

Bain & Company Environmental Policy

Corporate social responsibility is entwined in our DNA because our people believe deeply in making the world a better place. We are committed to the environment and reducing the footprint of our business operations by identifying, measuring and offsetting the environmental impact of our global operations.

As a testimony to our above commitment, in 2020 we:

- Achieved our 10th straight year being Carbon Neutral in all of our global operations
- Signed the *Business Ambition for 1.5° C* commitment letter as part of the Science Based Targets Initiative (SBTI)
- Received a rating of A- for our environmental impact, in our first public disclosure to CDP
- Virtualized our servers making them more energy efficient (resulting in ~182kW of energy savings)
- Incorporated sustainability risk management into our global governance structure

Looking ahead, we have set the following targets:

- We aim to achieve Net-Zero Carbon status across all our operations by 2030
- In line with our emission reduction targets, we are committed to reduce our Scopes 1 and 2 direct carbon Emissions by 90% by 2030
- We plan to convert 100% of our operations to renewable energy sources by 2021 (RE100)
- In 2019, 76% of our waste was diverted from landfills with a target of 90% by 2030
- Implement a global supplier ESG ratings methodology to incorporate sustainability into our supplier sourcing and management
- Develop mechanisms to incent our people to reduce Scope 3 business travel-related emissions

Our four commitments to environmental sustainability

1. Identifying, measuring and offsetting the environmental impact of our global operations

- We pursue higher-than-required standards in our carbon footprint calculations and offset all of our emissions, ranging from client travel to electricity usage and waste generation
- In 2019, we received a silver rating from EcoVadis, the leading platform for environmental, social and ethical performance ratings for global supply chains

2. Reducing our impact on the environment through both global and local operations initiatives

- Bain Green Teams across the globe work to reduce our carbon footprint, where possible, and promote sustainable consumption
- We are dedicated to reducing energy consumption and waste generation resulting from our business operations, by implementing use of smart lights and recyclable materials in our offices

3. Seeking to minimize pollution and use natural resources sustainably

- We strive for sustainable usage of natural air, water, and land resources, while ensuring minimal impact on the quality of these resources

4. Maintaining full compliance with applicable environmental laws, regulations and other obligations

- On certain issues where we have more stringent internal requirements, we operate to even higher standards than what is required by law

Helping clients become better environmental stewards

We also strive to help our corporate clients be better stewards of the environment—integrating sustainability goals and priorities into their core strategy and operations, designing "greener" supply chains and meeting the needs of a range of stakeholders, including suppliers, employees and community members. Since 2000, we have worked on approximately 300 sustainability projects across all geographies, helping our corporate clients identify opportunities and develop robust business cases to make sustainability a source of ongoing and increasing value.

Our teams focus on four key areas:

- **Sustainability strategy:** We help companies factor the full range of social, environmental and economic issues into strategy development and execution

- **Sustainable operations:** We work to optimize use of natural resources with emphasis on supply chain efficiency initiatives and circular economics, and supply security and resilience through socially and environmentally responsible practices
- **Sustainability in investing:** We help investors, including private equity firms, sovereign wealth funds, investment funds and family offices, pursue a range of options that account for environmental, social and governance criteria
- **Change management:** We help companies identify barriers to change and deliver breakthrough results in sustainability

Our passion for sustainability also extends to our work with nonprofit sector clients. We invest in pro bono consulting support for innovative and effective environmental nonprofits to help them reach full potential and drive transformative social impact:

- We have developed a deep, multi-year relationship with The Nature Conservancy, the world's leading conservation organization, and are expanding our expertise across a wide variety of environmental topics, including forestry, sustainable food production, protection of marine fisheries, and land and water conservation
- Our investment in strategy work for environmental nonprofits is part of our larger commitment to invest \$1.1 billion in pro bono consulting by 2025

By taking these steps, we demonstrate the priority we place on minimizing its environmental impact. With a more aggressive emissions goal and as a signatory on the 1.5 C commitment letter, we reinforce our pledge to reduce the impact of our operations on Earth's climate, continuing our environmental leadership role in the professional services industry. We will develop new targets, based on climate science and objective data, and approve specific targets for all emissions by the end of the year.