Booz Allen Hamilton - Climate Change 2023

C0. Introduction

C0.1

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

For more than 100 years, business, government, and military leaders have turned to Booz Allen to solve their most complex problems. As a consulting firm with experts in analytics, digital solutions, engineering, and cyber, we help organizations transform. We are a key partner on some of the most innovative programs for governments worldwide and trusted by its most sensitive agencies. We work shoulder-to-shoulder with clients, using a mission-first approach to choose the right strategy and technology to help them realize their vision. With global headquarters in McLean, Virginia, our firm employs more than 31,900 people and had revenue of $9.3 billion for the 12 months ending March 31, 2023. To learn more, visit BoozAllen.com. (NYSE: BAH)

We're changing the world for the better. Our people innovate boldly at the intersection of mission and technology—delivering client solutions that modernize industries, transform security, and advance society. At Booz Allen, we lead with our purpose and values: ferocious integrity, unflinching courage, passionate service, champion's heart, and collective ingenuity.

Our environmental, social, governance (ESG) strategy is no exception. We continuously integrate ESG programs and practices throughout our business—setting our sights on a future that's more secure, resilient, and equitable for all.

We're proud to share our ESG strategy, pillars of focus, and how we're working to increase the positive impact we have on society and our stakeholders. At Booz Allen we embrace our role in making tomorrow better than today, and we will continue to invest in ESG efforts that are relevant to our business, important to our stakeholders, and make the greatest positive impact on our people, nation, and world. We remain fully committed to grow our business in alignment with our ESG objectives.

We bring bold thinking and a desire to be the best in our work in consulting, analytics, digital solutions, engineering, and cyber, and with industries ranging from defense to health to energy to international development.

We celebrate and value diversity in all its forms; it's something we truly value as a multicultural community of problem solvers. We believe in corporate and individual citizenship that make our communities better places for all.

We have one guiding purpose—to empower people to change the world. Our founder, Edwin Booz said it best: "Start with character… and fear not the future." We bring a ferocious integrity to not only train our clients to tackle the problems they face today, but to help them change the status quo for tomorrow. Each day, we imagine, invent, and deliver new ways to better serve our employees, our clients, and the world.

To learn more, visit BoozAllen.com. (NYSE: BAH)

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date
April 1 2022

End date
March 31 2023

Indicate if you are providing emissions data for past reporting years
Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for
5 years

Select the number of past reporting years you will be providing Scope 2 emissions data for
5 years

Select the number of past reporting years you will be providing Scope 3 emissions data for
5 years

C0.3

(C0.3) Select the countries/areas in which you operate.
Afghanistan
Bahrain
Egypt
Germany
Japan
Lebanon
Netherlands
Philippines
Qatar
Republic of Korea
Saudi Arabia
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

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

C0.5

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

C0.8

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

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

C1. Governance

C1.1

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

C1.1a

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

Position of individual or committee	Responsibilities for climate related issues
Board Chair	All 11 members of the Board have ESG and Risk Management experience per the Booz Allen proxy documents; and, all quarterly Board discussions (4x a year) do deal with climate and ESG matters. Therefore, all members have responsibility for climate-related issues.
President	All 11 members of the Board have ESG and Risk Management experience per the Booz Allen proxy documents; and, all quarterly Board discussions (4x a year) do deal with climate and ESG matters. Therefore, all members have responsibility for climate-related issues.
Director on board	All 11 members of the Board have ESG and Risk Management experience per the Booz Allen proxy documents; and, all quarterly Board discussions (4x a year) do deal with climate and ESG matters. Therefore, all members have responsibility for climate-related issues.
Director on board	All 11 members of the Board have ESG and Risk Management experience per the Booz Allen proxy documents; and, all quarterly Board discussions (4x a year) do deal with climate and ESG matters. Therefore, all members have responsibility for climate-related issues.
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C1.1b

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

Frequency with which climate related issues are a scheduled agenda item	Governance mechanisms into which climate related issues are integrated	Scope of board level oversight	Please explain
Scheduled – all meetings	Overseeing acquisitions, mergers, and divestitures Reviewing innovation/R&D priorities Overseeing and guiding employee incentives Reviewing and guiding strategy Overseeing and guiding the development of a transition plan Monitoring the implementation of a transition plan	<Not Applicable>	The ESG Committee, which was formed by the Nominating & Corporate Governance Committee of the Board of Directors and acts with NomGov's authority, champions the firm’s ongoing commitment to our ESG strategy and integration of ESG principles into business strategy. All ESG Committee meetings include workstream updates on climate-related initiatives, including, but not limited to, progress on the firm's commitment to Booz Allen's 1.5°C world target for Science Based Targets. Booz Allen has several key ESG initiatives that reach all sectors of sustainability: economic, environmental, and equity-based endeavors.

C1.1d

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

	Board member(s) have competence on climate related issues	Criteria used to assess competence of board member(s) on climate related issues	Primary reason for no board level competence on climate related issues	Explain why your organization does not have at least one board member with competence on climate related issues and any plans to address board level competence in the future
Row 1	Yes	The SEC has not defined the qualification for "competence" in ESG (or climate change). For that reason, Booz Allen gauges climate competence through a company-generated questionnaire that all Board Members are required to complete. All 11 Board Members' responses to the questionnaire indicated competence with ESG-related topics.	<Not Applicable>	<Not Applicable>

C1.2

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

Position or committee
Other, please specify (BOD: Nominating & Governance Committee, which is responsible for the BOD's composition. The BOD has oversight of the ESG Committee, and acts in its authority to champion our commitment to ESG strategy /integration of ESG into business strategy)

Climate-related responsibilities of this position
Managing climate-related acquisitions, mergers, and divestitures
Providing climate-related employee incentives
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis

Coverage of responsibilities
<Not Applicable>

Reporting line
Other, please specify (The Board Committees report to the Board of Directors.)

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
The Board of Directors has ultimate oversight of our climate-related issues. The Board of Directors has authorized its Nominating & Governance Committee with responsibility for climate-related issues, which in turn oversees ESG Committee which is tasked to champion our commitment to climate strategy and integration of climate considerations into the firm's business strategy.

The ESG Team reports to the Corporate Secretary, who in turn reports to the President, the Board of Directors, and the Nominating & Governance Committee. The ESG Team coordinates the activities of the ESG Committee which in turn Board Committees reports to the Nominating & Governance Committee which in turn reports to the Board of Directors.

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.

C1.3

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

	Provide incentives for the management of climate related issues	Comment
Row 1	Yes	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. 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.

C1.3a

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

Entitled to incentive
Board/Executive board

Type of incentive
Monetary reward

Incentive(s)
Other, please specify (Bonus program (monetary))

Performance indicator(s)
Progress towards a climate-related target

Incentive plan(s) this incentive is linked to
This position does not have an incentive plan

Further details of incentive(s)
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. 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.

Explain how this incentive contributes to the implementation of your organization’s climate 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.

C2. Risks and opportunities

C2.1

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

C2.1a

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

	From (years)	To (years)	Comment
Short-term	0	1	Short-term, Medium-term, and Long-term time horizons occur in consecutive time horizons as evidenced in the "years" columns.
Medium-term	1	3	Short-term, Medium-term, and Long-term time horizons occur in consecutive time horizons as evidenced in the "years" columns.
Long-term	3	100	Short-term, Medium-term, and Long-term time horizons occur in consecutive time horizons as evidenced in the "years" columns.

C2.1b

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

Generally, we define "substantive" in accordance with the SEC's defintion of materiality under Securitys Act of 1933 and applicable regulations and accounting standards. In the context of ESG, we define and address materiality to be the areas of significant ESG impact that are both relevant to our business and important to our stakeholders. As we invest in shaping the future, we strive to create enduring positive impact for our clients and communities and to enhance the sustainability of our business. Both goals are best served through focus—on what matters most and where we are uniquely positioned to make a difference. Our stakeholder-focused approach enables us to identify impacts that are broadly consistent with expectations for our industry and our enduring priorities while also accommodating factors that reflect our unique business and our agile approach to emerging opportunities and challenges. We conducted an extensive ESG topic materiality assessment that is discussed our 2020 report, and completed a materiality assessment update that was discussed in our 2022 ESG Report. Our materiality assessment provides valuable insight as we continue to implement our ESG strategy, seeking to strengthen sustainable business practices that strive to deliver positive impact for Booz Allen and our stakeholders. We define our key impact areas through a future-focused lens, pursuing our aspirations as we shape what's to come. The factors that may have substantive financial or strategic impacts our business:

Industry and Economic Risks

risks relating to our relationships with the U.S. government; changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; our ability to compete effectively in competitive bidding processes and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; the loss of GSA schedules, or our position as prime contractor on GWACs; variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; changes in estimates used in recognizing revenue; our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; risks related to the deterioration of economic conditions or weakening in the credit or capital markets; internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; risks related to the operation of financial management systems;

Legal and Regulatory Risks

failure to comply with numerous laws and regulations, including FAR, the False Claims Act, the Defense Federal Acquisition Regulation Supplement ("DFARS"), and FAR Cost Accounting Standards and Cost Principles; risks related to our international operations; the adoption by the U.S. government of new laws, rules, and regulations, such as those relating to organizational conflicts of interest issues or limits; the incurrence of additional tax liabilities, including as a result of changes in tax laws or management judgments involving complex tax matters; continued efforts to change how the U.S. government reimburses compensation related costs and other expenses or otherwise limit such reimbursements and an increased risk of compensation being deemed unreasonable and unallowable or payments being withheld as a result of U.S. government audit, review, or investigation; inherent uncertainties and potential adverse developments in legal or regulatory proceedings; the impact of changes in accounting rules and regulations, or interpretations thereof, that may affect the way we recognize and report our financial results, including changes in accounting rules governing recognition of revenue; and the impact of ESG-related risks and climate change generally on our and our clients' businesses and operations.

Risks Related to Our Indebtedness

the impact of our substantial indebtedness and our ability to service and refinance such indebtedness; and the restrictions and limitations in the agreements and instruments governing our indebtedness.

Risks Related to Our Common Stock

the volatility of the market price of our Class A common stock; the timing and amount of our dividends, if any; and the impact of fulfilling our obligations incident to being a public company.

C2.2

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

Value chain stage(s) covered
Direct operations

Risk management process
Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment
More than once a year

Time horizon(s) covered
Short-term
Medium-term
Long-term

Description of process
The following is a description of the Booz Allen's Enterprise Risk Management (ERM) process and how it the process identifies, assesses, and responds to climate- related risks:

Our Board of Directors and its committees play an important role in overseeing the company's action-oriented enterprise risk management process, which includes risk oversight on ESG-related risks. The primary tool that facilitates the Board's oversight of risk and related mitigation actions is the Enterprise Risk Management (ERM) Program led and sponsored by our Chief Operating Officer (COO) that enables the Company to look holistically at risks which may cause a material impact to the Company's value or reputation. As part of the ERM program, the COO directs the ERM Steering Committee to:
• Annually review and approve the ERM Risk Framework which provides the criteria and structure for how top enterprise risks are tiered and categorized;
• Annually review and approve the ERM Risk Profile which identifies the top enterprise risks and prioritizes them per the ERM Risk Framework;
• Discuss and evaluate the Company's risk appetite with respect to different types of risk (including those related to strategy, reputation & brand, operational, financial, and compliance & legal); and
• Assign Risk Owners and Sponsors to top tiered risks who work in partnership with the Enterprise Risk & Resilience (ER&R) team to develop action plans to enhance organizational preparedness and reduce risk exposure.

These efforts are supported by the ER&R team, and collectively, the ERM Program works to ensure steps are taken to enhance Booz Allen's organizational preparedness and reduce the firm's risk exposure.

Related, the following is a description of the Business Continuity (BC) process and how it identifies, assesses, and responds to Booz Allen's climate- related risks:

To protect our people and mitigate the impacts of disruptions, our 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 Business Assurance Office plans for and manages crises that endanger the life, safety, and well-being of Booz Allen people and could disrupt business operations.

We engage in proactive risk monitoring, employee outreach, local and executive-level planning, and stakeholder training to ensure all areas of our company are prepared for potential threats. As Booz Allen's facility footprint continues to evolve, we leverage workforce data, including home locations, to understand the distribution of our workforce—with an eye on understanding our risks for both recurring known threats, like seasonal natural disasters, and unpredictable events, like acts of violence. 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 firm's business continuity management system through business continuity plans, critical business operations recovery strategies, education initiatives, and related exercises to ensure the firm's corporate functions can continue to operate and serve our clients during and following business disruptions. This multifaceted approach, and close collaboration with teams working across the enterprise during crises, fosters resiliency and protects our business operations, including our people, physical and intellectual property, services, products, and assets to enable continuous support to our client's missions.

Our GSOC and Business Assurance Office monitor global developments and act in coordination with colleagues from across the enterprise when needed. This matrixed approach helps multiple business functions, including Security Services, Global Workplace, People Services, and Enterprise Technology Services and Solutions, operate as one team to provide consistent and coordinated support for our people.

During the most severe incidents, the executive-level Crisis Management team offers leadership guidance, facilitates decision making, and prioritizes resources to support our people.

C2.2a

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

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Booz Allen's Code of Business Ethics and Conduct requires us to follow all applicable laws, including environmental laws and regulations. It is important to our business to understand which climate related laws and regulations apply to the firm, their impact on the firm, and how we can maintain compliance. Laws and regulations may potentially impose added costs on our business and failing to comply with them may lead to civil or criminal penalties, termination of our U.S. government contracts, and/or suspension or debarment from contracting with federal agencies. Therefore, compliance and legal related-risks have been identified as relevant through the firm's Enterprise Risk Management (ERM) process. These regulation-related risks are included in our climate related risk assessments by evaluating them through inclusion and assessment under our ERM program. While referenced here, there is additional related information that can be found in section 2.2 that is too extensive to duplicate here due to length limitations. While relevant to our business, climate related risks do not currently pose a substantial risk for Booz Allen, particularly since we lease, as opposed to own, all of our facilities.

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

C2.3

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

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Emerging regulation	Enhanced emissions-reporting obligations

Primary potential financial impact

Increased direct costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

National and International climate agreements and future treaties and legislation may increase reporting requirements for climate-related disclosures, which would require additional resources for Booz Allen to comply with the reporting obligations.

Time horizon

Unknown

Likelihood

Likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Booz Allen estimates that there could be additional costs to manage readiness for and compliance with regulatory requirements and reporting. Additional time and personnel would likely be needed to address potential enhanced reporting obligations or increased levels of data verification. At this time we are unable to provide an estimated value.

Cost of response to risk

0

Description of response and explanation of cost calculation

In order to manage this risk, Booz Allen ensures awareness of specific requirements among staff in countries required to comply with applicable international climate agreements. We also coordinate with appropriate regulatory agencies to anticipate and prepare for potential regulatory changes.

For example, Booz Allen has a team within our Law Department that focuses on international corporate governance. Upon the passage of new DEFRA requirements for energy audits in the UK, this team engaged outside council in the UK to do an assessment to determine if our operations are subject to the requirements. Upon review, it was determined that we are not subject to the requirements at this time, however UK operations will be continually assessed against these requirements as we continue to grow our international presence.

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

Comment

As a competitive business Booz Allen does not divulge this information.

Cost is listed as 0 as we do not an estimate for this impact.

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Heavy precipitation (rain, hail, snow/ice)

Primary potential financial impact
Decreased revenues due to reduced production capacity

Climate risk type mapped to traditional financial services industry risk classification
<Not Applicable>

Company-specific description
Changes in precipitation patterns and extreme variability in weather patterns- specifically snow, ice, and severe winter weather may force the temporary closure of Booz Allen facilities and client sites, and cause power outages. which could adversely impact product capacity and reduce revenue. Although risk levels vary across the United States, they are greatest in the northeast and mid-Atlantic states, including the Washington Metropolitan area, because the majority of Booz Allen staff and revenue are concentrated in those states.

Time horizon
Short-term

Likelihood
Likely

Magnitude of impact
Low

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
Given the unpredictability of severe winter weather and its potential to cause decreased production capacity, it is possible there could be a reduction in revenue due to climate change. At this time we are unable to provide an estimated value.

Cost of response to risk
0

Description of response and explanation of cost calculation
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 an aggressive 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 individuals of emergency situations in a matter of minutes or even seconds.

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

Comment
As a competitive business, Booz Allen does not divulge this information.

Cost is listed as 0 as we do not have an estimate for this impact.

Identifier
Risk 3

Where in the value chain does the risk driver occur?
Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Flood (coastal, fluvial, pluvial, groundwater)

Primary potential financial impact
Decreased revenues due to reduced production capacity

Climate risk type mapped to traditional financial services industry risk classification
<Not Applicable>

Company-specific description
Sea level rise may increase the risk of flooding, leading to property loss and disruption of business operations at client sites and facilities near coastlines, such as the Booz Allen locations in Charleston, San Diego, and Boston. Such disruptions could lower employee productivity and corresponding company revenue.

Time horizon
Long-term

Likelihood
Unlikely

Magnitude of impact
Low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
Rising sea levels pose a risk to our coastal operations as they could lead to reduced revenue from decreased production capacity. Booz Allen facilities and operations in coastal areas are relatively small, so financial impacts to the company as a whole would be similarly minor. In addition, our Business Assurance Office builds significant contingencies for natural disasters and energy outages. In the event of moderate, incremental sea level rise, we expect minimal financial impact based on the preparedness of planned business continuity measures to address the operational impacts of such sea level rise. At this time, we are unable to provide an estimated value.

Cost of response to risk
0

Description of response and explanation of cost calculation
Booz Allen is continuously investing in its infrastructure and business continuity plans to ensure the resilience of its services. For example, the Business Assurance Office utilizes highly detailed plans covering natural disasters to ensure our facilities and customer services are maintained intact. By providing dispersed cloud resources for our staff and an aggressive telecommuting strategy, we develop greater protection from service disruptions due to climatic events (e.g., heavy precipitation events, hurricanes, and extreme snow storms).

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

Comment
As a competitive business, Booz Allen does not divulge this information.

Cost is listed as 0 as we do not have an estimate for this impact.

C2.4

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

C2.4a

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

Identifier
Opp1

Where in the value chain does the opportunity occur?
Direct operations

Opportunity type
Products and services

Primary climate-related opportunity driver
Shift in consumer preferences

Primary potential financial impact
Increased revenues resulting from increased demand for products and services

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

Time horizon
Short-term

Likelihood
Virtually certain

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
As a competitive business, Booz Allen does not divulge this information.

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

Cost to realize opportunity
0

Strategy to realize opportunity and explanation of cost calculation
As a competitive business, Booz Allen does not divulge this information.

Booz Allen proactively engages with clients facing challenges associated with a rapidly changing environment due to climate change and associated regulatory frameworks and assists them to meet their operational requirements and regulatory obligations. To do this, we continuously assess new and emerging reporting requirements and conduct market sensing activities that allow us to anticipate demand and prepare new services to meet client challenges and missions.

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

Comment
As a competitive business, Booz Allen does not divulge this information.

Cost is listed as 0 as we do not have an estimate for this impact.

Identifier
Opp2

Where in the value chain does the opportunity occur?
Upstream

Opportunity type
Products and services

Primary climate-related opportunity driver
Shift in consumer preferences

Primary potential financial impact
Increased revenues resulting from increased demand for products and services

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

Time horizon
Medium-term

Likelihood
Virtually certain

Magnitude of impact
Medium

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

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

Cost to realize opportunity
0

Strategy to realize opportunity and explanation of cost calculation
As a competitive business, Booz Allen does not divulge this information.

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

Comment
Cost is listed as 0 as we do not have an estimate for this impact.

Identifier
Opp3

Where in the value chain does the opportunity occur?
Direct operations

Opportunity type
Products and services

Primary climate-related opportunity driver
Development of climate adaptation, resilience and insurance risk solutions

Primary potential financial impact
Increased revenues resulting from increased demand for products and services

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

Time horizon
Medium-term

Likelihood
Likely

Magnitude of impact
Low

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)
<Not Applicable>

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
As a competitive business, Booz Allen does not divulge this information.

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

Cost to realize opportunity
0

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

Once this tool has been completed and put in production, we hope to be able to offer it to our clients to help them understand their climate vulnerabilities and associated measures to increase resilience. This new service offering is expected to provide increased sales.

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

Comment
Cost is listed as 0 as we do not have an estimate for this impact.

C3. Business Strategy

C3.1

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

Row 1

Climate transition plan
Yes, we have a climate transition plan which aligns with a 1.5°C world

Publicly available climate transition plan
Yes

Mechanism by which feedback is collected from shareholders on your climate transition plan
We have a different feedback mechanism in place

Description of feedback mechanism
Our SBTi 1.5°C-related goals were submitted in December 2022 and are currently in review (expected review by SBTi to-be-completed in Summer 2023). This 1.5°C world-based plan includes a NetZero Plan by the year 2050.

Frequency of feedback collection
More frequently than annually

Attach any relevant documents which detail your climate transition plan (optional)
As stated earlier, the quarterly meetings of the Board - whose membership is comprised of 100% ESG and climate knowledgeable individuals - collect and respond to shareholder commentary submitted throughout the year.

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

Explain why climate-related risks and opportunities have not influenced your strategy
<Not Applicable>

C3.2

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

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

C3.2a

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

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

C3.2b

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

Row 1

Focal questions

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

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

Booz Allen focused on two points in time: 2050 and 2100. The first, 2050, was chosen in recognition of current and forecasted lease terms of Booz Allen facilities. By choosing 2050, Booz Allen can consider associated factors in making decisions regarding new leases. The second point in time, 2100, was chosen for two reasons: it is a common point of reference in materials documenting the impacts of climate change, and our clients control high value assets that presumably will still be functioning by the end of the century.

Preliminary analysis by Booz Allen determined that major storm events on the level of Hurricane Harvey and Hurricane Michael are capable of creating significant disruption to employee productivity. The occurrence of Hurricane Harvey was correlated to an approximately fifty percent drop in productivity at our facilities in Houston. The drop in productivity from Hurricane Michael was not as dramatic, but was noticeable.

Booz Allen uses GIS to map facility locations against climate and weather data to visualize the impacts of past events and forecast impacts of potential future events on those locations.

C3.3

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

	Have climate related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	As described in detail in C2.1b "How does your organization define substantive financial or strategic impact on your business? and C2.2 "Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities," Booz Allen, in conjunction with our forthcoming SBTi Review (Summer 2023), identifies in these documents the climate-related risks and opportunities vis-à-vis "products and services." As an example: Industry and Economic Risks •risks relating to our relationships with the U.S. government; •changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; •the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; •our ability to compete effectively in U.S. government competitive bidding processes and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; •the loss of GSA schedules, or our position as prime contractor on GWACs; •variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; •changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; •changes in estimates used in recognizing revenue; •our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; •risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; •risks related to the deterioration of economic conditions or weakening in the credit or capital markets; •internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; •risks related to the operation of financial management systems;
Supply chain and/or value chain	Yes	As described in detail in C2.1b "How does your organization define substantive financial or strategic impact on your business? and C2.2 "Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities," Booz Allen, in conjunction with our forthcoming SBTi Review (Summer 2023), identifies in these documents the climate-related risks and opportunities vis-à-vis "supply chain and/or value chain." As an example: Industry and Economic Risks •risks relating to our relationships with the U.S. government; •changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; •the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; •our ability to compete effectively in the competitive bidding process and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; •the loss of GSA schedules, or our position as prime contractor on GWACs; •variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; •changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; •changes in estimates used in recognizing revenue; •our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; •risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; •risks related to the deterioration of economic conditions or weakening in the credit or capital markets; •internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; •risks related to the operation of financial management systems;

	Have climate related risks and opportunities influenced your strategy in this area?	Description of influence
Investment in R&D	Yes	As described in detail in C2.1b "How does your organization define substantive financial or strategic impact on your business? and C2.2 "Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities," Booz Allen, in conjunction with our forthcoming SBTi Review (Summer 2023), identifies in these documents the climate-related risks and opportunities vis-à-vis "investment in R&D." As an example: Industry and Economic Risks •risks relating to our relationships with the U.S. government; •changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; •the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; •our ability to compete effectively in the competitive bidding process and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; •the loss of GSA schedules, or our position as prime contractor on GWACs; •variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; •changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; •changes in estimates used in recognizing revenue; •our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; •risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; •risks related to the deterioration of economic conditions or weakening in the credit or capital markets; •internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; •risks related to the operation of financial management systems;
Operations	Yes	As described in detail in C2.1b "How does your organization define substantive financial or strategic impact on your business? and C2.2 "Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities," Booz Allen, in conjunction with our forthcoming SBTi Review (Summer 2023), identifies in these documents the climate-related risks and opportunities vis-à-vis "Operations." As an example: Industry and Economic Risks •risks relating to our relationships with the U.S. government; •changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; •the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; •our ability to compete effectively in the competitive bidding process and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; •the loss of GSA schedules, or our position as prime contractor on GWACs; •variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; •changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; •changes in estimates used in recognizing revenue; •our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; •risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; •risks related to the deterioration of economic conditions or weakening in the credit or capital markets; •internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; •risks related to the operation of financial management systems;

C3.4

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

	Financial planning elements that have been influenced	Description of influence

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Indirect costs Capital expenditures Capital allocation Acquisitions and divestments Access to capital Assets	Revenues, Direct Costs, Indirect Costs, Capital Expenditures, Capital Allocation, Acquisitions and Divestments, Access to Capital, and Assets are all financial planning elements that can be influenced by climate-related risks. This risk factor summary contains a high-level summary of risks associated with our business. It does not contain all of the information that may be important. Further explanation can be found in our most recent SEC Form 10-K (5/26/2023). A summary of our risks includes, but is not limited to, the following: Industry and Economic Risks •risks relating to our relationships with the U.S. government; •changes in U.S. government spending and mission priorities, including due to uncertainty relating to funding of the U.S. government and increasing the debt ceiling; •the effects of disease outbreaks, pandemics, or widespread health epidemics, including disruptions to our workforce and the impact on government spending and demand for our solutions; •our ability to compete effectively in the competitive bidding process and delays or losses of contract awards caused by competitors' protests of major contract awards received by us; •the loss of GSA schedules, or our position as prime contractor on GWACs; •variable purchasing patterns under GSA schedules, blanket purchase agreements, and IDIQ contracts; •changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; •changes in estimates used in recognizing revenue; •our ability to realize the full value of and replenish our backlog, generate revenue under certain of our contracts, and the timing of our receipt of revenue under contracts included in backlog; •risks related to inflation that could impact the cost of doing business and/or reduce customer buying power; •risks related to the deterioration of economic conditions or weakening in the credit or capital markets; •internal system or service failures and security breaches, including, but not limited to, those resulting from external or internal threats, including cyber attacks on our network and internal systems; •risks related to the operation of financial management systems; •our ability to attract, train, or retain employees with the requisite skills and experience and ensure that employees obtain and maintain necessary security clearances and effectively manage our cost structure; •the loss of members of senior management or failure to develop new leaders; •misconduct or other improper activities from our employees or subcontractors, including the improper access, use, or release of our or our clients' sensitive or classified information; •the impact of increased competition from other companies in our industry; •failure to maintain strong relationships with other contractors, or the failure of contractors with which we have entered into a sub- or prime-contractor relationship to meet their obligations to us or our clients; •risks related to changes to our operating structure, capabilities, or strategy intended to address client needs, grow our business, or respond to market developments; and •risks related to completed and future acquisitions, including our ability to realize the expected benefits from such acquisitions. Legal and Regulatory Risks •failure to comply with numerous laws and regulations, including FAR, the False Claims Act, the Defense Federal Acquisition Regulation Supplement ("DFARS"), and FAR Cost Accounting Standards and Cost Principles; •risks related to our international operations; •the adoption by the U.S. government of new laws, rules, and regulations, such as those relating to organizational conflicts of interest issues or limits; •the incurrence of additional tax liabilities, including as a result of changes in tax laws or management judgments involving complex tax matters; •continued efforts to change how the U.S. government reimburses compensation related costs and other expenses or otherwise limit such reimbursements and an increased risk of compensation being deemed unreasonable and unallowable or payments being withheld as a result of U.S. government audit, review, or investigation; •inherent uncertainties and potential adverse developments in legal or regulatory proceedings; •the impact of changes in accounting rules and regulations, or interpretations thereof, that may affect the way we recognize and report our financial results, including changes in accounting rules governing recognition of revenue; and •the impact of ESG-related risks and climate change generally on our and our clients' businesses and operations. Risks Related to Our Indebtedness •the impact of our substantial indebtedness and our ability to service and refinance such indebtedness; and •the restrictions and limitations in the agreements and instruments governing our indebtedness. Risks Related to Our Common Stock •the volatility of the market price of our Class A common stock; •the timing and amount of our dividends, if any; and •the impact of fulfilling our obligations incident to being a public company.

C3.5

(C3.5) 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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	Yes, we identify alignment with our climate transition plan	<Not Applicable>

C3.5a

(C3.5a) Quantify the percentage share of your spending/revenue that is aligned with your organization's climate transition.

Financial Metric
Other, please specify

Type of alignment being reported for this financial metric
Please select

Taxonomy under which information is being reported
<Not Applicable>

Objective under which alignment is being reported
<Not Applicable>

Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)
0

Percentage share of selected financial metric aligned in the reporting year (%)
0

Percentage share of selected financial metric planned to align in 2025 (%)
0

Percentage share of selected financial metric planned to align in 2030 (%)
0

Describe the methodology used to identify spending/revenue that is aligned
Per the 10K Report filed at the SEC, Booz Allen's risk factor summary contains a high-level summary of risks associated with our business. A summary of our risks includes, but is not limited to, the following:

•The impact of ESG-related risks and climate change generally on our and our clients' businesses and operations.

Booz Allen is a competitive business and does not release this sensitive data; therefore, while at the present time Booz Allen cannot give a specific financial metric to quantify the percentage of spending and revenue that is aligned with Booz Allen's climate transition, it is accurate to state that Booz Allen's financial accounting, through risk identification, identifies risk-related revenue that is aligned with Booz Allen's climate transition.

C4. Targets and performance

C4.1

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

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number
Abs 1

Is this a science-based target?
Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition
1.5°C aligned

Year target was set
2022

Target coverage
Company-wide

Scope(s)
Scope 1
Scope 2
Scope 3

Scope 2 accounting method
Location-based

Scope 3 category(ies)
Category 1: Purchased goods and services
Category 5: Waste generated in operations
Category 6: Business travel
Category 7: Employee commuting

Base year
2020

Base year Scope 1 emissions covered by target (metric tons CO2e)
33.26

Base year Scope 2 emissions covered by target (metric tons CO2e)
15113.48

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)
54848.7

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)
<Not Applicable>

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)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)
2601.69

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)
4219.02

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)
36880.62

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target (metric tons CO2e)
98550.03

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)
113696.77

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1
100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2
100

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

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)
<Not Applicable>

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)
<Not Applicable>

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)
<Not Applicable>

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

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)

12

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)
80

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)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)
<Not Applicable>

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)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)
68

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes
71

Target year
2032

Targeted reduction from base year (%)
50.4

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]
56393.59792

Scope 1 emissions in reporting year covered by target (metric tons CO2e)
17.24

Scope 2 emissions in reporting year covered by target (metric tons CO2e)
12344.58

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)
33863.19

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

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)
<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)
3085.37

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)
2588.22

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)
32276.36

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)
71825.28

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)
84187.1

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
51.4974458286568

Target status in reporting year
Underway

Please explain target coverage and identify any exclusions
Booz Allen Hamilton committed to reduce absolute Scope 1, 2 and 3 GHG emissions from business travel, employee commuting, waste generated in operations, and purchased goods and services by 50.4% by 2032 from a 2020 base year.

Plan for achieving target, and progress made to the end of the reporting year
We have established an enterprise-wide cross functional working group to systematically identify and address opportunities to reduce our scope 3 emissions. In conjunction with efforts to reduce our Scope 1 and 2 emissions, the working group is addressing efforts to reduce emissions in our value chain, integrate climate into our business strategy, and influence climate action in society. We are working to map out the carbon emissions associated with our value chain to understand which are the most substantial so that we can systematically track and reduce associated emissions. Our intent is to identify a substantiated baseline, set a target for the first halving of absolute value chain emissions. As we mature our data and reporting, our hope is to be able to include (for our sourceable spend) an assessment of suppliers based on their climate strategy and transparency of emission data and to collaborate with other industry partners to strengthen and align purchasing requirements. We are working with business leaders to assess if and how our value proposition, solutions portfolio, and business model are aligned (or not aligned) with a 1.5°C scenario. Our business is already working on solutions and projects that help our clients avoid or remove emissions and achieve their own emissions targets. As our business model is maturing and we are looking to mergers and acquisitions and venture capital investments as ways to expand business growth, we are including climate considerations in deal evaluations.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?
No other climate-related targets

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.
Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	
To be implemented*	0	
Implementation commenced*	1	3000
Implemented*		
Not to be implemented		

C4.3b

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

Initiative category & Initiative type

Energy efficiency in buildings	Other, please specify (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.)

Estimated annual CO2e savings (metric tonnes CO2e)
3000

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (location-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
0

Investment required (unit currency – as specified in C0.4)
0

Payback period
No payback

Estimated lifetime of the initiative
6-10 years

Comment

C4.3c

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

Method	Comment
Other (ESG Council)	Booz Allen’s Environmental, Social, and Governance (ESG) Council is management-level and is chartered to inform and support the ESG Committee, which consists of senior executives charged to support the Board’s oversight of the firm’s ESG strategy. The ESG Council leverages the collective ingenuity of key functional and business leaders from across the firm, each of whom hold operational or policy-level responsibility for an area of our performance or practice that relates to our ESG priorities. The ESG Council provides a forum for integrating our approach to ESG impact across the firm and cohesive deployment of the ESG Committee’s commitments and change initiatives. Ensuring oversight and buy-in from operational-level leaders across the firm drives investment in all ESG initiatives, including emissions reductions.
Other (Dedicated ESG Function)	Booz Allen's dedicated ESG function drives ESG strategy and supports the Board, ESG Committee, and ESG Council through three primary means: • Decision Support: Facilitates strategic decision making by contributing subject matter expertise and insight into the firm’s efforts to apply best practices to our operating context. • Transparency: Supports accountability for impact management by advising Council members of best practices, tracking performance against individual team and cross-functional initiative goals, and reporting progress to the ESG Committee and Board and externally through annual reporting. • Integration: Supports integration of ESG principles into business strategy by recommending policies and practices to the ESG Committee and ESG facilitating Council execution in alignment with the ESG Committee’s strategic direction.
Employee engagement	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.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?
No

C5. Emissions methodology

C5.1

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

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

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

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

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

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

C5.2

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

Scope 1

Base year start

April 1 2019

Base year end

March 31 2020

Base year emissions (metric tons CO2e)

33.26

Comment

In FY19, Booz Allen was able to obtain data and start reporting on a small number of US-based vehicles. In FY20, Stationary Combustion emissions were added to our Scope 1 emissions, rounding out our Scope 1 emissions and creating a full baseline.

Booz Allen has submitted revised emissions reduction targets (to align with 1.5°C) to the Science Basted Targets initiative and are current awaiting a decision.

Scope 2 (location-based)

Base year start

April 1 2019

Base year end

March 31 2020

Base year emissions (metric tons CO2e)

15113.48

Comment

Scope 2 (market-based)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 1: Purchased goods and services

Base year start
April 1 2019

Base year end
March 31 2020

Base year emissions (metric tons CO2e)
60943

Comment
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. This estimate represents the top 25% of supplier categories by spend, which makes up roughly 65% of total sourceable indirect spend in FY20. 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 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start
April 1 2019

Base year end
March 31 2020

Base year emissions (metric tons CO2e)
2601.09

Comment
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

Base year start
April 1 2019

Base year end
March 31 2020

Base year emissions (metric tons CO2e)
35158.5

Comment
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 minority of our employees were unable to make their travel plans using our travel provider. Consequently, their data is not represented. Data does not reflect flights that were cancelled or rerouted, or changes in travel plans.

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

Base year start
April 1 2019

Base year end
March 31 2020

Base year emissions (metric tons CO2e)
46100.77

Comment
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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

C5.3

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

Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
US EPA Emissions & Generation Resource Integrated Database (eGRID)

C6. Emissions data

C6.1

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

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
17.24

Start date
April 1 2022

End date
March 31 2023

Comment

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)
40.54

Start date
April 1 2021

End date
March 31 2022

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)
32

Start date
April 1 2020

End date
March 31 2021

Comment

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)
33.26

Start date
April 1 2019

End date
March 31 2020

Comment

Past year 4

Gross global Scope 1 emissions (metric tons CO2e)
1.76

Start date
April 1 2018

End date
March 31 2019

Comment

Past year 5

Gross global Scope 1 emissions (metric tons CO2e)
0

Start date
April 1 2017

End date
March 31 2018

Comment
Data for Scope 1 calculations was not available during this reporting year.

C6.2

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

Row 1

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

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

Comment
All of 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.

C6.3

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

Reporting year

Scope 2, location-based
12344.58

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2022

End date
March 31 2023

Comment

Past year 1

Scope 2, location-based
14298.82

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2021

End date
March 31 2022

Comment

Past year 2

Scope 2, location-based
13825

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2020

End date
March 31 2021

Comment

Past year 3

Scope 2, location-based
15113.48

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2019

End date
March 31 2020

Comment

Past year 4

Scope 2, location-based
16981.03

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2018

End date
March 31 2019

Comment

Past year 5

Scope 2, location-based
15555.97

Scope 2, market-based (if applicable)
<Not Applicable>

Start date
April 1 2017

End date
March 31 2018

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?
No

C6.5

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

Purchased goods and services

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
37625.77

Emissions calculation methodology
Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain

Capital goods

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

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

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Upstream transportation and distribution

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Waste generated in operations

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
3085.37

Emissions calculation methodology
Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain

Business travel

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
21568.52

Emissions calculation methodology
Supplier-specific method
Spend-based method
Fuel-based method
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
96

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

Employee commuting

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
40345.45

Emissions calculation methodology
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
Corporate Value Chain (Scope 3) Accounting and Reporting Standard - Technical Guidance for Calculating Scope 3 Emissions, Chapter 7, Employee Commuting. We used the average-data method of converting average daily commuting distance into annual average commuting distance by multiplying the one-way distance by two for the daily return trip and by the average number of days worked per year (excluding weekends and days spent on business travel, vacation, or working from home). We then used conversion factors provided by EPA's Emission Factors for Greenhouse Gas Inventories, and AR5 - IPCC Fifth Assessment to determine Total GHG emissions for employee commuting.

Upstream leased assets

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Downstream transportation and distribution

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Processing of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Use of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

End of life treatment of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Booz Allen is a management consulting services firm focused on providing professional services and solutions 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

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Franchises

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Investments

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Other (upstream)

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

Other (downstream)

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

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

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date
April 1 2021

End date
March 31 2022

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

Scope 3: Capital goods (metric tons CO2e)

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

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

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

Scope 3: Business travel (metric tons CO2e)
12009.64

Scope 3: Employee commuting (metric tons CO2e)
7302.7

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment
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. We also estimate emissions associated with employees' commutes to and from work. All business travel and commuting emissions are Scope 3. Travel includes Air Travel, Automobile Travel, and Hotels.

Emissions in the calculations include CO_2, CH_4, and N_2O. Our Scope 3 emissions methodology and calculations were verified byour third-party auditor, Apex Companies, LLC

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 draw inferences from year-over-year trends, however 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.

Due to the COVID-19 pandemic and a firmwide telework-first policy that was in effect throughout FY2021, we did not employ a survey this year, noting that more than 85% of our workforce on average was in a mandatory telework posture. In the absence of a commuting survey for FY2021, FY2020 commuting survey data was used to identify mode utilization and average distance traveled per mode. This data was extrapolated over the estimated number of employees that reported to a Booz Allen facility in FY2022 based on facility badging data.

Past year 2

Start date
April 1 2020

End date
March 31 2021

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

Scope 3: Capital goods (metric tons CO2e)

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

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

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

Scope 3: Business travel (metric tons CO2e)
3764.62

Scope 3: Employee commuting (metric tons CO2e)
6120.54

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment
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. We also estimate emissions associated with employees' commutes to and from work. All business travel and commuting emissions are Scope 3. Travel includes Air Travel, Automobile Travel, and Hotels.

Emissions in the calculations include CO_2, CH_4, and N_2O. Our Scope 3 emissions methodology and calculations were verified by our third-party auditor, Apex Companies, LLC

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 C02e 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.

Due to the COVID-19 pandemic and a firmwide telework-first policy that was in effect throughout FY2021, we did not employ a survey this year, noting that more than 85% of our workforce on average was in a mandatory telework posture. In the absence of a commuting survey for FY2021, FY2020 commuting survey data was used to identify mode utilization and average distance traveled per mode. This data was extrapolated over the estimated number of employees that reported to a Booz Allen facility in FY2022 based on facility badging data.

Past year 3

Start date

April 1 2019

End date

March 31 2020

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

60943

Scope 3: Capital goods (metric tons CO2e)

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

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

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

2601.69

Scope 3: Business travel (metric tons CO2e)

35158.5

Scope 3: Employee commuting (metric tons CO2e)

46100.77

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment

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. We also estimate emissions associated with employees' commutes to and from work. All business travel and commuting emissions are Scope 3. Travel includes Air Travel, Automobile Travel, and Hotels.

Emissions in the calculations include CO2, CH4, and N2O. Our Scope 3 emissions methodology and calculations were verified by our third-party auditor, Apex Companies, LLC

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, however 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.

Past year 4

Start date

April 1 2018

End date

March 31 2019

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

Scope 3: Capital goods (metric tons CO2e)

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

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

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

Scope 3: Business travel (metric tons CO2e)

38311.54

Scope 3: Employee commuting (metric tons CO2e)

59693.32

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment

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. We also estimate emissions associated with employees' commutes to and from work. All business travel and commuting emissions are Scope 3. Travel includes Air Travel, Automobile Travel, and Hotels.

Emissions in the calculations include CO2, CH4, and N2O. Our Scope 3 emissions methodology and calculations were verified by our third-party auditor, Apex Companies, LLC

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, however 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.

Past year 5

Start date
April 1 2017

End date
March 31 2018

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

Scope 3: Capital goods (metric tons CO2e)

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

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

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

Scope 3: Business travel (metric tons CO2e)
35492.8

Scope 3: Employee commuting (metric tons CO2e)
60006.96

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment
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. We also estimate emissions associated with employees' commutes to and from work. All business travel and commuting emissions are Scope 3. Travel includes Air Travel, Automobile Travel, and Hotels.

Emissions in the calculations include CO_2, CH_4, and N_2O. Our Scope 3 emissions methodology and calculations were verified by our third-party auditor, Apex Companies, LLC

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.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?
No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure
0.0000013351

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
12362.25

Metric denominator
unit total revenue

Metric denominator: Unit total
9258900000

Scope 2 figure used
Location-based

% change from previous year
22.13

Direction of change
Decreased

Reason(s) for change
Change in revenue

Please explain
We experienced increased revenue.

Intensity figure
0.39

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
12362.25

Metric denominator
full time equivalent (FTE) employee

Metric denominator: Unit total
31900

Scope 2 figure used
Location-based

% change from previous year
20.77

Direction of change
Decreased

Reason(s) for change
Other emissions reduction activities

Please explain

C7. Emissions breakdowns

C7.1

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

C7.1a

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

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	17.166	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	0.109	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	0.071	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

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

Country/area/region	Scope 1 emissions (metric tons CO2e)
Egypt	0
Germany	0
Japan	0
Republic of Korea	0
Netherlands	0
Qatar	0
Saudi Arabia	0
United Arab Emirates	0
United Kingdom of Great Britain and Northern Ireland	0
United States of America	17.24

C7.3

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

By activity

C7.3c

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

Activity	Scope 1 emissions (metric tons CO2e)
mobile combustion	4.5
stationary combustion	12.74

C7.5

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

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Egypt	0	
Germany	20	
Japan	15	
Republic of Korea	11	
Netherlands	4	
Qatar	16	
Saudi Arabia	7	
United Arab Emirates	70	
United Kingdom of Great Britain and Northern Ireland	16	
United States of America	12157.61	

C7.6

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

By activity

C7.6c

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

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Purchased Electricity Usage	12344.58	

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?
No

C7.9

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

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output		<Not Applicable>		
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions	1954.24	Decreased	13.67	Calculation reflects emissions reduction achieved as a result of a decrease in leased space
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

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

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?
More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

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

C8.2a

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

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	54.23	54.23
Consumption of purchased or acquired electricity	<Not Applicable>	0	39252.64	39252.64
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	0	39306.87	39306.87

C8.2b

(C8.2b) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	No
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

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

Sustainable biomass

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other biomass

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Coal

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Oil

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
16.61

MWh fuel consumed for self-generation of electricity
16.61

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Gas

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
3.44

MWh fuel consumed for self-generation of electricity
3.44

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

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

Heating value
Please select

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Total fuel

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
54.23

MWh fuel consumed for self-generation of electricity
54.23

MWh fuel consumed for self-generation of heat

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

C9. Additional metrics

C9.1

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

C10. Verification

C10.1

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

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

C10.1a

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

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
BAH FY23 GHG Verification Opinion.pdf

Page/ section reference
entire document

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1b

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

Scope 2 approach
Scope 2 location-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
BAH FY23 GHG Verification Opinion.pdf

Page/ section reference
1

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1c

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

Scope 3 category
Scope 3: Purchased goods and services
Scope 3: Waste generated in operations
Scope 3: Business travel
Scope 3: Employee commuting

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Reasonable assurance

Attach the statement
BAH FY22 GHG Verification Opinion.pdf

Page/section reference
1

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, other partners in the value chain

C12.1d

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

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

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

- Clients: Project quality assurance, periodic information requests, industry engagement, long-standing leadership relationships.
- Investors: Earnings calls, investor conferences, corporate governance and ESG outreach, investor audits, proxy advisor and ESG information requests.
- Suppliers and Subcontractors: Supplier Code of Conduct, small business program, mentor-protege program.
- Nonprofit Partners: Long-term strategic nonprofit partnerships, pro bono services, senior leader engagement on nonprofit boards and coalitions.
- Employees: Ethics Hotline, Speak Your Mind, Business Resource Groups, firmwide experience surveys, newsletters, and social media.
- Potential Employees: Thought leadership, event sponsorship, news releases, community engagement, economic development programs.
- Regulators: Government-relations engagement, continuous environmental scans for ESG and other applicable laws, regulations, or guidance.
- Community & Industry: Economic development consortia, association memberships and leadership, university collaborations, reputation sensing Case Study: Virtually Inspiring Future Innovators When COVID-19 kept kids away from hands-on learning exhibits, National Children's Museum in Washington, D.C., partnered with Booz Allen to launch a daily, digital series celebrating all things STEAM—science, technology, engineering, arts, and math. The #STEAMwork series features interactive online activities that promote the Museum's mission to inspire children to care about and change the world, including Climate Action Hero Mondays, where Booz Allen technical experts and STEAM leaders helped inspire the tech talent of the future.

C12.2

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

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

C12.3

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

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Yes, we fund organizations or individuals whose activities could influence policy, law, or regulation that may impact the climate

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

Attach commitment or position statement(s)

<Not Applicable>

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

Booz Allen's ESG 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 ESG function within the Office of the Corporate Secretary, champions the integration of ESG principles into strategic business planning, and establishes and oversees an ESG Council to recommend and operationalize action plans for the achievement of objectives related to ESG Matters. Booz Allen's Government Relations function is represented and actively involved in the ESG Council and regularly engages throughout the governance process to ensure our engagement activities are consistent with our overall climate strategy.

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

<Not Applicable>

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

<Not Applicable>

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

C12.3c

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

C12.4

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

Publication
In voluntary sustainability report

Status
Underway – previous year attached

Attach the document
2022-esg-report.pdf

Page/Section reference
Pages 37-38 "Climate Change"

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

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

Status
Underway – previous year attached

Attach the document
2022-greenhouse-gas-emissions-statement.pdf

Page/Section reference
Entire document

Content elements
Emissions figures
Emission targets

Comment

Publication
In mainstream reports, incorporating the TCFD recommendations

Status
Underway – previous year attached

Attach the document
2022-tcfd-index.pdf

Page/Section reference
pages 1-2

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets

Comment

Publication
In mainstream reports, incorporating the TCFD recommendations

Status
Underway – previous year attached

Attach the document
2022-gri-index.pdf

Page/Section reference
Pages 4- 8

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Business Ambition for 1.5C Task Force on Climate-related Financial Disclosures (TCFD)	Public commitment and alignment to organizations' goals and to aligning our practices and disclosures.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	Yes, both board-level oversight and executive management-level responsibility		<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Please select	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

Value chain stage(s) covered
<Not Applicable>

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

Value chain stage(s) covered
<Not Applicable>

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?
Please select

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Please select	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	Please select	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located

C16. Signoff

C-FI

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

C16.1

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

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

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]