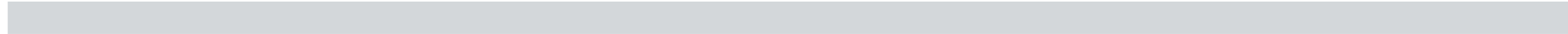


GLOBAL ECONOMIC ENGINEERING INDEX



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Governance

102-18

Governance structure



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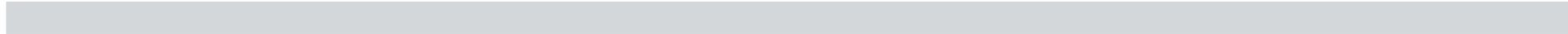
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	This document serves as our GRI Content Index and is available on our corporate website .
102-56	External assurance	2021 ESG Impact Report ; About Our Reporting (Page 67)

Management Approach <

103	Application of management approach to a number of topics	<p>These management approach disclosures are applicable to all topics listed in this GRI Content Index and all priority topics discussed in the 2021 ESG Impact Report.</p> <p>We take an approach that combines the best of independent responsibility for management and performance, with a layer of focused, cohesive accountability, as described in our 2021 ESG Impact Report. The principles of our overarching management approach span all priority topics, and are facilitated by a dedicated ESG function and cross-functional governance bodies. This structure serves to (1) enhance consistency through an integrated management approach to</p>
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103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 ESG Impact Report; Assessing Our Impact (Page 13) • 2021 ESG Impact Report • 2021 ESG Impact Report; About Our Reporting (Page 66) • 2021 ESG Impact Report; Business Overview (Page 6) • 2021 ESG Impact Report; Engaging Our Stakeholders (Page 12) • 2021 ESG Impact Report; Assessing Our Impact (Page 13) • 2021 ESG Impact Report • 2021 ESG Impact Report; About Our Reporting (Page 67)
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103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 ESG Impact Report; Our Approach (Page 10) • 2021 ESG Impact Report; Governing Our ESG Impact (Page 11) <p>or remediate any negative impact, both independently and together, applying their expertise and experience against a shared purpose for cohesive impact and innovation. Our approach seeks to drive long-term growth and sustainable value for our stakeholders through enhanced transparency and strengthened incorporation of ESG considerations into our business strategy.</p> <p>Our management approach for all priority topics is grounded in our purpose and values Code of Business Ethics and Conduct. Our Code sets expectations and requirements for our conduct and refers to myriad other policies that apply to various aspects of our work, the way we do business, and the way our employees interact with each other, our clients, and our communities. Each of those policies forms an aspect of our approach to managing applicable impacts.</p> <p>Our commitment to the management of priority topics and the responsibility to act on that commitment is invested in the highest levels of governance of ESG Committee.</p>
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Emissions <

305-1	Direct (Scope 1) GHG emissions	<p>way we work and the work we do. Since Booz Allen began measuring and publicly reporting our greenhouse gas emissions in 2009, we have steadily worked to formalize an organizational structure to systematically address and manage our environmental and broader sustainability performance, while continuously</p> <p>employee commuting (Scope 3).</p> <p>associated with the vehicle to calculate emissions. We converted the reported data into CO₂e emissions using GHG Protocol's tool for calculating emissions from mobile sources. Emissions in the calculation include CO₂, CH₄, and N₂O, and the emissions factors and global warming potential values used were from the 2014 IPCC Fifth Assessment Report.</p> <p>Booz Allen directly purchases and consumes diesel fuel for use in emergency generators on a small number of our sites. We track quantity of fuel purchased and utilize the World Resource Institute GHG Protocol tool for stationary Combustion to calculate total emissions. Emissions in the calculation include CO₂, CH₄, and N₂O, and the emissions factors and global warming potential values used are from the 2014 IPCC Fifth Assessment Report.</p> <p>Scope 2 – Facilities: Booz Allen's U.S. and international real estate holdings comprise approximately 2.5 million square feet of leased space. Booz Allen neither owns nor manages the buildings we occupy. Consequently, all facilities emissions fall within Scope 2. We calculate these emissions by estimating electrical consumption based on the number of occupied square feet in our domestic and international portfolio.</p> <p>For both U.S. and international facilities, we used data from the U.S. Energy Information Administration's 2012 Commercial Buildings Energy Consumption Survey to determine the average kilowatt hours (kWh) of electricity buildings comparable to those in our portfolio consume per square foot each year. We then estimated our own kWh consumption by multiplying these national averages by the number of square feet in each Booz Allen facility.</p> <p>In FY21, we were able to access utility bill data for 17 Booz Allen facilities, comprising nearly 40 percent of our total leased square footage. For these facilities, we were able to retrieve actual kWh consumption, as opposed to estimating using the aforementioned process.</p> <p>After kWh consumption was determined, for U.S. facilities, we used the GHG emissions factors from the U.S. Environmental Protection Agency's (EPA) 2018 emissions is: GHG emissions = Electricity consumed (in MWh) x EPA regional GHG emissions factor.</p> <p>We converted nitrogen dioxide and methane emissions to carbon dioxide equivalents (CO₂e) using global warming potentials from the United Nations Intergovernmental Panel on Climate Change Fifth Assessment Report. Emissions in the calculation include CO₂, CH₄, and N₂O.</p> <p>For international facilities, we substituted EPA regional emission factors with International Energy Agency (IEA) CO₂ Emissions in the calculation include CO₂.</p> <p>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. Emissions in the calculations include CO₂, CH₄, and N₂O.</p> <p>Our Scope 1 Emissions decreased to 32.00 MTCO₂e from 33.26 MTCO₂e in FY20. Our Scope 2 Emissions from our facilities decreased to 13,825 MTCO₂e from 15,108.24 MTCO₂e in FY20. Our Scope 3 Emissions decreased to 9,885.16 from 81,259.27 MTCO₂e in FY20. Overall, our Scope 2 and Scope 3 emissions were 23,710.16 MTCO₂</p> <p>Additional information and details about our FY2021 Greenhouse Gas Emissions can be found in:</p> <ul style="list-style-type: none"> • FY21 Carbon Footprint Report • FY21 CDP Response • 2021 ESG Impact Report: Environmental Management & Climate Impact (Page 57) • Environmental Sustainability
305-2	Energy indirect (Scope 2) GHG emissions	See response in 305-1 for Standards, Methodologies, and Assumptions used for GHG Calculations.
305-3	Other indirect (Scope 3) GHG emissions	See response in 305-1 for Standards, Methodologies, and Assumptions used for GHG Calculations.

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305-4

GHG emissions intensity

Emissions intensity measurements:

- 0.5 MTCO₂e/FTE employee
- 0.0055 MTCO₂e/Per Square Foot



404-2

Programs for upgrading
employee skills and
transition assistance
programs

405-2 Ratio of basic salary and remuneration of women to men

Non-discrimination <

406-1 Incidents of discrimination and corrective actions taken

Human Rights Assessment <

412-2 Employee training on human rights policies or procedures

100% of our employees are annually required to complete a number of training courses related to policies or procedures concerning aspects of human rights that are relevant to our operations.

We estimate that the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to our operations was 50,740.49 hours.

Our calculation represents the time required for each employee to complete all mandatory courses related to human rights, and was derived by multiplying the total number of employees by the aggregate estimated time to complete each training course related to human rights-related policies or procedures that is required of all employees. This estimate necessarily underrepresents the total amount of time spent on such training, since it omits mandatory trainings delivered to some, but not all, employees as well as voluntary training relating to human rights matters taken by some or all of our employees.

aspects of human rights and human rights training. [2021 ESG Impact Report](#): Building Capabilities for the Future (Page 29).

Customer Privacy <

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

We address and resolve all complaints regarding customer privacy and customer data. We do not report total number of complaints as that is Booz Allen

[2021 ESG Impact Report](#): Information Security Overview (Page 61)
[2021 ESG Impact Report](#): Delivering a Trusted Workforce (Page 63)
[2021 ESG Impact Report](#): Sensitive Data Protection (Page 64)