Booz Allen Hamilton

2024 CDP Corporate Questionnaire 2024

10/30/2024, 06:01 pm

Contents

C1. Introduction

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

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Trusted to transform missions with the power of tomorrow's technologies, Booz Allen Hamilton advances the nation's most critical civil, defense, and national security priorities. We lead, invest, and invent where it's needed most —at the forefront of complex missions, using innovation to define the future. We combine our in-depth expertise in AI and cybersecurity with leading-edge technology and engineering practices to deliver impactful solutions. Combining 110 years of strategic consulting expertise with the perspectives of diverse talent, we ensure results by integrating technology with an enduring focus on our clients. We're first to the future—moving missions forward to realize our purpose: Empower People to Change the World. With global headquarters in McLean, Virginia, our firm employs approximately 35,100 people globally as of June 30, 2024, and had revenue of 10.7 billion for the 12 months ended March 31, 2024. To learn more, visit www.boozallen.com. (NYSE: BAH) [Fixed row]

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

(1.4.1) End date of reporting year

03/31/2024

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

Select from:

☑ Yes

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

Select from:
☑ Yes

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

Select from:
☑ 1 year

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

Select from:
☑ 1 year

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

Select from:
☑ 1 year
[Fixed row]

(1.5) Provide details on your reporting boundary.

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

[Fixed row]

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

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

US0995021062

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

BAH

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

529900JPV47PIUWMA015

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

96-472-5688

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

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

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

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

[Fixed row]

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

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

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

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

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

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

Long-term

(2.1.1) From (years)

3

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

Select from:
☑ Yes

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

[Fixed row]

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

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

[Fixed row]

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

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

[Fixed row]

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

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

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

Select all that apply

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

(2.2.2.13) Risk types and criteria considered

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Local communities

☑ Regulators

☑ Suppliers

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

Select from:

☑ No

(2.2.2.16) Further details of process

Booz Allen maintains an ISO 14001 Compliant EMS for our headquarters in McLean, which assists in identifying, assessing, and managing environmental dependencies, impacts.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

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

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Not defined

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

International methodologies and standards

☑ IPCC Climate Change Projections

Other

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

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

☑ Heat waves

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Wildfires

Chronic physical

☑ Increased severity of extreme weather events

☑ Sea level rise

Reputation

☑ Impact on human health

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

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

Select from:

☑ No

(2.2.2.16) Further details of process

Booz Allen conducted a Climate Risk Analysis. Further details are outlined in Section 5 and throughout this disclosure.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

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

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

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

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Reputation

☑ Impact on human health

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

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

Technology

☑ Data access/availability or monitoring systems

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

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

Select from:

☑ Yes

(2.2.2.16) Further details of process

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

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

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

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

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

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

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

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

(2.3.4) Description of process to identify priority locations

Booz Allen conducted a climate risk assessment (Row 2 of 2.2.2 above) which utilized three representation concentration pathways (RCP): 2.6, 4.5, and 8.5, 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.

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

Select from:

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

[Fixed row]

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

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

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

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

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

[Add row]

C3. Disclosure of risks and opportunities

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

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

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

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy
☑ Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Increasing scrutiny and changing expectations from governmental organizations, clients and our employees with respect to our ESG related practices may impose additional costs on us or expose us to new or additional risks. There is increased scrutiny from governmental organizations, clients, employees, investors, and other stakeholders on ESG issues, including climate impact. If our ESG practices do not meet evolving regulations or stakeholder expectations (or if we are viewed negatively based on positions we do or do not take or work we do or do not perform or cannot publicly disclose for certain clients and industries), then our reputation, our ability to attract or retain talent and our ability to attract new business could be negatively impacted, as could our attractiveness as an investment, service provider, employer, or business partner. Similarly, our failure or perceived failure to satisfy various reporting standards could also result in similar negative impacts. In addition, complying or failing to comply with existing or future ESG legislation and regulations applicable to our business and operations, including related to climate, could cause us to incur additional compliance and operational costs or actions and suffer reputational harm, which could adversely affect our business.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

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

Select all that apply

☑ Medium-term

☑ Long-term

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

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

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

If our ESG practices do not meet evolving rules and regulations or stakeholder expectations and standards (or if we are viewed negatively based on positions we do or do not take or work we do or do not perform or cannot publicly disclose for certain clients and industries), then our reputation, our ability to attract or retain leading experts, employees and other professionals and our ability to attract new business and clients could be negatively impacted, as could our attractiveness as an investment, service provider, employer, or business partner. Impacts may also include negative investor sentiment, diversion of investment to other companies, and difficulty in hiring skilled employees. In addition, complying or failing to comply with existing or future federal, state, local, and foreign ESG legislation and regulations applicable to our business and operations, including related to greenhouse gas emissions, climate change, or other matters could cause us to incur additional compliance and operational costs or actions and suffer reputational harm, which could adversely affect our business.

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

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of direct operations

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

There is no additional cost associated with these actions, as these considerations are part of the company's routine business practices.

(3.1.1.29) Description of response

We have expended and may further expend resources to monitor, report on and adopt policies and practices that we believe will improve alignment with our evolving ESG strategy and goals, as well as ESG-related standards and expectations of legal regimes and stakeholders such as clients, investors, stockholders, raters, employees, and business partners.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Heavy precipitation (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

We are exposed to certain physical risks, and could incur additional costs, related to climate change and other natural disasters. Due to the global nature of our business, we are exposed to a variety of physical risks related to climate change, including rising temperatures and sea levels, extreme heat, and other extreme weather events. Our worldwide operations and the operations of our customers could be subject to natural disasters (including those from climate change) such as hurricanes, typhoons, tsunamis, floods, earthquakes, fires, water shortages and prolonged drought.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced production capacity

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

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

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

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

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

Such events could disrupt our operations or those of our customers and suppliers, including the inability of employees to work, destruction of facilities, loss of life, and adverse effects on supply chains, power, infrastructure, and the integrity of information technology systems, all of which could materially increase our costs and expenses, delay or decrease revenue from our customers, and disrupt our ability to maintain business continuity. We could incur significant costs to improve the climate-related resiliency of our infrastructure and otherwise prepare for, respond to, and mitigate the effects of climate change. Additionally, if insurance or other risk transfer mechanisms are unavailable or insufficient to recover all costs or if we experience a significant disruption to our business due to a natural disaster, our results of operations could be adversely affected.

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

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Increase geographic diversity of facilities

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

These management methods are intrinsic to our normal business operations and strategy, and therefore, are typical costs of doing business and not extraordinary charges

(3.1.1.29) Description of response

Booz Allen manages these potential disruptions through distribution of staff and business operations. Decentralization of resources reduces the magnitude of individual weather events. For example, risk of severe winter weather is much less in our San Francisco and Los Angeles locations, and employees in those locations would be able to help absorb lost time and production capacity caused by winter weather in the Washington DC metropolitan area. Additionally, Booz Allen employs a proactive telework strategy that provides employees the flexibility to conduct our business from anywhere and in different modes, including telework. Our corporate Crisis Management (CM) and Business Continuity (BC) capabilities are enhanced by the use of both an automated planning system (Fusion Framework System) and our Emergency Alert System (EAS). Both of these systems greatly increase productivity and the speed in which we plan for, respond to, and recover from business interruption events. For example, Fusion has reduced the time to conduct Business Impact Analysis from a few days in 2016 to one hour today. Our EAS provides the capability to notify thousands of employees of emergency situations in a matter of minutes or even seconds.
[Add row]

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

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

[Fixed row]

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

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

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

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

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

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

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

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Low

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

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

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

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

The costs associated with pursuing this opportunity are absorbed into our general and business development budgets and we have no quantified costs to report.

(3.6.1.26) Strategy to realize opportunity

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

C4. Governance

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

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

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

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Board seeks members from diverse professional backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. The Nominating and Corporate Governance Committee defines diversity in an expansive manner to be reflective of the diversity of the Company and representative of its clients and other stakeholders, including, without limitation, race, ethnicity, gender, sexual orientation, age, disability, history of military service, geography, and areas of expertise and opinion. Accordingly, it is the policy of the Nominating and Corporate Governance Committee to include, and have any search firm that it engages include, diverse representation in the pool from which the Committee selects director candidates. In addition, directors should have experience in positions with a high

degree of responsibility, be, or have been, leaders in the companies or institutions with which they are, or were, affiliated, and be selected based upon the contributions they can make. Directors should plan to make a significant time commitment to the Company. Exceptional candidates who meet alternative criteria may also be considered.
[Fixed row]

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

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

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

Climate change

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

Select all that apply

☑ President
☑ Board chair
☑ General Counsel
Responsibility and Sustainability; Chief Legal Officer
☑ Director on board
☑ Other C-Suite Officer
☑ Board-level committee
☑ Chief Compliance Officer (CCO)
☑ Other, please specify **:Corporate Secretary; Director of Enterprise**

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

Select from:

☑ Yes

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

Select all that apply

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

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

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

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

Select all that apply

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Overseeing and guiding the development of a climate transition plan

(4.1.2.7) Please explain

Our Board of Directors, through the authority of the Nominating and Corporate Governance Committee, provides oversight of and engages with management on our ESG strategy, including our approach to ESG-related risks, opportunities, disclosure, operations, and management. Additionally, our Compensation, Culture and People Committee provides oversight of programmatic matters related to human capital management and culture. At all quarterly Board Meetings, the Board of Directors is updated with ESG and climate-related information, and during 2 of those 4 meetings the climate-related topics are actively discussed as part of the Board's decision-making and progress updates.
[Fixed row]

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

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

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

[Fixed row]

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

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

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

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Implementing a climate transition plan

☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

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

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Board of Directors has ultimate oversight of our climate-related issues. The Board of Directors has delegated its Nominating & Governance Committee with responsibility for climate-related issues, which in turn has oversight of the executive management-level Enterprise Responsibility and Sustainability (ERS) Committee. The ERS Committee acts with the Board's authority to champion our commitment to ESG strategy/integration of ESG into business strategy. Chaired by our Chief Legal Officer and comprised of senior executives, the ERS Committee uses its deep knowledge of our business, business strategies, and ESG priorities, goals, and strategies to champion our ongoing commitment and integration of ESG principles into our business strategy. All ERS Committee meetings include workstream updates on climate-related initiatives, including, but not limited to, progress on the company's commitment to Booz Allen's SBTi-verified near and long-term science-based emissions reduction targets. Booz Allen has several key ESG initiatives that reach all sectors of sustainability: economic, environmental, and equity-based endeavors.
[Add row]

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

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.3) Please explain

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

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

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Bonus – set figure

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

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

(4.5.1.5) Further details of incentives

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

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

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

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Management group

(4.5.1.2) Incentives

Select all that apply

☑ Bonus – set figure

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

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

(4.5.1.5) Further details of incentives

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

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

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

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

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

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Our commitment to sustainability applies to the entire organization.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

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

Select all that apply

☑ No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

booz-allen-sustainability-commitment.pdf
[Add row]

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

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

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Race to Zero Campaign

☑ Science-Based Targets Initiative (SBTi)

☑ We Mean Business

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

Booz Allen is committed to reaching net-zero emissions by 2050, in line with the Science Based Targets initiative (SBTi) and the Paris Agreement's 1.5C warming scenario. In FY24, the SBTi approved our near- and long-term greenhouse gas (GHG) reduction targets: Reduce overall emissions by 50.4% by 2032 from a FY20 baseline; and Reduce overall emissions by 90% by 2050 from a FY20 baseline. As a part of setting our Science Based targets, we are a part of the Race to Zero Campaign and We Mean Business.
[Fixed row]

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

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

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

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

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

2023-impact-report.pdf

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

Select from:

☑ Unknown

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

Booz Allen's ERS Committee assists the Nominating and Corporate Governance Committee of the Board of Directors in fulfilling its chartered responsibilities with respect to Booz Allen's ongoing commitment to corporate citizenship and its strategically significant environmental, social, governance matters and opportunities (collectively, "ESG Matters"). The Committee is a cross-functional management group that provides management oversight and acts as an advisory body for the ERS function within the Office of the Corporate Secretary, champions the integration of ESG principles into strategic business planning, and establishes and oversees an ERS Council to recommend and operationalize action plans for the achievement of objectives related to ESG Matters. Booz Allen's Government Relations function is represented and actively involved in the ERS Council and regularly engages throughout the governance process to ensure our engagement activities are consistent with our overall climate strategy.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ US Chamber of Commerce

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The US Chamber of Commerce's position on climate change, as stated on their website, is as follows: The climate is changing and humans are contributing to these changes. We believe that there is much common ground on which all sides of this discussion could come together to address climate change with policies that are practical, flexible, predictable, and durable. We believe in a policy approach that acknowledges the costs of action and inaction and the competitiveness of the U.S. economy. This position broadly aligns with Booz Allens position on climate change, which is outlined in our Commitment to Sustainability and Impact Report, attached in various sections of this disclosure. There were no actions taken to influence their position.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

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

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ TCFD

☑ Other, please specify **:**SASB, UNGP, WEF

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Underway - previous year attached

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Strategy
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

p.8-11; p.43-45; p. 51-58

(4.12.1.7) Attach the relevant publication

2023-impact-report.pdf

(4.12.1.8) Comment

Please find our latest report here: https://esgreport.boozallen.com/
[Add row]

C5. Business strategy

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

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Not defined
[Fixed row]

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

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:
☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Country/area

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

2017

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

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.

(5.1.1.11) Rationale for choice of scenario

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. 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.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Country/area

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2017

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

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Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Country/area

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2017

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

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.

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[Add row]

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

Climate change

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

Select all that apply

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

Select from:

☑ Country/area/region

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

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.
[Fixed row]

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

(5.2.1) Transition plan

Select from:

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

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

Select from:

☑ Other, please specify **:**The SBTi verified Booz Allen's 1.5C aligned emissions reduction targets in FY24, which is the first step for creating a credible transition plan. Booz Allen is currently working on a transition plan to meet these targets.

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

Prior to this reporting year, Booz Allen had not yet established 1.5C aligned science-based emissions reduction targets. Now that those have been approved by the SBTi, we are actively working on establishing a transition plan and expect to be complete within the next two years.
[Fixed row]

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

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

Select from:

☑ Yes, strategy only

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Operations

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

Select from:
☑ Other, please specify **:**N/A, they have impacted our strategy planning.

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

N/A, they have affected our strategy planning.
[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply
☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply
☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The climate crisis is one of the most complex issues facing the world today. Increasingly frequent and severe extreme weather events such as droughts, flooding, wildfires, and heatwaves have far-reaching societal, economic, and security implications that are only intensified by aging infrastructure, constrained resources, supply chain problems, and cyber vulnerabilities. Protecting the nation and its many communities from growing climate impacts is an urgent task that demands iterative and integrated solutions. Booz Allen has identified the opportunity to provide these services to our clients. We combine mission expertise with transformational technology and scientific approaches to deliver differentiated solutions that address infrastructure resiliency and are designed to interpret, predict,

and combat climate change impacts. Based on our research and decades of diverse work supporting client missions from across civil, defense, and intelligence government agencies and commercial clients, Booz Allen has developed innovative approaches and solutions in three key areas: • Climate Intelligence: Powering Climate Understanding, Adaptation, and Resilience • Advanced Transportation and Aviation: Leading While on the Move • Advanced Energy Technologies and Innovation: Accelerating Clean Transition

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Increasing scrutiny and changing expectations from governmental organizations, clients and our employees with respect to our ESG-related practices and governance, including on climate impact matters, may impose additional costs on us or expose us to new or additional risks.. We have expended and may further expend resources to monitor, report on and adopt policies and practices that we believe will improve alignment with our evolving ESG strategy and goals, as well as ESG-related standards and expectations of legal regimes and stakeholders such as clients, investors, stockholders, raters, employees, and business partners.
[Add row]

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

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition
	Select from: ☑ Yes	*Select all that apply* ☑ Other methodology or framework

[Fixed row]

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

(5.10.1) Use of internal pricing of environmental externalities

Select from:

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

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

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

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

Currently not a strategic priority given resourcing and other priorities to drive climate strategy and emissions reductions, but we hope to implement an internal price on carbon in the coming years.
[Fixed row]

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

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

[Fixed row]

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

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

[Fixed row]

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

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

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

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

Select all that apply

☑ Leverage over suppliers

(5.11.2.4) Please explain

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

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

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance
Climate change	*Select from:* ☑ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years	*Select from:* ☑ Yes, we have a policy in place for addressing non-compliance

[Fixed row]

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

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ No other supplier engagement

[Add row]

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

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

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

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.6) Effect of engagement and measures of success

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

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

(5.11.9.6) Effect of engagement and measures of success

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

Climate change

(5.11.9.1) Type of stakeholder

Select from:

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

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.6) Effect of engagement and measures of success

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

C6. Environmental Performance - Consolidation Approach

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

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

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

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

C7. Environmental performance - Climate Change

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

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

[Fixed row]

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

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

Select all that apply

☑ Yes, a change in methodology

☑ Yes, a change in boundary

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

Our Scope 1 reporting boundary expanded to include Natural Gas. Our Scope 3 reporting boundary expanded to include Category 2: Capital Goods; Category 3: Fuel and Energy Related Activities; Category 4: Upstream Transportation & Distribution; and Category 15: Investments. In addition, we expanded the scope of Category 1: Purchased Goods & Services to include both sourceable and non-sourceable spend items, where previously we had only included emissions related to sourceable spend. We used updated emissions factors in any applicable calculations. Our methodology changed for Category 5: Waste Generated in Operations, so that we

completed estimates using building utilization rates and created our own emissions factor based on the waste generated in our headquarters buildings, which are the only ones for which we currently receive waste data.
[Fixed row]

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

(7.1.3.1) Base year recalculation

Select from:
☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply
☑ Scope 1
☑ Scope 2, location-based
☑ Scope 3

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

Our internal policy to constitute a recalculation is if reporting boundary exceeds a 5% change in emissions year over year due to changes or errors in methodology or boundary.

(7.1.3.4) Past years' recalculation

Select from:
☑ Yes
[Fixed row]

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

(7.3.1) Scope 2, location-based

Select from:

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

(7.3.2) Scope 2, market-based

Select from:

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

(7.3.3) Comment

All of Booz Allen's facilities are either leased by Booz Allen from third parties or owned and operated by Booz Allen's clients. Consequently, 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. Booz Allen neither owns nor manages the buildings we occupy. Booz Allen calculates emissions associated with purchased electricity through a combination of actual electricity data and estimations based on square footage, building type, and location. In FY2024, actual electricity (kwh) data was available for 21 Booz Allen facilities, comprising nearly 48% of our total leased square footage, all in the U.S. After kWh consumption was determined, we used region specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) to calculate each building's emissions. We converted nitrogen dioxide and methane emissions to CO2e using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. Emissions in the calculation include CO2, CH4, and N2O. The remainder of our purchased electricity emissions data is calculated by estimating electrical consumption based on total occupied square footage, facility type, and building location. For both U.S. and international facilities, we determine the average kilowatt hours (kWh) per square footage of buildings in our portfolio by using data from U.S. Energy Information Administration's (IEA) 2018 Commercial Buildings Energy Consumption Survey (CBRECS). We then estimate annual kWh consumption of our facilities by multiplying CBRECS averages by the number of square feet in each leased Booz Allen facility. To convert kWh into MTCO2e, we use region specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) for U.S. facilities, and International Energy Agency (IEA) CO2 emissions factors specific to each country for international facilities. Emissions in the calculation include CO2.
[Fixed row]

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

Scope 1

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

33.26

(7.5.3) Methodological details

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

Scope 2 (location-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

15113.48

(7.5.3) Methodological details

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

Scope 2 (market-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

55870.71

(7.5.3) Methodological details

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

Scope 3 category 2: Capital goods

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

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

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2860.91

(7.5.3) Methodological details

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

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

135.45

(7.5.3) Methodological details

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

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2601.09

(7.5.3) Methodological details

Booz Allen is 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. At present, responsibility and payment for the vast majority of our waste disposal is included in the operating leases for our facilities (we lease 100% of our office space portfolio). We are working with landlords to obtain details about company-specific waste generation and disposal and expect to be able to include that data in future updates and target revisions. This value was not included in our FY20 GHG audit; however, we used the same methodology for FY23 (which was included in that year's audit verification exercise).

Scope 3 category 6: Business travel

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

35158.5

(7.5.3) Methodological details

Our calculations include estimated emissions from employee business travel, which we define as work-related air travel, car rentals, billable personal miles, and hotel stays. These estimates were provided by our travel providers, who work closely with us to track the environmental impact of each trip. AIR TRAVEL: GHG Protocol emissions factors were used to estimate CO2 emissions associated with all domestic and international flights recorded by our travel provider. Flights were differentiated by length, mileage, seat class, and type of aircraft. (http://ghgprotocol.org/about-ghgp). A small minority of our employees were unable to make their travel plans using our travel service provider. Consequently, their data is not represented. Additionally, the data does not account for cancelled or rerouted flights, nor does it include changes in travel plans (e.g., flights that were not taken but still recorded in the system). AUTOMOBILE: We use EPA Climate Leaders emissions factors to estimate CO2e emissions associated with domestic /international car rental mileage. We receive data in quarterly reports from our primary rental car vendors identifying miles traveled, vehicle class, type of fuel, and duration of travel. Rental cars reserved by employees using other vendors or methods were not factored into the emissions estimate as data was unavailable. We retrieved mileage data from employee reimbursements for personal vehicle travel for work

engagements. We then converted the reported mileage into CO2e emissions using GHG Protocol's tool for calculating CO2 emissions from mobile sources. The emissions factors and global warming potential values used are from the 2014 IPCC 5th Assessment. HOTELS: We receive an annual report with the number of rooms, room nights, and country of each hotel stay. We use United Kingdom Government GHG Conversion factors for Company Reporting to convert the number of room nights per country to estimated CO2e emissions. Less than 5 percent of hotel stays took place in countries for which there was no available emissions factor: these stays are not included in the calculation.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

46100.77

(7.5.3) Methodological details

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

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

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

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 14: Franchises

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3 category 15: Investments

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3: Other (upstream)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3: Other (downstream)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A
[Fixed row]

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

Reporting year

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

192.6

(7.6.3) Methodological details

For FY24, Booz Allen’s Scope 1 emissions come from fuel associated with vehicles, diesel fuel associated with emergency generators, and natural gas used in our facilities. - For Booz Allen owned vehicles, the vehicle’s make, model, and mileage data were used to calculate emissions. We converted the reported data into CO2, CH4, and N2O emissions using World Resources Institute (WRI) GHG Protocol Mobile Combustion Emissions Calculation Tool, which relies on global warming potential values from the 2014 IPCC Fifth Assessment Report. - Booz Allen directly purchases and consumes diesel fuel for use in emergency generators on a

small number of our sites. Emissions in these generators were estimated using run times combined with average consumption data from US EPA GHG Emission Factors Hub. - We were able to access natural gas data for two Booz Allen facilities. Natural gas consumption and natural gas combustion data from US EPA GHG Emission Factors Hub were used to calculate emissions.

Past year 1

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

17.24

(7.6.2) End date

03/31/2023

(7.6.3) Methodological details

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

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

Reporting year

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

10445.8

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

0

(7.7.4) Methodological details

Booz Allen neither owns nor manages the buildings we occupy. Booz Allen calculates emissions associated with purchased electricity through a combination of actual electricity data and estimations based on square footage, building type, and location. In FY2024, actual electricity (kwh) data was available for 21 Booz Allen facilities, comprising nearly 48% of our total leased square footage, all in the U.S. After kWh consumption was determined, we used region specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) to calculate each building's emissions. We converted nitrogen dioxide and methane emissions to CO2e using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. Emissions in the calculation include CO2, CH4, and N2O. The remainder of our purchased electricity emissions data is calculated by estimating electrical consumption based on total occupied square footage, facility type, and building location. For both U.S. and international facilities, we determine the average kilowatt hours (kWh) per square footage of buildings in our portfolio by using data from U.S. Energy Information Administration's (IEA) 2018 Commercial Buildings Energy Consumption Survey (CBRECS). We then estimate annual kWh consumption of our facilities by multiplying CBRECS averages by the number of square feet in each leased Booz Allen facility. To convert kWh into MTCO2e, we use region specific emissions factors from the U.S. Environmental Protection Agency's (EPA) 2024 Emissions and Generation Resource Integrated Database (eGRID) for U.S. facilities, and International Energy Agency (IEA) CO2 emissions factors specific to each country for international facilities.

Past year 1

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

12292.18

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

0

(7.7.3) End date

03/31/2023

(7.7.4) Methodological details

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. For both U.S. and international facilities, we used data from the U.S. Energy Information Administration's 2012 Commercial Buildings Energy Consumption Survey to determine the average kilowatt hours (kWh) of electricity buildings comparable to those in our portfolio consume per square foot each year. We then estimated our own kWh consumption by multiplying these national averages by the number of square feet in each Booz Allen facility. In FY2023, we were able to access utility bill data for 19 Booz Allen facilities, comprising nearly 42% of our total leased square footage. For these facilities, we were able to retrieve actual kWh consumption, as opposed to estimating using the

aforementioned process. After kWh consumption was determined, for U.S. facilities, we used the GHG emissions factors from the U.S. Environmental Protection Agency's (EPA) 2020 Emissions and Generation Resource Integrated Database to calculate each building's emissions (differentiated by region). The formula we used to calculate emissions is: GHG emissions Electricity consumed (in MWh) x EPA regional GHG emissions factor. We converted nitrogen dioxide and methane emissions to CO2e using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. For international facilities, we substituted EPA regional emission factors with International Energy Agency (IEA) CO2 emissions factors specific to each country.
[Fixed row]

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

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

271453.06

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

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

0

(7.8.5) Please explain

We use dollar spend data from our procurement system to match to USEEIO NAICS emissions factors.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

4486

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

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

0

(7.8.5) Please explain

We use dollar spend data from our procurement system to match to USEEIO NAICS emissions factors.

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

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

2892

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

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

0

(7.8.5) Please explain

Emissions from electricity transmission and distribution (T&D) losses associated with the electricity grid by state were calculated using percent grid loss data from the US EPA eGRID2022 and IEA.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

493

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

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

0

(7.8.5) Please explain

We use dollar spend data from our procurement system to match to USEEIO NAICS emissions factors.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

234

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

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

0

(7.8.5) Please explain

As waste data was not available for all Booz Allen facilities, a waste generation intensity was calculated at Booz Allen Hamilton's McLean, VA headquarters facility and extrapolated to all facilities based on square footage. Waste generation intensity was multiplied by utilization rate and square footage of each facility.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

43813

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Spend-based method

☑ Distance-based method

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

90

(7.8.5) Please explain

AIR TRAVEL: We used GHG Protocol emissions factors to estimate CO2 emissions for all domestic and international flights recorded by our travel service provider. Flights were categorized by length (long-, medium-, and short-haul), mileage, seat class, and type of aircraft.6F However, a small minority of our employees were unable to make their travel plans using our travel service provider, so their data is not included. Additionally, the data does not account for flights that were cancelled or rerouted, or had changes in travel plans (e.g., some flights were not taken but remained in the system). CAR RENTALS: Our main rental car agencies (National, Enterprise, Avis, and Hertz) used EPA Climate Leaders emissions factors to estimate CO2e emissions associated with domestic and international reserved car mileage. We receive this data in reports identifying miles traveled, vehicle class, type of fuel, duration of travel, and other key information. Rental cars reserved by employees using other vendors or methods were not included, as this data was unavailable. To determine emissions from employees on their personal vehicles, we retrieved mileage data from employee reimbursements allocated for personal vehicle travel for work engagements. We then converted the reported automobile mileage into CO2e emissions using GHG Protocol's tool for calculating CO2 emissions from mobile sources. The emissions factors and global warming potential values used are from the 2014 IPCC Fifth Assessment Report. HOTELS: For hotel reservations made with our travel service provider, we receive an annual report with the number of rooms, room nights, and country of each hotel stay. We use the United Kingdom Government GHG Conversion factors for Company Reporting to convert the number of room nights per country of each hotel stay. We use the United Kingdom Government GHG Conversion factors for Company Reporting to convert the number of room nights per country to estimated CO2e emissions. Less than 5% of hotel stays took place in countries without available emissions factors and were not included in the calculation. EXCEPTIONS: A small portion of our travel data was not included in the above methodology due to a recent acquisition not being fully integrated into our travel system. In this case, spend per category and USEEIO factors were used to estimate CO2e emissions.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

44218

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

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

0

(7.8.5) Please explain

COMMUTING We use data from our annual employee emissions survey to estimate emissions from employees' commutes. The survey captures a wide range of data on employees' daily commutes, including distance, mode of transportation, and average number of commuting days per week. Using the average-data method from the WRI GHG Protocol's Technical Guidance for Calculating Scope 3 Emissions8F, we determine annual average commuting distance by multiplying the daily commute distance by the average number of days worked per year (excluding weekends and days spent on business travel, vacation, or working from home). We then combine the annual average commuting distance with conversion factors provided by EPA's Emission Factors for Greenhouse Gas Inventories and AR5 - IPCC Fifth Assessment to determine the total CO2e emissions produced for each mode of transportation. These CO2e emissions are then combined to create an aggregate commuting footprint. The survey is voluntary and has traditionally experienced low participation rates, which limits our ability to draw inferences from year-over-year trends. However participation rates are increasing, and the data appears to be stabilizing. The emissions from the survey respondents were extrapolated out to account for the remaining employee population's commute, comprising 34,200 employees in total. TELEWORK Due to Booz Allen Hamilton's hybrid working situation, emissions from telework were also included in this category. Telework data was combined with emission factors from Anthesis and the US EPA using the formula below. Equation: Emissions from telework (kg CO2e) number of employees days per week teleworking 52 weeks electricity consumption per person per day incremental to baseline intensity grid emission factor number of employees days per week teleworking 52 weeks natural gas consumption per person per day incremental to baseline intensity kWh natural gas to GHG equivalent factor

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) 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.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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

Investments

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

186

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Investment-specific method

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

100

(7.8.5) Please explain

Emissions from investments were calculated using FY 2024 revenue data for all portfolio companies, in addition to data pertaining to the percentage ownership Booz Allen Hamilton has in said companies and their industry-level classifications.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

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

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

We have no material scope 3 downstream emissions other than those addressed in responses to previous questions.
[Fixed row]

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

Past year 1

(7.8.1.1) End date

03/31/2023

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

37625.77

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

0

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

0

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

0

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

3085.37

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

20822.46

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

40345.45

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

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

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Our Scope 3 emissions methodology and calculations were verified by Apex Companies, LLC. At the time of last year's CDP submission, we had incomplete data from one of our business travel partners and our estimated emissions were greater than the actual, which are provided here. Updated number has also been verified by Apex Companies, LLC.
[Fixed row]

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

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

[Fixed row]

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

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.1.4) Attach the statement

IEC GHGi Assurance Statement 24006 BAH 24.08.28.pdf

(7.9.1.5) Page/section reference

Page 1 contains the verification scope and criteria. Page 2 states the verified emissions and verification opinion. Page 3 has the statement of independence.

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

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

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Reasonable assurance

(7.9.2.5) Attach the statement

IEC GHGi Assurance Statement 24006 BAH 24.08.28.pdf

(7.9.2.6) Page/ section reference

Page 1 contains the verification scope and criteria. Page 2 states the verified emissions and verification opinion. Page 3 has the statement of independence.

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

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

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

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

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

IEC GHGi Assurance Statement 24006 BAH 24.08.28.pdf

(7.9.3.6) Page/section reference

Page 1 contains the verification scope and criteria. Page 2 states the verified emissions and verification opinion. Page 3 has the statement of independence.

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

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

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

179.34

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

1.5

(7.10.1.4) Please explain calculation

We were able to access natural gas utility bills for two Booz Allen facilities. Natural gas use and natural gas combustion data from US EPA GHG Emission Factors Hub were used to calculate emissions.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

1846.38

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

14.9

(7.10.1.4) Please explain calculation

Scope 2 emissions decrease was in part caused by a reduction in leased square footage due to workspace consolidation.
[Fixed row]

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

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

188.6

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1.456

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

2.605

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

[Add row]

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

Bahrain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.01

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

0

Burkina Faso

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Egypt

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.54

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

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

12.8

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

0

Guatemala

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

9.3

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

0

Kenya

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Lebanon

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

4.6

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

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.01

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

0

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.15

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

0

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

6.42

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

0

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.6

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

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

40.2

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

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

3

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

0

United Republic of Tanzania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

192.6

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

10367.13

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

0
[Fixed row]

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

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*mobile combustion*	*8.41*
Row 2	*stationary combustion*	*184.19*

[Add row]

(7.20.3) 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)
Row 1	*Purchased electricity usage*	*10445.8*	*0*

[Add row]

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

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Please explain
Consolidated accounting group	*192.6*	*10445.8*	*We did not include other entities in our emissions calculations.*

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

[Fixed row]

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

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

[Fixed row]

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

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1004.25

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

1004.25

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

33501.78

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

33501.78

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

34506.02

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

34506.02
[Fixed row]

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

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes

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

[Fixed row]

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

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

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

0

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

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

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

0

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

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

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

0

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

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

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

0

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

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

41.04

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

4.42

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

36.62

(7.30.7.8) Comment

MWh fuel consumed for self-generation of electricity was derived from fuel oil used in backup generators at our facilities. MWh fuel consumed for self-generation of heat was derived by estimated fuel used for our fleet vehicles (we only obtain mileage data at this time, so fuel consumption was estimated by dividing mileage for each vehicle by average MPG for the vehicle make and model).

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

963.21

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

0

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

963.2

(7.30.7.8) Comment

MWh fuel consumed for self-generation of heat was derived by therms of natural gas for the heating of our facilities.

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

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

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

0

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

0

(7.30.7.8) Comment

N/A

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

1004.25

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

4.42

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

999.83

(7.30.7.8) Comment

Totals are aggregates of the above.
[Fixed row]

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

Bahrain

(7.30.16.1) Consumption of purchased electricity (MWh)

0.01

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

0

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

0

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

0

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

0.01

Burkina Faso

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Eygpt

(7.30.16.1) Consumption of purchased electricity (MWh)

1.28

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

0

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

0

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

0

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

1.28

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

27.07

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

0

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

0

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

0

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

27.07

Guatemala

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Indonesia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

16.68

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

0

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

0

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

0

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

16.68

Kenya

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Lebanon

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

9.68

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

0

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

0

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

0

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

9.68

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

0.01

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

0

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

0

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

0

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

0.01

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

0.29

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

0

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

0

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

0

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

0.29

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

12.25

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

0

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

0

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

0

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

12.25

Saudi Arabi

(7.30.16.1) Consumption of purchased electricity (MWh)

2.27

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

0

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

0

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

0

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

2.27

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

62.55

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

0

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

0

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

0

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

62.55

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

7.29

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

0

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

0

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

0

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

7.29

United Republic of Tanzania

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

33362.21

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

0

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

34469.26

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

0

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

67831.47
[Fixed row]

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

Row 1

(7.45.1) Intensity figure

0.000001

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

10638.4

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

10661896000

(7.45.5) Scope 2 figure used

Select from:

☑ Location-based

(7.45.6) % change from previous year

24.9

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in revenue

☑ Other, please specify :decrease in emissions, explained throughout this disclosure

(7.45.9) Please explain

We experienced increased revenue and decreased scope 1 and 2 emissions.
[Add row]

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

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

Booz Allen Hamilton Holding Corporation - Net-Zero Approval Letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:
☑ Location-based

(7.53.1.11) End date of base year

03/31/2020

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

33.26

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

15113.48

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

0.000

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

15146.740

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

100

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

100

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

100

(7.53.1.54) End date of target

03/31/2032

(7.53.1.55) Targeted reduction from base year (%)

50.4

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

7512.783

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

192.6

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

10445.8

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

10638.400

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

59.06

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

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

(7.53.1.83) Target objective

50.4% reduction from base year

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

To drive meaningful progress against our goals—and our net-zero emissions by 2050 commitment—we have formalized a cross-functional Climate Impact Initiative which includes: Reduce our Scope 1 and 2 emissions Engage with our value chain to reduce our Scope 3 emissions Partner with business leaders to integrate climate considerations into our business strategy, corporate value proposition, and business solutions Empower employee groups and engage with the community to influence climate action

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi - Near-Term Target Validation Report.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 8 - Upstream leased assets

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 4 – Upstream transportation and distribution

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

(7.53.1.11) End date of base year

03/31/2020

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

50283.64

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

2860.91

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

135.45

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

2601.09

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

31989.74

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

41490.69

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

4443.16

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

0

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

133804.680

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

133804.680

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

90

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

100

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

100

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

100

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

90

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

90

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

90

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

100

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

90.39

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

90.39

(7.53.1.54) End date of target

03/31/2032

(7.53.1.55) Targeted reduction from base year (%)

50.4

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

66367.121

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

244307.76

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

2892

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

495

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

234.03

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

39661.96

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

39796.02

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

0

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

186.41

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

327573.180

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

327573.180

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

-287.33

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

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

(7.53.1.83) Target objective

50.4% reduction from base year

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

To drive meaningful progress against our goals—and our net-zero emissions by 2050 commitment—we have formalized a cross-functional Climate Impact Initiative which includes: Reduce our Scope 1 and 2 emissions; Engage with our value chain to reduce our Scope 3 emissions; Partner with business leaders to integrate climate considerations into our business strategy, corporate value proposition, and business solutions; and Empower employee groups and engage with the community to influence climate action

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi - Near-Term Target Validation Report.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Location-based

(7.53.1.11) End date of base year

03/31/2020

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

33.26

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

15113.48

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

0.000

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

15146.740

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

100

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

100

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

100

(7.53.1.54) End date of target

03/31/2050

(7.53.1.55) Targeted reduction from base year (%)

90

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

1514.674

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

192.6

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

10445.8

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

10638.400

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

33.07

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

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

(7.53.1.83) Target objective

90% reduction from base year

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

To drive meaningful progress against our goals—and our net-zero emissions by 2050 commitment—we have formalized a cross-functional Climate Impact Initiative which includes: Reduce our Scope 1 and 2 emissions; Engage with our value chain to reduce our Scope 3 emissions; Partner with business leaders to integrate climate considerations into our business strategy, corporate value proposition, and business solutions; and Empower employee groups and engage with the community to influence climate action

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 4

(7.53.1.1) Target reference number

Select from:

☑ Abs 4

(7.53.1.2) Is this a science-based target?

Select from:

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

(7.53.1.3) Science Based Targets initiative official validation letter

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/27/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 4 – Upstream transportation and distribution

☑ Scope 3, Category 7 – Employee commuting

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

☑ Scope 3, Category 8 - Upstream leased assets

☑ Scope 3, Category 1 – Purchased goods and services

(7.53.1.11) End date of base year

03/31/2020

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

50283.64

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

2860.91

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

135.45

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

2601.09

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

31989.74

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

41490.69

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

4443.16

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

0

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

133804.680

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

133804.680

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

90

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

100

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

100

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

100

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

90

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

90

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

90

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

100

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

90.39

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

90.39

(7.53.1.54) End date of target

03/31/2050

(7.53.1.55) Targeted reduction from base year (%)

90

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

13380.468

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

244307.76

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

2892

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

495

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

234.03

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

39661.96

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

39796.02

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

0

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

186.41

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

327573.180

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

327573.180

(7.53.1.78) Land-related emissions covered by target

Select from:

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

(7.53.1.79) % of target achieved relative to base year

-160.90

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

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

(7.53.1.83) Target objective

90% reduction from base year

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

To drive meaningful progress against our goals—and our net-zero emissions by 2050 commitment—we have formalized a cross-functional Climate Impact Initiative which includes: Reduce our Scope 1 and 2 emissions; Engage with our value chain to reduce our Scope 3 emissions; Partner with business leaders to integrate climate considerations into our business strategy, corporate value proposition, and business solutions; and Empower employee groups and engage with the community to influence climate action

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

12/07/2023

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

☑ Abs2

☑ Abs3

☑ Abs4

(7.54.3.5) End date of target for achieving net zero

03/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

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

(7.54.3.7) Science Based Targets initiative official validation letter

Booz Allen Hamilton Holding Corporation - Net-Zero Approval Letter.pdf

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.54.3.10) Explain target coverage and identify any exclusions

Booz Allen Hamilton commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2020 base year. Booz Allen Hamilton also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, and investments 90% within the same timeframe.

(7.54.3.11) Target objective

Booz Allen Hamilton Holding Corporation commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Unsure

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, but we plan to within the next two years

(7.54.3.17) Target status in reporting year

Select from:

☑ New

(7.54.3.19) Process for reviewing target

The Science Based Targets initiative has assessed Booz Allen Hamilton Holding Corporation's near and long-term target(s) against the SBTi net-zero criteria (version 5) and the submitted target(s) have been approved.
[Add row]

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

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*1*	*1250*
Implemented	*0*	*0*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

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

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Other, please specify **:**Energy Efficiency in Buildings

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

1250

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

Select all that apply

☑ Scope 2 (location-based)

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

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 6-10 years

(7.55.2.9) Comment

As Booz Allen's facilities are 100% leased. Our Real Estate team is looking at broad-scale space optimization efforts ranging from by leased building characteristics to energy-efficient design elements in space build out.
[Add row]

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

Row 1

(7.55.3.1) Method

Select from:

☑ Other **:**ERS Council

(7.55.3.2) Comment

Booz Allen's Enterprise Responsibility and Sustainability (ERS) Council is management-level and is chartered to inform and support the ERS Committee, which consists of senior executives charged to support the Board's oversight of the firm's ESG strategy. The ERS Council leverages the collective ingenuity of key functional and business leaders from across the firm, each of whom holds operational or policy-level responsibility for an area of our performance or practice that relates to our ESG priorities. The ERS Council provides a forum for integrating our approach to ESG impact across the firm and cohesive deployment of the ERS 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.

Row 3

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Booz Allen's Sustainability Engagement Network (SEN) assists the firm's efforts to follow through on our sustainability commitments and implements our sustainability plan throughout the organization by creating and maintaining sustainable practices in our facilities and the community. The SEN engages staff to become more involved at a local level in sustainability activities to make a positive climate impact. They play a primary role in documenting the greening activities in the facilities and helping the firm achieve its sustainability goals. The SEN focuses on: recruiting staff to become SEN members; communicating greening program information; encouraging staff involvement to apply sustainable practices in their facility; 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 SEN leadership transitions in their facilities; generating new ideas for increasing staff participation and creating a venue for implementing firmwide greening initiatives; and sharing regular progress updates by participating regularly in monthly SEN calls, Yammer discussions, and other communication channels.

Row 4

(7.55.3.1) Method

Select from:

☑ Other **:**Dedicated ESG Function

(7.55.3.2) Comment

Booz Allen's dedicated ERS function drives ESG strategy and supports the Board, ERS Committee, and ERS Council through three primary means: • Decision Support: Facilitates strategic decision making by contributing subject matter expertise and insight into the company'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 ERS Committee and Board and externally through annual reporting. • Integration: Supports integration of ESG principles into business strategy by recommending policies and practices to the ERS Committee and ESG facilitating Council execution in alignment with the ESG Committees strategic direction.
[Add row]

C13. Further information & sign off

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

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

[Fixed row]

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

Row 1

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

Select all that apply

☑ Climate change

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

Environmental performance – Climate change

☑ Base year emissions

☑ Target-setting methodology

(13.1.1.3) Verification/assurance standard

Climate change-related standards

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

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

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

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

(13.3.1) Job title

Director, Enterprise Responsibility and Sustainability

(13.3.2) Corresponding job category

Select from:

☑ Environment/Sustainability manager
[Fixed row]