Greenhouse Gas Emissions Report

FY2026

Booz Allen®

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Greenhouse Gas Emissions Statement

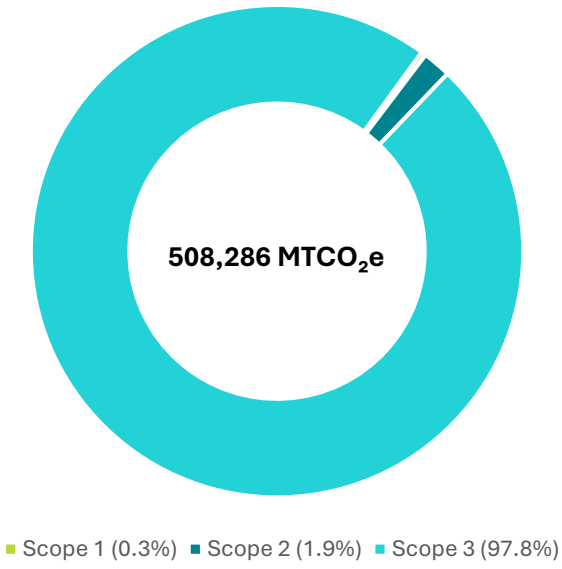
This report covers Booz Allen's greenhouse gas (GHG) emissions for fiscal year 2026 (April 1, 2025, through March 31, 2026). Emissions are reported in metric tons of carbon dioxide equivalent ($MTCO_2e$) and were calculated in accordance with the World Resources Institute (WRI)/ World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and GHG Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

We collected data across our operations and value chain using a combination of supplier-specific data, activity-based data, utility consumption data, and industry-standard emissions factors where primary data was unavailable. Emissions were consolidated using the operational control approach.

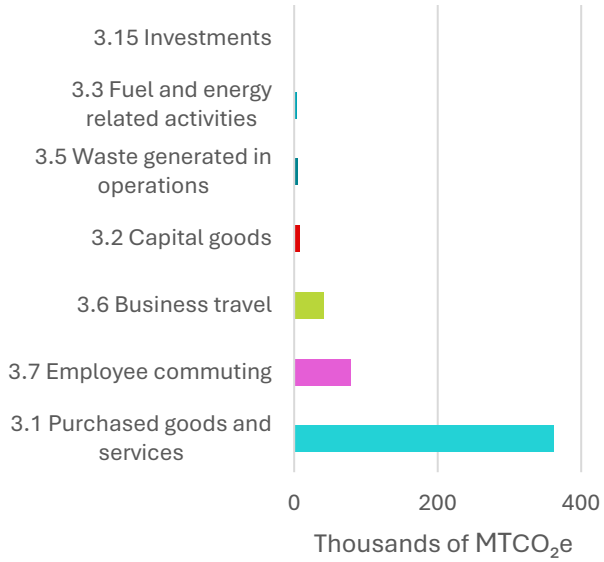
FY26 Highlights

- Expanded direct electricity utility data collection across leased facilities, achieving approximately 62% coverage of leased square-footage months.
- Increased use of supplier-specific and activity-based emissions data within Scope 3 calculations.
- Enhanced waste data collection through the incorporation of utility-derived waste quantities where available.
- Continued improvement of data quality and emissions factor selections across the GHG inventory.

FY26 Emissions Profile[1]



FY26 Scope 3 Emissions by Category



[1] FY26 emissions profile shown using Scope 2 location-based emissions.

Scope 3 emissions represented 97.8% of Booz Allen's FY26 greenhouse gas footprint, with Purchased Goods & Services representing the largest source of value-chain emissions. The emissions table is located in Appendix A.

The FY26 inventory was independently verified by Apex Companies, LLC. A copy of the verification opinion statement is available here.

Our Strategy & Commitments

Booz Allen's sustainability strategy includes continuing to improve transparency into the company's environmental impacts while supporting long-term operational efficiency and emissions reduction efforts across its operations and value chain.

Emissions Reduction Goal

- Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions and absolute Scope 3 greenhouse gas emissions by 50.4% by FY32 from a FY20 baseline year.

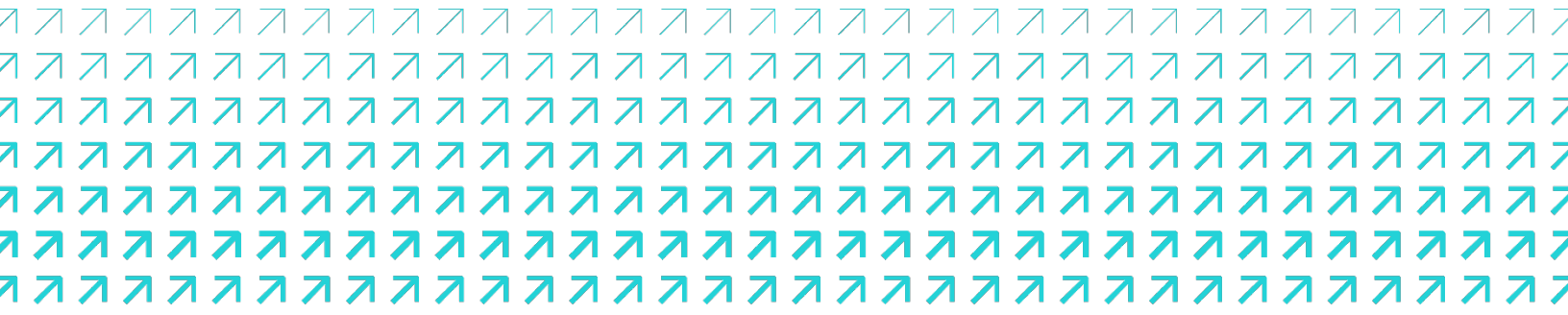
The company's near-term emissions reduction target has been validated by the Science Based Targets initiative (SBTi).

Limitations

Booz Allen leases all its real estate footprint, which limits direct access to certain operational and facility-level data sources. As a result, portions of Scope 1 and Scope 2 emissions are estimated using modeled consumption or landlord-provided information where primary utility data is unavailable.

Certain Scope 3 categories rely in part on industry-average emissions factors, supplier-provided emissions data, and financial proxy data where primary supplier-specific information is not yet available.

Our approach focuses on integrating sustainability considerations into operational decision-making while continuing to improve the quality, completeness, and reliability of emission data over time. As our reporting capabilities mature, we remain focused on transparency, accountability, and continuous improvement in support of our long-term sustainability objectives.



Methodology

SCOPE 1: DIRECT EMISSIONS FROM OPERATIONS

Our Scope 1 emissions represent direct emissions from sources under our operational control, including stationary fuel combustion, fuel use associated with company-controlled transportation activities, and refrigerant leakage associated with leased facilities.

Stationary Combustion

Fuel-based emissions from natural gas, propane, and other stationary fuels were calculated using fuel consumption data where available. Where consumption data was unavailable, emissions were estimated using facility characteristics including building leased floor area, heating systems, geographic location, and benchmark energy-use data from sources including the U.S. Department of Energy's Building Performance Database and the International Energy Agency (IEA) energy indicators. Emissions factors were derived from U.S. EPA datasets and converted to carbon dioxide equivalent (CO2e) using global warming potentials from the IPCC Sixth Assessment Report (AR6).

Upstream well-to-tank emissions associated with fuel production are reported separately within Scope 3, Category 3.

Mobile Combustion

Emissions from mobile combustion were calculated using transportation activity data, including mileage and fuel type, and applying fuel economy assumptions from the U.S. Department of Energy's Alternative Fuels Data Center (AFDC). Estimated fuel consumption was multiplied by fuel-specific emission factors from the U.S. EPA Emissions Factors Hub. Emissions were converted to carbon dioxide equivalent (CO2e) using global warming potentials from the IPCC Sixth Assessment Report (AR6).

Refrigerant Leakage

Refrigerant emissions were estimated using facility characteristics, including leased floor area, and default assumptions from the U.S. EPA Hydrofluorocarbon (HFC) emissions accounting tool. Since refrigerant-specific information was not available, standard assumptions for commercial office buildings were applied to estimate refrigerant types and quantities. Emissions factors from IPCC AR6, including refrigerant blend information from the California Air Resource Board's (CARB) High-GWP Refrigerants database, were used to calculate emissions.

SCOPE 2: INDIRECT EMISSIONS FROM PURCHASED ELECTRICITY, HEATING, AND COOLING

Our Scope 2 emissions represent indirect emissions associated with purchased electricity and district energy consumed across our leased facilities. In alignment with the GHG Protocol, Scope 2 emissions were calculated and reported using both the location-based and market-based methods.

Electricity Consumption

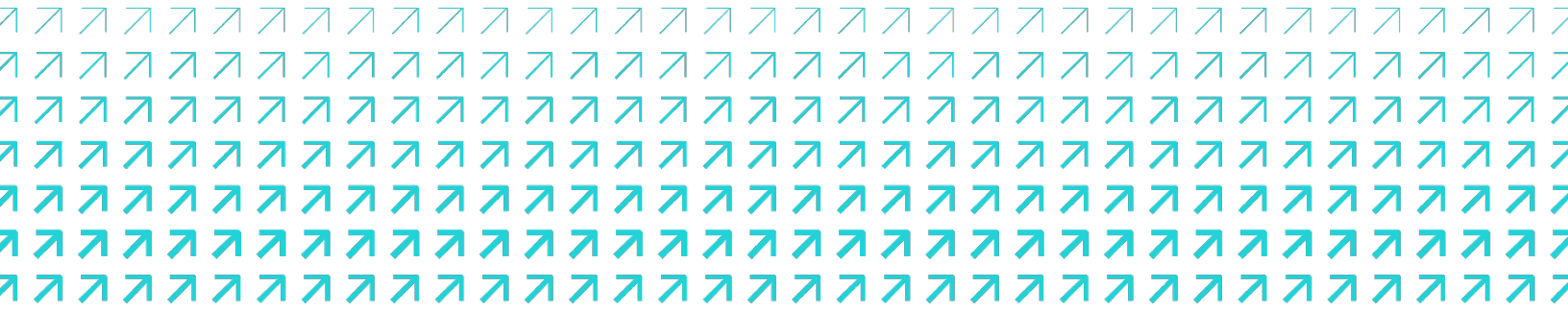
For facilities where utility data was available, electricity consumption (kWh) data was used to calculate emissions. For facilities where electricity consumption data was unavailable, consumption was estimated using facility characteristics including leased floor area, facility type, geographic location, and occupancy period and benchmark energy-use intensity data from the U.S. Department of Energy's Building Performance Database and regional energy profiles.

Electricity consumption was multiplied by region-specific electricity emissions factors. For location-based reporting, emissions factors reflected the average emissions intensity of the local electricity grid. For market-based reporting, supplier-specific emission factors were used where available, with residual mix factors applied where supplier-specific information was unavailable. Emissions factors were sourced from datasets including U.S. EPA eGRID, Green-e Residual Mix factors, International Energy Agency (IEA) national electricity factors, and other region-specific grid datasets where applicable. Emissions were converted to carbon dioxide equivalent (CO2e) using global warming potentials from the IPCC Sixth Assessment Report (AR6).

District Energy

For facilities located in countries where district heating and cooling are common and direct consumption data was unavailable, district energy consumption was estimated based on facility characteristics including leased floor area, facility type, and geographic location. District heating refers to heating supplied through centralized steam or hot water systems, while district cooling refers to cooling supplier through centralized chilled water systems. Emissions factors for district energy were derived from regionally appropriate datasets, including DEFRA District Heat and Steam factors, and EU district heating factors where applicable.

Transmission and distribution (T&D) losses and upstream emissions associated with purchased energy are reported separately within Scope 3, Category 3.



SCOPE 3: INDIRECT EMISSIONS IN THE VALUE CHAIN

Emissions in Scope 3 account for indirect emissions occurring upstream and downstream in our value chain. Categories 1, 2, 3, 5, 6, 7, and 15 are relevant to our business and were calculated using a mix of spend-based, activity-based, and distance-based data.

Spend-based measurements are conducted using current-year spend data (e.g., 2025 U.S. dollars) while certain environmentally extended input-output datasets, including USEEIO and CEDA, are based on earlier economic years. To align spend data with the applicable emissions-factor year, an industry-specific price indices derived from U.S. Bureau of Economic Analysis (BEA) gross output price index was applied. This normalization is applied prior to emissions calculations.

Category 1: Purchased Goods & Services and Category 2: Capital Goods

Purchased goods and services and capital goods emissions were estimated using a combination of spend-based and supplier specific methodologies. General ledger expenditures were mapped to emissions factors from the Comprehensive Environmental Data Archive (CEDA) and U.S. Environmentally-Extended Input-Output (USEEIO) databases. Where supplier-specific emissions factors or emissions intensities were available through supplier-reported information or third-party datasets, those factors were applied in place of generic spend-based factors.

Capital goods were accounted for separately from purchased goods and services to reflect purchases of assets with long-term operational lifespans.

Certain financial transactions were classified as non-emissive and excluded from emissions calculations because they do not represent the purchase of emissions-generating goods and services. Examples include taxes, internal financial transfers, and payroll.

Purchased electricity and district energy are accounted for within Scope 2, while business travel and accommodations are calculated separately within Scope 3, Category 6 using activity-based methodologies.

Category 3: Fuel- and Energy-Related Activities

Emissions in this category included upstream fuel production, electricity well-to-tank (WTT) emissions, and transmission and distribution (T&D) losses associated with Scope 1 and 2 energy use. These emissions are associated with energy consumed by the company but occur outside our operational boundary.

For facilities where fuel and electricity consumption data were available, WTT emissions and T&D losses were calculated using activity data and applicable emissions factors. For facilities where energy consumption was estimated, WTT emissions and T&D losses were estimated using the same facility characteristics and regional energy benchmarks applied in the Scope 1 and Scope 2 methodologies.

Emissions factors were sourced from the U.S. EPA eGRID database, the International Energy Agency (IEA), UK DEFRA datasets, and other regionally applicable sources depending on fuel type and geographic location.

Category 5: Waste Generated in Operations

Waste emissions were calculated using a combination of waste service data and estimated waste generation methodologies. Where waste service invoices included waste quantity information, those measured quantities were used to calculate emissions.

For facilities where only container size and collection frequency were available, waste quantities were estimated assuming containers were 75% full at the time of collection. Volume estimated were converted to weight using U.S. conversion factors of 138 pounds per cubic yard for municipal solid waste (commercial, uncompacted) and 111 pounds per cubic yard for commingled recyclables (containers, corrugated, paper).

For facilities where waste quantity information was unavailable, waste generation was estimated using facility occupancy and commercial office building waste benchmarks. Estimated waste quantities were allocated across landfill and recycling disposal pathways based on available facility information and regional assumptions.

Emissions factors for waste treatment were sourced from U.S. EPA and UK DEFRA datasets, depending on waste type and regional applicability.

Remote employees were excluded from waste calculations.

Category 6: Business Travel

We used activity-based, distance-based, and spend-based approaches to estimate emissions from business travel, including air travel, ground transportation, rail travel, and accommodations. Activity-based and distance-based methodologies were used where travel activity data was available, while spend-based methodologies were applied for transportation expenses where activity data was unavailable.

Emissions from flights were calculated using distance, cabin class, and applicable emissions factors for short-, medium-, and long-haul flights. Calculations included radiative forcing to account for the additional climate impacts associated with high-altitude travel. Upstream aviation fuel production and distribution emissions were also incorporated through applicable well-to-tank emission factors.

Emissions from personal vehicle travel and rental car usage were calculated using reported distances and vehicle type assumptions. Mileage was converted into emissions using U.S. EPA emission factors for passenger vehicles, adjusted for fuel economy and well-to-tank (WTT) emissions. For electric vehicles (EVs), electricity consumption was estimated using average EV electricity economy by vehicle class and multiplied by applicable electricity emissions factors.

Rail travel emissions were calculated using reported travel activity data and applicable rail transportation emissions factors. Where supplier-specific emissions data was available, it was used in place of secondary emissions factors.

In cases where employees submitted expenses for rideshare services, taxis, subways, or other public transportation modes, emissions were estimated using spend-based methodologies. Expense descriptions were mapped to the appropriate transportation categories and multiplied by relevant spend-based emissions factors from the CEDA and USEEIO databases.

Accommodations were calculated based on the number of room-nights and country of stay. Country-specific emissions factors were based on UK DEFRA data.

Emissions factors were primarily sourced from UK DEFRA, U.S. EPA, eGRID, CEDA, and USEEIO datasets, with transportation-specific and supplier-specific emissions factors applied where available.

Category 7: Employee Commuting and Home Office Energy Use

Employee commuting and home office emissions were estimated based on employee work location status (on-site or remote). For on-site employees, average regional commute distances and transportation mode assumptions were applied based on location. Commuting activity was adjusted according to employee work schedules, with full-time employees assumed to commute five days per week (if on-site), with commuting frequency for part-time employees scaled proportionally based on employment percentage. Commuting emissions were calculated using emissions factors for passenger vehicles, public transit, trail travel, and other transportation modes. Upstream well-to-tank (WTT) emissions associated with fuel production and energy transport were also included.

For remote employees, home office energy use was estimated using standard assumptions for home office size and energy consumption. Emissions from electricity and heating were calculated using regional electricity grid emissions factors and applicable fuel-specific emissions factors and included both direct and upstream emissions. Hybrid employees were treated as on-site employees; therefore, no home office energy use emissions were attributed to hybrid work arrangements.

Since employee-specific commuting patterns and hybrid work schedules were not available, commuting activity was estimated using standardized assumptions regarding transportation modes, commute distances, and work schedules.

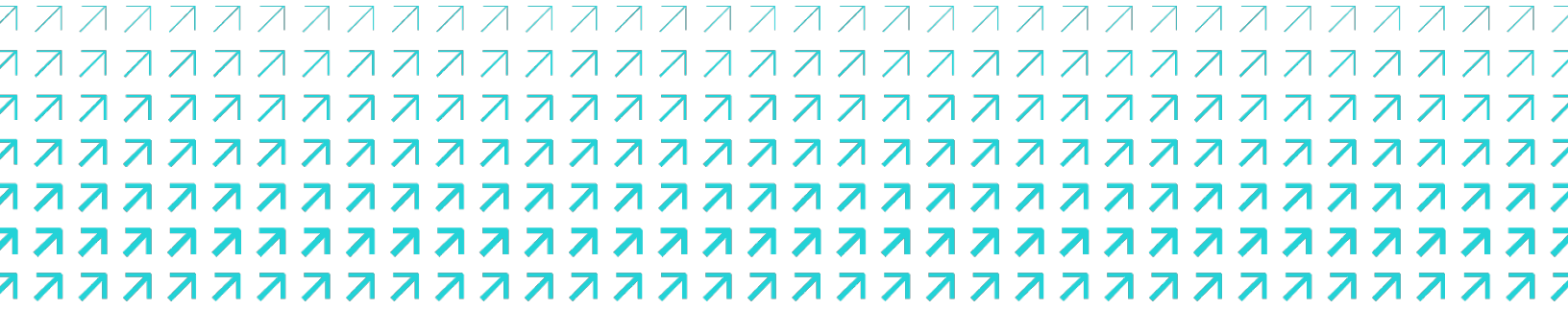
Emissions factors were primarily sourced from U.S. EPA, UK DEFRA, IEA, and regional electricity grid datasets, including upstream fuel production and transmission and distribution loss factors where applicable.

Category 15: Investments

Investment emissions were calculated for equity holdings using an environmentally extended input-output (EEIO) methodology. Attribution was based on our proportional share of each investee's value at fiscal year-end.

To determine emissions associated with each investment, investees were mapped to industry sectors and geographic regions and assigned sector-specific emissions factors. Emissions were then allocated based on our proportional ownership share of the underlying investment value.

This approach aligns with guidance from the GHG Protocol and the Partnership for Carbon Accounting Financials (PCAF), which recommend attributing emissions to investors based on their share of ownership in external assets. Emissions factors were derived from CEDA and USEEIO economic input-output datasets and supplemented with country- and sector-specific assumptions where applicable.



Appendix A: Historical GHG Emissions Inventory

As part of our commitment to transparent and accurate reporting, we regularly refine our emissions data collection and accounting processes. In FY25, we adopted a carbon accounting software to improve data granularity, standardize methodologies, and enhance the completeness of emissions reporting. These improvements expanded data coverage and introduced methodological changes in several categories, affecting year-over-year comparability.

Historical data included in this report reflects the methodologies, emissions factors, and data available at the time of original reporting. Year-over-year changes may reflect both operational changes and ongoing improvements to data collection, emissions factors, and calculation methodologies.

CATEGORY	FY26 Current Year	FY25	FY24
1 DIRECT EMISSIONS	1,610	1,592	193
2 PURCHASED ELECTRICITY, STEAM, HEAT, AND COOLING (LOCATION-BASED)	9,496	9,765	10,446
2 PURCHASED ELECTRICITY, STEAM, HEAT, AND COOLING (MARKET-BASED)	9,405	-	-
3.1 PURCHASED GOODS AND SERVICES	361,598	412,612	271,453
3.2 CAPITAL GOODS	7,586	6,290	4,486
3.3 FUEL AND ENERGY RELATED ACTIVITIES	2,813	2,793	2,892
3.4 UPSTREAM TRANSPORTATION & DISTRIBUTION	-	-	495
3.5 WASTE GENERATED IN OPERATIONS	4,520	6,189	234
3.6 BUSINESS TRAVEL	41,027	62,008	41,512
3.7 EMPLOYEE COMMUTING	79,205	85,584	44,218
3.15 INVESTMENTS	432	385	186
TOTAL	**508,286**	**587,217**	**376,114**

Values shown are in $MTCO_2e$.

About Booz Allen

Booz Allen is the advanced technology company delivering outcomes with speed for America's most critical defense, civil, and national security priorities. We build technology solutions using AI, cyber, and other cutting-edge technologies to advance and protect the nation and its citizens. By focusing on outcomes, we enable our people, clients, and their missions to succeed—accelerating the nation to realize our purpose: **Empower People to Change the World®**.

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