofit organizations, and representatives from State and Federal governments to identify potential needs related to climate change and areas where Booz Allen can build out our service offerings to realize those opportunities. The costs associated with pursuing this opportunity are absorbed into our general and business development budgets and we have no quantified costs to report.

**Comment**

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**Identifier**

Opp3

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development of climate adaptation, resilience and insurance risk solutions

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

Booz Allen has the opportunity to expand our service offerings and generate increased revenue from developing climate adaptation and resilience solutions that would be valuable to our clients.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

Low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

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.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

An example of how Booz Allen is working to realize this opportunity is that we are currently developing a climate vulnerability assessment tool to evaluate the impact of projected climate change on the firm's operations. The tool evaluates the climate risks at Booz Allen's current and planned facilities as well as client facilities where Booz Allen provides on-site contracted support. The objectives of the tool are to support Booz Allen with planning and mitigating climate risks through the firm's corporate risk management protocol and to address the potential material damage to the firm's value or reputation based on the probability and potential magnitude of impact on six factors: (1) health and safety of employees, (2) business operations and financial health, (3) facilities, (4) legal and regulatory requirements, (5) corporate reputation, and (6) protection of the firm's intellectual property and sensitive information. Once this tool has been completed and put in production, we hope to be able to offer it to our clients to



help them understand their climate vulnerabilities and associated measures to increase resilience. This new service offering is expected to provide increased sales. The costs associated with pursuing this opportunity are absorbed into our general and business development budgets and we have no quantified costs to report.

**Comment**

**C3. Business Strategy**

**C3.1**

**(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?**

Row 1

**Transition plan**

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a transition plan within two years

**Publicly available transition plan**

<Not Applicable>

**Mechanism by which feedback is collected from shareholders on your transition plan**

<Not Applicable>

**Description of feedback mechanism**

<Not Applicable>

**Frequency of feedback collection**

<Not Applicable>

**Attach any relevant documents which detail your transition plan (optional)**

<Not Applicable>

**Explain why your organization does not have a transition plan that aligns with a 1.5°C world and any plans to develop one in the future**

**Explain why climate-related risks and opportunities have not influenced your strategy**

<Not Applicable>

**C3.2**

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

**C3.2a**

**(C3.2a) Provide details of your organization’s use of climate-related scenario analysis.**

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios RCP 2.6	Country/area	<Not Applicable>	Booz Allen utilized three representation concentration pathways (RCP): 2.6, 4.5, and 8.5. These were chosen based on their use in the 2018 National Climate Assessment. As the National Climate Assessment was a document produced by our primary client, the United States Federal Government, the decision was made to rely on its interpretations of these models. Thus, we did not make changes to those projections to fit this analysis, except that in the sea level rise analysis, to avoid uncertainty and simplify the process of estimating impacts in 2050, Booz Allen assumed that the sea level rise would occur in a linear fashion although sea level rise is an exponential phenomenon. • Booz Allen focused on two points in time: 2050 and 2100. The first, 2050, was chosen in recognition of current and forecasted lease terms of Booz Allen facilities. By choosing 2050, Booz Allen can consider associated factors in making decisions regarding new leases. The second point in time, 2100, was chosen for two reasons: it is a common point of reference in materials documenting the impacts of climate change, and our clients control high value assets that presumably will still be functioning by the end of the century. • Booz Allen focused on coastal areas due to their vulnerability to sea level rise and extreme weather events. The impacts of sea level rise had been previously identified by Booz Allen as posing a significant challenge to both our clients and our business. Preliminary analysis by Booz Allen determined that major storm events on the level of Hurricane Harvey and Hurricane Michael are capable of creating significant disruption to employee productivity. The occurrence of Hurricane Harvey was correlated to an approximately fifty percent drop in productivity at our facilities in Houston. The drop in productivity from Hurricane Michael was not as dramatic, but was noticeable. • Booz Allen uses GIS to map facility locations against climate and weather data to visualize the impacts of past events and forecast impacts of potential future events on those locations.
Physical climate scenarios RCP 4.5	Country/area	<Not Applicable>	Booz Allen utilized three representation concentration pathways (RCP): 2.6, 4.5, and 8.5. These were chosen based on their use in the 2018 National Climate Assessment. As the National Climate Assessment was a document produced by our primary client, the United States Federal Government, the decision was made to rely on its interpretations of these models. Thus, we did not make changes to those projections to fit this analysis, except that in the sea level rise analysis, to avoid uncertainty and simplify the process of estimating impacts in 2050, Booz Allen assumed that the sea level rise would occur in a linear fashion although sea level rise is an exponential phenomenon. • Booz Allen focused on two points in time: 2050 and 2100. The first, 2050, was chosen in recognition of current and forecasted lease terms of Booz Allen facilities. By choosing 2050, Booz Allen can consider associated factors in making decisions regarding new leases. The second point in time, 2100, was chosen for two reasons: it is a common point of reference in materials documenting the impacts of climate change, and our clients control high value assets that presumably will still be functioning by the end of the century. • Booz Allen focused on coastal areas due to their vulnerability to sea level rise and extreme weather events. The impacts of sea level rise had been previously identified by Booz Allen as posing a significant challenge to both our clients and our business. Preliminary analysis by Booz Allen determined that major storm events on the level of Hurricane Harvey and Hurricane Michael are capable of creating significant disruption to employee productivity. The occurrence of Hurricane Harvey was correlated to an approximately fifty percent drop in productivity at our facilities in Houston. The drop in productivity from Hurricane Michael was not as dramatic, but was noticeable. • Booz Allen uses GIS to map facility locations against climate and weather data to visualize the impacts of past events and forecast impacts of potential future events on those locations.
Physical climate scenarios RCP 8.5	Country/area	<Not Applicable>	Booz Allen utilized three representation concentration pathways (RCP): 2.6, 4.5, and 8.5. These were chosen based on their use in the 2018 National Climate Assessment. As the National Climate Assessment was a document produced by our primary client, the United States Federal Government, the decision was made to rely on its interpretations of these models. Thus, we did not make changes to those projections to fit this analysis, except that in the sea level rise analysis, to avoid uncertainty and simplify the process of estimating impacts in 2050, Booz Allen assumed that the sea level rise would occur in a linear fashion although sea level rise is an exponential phenomenon. Booz Allen focused on two points in time: 2050 and 2100. The first, 2050, was chosen in recognition of current and forecasted lease terms of Booz Allen facilities. By choosing 2050, Booz Allen can consider associated factors in making decisions regarding new leases. The second point in time, 2100, was chosen for two reasons: it is a common point of reference in materials documenting the impacts of climate change, and our clients control high value assets that presumably will still be functioning by the end of the century. Booz Allen focused on coastal areas due to their vulnerability to sea level rise and extreme weather events. The impacts of sea level rise had been previously identified by Booz Allen as posing a significant challenge to both our clients and our business. Preliminary analysis by Booz Allen determined that major storm events on the level of Hurricane Harvey and Hurricane Michael are capable of creating significant disruption to employee productivity. The occurrence of Hurricane Harvey was correlated to an approximately fifty percent drop in productivity at our facilities in Houston. The drop in productivity from Hurricane Michael was not as dramatic, but was noticeable. Booz Allen uses GIS to map facility locations against climate and weather data to visualize the impacts of past events and forecast impacts of potential future events on those locations.

**C3.2b**

**(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.**

**Row 1**

**Focal questions**

Booz Allen focused on coastal areas due to their vulnerability to sea level rise and extreme weather events. The impacts of sea level rise had been previously identified by Booz Allen as posing a significant challenge to both our clients and our business.

**Results of the climate-related scenario analysis with respect to the focal questions**

Booz Allen focused on two points in time: 2050 and 2100. The first, 2050, was chosen in recognition of current and forecasted lease terms of Booz Allen facilities. By choosing 2050, Booz Allen can consider associated factors in making decisions regarding new leases. The second point in time, 2100, was chosen for two reasons: it is a common point of reference in materials documenting the impacts of climate change, and our clients control high value assets that presumably will still be functioning by the end of the century. Preliminary analysis by Booz Allen determined that major storm events on the level of Hurricane Harvey and Hurricane Michael are capable of creating significant disruption to employee productivity. The occurrence of Hurricane Harvey was correlated to an approximately fifty percent drop in productivity at our facilities in Houston. The drop in productivity from Hurricane Michael was not as dramatic, but was noticeable. Booz Allen uses GIS to map facility locations against climate and weather data to visualize the impacts of past events and forecast impacts of potential future events on those locations.

**C3.3**

**(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Evaluation in progress	
Supply chain and/or value chain	Evaluation in progress	
Investment in R&D	Evaluation in progress	
Operations	Evaluation in progress	

**C3.4**

**(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Please select	

**C4. Targets and performance**

**C4.1**

**(C4.1) Did you have an emissions target that was active in the reporting year?**

Intensity target

**C4.1b**

**(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).**

**Target reference number**

Int 1

**Year target was set**

2014

**Target coverage**

Company-wide

**Scope(s)**

Scope 2

**Scope 2 accounting method**

Location-based

**Scope 3 category(ies)**

<Not Applicable>

**Intensity metric**

Metric tons CO2e per unit FTE employee

**Base year**

2014

**Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)**

0.98

**Intensity figure in base year for Scope 3 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)**

0.98

**% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure**

<Not Applicable>

**% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure**

100

**% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this Scope 3 intensity figure**

<Not Applicable>

**% of total base year emissions in all selected Scopes covered by this intensity figure**

100

**Target year**

2026

**Targeted reduction from base year (%)**

15

**Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]**

0.833

**% change anticipated in absolute Scope 1+2 emissions**

-30

**% change anticipated in absolute Scope 3 emissions**

**Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)**

0.51

**Intensity figure in reporting year for Scope 3 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)**

1.19

**% of target achieved relative to base year [auto-calculated]**

-142.857142857143

**Target status in reporting year**

Achieved

**Is this a science-based target?**

No, but we anticipate setting one in the next 2 years

**Target ambition**

<Not Applicable>

**Please explain target coverage and identify any exclusions**

All our facilities emissions are Scope 2. We do not have any other Scope 2 emissions. In 2014, we set a goal of reducing the intensity of facilities-related emissions (i.e., Scope 2 emissions) per FTE employee by 15% by 2026 vs. 2014 levels. We formerly used a calendar year (CY) reporting schedule when the baseline was set and have switched to a fiscal year (FY) reporting schedule. Consequently, the baseline year is CY2014 and the target year is FY2026. In FY2021, Scope 2 emissions per employee was 0.50 MTCO2e/FTE, which exceeded our goal and was a 30% reduction vs. the CY2014 baseline. As we embark on a new phase of environmental governance, we are excited to apply the knowledge we have gained since setting our current goals. We are implementing new strategies and initiatives to reduce our greenhouse gas emissions, including the establishment of meaningful, data-driven, and rigorous reduction goals. Our objective is to set new targets aligned with the principles and methodology of the Science Based Targets initiative within 2 years, with our fiscal year 2020 emissions serving as a baseline.

**Plan for achieving target, and progress made to the end of the reporting year**

<Not Applicable>

**List the emissions reduction initiatives which contributed most to achieving this target**

---

**Target reference number**

Int 2

**Year target was set**

2014

**Target coverage**

Company-wide

**Scope(s)**

Scope 2

**Scope 2 accounting method**

Location-based

**Scope 3 category(ies)**

<Not Applicable>

**Intensity metric**

Metric tons CO2e per square foot

**Base year**

2014

**Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)**

0.0074

**Intensity figure in base year for Scope 3 (metric tons CO2e per unit of activity)**

<Not Applicable>

**Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)**

0.0074

**% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure**

<Not Applicable>

**% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure**

100

**% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this Scope 3 intensity figure**

<Not Applicable>

**% of total base year emissions in all selected Scopes covered by this intensity figure**

100

**Target year**

2026

**Targeted reduction from base year (%)**

15

**Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]**

0.00629

% change anticipated in absolute Scope 1+2 emissions

-27

% change anticipated in absolute Scope 3 emissions

Intensity figure in reporting year for Scope 1 (metric tons CO<sub>2</sub>e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 2 (metric tons CO<sub>2</sub>e per unit of activity)

Intensity figure in reporting year for Scope 3 (metric tons CO<sub>2</sub>e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for all selected Scopes (metric tons CO<sub>2</sub>e per unit of activity)

% of target achieved relative to base year [auto-calculated]

<Calculated field>

Target status in reporting year

Achieved

Is this a science-based target?

No, but we anticipate setting one in the next 2 years

Target ambition

<Not Applicable>

Please explain target coverage and identify any exclusions

All our facilities emissions are Scope 2. We do not have any other Scope 2 emissions. In 2014, we set a goal of reducing the intensity of facilities-related emissions (i.e., Scope 2 emissions) per square foot by 15% by 2026 vs. 2014 levels. We formerly used a calendar year (CY) reporting schedule when the baseline was set and have switched to a fiscal year (FY) reporting schedule. Consequently, the baseline year is CY2014 and the target year is FY2026. In FY2021, Scope 2 emissions per square foot was 0.0055 MTCO<sub>2</sub>e/sqft, which exceeded our goal and was a 27% reduction vs. the CY2014 baseline. As we embark on a new phase of environmental governance, we are excited to apply the knowledge we have gained since setting our current goals. We are implementing new strategies and initiatives to reduce our greenhouse gas emissions, including the establishment of meaningful, data-driven, and rigorous reduction goals. Our objective is to set new targets aligned with the principles and methodology of the Science Based Targets initiative within 2 years, with our fiscal year 2020 emissions serving as a baseline.

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

<Not Applicable>

List the emissions reduction initiatives which contributed most to achieving this target

## C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

No other climate-related targets

## C4.3

(C4.3) 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.

Yes

## C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO<sub>2</sub>e savings.

	Number of initiatives	Total estimated annual CO <sub>2</sub> e savings in metric tonnes CO <sub>2</sub> e (only for rows marked *)
Under investigation	1	
To be implemented*	1	0
Implementation commenced*	1	3000
Implemented*	3	0
Not to be implemented		

## C4.3b

**(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.**

**Initiative category & Initiative type**

Other, please specify	Other, please specify (NexGen Strategy: Optimizing office space and design. NexGen optimizes an open workspace concept and allows more natural lighting, enhanced connectivity tools, and a variety of work spaces while reducing square footage and energy use))
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**Estimated annual CO2e savings (metric tonnes CO2e)**

3000

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

Scope 2 (location-based)

**Voluntary/Mandatory**

Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

**Investment required (unit currency – as specified in C0.4)**

**Payback period**

No payback

**Estimated lifetime of the initiative**

Ongoing

**Comment**

Booz Allen has committed to a long-term target to reach net-zero greenhouse gas emissions no later than 2050. We will set verifiable targets for relevant scope 1, scope 2, and scope 3 emissions through the Science Based Targets initiative (SBTi), which independently assesses corporate emissions reduction targets in keeping with what climate science says is needed to meet the goals of the Paris Agreement. We are proud to join the Business Ambition for 1.5°C campaign. This commitment to establishing data-driven and meaningful reduction goals begins a two-year effort to set targets that make sense for our business and its operations and craft these targets to meet the rigorous criteria set by SBTi for approval. Our fiscal year 2020 emissions will set the baseline for our targets. In FY22, the firm's ESG Committee launched Booz Allen's Climate Impact Initiative to support the creation of these new reduction targets and implement the necessary changes to achieve them. This Initiative draws upon the expertise of Booz Allen colleagues with internal corporate responsibilities, such as for supply chain and facilities, as well as colleagues developing climate-related solutions for clients. The Initiative is organized around achieving four objectives: Reduce Our Emissions; Reduce the Emissions of Our Value Chain; Integrate Climate into Business Strategy; and Influence Climate Action in Society.

**C4.3c**

**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

Method	Comment
Other (ESG Council)	Booz Allen's Environmental, Social, and Governance (ESG) Council is management-level and is chartered to inform and support the ESG Committee, which consists of senior executives charged to support the Board's oversight of the firm's ESG strategy. The ESG Council leverages the collective ingenuity of key functional and business leaders from across the firm, each of whom hold operational or policy-level responsibility for an area of our performance or practice that relates to our ESG priorities. The Council provides a forum for integrating our approach to ESG impact across the firm and cohesive deployment of the ESG Committee's commitments and change initiatives. Ensuring oversight and buy-in from operational-level leaders across the firm drives investment in all ESG initiatives, including emissions reductions.
Other (Dedicated ESG Function)	Booz Allen's dedicated ESG function drives ESG strategy and supports the Board, ESG Committee, and ESG Council through three primary means: • Decision Support: Facilitates strategic decision making by contributing subject matter expertise and insight into the firm's efforts to apply best practices to our operating context. • Transparency: Supports accountability for impact management by advising Council members of best practices, tracking performance against individual team and cross-functional initiative goals, and reporting progress to the ESG Committee and Board and externally through annual reporting. • Integration: Supports integration of ESG principles into business strategy by recommending policy and practices to the ESG Committee and facilitating Council execution against the ESG Committee's strategic direction.
Employee engagement	Booz Allen Green Office Teams (GOTs) assist the firm's efforts to follow through on our sustainability commitment and implement our sustainability plan throughout the organization by creating and maintaining sustainable practices in the office and the community. GOTs engage staff to become more involved at a local level in activities that connect staff with the firm and make a positive climate impact. GOTs play a primary role in documenting the greening activities in the office and helping the firm achieve its sustainability goals. The GOTs focus on: recruiting staff to become GOT members; communicating greening program information; encouraging staff involvement to apply sustainable practices in their office; coordinating with and supporting local Community Partnership efforts on environmentally or sustainability focused events; partnering with local office leadership to maintain the greening program and to ensure continuity during any GOT leadership transitions in their offices; generating new ideas for increasing staff participation and creating avenue for implementing firmwide greening initiatives; and sharing regular progress updates by participating regularly in monthly GOT calls, Yammer discussions, and other communication vehicles.

**C4.5**

**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?**

No

**C5. Emissions methodology**

**C5.1**

**(C5.1) Is this your first year of reporting emissions data to CDP?**

No

## C5.1a

(C5.1a) 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?

### Row 1

Has there been a structural change?

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

## C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	No	<Not Applicable>

## C5.2

(C5.2) Provide your base year and base year emissions.

### Scope 1

Base year start

April 1 2019

Base year end

March 31 2020

Base year emissions (metric tons CO<sub>2</sub>e)

33.26

### Comment

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. While no firm-wide goals have been established for Scope 1 emissions at this time, we are implementing new strategies and initiatives to reduce our greenhouse gas emissions, including the establishment of meaningful, data-driven, and rigorous reduction goals. Our objective is to set new targets aligned with the principles and methodology of the Science Based Targets initiative within 2 years, with our fiscal year 2020 emissions serving as a baseline.

### Scope 2 (location-based)

Base year start

January 1 2014

Base year end

December 31 2014

Base year emissions (metric tons CO<sub>2</sub>e)

21088.69

### Comment

When we established our baseline in 2014, our reporting schedule was based on calendar years. We have since changed to fiscal year-based reporting. Our fiscal year ends March 31 of each year. Our baseline remains calendar year 2014.

### Scope 2 (market-based)

Base year start

Base year end

Base year emissions (metric tons CO<sub>2</sub>e)

### Comment

### Scope 3 category 1: Purchased goods and services

Base year start

Base year end

Base year emissions (metric tons CO<sub>2</sub>e)

### Comment

Scope 3 category 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 6: Business travel

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 7: Employee commuting

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment



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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

---

### C5.3

**(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- US EPA Emissions & Generation Resource Integrated Database (eGRID)

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## C6. Emissions data

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### C6.1

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**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

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

40.54

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

Booz Allen's Scope 1 emissions are from a small fleet of vehicles and forklifts, and stationary combustion of fuel to support emergency generators at a small number of our sites.

---

**C6.2**

**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**

We are reporting a Scope 2, location-based figure

**Scope 2, market-based**

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

**Comment**

All of the facilities in which Booz Allen operates are either leased by Booz Allen from third parties or owned and operated by Booz Allen's clients. Booz Allen does not currently have access to contractual instruments or emissions factors from utility companies. Our facilities teams continue to work with landlords and property managers to seek arrangements by which utility information may be made available, and to develop a system to collect and monitor this information.

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**C6.3**

**(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?**

**Reporting year**

**Scope 2, location-based**

14298.82

**Scope 2, market-based (if applicable)**

<Not Applicable>

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

Booz Allen's U.S. and international real estate holdings comprise approximately 2.5 million square feet of leased space. Booz Allen neither owns nor manages the buildings we occupy. Consequently, all facilities emissions fall within Scope 2. We calculate these emissions by estimating electrical consumption based on the number of occupied square feet in our domestic and international portfolio. In FY2022, we were able to access utility bill data for 19 Booz Allen facilities, comprising nearly 41 percent of our total leased square footage. For these facilities, we were able to retrieve actual kWh consumption, as opposed to estimates using the aforementioned process. For international facilities, we substituted EPA regional emission factors with International Energy Agency (IEA) CO2 emissions factors specific to each country.

---

**C6.4**

**(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?**

No

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**C6.5**

**(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.**

## **Purchased goods and services**

### **Evaluation status**

Relevant, not yet calculated

### **Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

### **Emissions calculation methodology**

<Not Applicable>

### **Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

### **Please explain**

We are currently identifying appropriate data sources to be able to measure this portion of our scope 3 emissions. We do not have sufficient data to be able to include calculations for purchased goods and services for FY22.

## **Capital goods**

### **Evaluation status**

Not relevant, explanation provided

### **Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

### **Emissions calculation methodology**

<Not Applicable>

### **Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

### **Please explain**

Capital goods are not material in the context of Booz Allen's business as a management consulting services firm. Due to the nature of our business, we do not manufacture or produce goods in material quantities.

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

### **Evaluation status**

Not relevant, explanation provided

### **Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

### **Emissions calculation methodology**

<Not Applicable>

### **Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

### **Please explain**

Booz Allen's energy-related emissions are reported under Scope 1 and 2. These emissions are related to energy used to power our offices (all of which are leased), mobile combustion from a small fleet of vehicles and forklifts, and stationary combustion for on-site generators. See below regarding business travel. Additionally, much of Scope 3 emission data is not currently available from third parties in the value chain.

## **Upstream transportation and distribution**

### **Evaluation status**

Not relevant, explanation provided

### **Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

### **Emissions calculation methodology**

<Not Applicable>

### **Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

### **Please explain**

Booz Allen is a management consulting services firm. Due to the nature of our business at this time, we provide our clients with primarily services and solutions rather than goods. Therefore, transportation and distribution are not material to our operations.

## **Waste generated in operations**

### **Evaluation status**

Not relevant, explanation provided

### **Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

### **Emissions calculation methodology**

<Not Applicable>

### **Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

### **Please explain**

Booz Allen is a management consulting services firm. 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.

## Business travel

### Evaluation status

Relevant, calculated

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

12009.64

### Emissions calculation methodology

Supplier-specific method  
Spend-based method  
Fuel-based method  
Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

99

### Please explain

Corporate Value Chain (Scope 3) Accounting and Reporting Standard. In collaboration with our travel service provider, Booz Allen receives a record of employee travel (rental car and airline) miles. Starting in FY18, we also receive a record of employee hotel stays. For airline reservations made with our travel service provider, flight segments provide mileage and type of aircraft associated with each flight. For rental car mileage, Booz Allen receives quarterly reports identifying miles travelled, rental car size used, and duration of travel. This calculation includes, when available, estimated emissions from available information about our employee business travel, including air travel, rental car mileage, and use of personal vehicles for work-related activities. For each mode of travel, we used an EPA Climate Leaders emissions factor or similar emission factor to calculate the estimated CO2 emissions. For hotel stays made with our travel service provider, we used UK Government GHG Conversion Factors for Company reporting to calculate the estimated CO2 emissions based on the number of hotel nights spent in each country.

## Employee commuting

### Evaluation status

Relevant, calculated

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

7302.7

### Emissions calculation methodology

Distance-based method

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### Please explain

Corporate Value Chain (Scope 3) Accounting and Reporting Standard - Technical Guidance for Calculating Scope 3 Emissions, Chapter 7, Employee Commuting. We used the average-data method of converting average daily commuting distance into annual average commuting distance by multiplying the one-way distance by two for the daily return trip and by the average number of days worked per year (excluding weekends and days spent on business travel, vacation, or working from home). We then used conversion factors provided by EPA's Emission Factors for Greenhouse Gas Inventories, and AR5 - IPCC Fifth Assessment to determine Total GHG emissions for employee commuting. Our employee commuting footprint is estimated using an annual, voluntary employee survey launched in FY16. However, due to the COVID-19 pandemic and telework-first policy that was in effect throughout FY21 and part of FY22, we did not employ a survey these past two years, noting that greater than 85% of our workforce on average was in a mandatory telework posture during FY21 and most continued to telework into FY22. In the absence of a commuting survey for FY22, FY20 commuting survey data was used to identify mode utilization and average distance travelled per mode. This data was extrapolated out over the estimated number of employees that reported to a Booz Allen office in FY22 based on badging data.

## Upstream leased assets

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen leases 100% of our office facilities. We report emissions associated with energy use in those facilities under Scope 2 emissions.

## Downstream transportation and distribution

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen is a management consulting services firm focused on providing professional services and solutions. Therefore, we do not provide sold products to a material extent in our business.

## Processing of sold products

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen is a management consulting services firm focused on providing professional services and solutions as opposed to products. Due to the nature of our business, the impact of use of sold products is immaterial with respect to our business.

## Use of sold products

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen is a management consulting services firm focused on providing professional services and solutions as opposed to products. Due to the nature of our business, the impact of use of sold products is immaterial with respect to our business.

## End of life treatment of sold products

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen is a management consulting services firm focused on providing professional services and solutions. Due to the nature of our business, the impact of the end of life treatment of any Booz Allen sold products by our clients is immaterial with respect to our business

## Downstream leased assets

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen does not lease assets to other organizations in any material way. Therefore, this is not part of our operational boundary for GHG emissions calculations.

## Franchises

### Evaluation status

Not relevant, explanation provided

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

<Not Applicable>

### Emissions calculation methodology

<Not Applicable>

### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

### Please explain

Booz Allen's operations do not include third-party franchisees.

**Investments**

**Evaluation status**

Not relevant, explanation provided

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

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Booz Allen's environmental measurement is limited to those activities within our value chain's operational boundary related to our provision of professional services and solutions. We do not include GHG emissions associated with our third-party investments.

**Other (upstream)**

**Evaluation status**

Not relevant, explanation provided

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

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We have no scope 3 upstream emissions other than those addressed in responses to previous questions.

**Other (downstream)**

**Evaluation status**

Not relevant, explanation provided

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

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We have no scope 3 downstream emissions other than those addressed in responses to previous questions.

**C6.7**

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**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

**C6.10**

---

(C6.10) 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.

**Intensity figure**

0.0000017144

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

14339.35

**Metric denominator**

unit total revenue

**Metric denominator: Unit total**

8363700000

**Scope 2 figure used**

Location-based

**% change from previous year**

2.76

**Direction of change**

Decreased

**Reason for change**

We experienced increased revenue.

**Intensity figure**

0.51

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

14339.36

**Metric denominator**

full time equivalent (FTE) employee

**Metric denominator: Unit total**

28240

**Scope 2 figure used**

Location-based

**% change from previous year**

41.2

**Direction of change**

Decreased

**Reason for change**

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	33.483	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	0.003	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	0	IPCC Fifth Assessment Report (AR5 – 100 year) <i>Actual number is 9.05x10<sup>-5</sup></i>

C7.2

**(C7.2) Break down your total gross global Scope 1 emissions by country/region.**

Country/Region	Scope 1 emissions (metric tons CO2e)
Egypt	0
Germany	0
Japan	0
Republic of Korea	0
Netherlands	0
Qatar	0
Saudi Arabia	0
Singapore	0
United Arab Emirates	0
United Kingdom of Great Britain and Northern Ireland	0
United States of America	40.54

**C7.3**

**(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

By activity

**C7.3c**

**(C7.3c) Break down your total gross global Scope 1 emissions by business activity.**

Activity	Scope 1 emissions (metric tons CO2e)
mobile combustion	7.92
stationary combustion	32.62

**C7.5**

**(C7.5) Break down your total gross global Scope 2 emissions by country/region.**

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Egypt	0	
Germany	13	
Japan	9	
Republic of Korea	6	
Netherlands	1	
Qatar	24	
Saudi Arabia	49	
Singapore	15	
United Arab Emirates	80	
United Kingdom of Great Britain and Northern Ireland	16	
United States of America	14052.82	

**C7.6**

**(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

By activity

**C7.6c**

**(C7.6c) Break down your total gross global Scope 2 emissions by business activity.**

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Purchased Electricity Usage	14298.82	

**C7.9**



**(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Increased

**C7.9a**

**(C7.9a) 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 emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output		<Not Applicable>		
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other	482.35	Increased		FY21 was a unique year due to the measures taken to prevent the spread of Covid-19. We did see a decrease by around 800 MT of CO2e from FY20.

**C7.9b**

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Location-based

**C8. Energy**

**C8.1**

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

0%

**C8.2**

**(C8.2) 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)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

**C8.2a**

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	141	141
Consumption of purchased or acquired electricity	<Not Applicable>	0	57384	57384
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	0		57525

**C8.2b**

**(C8.2b) 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	Yes
Consumption of fuel for the generation of heat	No
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

**C8.2c**

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**Heating value**

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

**Other biomass**

**Heating value**

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

**Other renewable fuels (e.g. renewable hydrogen)**

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

**Coal**

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

**Oil**

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

19

MWh fuel consumed for self-generation of electricity

19

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

**Gas**

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

122

MWh fuel consumed for self-generation of electricity

122

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

**Comment**

Propane for electricity generators

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

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

141

MWh fuel consumed for self-generation of electricity

141

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

## C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.

## C9. Additional metrics

### C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

## C10. Verification

### C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

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

### C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

BAH FY22 GHG Verification Opinion.pdf

**Page/ section reference**

Page 1

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

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## C10.1b

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(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

**Scope 2 approach**

Scope 2 location-based

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

BAH FY22 GHG Verification Opinion.pdf

**Page/ section reference**

Page 1

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

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## C10.1c

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(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

**Scope 3 category**

Scope 3: Business travel

Scope 3: Employee commuting

**Verification or assurance cycle in place**

Annual process

**Status in the current reporting year**

Complete

**Type of verification or assurance**

Limited assurance

**Attach the statement**

BAH FY22 GHG Verification Opinion.pdf

**Page/section reference**

Page 1

**Relevant standard**

ISO14064-3

**Proportion of reported emissions verified (%)**

100

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## C10.2

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**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**  
No, we do not verify any other climate-related information reported in our CDP disclosure

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## C11. Carbon pricing

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### C11.1

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**(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**  
No, and we do not anticipate being regulated in the next three years

### C11.2

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**(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?**  
No

### C11.3

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**(C11.3) Does your organization use an internal price on carbon?**  
No, and we do not currently anticipate doing so in the next two years

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## C12. Engagement

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### C12.1

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**(C12.1) Do you engage with your value chain on climate-related issues?**  
Yes, other partners in the value chain

### C12.1d

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**(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.**

Who: Our key stakeholder groups: investors, employees, clients, regulators, potential employees, suppliers, subcontractors, nonprofit partners, communities, landlords and property managers, and industry.

How: Through tailored, continuous, inclusive engagement. In addition to including perspectives from each of these groups in our ESG priority assessment, we derive critical feedback from each of these groups, as applicable, through informal and formal business engagement and corporate actions relating to the full ESG spectrum, including environmental performance and climate impact.

Clients: Project quality assurance, periodic information requests, industry engagement, long-standing leadership relationships.

Investors: Earnings calls, investor conferences, corporate governance and ESG outreach, investor audits, proxy advisor and ESG information requests.

Suppliers and Subcontractors: Supplier Code of Conduct, small business program, mentor-protégé program.

Nonprofit Partners: Long-term strategic nonprofit partnerships, pro bono services, senior leader engagement on nonprofit boards and coalitions.

Employees: Ethics Hotline, Speak Your Mind, Business Resource Groups, firmwide experience surveys, newsletters, and social media.

Potential Employees: Thought leadership, event sponsorship, news releases, community engagement, economic development programs.

Regulators: Government-relations engagement, continuous environmental scans for ESG and other applicable laws, regulations, or guidance.

Community & Industry: Economic development consortia, association memberships and leadership, university collaborations, reputation sensing Case Study: Virtually Inspiring Future Innovators When COVID-19 kept kids away from hands-on learning exhibits, National Children's Museum in Washington, D.C., partnered with Booz Allen to launch a daily, digital series celebrating all things STEAM—science, technology, engineering, arts, and math. The #STEAMwork series features interactive online activities that promote the Museum's mission to inspire children to care about and change the world, including Climate Action Hero Mondays, where Booz Allen technical experts and STEAM leaders helped inspire the tech talent of the future.

## C12.2

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**(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?**

No, but we plan to introduce climate-related requirements within the next two years

## C12.3

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**(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?**

Row 1

**Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate**

Yes, we engage indirectly by funding other organizations whose activities may influence policy, law, or regulation that may significantly impact the climate

**Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?**

**Attach commitment or position statement(s)**

<Not Applicable>

**Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy**

Booz Allen's ESG Committee assists the 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 (collectively, "ESG Matters"). The Committee is a cross-functional management group that provides management oversight and acts as an advisory body for the ESG function within the Office of the Corporate Secretary, champions the integration of ESG principles into strategic business planning, and establishes and oversees an ESG Council to recommend and operationalize action plans for the achievement of objectives related to ESG Matters. Booz Allen's Government Relations function is represented and actively involved in the ESG Council and regularly engages throughout the governance process to ensure our engagement activities are consistent with our overall climate strategy.

**Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

**Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

## C12.3c

**(C12.3c) Provide details of the funding you provided to other organizations in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.**

## C12.4

**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

**Publication**

Other, please specify (ESG Impact Report )

**Status**

Complete

**Attach the document**

2021-impact-report.pdf

**Page/Section reference**

Page 57

**Content elements**

Governance

Strategy

Emissions figures

Emission targets

**Comment**

**Publication**

Other, please specify (Greenhouse Gas Emissions Statement and Methodology)

**Status**

Complete

**Attach the document**

fy2021-greenhouse-gas-emissions-report (1).pdf

**Page/Section reference**

**Content elements**

Emissions figures

**Comment**

## C16. Signoff



C-FI

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(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

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(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Head of Environmental, Social, Governance	Environment/Sustainability manager

## Submit your response

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In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms