

Voluntary Carbon Market Disclosures Act Statement

Compensating for remaining emissions

McKinsey has compensated for all remaining greenhouse gas (GHG) emissions we have not yet been able to eliminate since 2018. We do this through investing in high-quality carbon reduction projects certified by international standards such as Gold Standard and Verified Carbon Standard in conjunction with Climate, Community & Biodiversity Standards (VCS+CCBS). We use third-party due diligence providers as part of our initial assessment as well as ongoing monitoring. We continuously monitor, reassess, and adjust our portfolio of projects based on the latest available information.

For 2024, the table below lists projects we have executed purchases for and which we intend to retire to compensate for our 2024 GHG emissions:

Project Name	Project ID	Registry	Methodology	Other Certifications	Site Location	Project Proponent	Third Party Verified?	Type
Great Plains Organic Waste Sequestration	01P4	Isometric	Biomass Geological Storage v1.1		Kansas, United States	Vaulted Deep	Yes	Removal

Farm Gai Kaisa 159	226049	Puro.Earth	Biochar (C03000000)		Namibia	Planboo Eco AB	Yes	Removal
Concepcion 1	432524	Puro.Earth	Biochar (C03000000)		Bolivia	Exomad SRL	Yes	Removal
Delta Blue Carbon – 1	VCS2250	Verra	VM0033	CCB-Biodiversity Gold, CCB-Climate Gold, CCB-Community Gold	Sindh, Pakistan	Government of Sindh Forest Department, Indus Delta Captial Ltd.	Yes	Removal
Kuamut Rainforest Conservation Project	VCS2609	Verra	VM0010	CCB-Climate Gold	Sabah, Malaysia	Permian Malaysia SDN. BHD	Yes	Removal
Vichada Climate Reforestation Project (PAZ)	GS4221	Gold Standard	Afforestation/Reforestation GHG Emissions Reduction & Sequestration Methodology		Orinoco Department, Colombia	Forest Finest Colombia	Yes	Removal

Katingan Peatland Restoration and Conservation Project	VCS1477	Verra	VM0007	CCB-Biodiversity Gold, CCB-Climate Gold, CCB-Community Gold	Central Kalimantan, Indonesia	PT. Rimba Makmur Utama (PT. RMU)	Yes	Avoidance
Manoa REDD+ Project	VCS1571	Verra	VM0015		State of Rondônia, Brazil	Biofílica Investimentos Ambientais	Yes	Avoidance

For the period ending December 31, 2023 (the last year with full reporting available), we obtained a limited assurance report from an independent certified public accounting firm on management's assertions regarding our GHG emissions, including that carbon credits were purchased to cover McKinsey's total GHG emissions reported for the year, in accordance with the attestation standards established by the American Institute of Certified Public Accountants.

We will not finalize our 2024 carbon credit purchases and retirement until our 2024 GHG emissions are fully accounted for and have been verified by an independent third party. This is expected to happen in 2025.

Finalized and retired 2023 carbon credits are described in the table below:

Project Name	Project ID	Registry	Methodology	Other Certifications	Site Location	Project Proponent	Third Party Verified?	Type
Cumare Carbon Project VCS2532 Verra A R- ACM0003 Colombia Reforestadora Cumare S.A.S. Yes Removal Mano a REDD+ Project	VCS1571	Verra	VM0015		State of Rondônia, Brazil	Biofílica Investimentos Ambientais	Yes	Avoidance
Reduction of deforestation and degradation in Tambopata National Reserve and Bahuaja-Sonene National Park within the area of Madre de Dios region –Peru	VCS1067	Verra	VM0007	CCB	Tambopata National Reserve, Peru	Asociación para la Investigación y Desarrollo Integral – AIDER	Yes	Avoidance
Reduced Emissions from Deforestation and Degradation in Keo Seima Wildlife Sanctuary	VCS1650	Verra	VM0015	CCB	Keo Seima Wildlife Sanctuary (KWS), Cambodia	Royal Government of Cambodia (RGC), Ministry of Environment	Yes	Avoidance
Luangwa Community Forests Project	VCS1775	Verra	VM0009		Eastern and Lusaka Province, Zambia	BioCarbon Partners	Yes	Avoidance

Sumatra Merang Peatland Project (SMPP)	VCS1899	Verra	VM0007		Musi Banyuasin district South Sumatra, Indonesia	PT Global Alam Lestari, Forest Carbon	Yes	Avoidance
Kulera Landscape REDD+ Program for Co-Managed Protected Areas, Malawi	VCS1168	Verra	VM0006	CCB	Nyika National Park, Vwaza Wildlife Reserve, and Nkhotakota Wildlife Reserve, Malawi	Department of Parks and Wildlife (DNPW) Nyika-Vwaza Association (NVA) Nkhotakota Wildlife Reserve Association (NAWIRA), and Terra Terra Global Capital LLC	Yes	Avoidance
Katingan Peatland Restoration and Conservation Project	VCS1477	Verra	VM0007	CCB	Katingan and Kotawaringin Timur in Central Kalimantan Province, Indonesia	PT. Rimba Makmur Utama (PT. RMU)	Yes	Avoidance
The Mai Ndombe REDD+ Project	VCS934	Verra	VM0009		Western DRC, Africa	Wildlife Works Carbon LLC	Yes	Avoidance

Rimba Raya Biodiversity Reserve Project	VCS674	Verra	VM0004		Southern coast of Borneo in the province of Central Kalimantan, Indonesia	InfiniteEARTH	Yes	Avoidance
Delta Blue Carbon – 1	VCS2250	Verra	VM0033		Sindh Province, Pakistan	Government of Sindh Forest Department and Indus Delta Capital Limited	Yes	Removal
Aperam BioEnergia	6430024068-01000000	Puro.Earth	Biochar (C03000000)		Northeast region of Minas Gerais, Brazil	Aperam BioEnergia	Yes	Removal
Ejido Tutuaca	CAR ID 1660	Climate Action Reserve	Mexico Forest Protocol		Chihuahua, Temósachic, Ejido Tutuaca, Mexico	BRET Consultores and Bioforestal Innovación Sustentable SC	Yes	Removal

Emission reduction targets

Regarding McKinsey's progress towards meeting our GHG emission reduction targets, we have an existing 2025 near-term Science-Based Target, as well as a 2050 long-term net zero Science-Based Target:

- **2025 Science-Based Target:** We have set science-based targets that have been validated by the Science-Based Targets initiative (SBTi) in line with a 1.5-degree pathway. From a 2019 baseline, by 2025, we aim to:
 - reduce our absolute Scope 1 and 2 GHG emissions by 25%, mainly through electrifying our company car fleet, transitioning to renewable electricity, and making our global office space more sustainable by implementing high environmental standards such as LEED Gold or Platinum for new offices and major renovations.
 - reduce our Scope 3 GHG emissions from business travel by 35% per full-time equivalent (FTE), mostly through hybrid working models and purchasing sustainable aviation fuels.
- **2050 Science-Based Target:** In September 2024, the SBTi validated our long-term 2050 SBTi-aligned net zero target. By 2050, we have committed to reduce our absolute Scope 1 and 2 GHG emissions by 90% and business travel emissions by 97% per FTE. We will continue to set interim targets on our path to 2050 net zero.

We are on track to reduce our emissions in line with our SBTi-validated near-term 2025 science-based target. We have also increased the share of carbon removals in our portfolio of carbon credit projects to reach 50% in 2023, with a goal of reaching 100% by 2030.

Please find more information about our own approach to environmental sustainability and additional supporting data documenting progress toward our net zero target in our most recent ESG Report: <https://www.mckinsey.com/about-us/social-responsibility/esg-report-overview>

Please see here for our Environmental Statement: <https://www.mckinsey.com/about-us/environmental-sustainability/environmental-statement>