

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) CONTENT INDEX

The Booz Allen Hamilton 2024 Impact Report seeks to align with the disclosure and implementation guidance of the Task Force on Climate-related Financial Disclosures (TCFD). The following index provides links to Booz Allen’s disclosures on climate-related risks and opportunities.

TOPICS	RESPONSE
GOVERNANCE	
Describe the board’s oversight of climate-related risks and opportunities	<p>Our formal Enterprise Responsibility and Sustainability (ERS) governance includes oversight by our Board of Directors and an executive management-level ERS Committee, operational responsibility by an ERS Council, and enterprise-wide strategic direction by a dedicated ERS team within the Office of the Corporate Secretary.</p> <p>Our company-wide environmental management and climate impact strategy is guided by our Commitment to Sustainability and our Code of Business Ethics and Conduct. We comply with an ISO 14001:2015 environmental management system (EMS) that has been certified for our global headquarters and apply those considerations across our global operations, as appropriate. Our EMS supports the tracking and reporting of our organization’s greenhouse gas emissions.</p> <p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>2024 Impact Report; Corporate Governance, Board of Directors, Page 46</p> <p>FY24 Proxy Statement, Corporate Governance and General Information Concerning the Board of Directors and its Committees, Pages 16–25</p> <p>FY24 Annual Report; Part I, Item 1A, Risk Factors, Pages 15–43</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report</p> <p>FY24 CDP Response</p>
Describe management’s role in assessing and managing climate-related risks and opportunities	<p>See discussion above and supporting references for information related to our Board of Directors’ and ERS Governance Bodies’ roles in assessing and managing climate-related risks and opportunities.</p> <p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report</p> <p>FY24 CDP Response</p>
STRATEGY	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>Climate-related risks have been assessed as part of our Enterprise Risk Management (ERM) program and any potential substantive financial or strategic impact on our business is discussed in our FY24 Annual Report and FY24 Greenhouse Gas Emissions Statement and Methodology Report.</p> <p>FY24 Annual Report; Part 1, Item 1A Risk Factors, Pages 15–16, 38–39</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report</p> <p>FY24 CDP Response</p>
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<p>Climate-related risks have been assessed as part of our ERM program and any potential substantive financial or strategic impact on our business is discussed in our FY24 Annual Report and FY24 Greenhouse Gas Emissions Statement and Methodology Report.</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report</p> <p>FY24 CDP Response</p>
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>Booz Allen has committed to reach net-zero greenhouse gas emissions no later than 2050. In FY24, two of our targets were verified by 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. Our targets are: (1) reduce absolute scope 1 and 2 GHG emissions and absolute scope 3 GHG emissions by 50.4% by 2032 from a FY20 baseline and (2) reduce absolute scope 1 and 2 GHG emissions and absolute scope 3 GHG emissions by 90% by 2050 from a FY20 baseline.</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report</p>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) CONTENT INDEX continued

TOPICS	RESPONSE
RISK MANAGEMENT	
Describe the organization's processes for identifying and assessing climate-related risks	<p>Booz Allen's 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.</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p>
Describe the organization's processes for managing climate-related risks	<p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>2024 Impact Report; Introduction, Our Approach to Enterprise Responsibility and Sustainability, Page 6 2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p>
METRICS	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p>
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>Booz Allen has committed to reach net-zero greenhouse gas emissions no later than 2050. In FY24, two of our targets were approved by the 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. Our goals are: (1) reduce absolute scope 1 and 2 GHG emissions and absolute scope 3 GHG emissions by 50.4% by 2032 from a FY20 baseline and (2) reduce absolute scope 1 and 2 GHG emissions and absolute scope 3 GHG emissions by 90% by 2050 from a FY20 baseline.</p> <p>FY24 Greenhouse Gas Emissions Statement and Methodology Report FY24 CDP Response</p> <p>2024 Impact Report; Drive Community Resilience, Climate Change and Environmental Impact, Page 38</p>