

Bain and Company Transition Plan

Strategy to achieve Net Zero

Bain & Company (or “Bain”) has long been a leader on climate action. We were the first of our peers to be certified CarbonNeutral™ in 2012 and the first consulting firm to commit to a net-negative carbon impact, offsetting more than 100% of our emissions annually through high-quality carbon removals.

To support the carbon transition, Bain has made bold commitments to embed ESG in 100% of its client work and to train the entire firm on ESG capabilities. Carbon transition work is deeply embedded into Bain’s core offering and is served by the Sustainability & Responsibility practice, Bain’s fastest growing practice. To advance climate policy, we partner with WEF and WBCSD to shape thought leadership on key environmental topics. For more information on Bain’s work with its clients see the [ESG commitments report](#).

While we proactively work with clients to decarbonize industries across the board, we are taking dedicated steps to decarbonize our own operations as outlined in this transition plan document.

Targets

In 2020, we signed the Business Ambition for 1.5° C commitment letter as part of the Science Based Targets Initiative, committing to set long-term targets to achieve Net Zero. Bain has set the following targets to drive progress towards a net zero world:

- **Near-term targets**
 - o We have committed to reduce absolute scope 1 and 2 GHG emissions by 30% by 2026 from a 2019 base year, and to reduce scope 3 GHG emissions from business travel by 35% per FTE within the same timeframe
 - o These targets were validated by SBTi in 2021
- **Long-term targets**
 - o We are committed to set long-term science-based net zero targets covering all of our scope 1, 2, and 3 emissions which are aligned to a 1.5° C future, and to achieve net zero across our operations by 2050 at the latest. These targets will be submitted for SBTi approval by the end of 2023 and published once approved
- **Additional targets:**
 - o **Renewable electricity:** We achieved 100% renewable electricity through the use of EACs in 2020 and have committed to maintaining 100% renewable electricity usage every year going forward
 - o **Beyond Value Chain Mitigation:** We are committed to offsetting more than 100% of our carbon footprint annually through high-quality carbon removals

- **Waste:** We have a target to divert 90% of waste from landfills by 2030

Value Chain Engagement & Low-Carbon Initiatives

We have identified five major sources of emissions critical to tackle as part of our net zero strategy and have defined the initiatives needed to reduce emissions in line with our commitments.

Business travel

We are addressing emissions from business travel by first reducing internal travel. In 2022, we established carbon budgets for internal travel to cap and reduce non-client travel emissions. As part of this, the company has redesigned carbon-intensive functions, such as recruiting and training, to reduce the impact of travel for those activities.

We engage with our clients to prioritize travel needed to drive the most value from our work, establishing travel patterns that maximize client impact while fitting within our and our clients' climate goals. We are also incentivizing teams to switch from air to rail travel in markets where this is feasible.

We joined the Sustainable Aviation Buyers Alliance (SABA) and the WEF First Movers Coalition to help drive the adoption of Sustainable Aviation Fuel (SAF), which can reduce carbon emissions by up to 80% over its lifecycle compared to conventional jet fuel. Bain committed to purchasing enough SAF in 2023 to cover all emissions associated with North America recruiting flights for the 2022-2023 recruiting cycle and will continue to use SAF to abate unavoidable air travel emissions while supporting the decarbonization of the aviation sector.

Beyond air travel, we will prioritize electric vehicles for rideshare and car rentals as such options become available in the markets in which we operate.

Purchased goods & services

To address our upstream supply chain emissions, we will evaluate the ESG maturity of our supplier base and work with the low-maturity suppliers to set their own science-based targets and provide transparency through public reporting. As our suppliers advance in maturity, we will begin requesting and then requiring Bain-specific emissions reporting. Over time, we will proactively collaborate with engaged suppliers on joint reduction initiatives and best practice sharing, while shifting purchase volume away from suppliers who do not engage in sustainability efforts.

Global real estate footprint

We will reduce Scope 1 and 2 emissions through operational changes in our global real estate footprint. We will increase efficiencies in our existing buildings by 15% by

optimizing climate control and office density. We will also consider retrofitting HVAC in existing offices to be powered by electricity or renewable sources where feasible. For new buildings, our global real estate team will prioritize sustainability criteria for new and renovated office spaces, particularly renewable fuel sources and LEED/BREEAM building certification. The global real estate team will also pursue LEED office space certification, beginning with our Bain Dubai office, which was certified LEED Platinum in 2023.

Company-owned and -leased vehicles

We will reduce Scope 1 emissions by converting our fleet of 400+ company-owned or leased vehicles to electric vehicles. We are targeting converting >90% of our owned or leased fleet to electric by 2030, and 100% of our fleet to electric by 2050.

Waste

We will continue prioritizing waste diversion and reduction through internal policies and guidelines and promote composting and recycling at a local level via consistent messaging from Bain's local Green Teams. We commit to diverting 90% of the waste we produce away from landfills by 2030.

Governance

We are committed to monitoring and reporting on the progress of these initiatives. The highest governing body of the firm has been engaged in the process of setting Bain's science-based targets and defining the company's transition plan and will monitor progress against this plan on an ongoing basis.

Additional Information

Bain reports annually on carbon emissions, progress against targets, scenario analysis, and risks & opportunities related to climate change through its annual public CDP submission. Please refer to this disclosure for the latest detail.