

Environmental Responsibility Statement

Boston Consulting Group (BCG) partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities. As a leading management consulting firm, with a global reach and an intellectual diversity that spans every significant industry and function, our greatest opportunity to have a positive impact on the environment is through the services we deliver to our clients.

We work with businesses and governments to help them transform and build a more sustainable, and resilient world. We have the capabilities to work with and support clients in all sectors, including those where emissions are greatest. Our aim is to help our clients find solutions that will spark the greatest change and speed up progress toward net zero. By partnering with all those willing to take on the challenge, we have a unique opportunity to accelerate progress.

In addition to helping our clients reduce their climate and environmental impact, we are determined to minimize our own. Like others in our sector, we recognize that the emissions associated with business travel and office energy consumption have an impact on the natural environment. We have a responsibility to protect the environment, and we are committed to understanding and reducing our environmental impacts over time.

Our environmental sustainability commitments are to:

- Reduce absolute scope 1 and 2 emissions from direct energy and electricity use by 85% by 2025 from a 2018 base year
- Reduce scope 3 emissions from business travel by 48.5% per FTE by 2025 and 58% per FTE by 2030 from a 2018 base year
- Reach net zero greenhouse gas emissions across the value chain by 2050 which will require further decarbonization across our operations, as well as working with our value chain partners, such as airlines to support their transition to net zero
- Maintain carbon neutral certification by purchasing and retiring a volume of independently verified carbon credits equivalent to our full reported GHG inventory on an annual basis.
- Neutralize 100% of our emissions through high-quality nature-based and engineered carbon removal credits by 2030 effectively netting our emissions to zero.
- Become climate positive beyond 2030—removing more carbon from the atmosphere than we emit each year.
- Pursue powering all BCG offices with 100% renewable electricity annually
- Invest \$2 billion in climate and sustainability initiatives by 2030, including consulting support, external secondments, net zero partnership costs, and marketing initiatives
- Promote the sustainable consumption of natural resources through procurement and operational efficiencies
- Adhere to the waste hierarchy principles by seeking to reduce the volume of waste generated through our business operations and re-using and recycling materials where possible
- Identify and comply with all legal and other relevant requirements relating to the environmental impacts of our operations
- Accurately measure and transparently report our environmental impacts to our stakeholders on an annual basis

To ensure we meet our commitments we have:

- Appointed a Chief Sustainability Officer (CSO) who reports directly to the CEO and Executive Committee
- Established a Managing Director and Partner-level Steering Committee to oversee our sustainability strategy, objectives and performance
- Established a Global Internal Sustainability Team. Reporting to the CSO, the team is responsible for delivering BCG's internal sustainability strategy
- Established annual carbon budgets managed by BCG leaders across regions and business units
- Developed an active network of "Green Teams" across our offices that develop and implement local environmental initiatives in support of the global strategy

Signed:



Christoph Schweizer
Chief Executive Officer

Date: November 8th, 2024