L.E.K. Consulting Group Ltd - Climate Change 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Founded in 1983, L.E.K. Consulting is a global management consulting firm that uses deep industry expertise and rigorous analysis to help business leaders achieve practical results with real impact. Our work is focused on strategy advice, and we help clients consistently make better decisions, deliver improved business performance, and create greater shareholder returns.

L.E.K. partners with clients of all sizes across industries and geographies to provide differentiated insights and support. The firm advises and supports global companies that are leaders in their industries, including Biopharmaceuticals, Healthcare, Consumer Products, Industrials, Technology, Media, and Telecom. Our clients are some of the most dynamic large private and public sector organizations, private equity firms, and emerging entrepreneurial businesses.

Our work is powered by our global teams of sector experts that work collaboratively with client organizations, industry experts, and other stakeholders. L.E.K. employs more than 2,000 professionals based in 19 offices in 12 countries across the Americas, Asia-Pacific and Europe.

L.E.K is committed to the use of earth's resources in a purposeful and thoughtful manner while promoting greater environmental responsibility. In this spirit, we seek to improve our environmental performance and leave a sustainable legacy for future generations. L.E.K. was the first major consulting firm to become carbon neutral in 2008, and in 2021 L.E.K. pledged to have net zero impact on the environment by 2030 through a combination of behavioural changes and high-quality carbon removal investments.

L.E.K. annually calculates our emissions across Scope 1, 2, and 3 in line with the GHG protocol, and we committed to the Science Based Targets initiative (SBTi) in 2022 across our global operations. L.E.K. is committed to a 34% absolute reduction in Scope 1+2 emissions and a 44% per headcount reduction for Scope 3 emissions from business travel by 2027, as compared to a 2019 baseline. L.E.K. is also committed to the SBTi Net-Zero long-term 2050 target, in accordance with the Paris Agreement, to play our role in achieving the goal of a maximum of 1.5 degrees Celsius of global warming above pre-industrial levels.

To meet our decarbonization goals and limit and adapt to climate change, L.E.K. has a transition plan that sets out our ambitions, our actions, and how we will hold ourselves accountable. We have ambitious strategic objectives and priorities for contributing to the global transition to a lower carbon economy and have translated these objectives into implementation steps over the short- and medium-term, with corresponding quantified and timebound metrics and targets. Our transition plan is built into our business strategy and planning, including financial and resourcing implications.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date
January 1 2022

End date
December 31 2022

Indicate if you are providing emissions data for past reporting years
Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for
2 years

Select the number of past reporting years you will be providing Scope 2 emissions data for
2 years

Select the number of past reporting years you will be providing Scope 3 emissions data for
2 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Australia
Brazil
China
France
Germany
Hong Kong SAR, China
India
Japan
Poland
Singapore
Spain
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
No	<Not Applicable>

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Chief Executive Officer (CEO)	Chief Executive Officer: The L.E.K. Global Managing Partner leads the strategic direction that drives L.E.K.'s own actions to address climate change, including our company's commitment to our science based near-term emissions reduction and Net Zero targets. Additionally, the Global Managing Partner has oversight of our consulting projects for clients around climate change and environmental and social responsibility. The L.E.K. Global Managing Partner ensures the company's Environmental, Social, Governance (ESG) strategy (which includes climate-related issues) is aligned with and incorporated into L.E.K.'s long-term business strategy.
Chief Financial Officer (CFO)	Chief Financial Officer: The L.E.K. CFO has responsibility for environmental aspects of financial and non-financial statutory reporting, which includes Scope 1, 2, and 3 emissions reporting, Streamlined Energy & Carbon Reporting (SECR) and Task Force on Climate-Related Financial Disclosures. The CFO is responsible for incorporating L.E.K.'s environmental initiatives and climate risk management into financial planning. L.E.K.'s CFO also sits on the ESG Committee, the Risk Committee, and the L.E.K. Global Operating Committee where we discuss in depth our environmental obligations and initiatives, and climate change impacts (opportunities and risks) and so provides a communication channel between these governing bodies and the Board.
Director on board	Director on board: The L.E.K. Board includes a Board Director who sits on the ESG Committee and on the L.E.K. Global Operating Committee whose responsibility is to communicate between these governance structures, particularly with respect to L.E.K.'s environmental initiatives and climate-change risk management.
Board-level committee	ESG Committee: The L.E.K. ESG Committee comprises representatives from the L.E.K. Board, Global Operating Committee, Sustainability Steering Group, client facing Sustainability Centre of Excellence and the core services functions of Finance, Legal and Internal Sustainability. The role of the L.E.K. ESG Committee is to ensure that L.E.K. agrees, implements, communicates, and reviews its Environmental, Social and Governance (ESG) strategy in line with that expected of a large, U.K. headquartered leading strategy consultancy. The ESG Committee ensures appropriate strategies and action plans are in place to meet L.E.K.'s sustainability goals and to monitor progress against these goals. Risk Committee: ESG risks, including climate change, are also discussed at the L.E.K. Risk Committee and included in our risk management processes. Audit Committee: The L.E.K. audit committee oversees our ESG and sustainability non-financial reporting and regulatory disclosures.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding annual budgets Reviewing and guiding strategy Overseeing and guiding the development of a transition plan Monitoring the implementation of a transition plan Overseeing and guiding scenario analysis Overseeing the setting of corporate targets Monitoring progress towards corporate targets Overseeing value chain engagement Reviewing and guiding the risk management process	<Not Applicable>	The L.E.K. Board reviews and guides the firm's sustainability strategy, setting our strategic sustainability goals, with oversight responsibility for execution of the strategy, embedding of those goals in our operations, and monitoring corporate progress against these goals. The L.E.K. Board considers environmental and social impacts, including climate-change, when reviewing major initiatives, business risks, and strategic and financial plans. The Board also identifies ESG risks and opportunities in collaboration with the Risk Committee. In 2022, the L.E.K. Board of Directors approved an ambitious set of multi-year sustainability objectives and targets across the full scope of environment, social, and governance impacts, which included setting of emissions targets aligned with the Science Based Targets initiative (SBTi), reporting L.E.K.'s Taskforce on Climate-related Financial Disclosure (TCFD), and signing up to the United Nations Global Compact. To meet our Science Based Targets initiative goals, L.E.K has created its decarbonisation transition plan to deliver emissions reductions across Scopes 1, 2, and 3. The L.E.K. Board has oversight of this transition plan and monitors its implementation. The financial impact of our decarbonization plans and emissions control mechanisms, including future potential purchases of Sustainable Aviation Fuel (SAF), is embedded into our business planning processes. The L.E.K. Board oversees the engagement with our value chain on environment through reviewing and approving the L.E.K. Supplier Code of Conduct. This document includes the requirement for suppliers to join our efforts to become more environmentally sustainable, making specific reference to reducing greenhouse gas emissions, which drive climate change. The L.E.K. Board has oversight of our annual analysis of climate-related risks and opportunities for our TCFD disclosure, which considers both the physical risks from climate change (acute and chronic) and the risks associated with the transition to a low-carbon global economy, and across a range of globally recognised climate change scenarios. This is annually reviewed, in parallel with our statutory financial reporting cycle.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	L.E.K. is committed to understanding and responding to climate-related risks, opportunities, and having the knowledge and expertise at the Board level to do so. The L.E.K. Board comprises directors with a broad background of diverse areas of expertise and experience across industries and geography. As individuals they have varying levels of climate and environmental knowledge, but collectively provide depth of relevant experience L.E.K. can draw upon. This ranges from personal interest to directly working with clients on environmental, climate or emissions related projects to working in sectors strongly aligned to positive climate change impact. For example, we have directors who are sector experts in industrials, energy, consumer, pharmaceuticals, and packaging, all of which are experiencing considerable change consequent to the global transition to a lower-carbon economy. The Board also has two members who are additionally on the ESG Committee and bring insights from the more in-depth Committee level discussions relating to the environment and climate-change. This includes a regional leader who both works in our Energy & Environment practice and sits on the ESG Committee as the Board representative Furthermore, an advisor to the Board and regular contributor to Board discussions is the Vice-Chair of the L.E.K. Sustainability Centre of Excellence. The Board can, and regularly does, access the expertise of the L.E.K. Sustainability Centre of Excellence.	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee
Chief Financial Officer (CFO)

Climate-related responsibilities of this position
Managing annual budgets for climate mitigation activities
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
Chief Financial Officer: The L.E.K. CFO has responsibility for environmental aspects of financial and non-financial statutory reporting, which includes Scope 1, 2, and 3 emissions reporting, Streamlined Energy & Carbon Reporting (SECR) and Task Force on Climate-Related Financial Disclosures. L.E.K.'s CFO is responsible with the internal sustainability function for the systems and processes to calculate L.E.K.'s GHG emissions and quantifying L.E.K.'s carbon reduction projects, identifying related implementation costs and carbon savings. The CFO manages annual budgets for climate mitigation activities and incorporates into financial planning the cost, revenue, and investment impacts of L.E.K.'s environmental initiatives and climate risk management, including monitoring performance against targets.

L.E.K.'s CFO also sits on the ESG Committee, the Risk Committee, and the L.E.K. Global Operating Committee where L.E.K.'s environmental strategy, progress is monitored against our climate-related targets and climate risks and opportunities are discussed.

Position or committee
Chief Executive Officer (CEO)

Climate-related responsibilities of this position
Managing annual budgets for climate mitigation activities
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
Chief Executive Officer: The L.E.K. Global Managing Partner leads the strategic direction that drives L.E.K.'s own actions to regarding environmental responsibility and climate change. This includes setting climate-related corporate targets which for L.E.K. are our science based near-term emissions reduction and Net Zero targets

(approval expected by the Science Based Targets initiative 'SBTi' in August 2023). The Global Managing Partner has oversight of our consulting projects for clients around climate change and environmental and social responsibility, including managing annual budgets related to these activities.

The Global Managing Partner provides advocacy and leadership to L.E.K. to ensure the delivery of our decarbonisation goals, leading our transformation to a lower-carbon operating model, evaluating and sanctioning the levers L.E.K. uses to get to Net Zero. This includes leadership of L.E.K.'s climate transition plan, its implementation and integration into business strategy, and embedding climate impact into our corporate and financial strategy, incorporating the environmental implications of L.E.K.'s business growth plans (including new office openings) and oversight of our processes to manage value chain engagement on decarbonisation.

Our Global Managing Partner motivates and empowers employees and Partners at L.E.K. to decarbonise, recognising smaller actions over a large scale can and will make a difference. The evaluation of Partners' performance includes their contributions to citizenship and the wider L.E.K. purpose, which includes delivering on our environmental goals.

As Head of our Global Operating Committee, the Global Managing Partner plays an integral role in monitoring our progress against our climate-related corporate emission reduction targets ensuring we will deliver on them. The Global Managing Partner has oversight of L.E.K.'s sustainable procurement policies and initiatives, including our Supplier Code of Conduct and Sustainable Procurement Policy that drives our plans to engage our suppliers in aligning with our environmental goals.

The Global Managing Partner oversees L.E.K.'s Taskforce on Climate Related Financial Disclosure which assesses L.E.K.'s climate-related risks and opportunities and our mitigations and adaptations across a range of climate scenarios. Where risks and opportunities have been identified, the Global Managing Partner has oversight of delivery of our risk mitigation actions and plan to realise opportunities.

Position or committee
General Counsel

Climate-related responsibilities of this position
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
General Counsel: The L.E.K. Group General Counsel is the Chair of L.E.K.'s ESG and Risk Committees. The L.E.K. General Counsel is engaged with all aspects of our business ethics, reputation, regulations, supplier engagement, client contracting, risks and compliance. The General Counsel is responsible for L.E.K.'s Supplier Code of Conduct to which we expect our suppliers to adhere and our Employee Code of Conduct both of which cover our business ethics and sustainability policies, including our environmental policy. As matters arise relating to environment and climate, that may require public and wider stakeholder engagement, our Group General Counsel will oversee these communications.

Position or committee
Risk committee

Climate-related responsibilities of this position
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
Environment and climate risk-related matters are reviewed by the L.E.K. Risk Committee at each of their meetings and are integrated into L.E.K.'s risk management processes. We consider both the physical risk impact on the business from environment and climate, and the risks resulting from the effects L.E.K. has on climate, and the risks and opportunities resulting from the global transition to a lower-carbon economy. Our identified risks include regulatory, reputational, operational, and legal.

In 2022, the evaluation of L.E.K.'s environment and climate risks concluded none were of substantive financial or strategic risk to the overall business. It is the role of the L.E.K. Risk Committee to monitor and audit the efficacy of the policies and risk mitigation measures we have adopted, and to ensure L.E.K. is adequately addressing and managing current sustainability risks and maximizing available opportunities, including resulting from changes in law, available business data and reflective of any changes to our business model.

Position or committee
Sustainability committee

Climate-related responsibilities of this position
Monitoring progress against climate-related corporate targets
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
The L.E.K. ESG Committee's remit is to ensure that L.E.K. agrees, implements, communicates, and reviews its ESG and sustainability strategy in line with, and in addition to, that expected of a UK head-quartered large private company. The Board delegates to the ESG Committee to examine in depth the ESG and sustainability issues L.E.K. has determined as material to its business, including issues related to decarbonisation and climate change and the monitoring of progress against climate-related targets. The ESG Committee includes representatives from the Board, the Group General Counsel, Chief Finance Officer, Chief Talent Officer, Vice Chair Sustainability Centre of Excellence, and representatives of the Audit and Risk Committees and the Sustainability Steering Group.

The L.E.K. ESG Committee has responsibility for our sustainable procurement targets, and ensuring our material suppliers are aligned with our environmental goals.

In 2022, the ESG Committee reviewed the analysis and conclusions of L.E.K.'s inaugural TCFD report.

Position or committee
Environment/ Sustainability manager

Climate-related responsibilities of this position
Developing a climate transition plan
Implementing a climate transition plan
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities
<Not Applicable>

Reporting line
CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
The L.E.K. Head of Sustainability (who reports to the Global Managing Partner) leads our internal sustainability function and is responsible for the design and delivery of L.E.K.'s sustainability projects including our decarbonization transition plan, climate-risk assessments and for compiling and submitting our ESG information and data for voluntary accreditations and regulatory disclosures.

As part of our 2022 TCFD reporting, the Head of Sustainability conducted a comprehensive analysis to identify the physical and transitional risks and opportunities from climate change, across a range of climate-related scenarios for the global estate of L.E.K. offices. Where risks and opportunities were identified, a plan for their management and ongoing monitoring was developed. Post mitigation risks and opportunities were assessed for substantive financial or strategic impact, and none was identified.

In 2022, the Head of Sustainability successfully led the submission of L.E.K.'s first science based near-term and net zero emission reduction targets to the Science Based Targets initiative (SBTi). Consequent to setting these targets, the internal sustainability team are developing and implementing comprehensive transition plans for Scope 1, 2, and 3, and rolling these out across the firm.

The Head of Sustainability, together with the L.E.K Finance function, is responsible for data collation under the GHG protocol for L.E.K.'s emissions, and the mechanism for tracking progress against these targets.

The Head of Sustainability leads the operational processes for managing value chain engagement, delivering our sustainable procurement strategy.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	No, not currently but we plan to introduce them in the next two years	At present L.E.K. does not have formalised employee incentives, including monetary and non-monetary rewards, that are directly linked to environmental and social targets. However, environmental, and social categories are included in the Citizenship criteria that forms part of the formal evaluation of a Partner's impact for the firm. In addition, for the three Partners in the Sustainability Steering Group and for the 31 Partners who are in our L.E.K. Sustainability Centre of Excellence, their performance evaluation includes corporate client work on topics including decarbonisation and climate change. As we build out our internal sustainability capabilities, we plan to introduce direct monetary incentives tied to environmental and social performance indicators over the next two years.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?
Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	2	The short term pertains to risks and opportunities where we have good visibility of the likelihood and impact. This definition of short-term is consistent with those used in the broader corporate risk management processes
Medium-term	2	5	Our definition of medium-term corresponds to our SBTi near-term target year of 2027
Long-term	5	30	Our definition of long-term corresponds to our SBTi Net Zero target year of 2050

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

A substantive financial or strategic impact on our business is defined in our enterprise risk management process. We consider risks that have a potential financial impact of 5% or more to our annual revenues to be substantive. We also consider as substantive any risks that could have material effect on our ability to deliver consulting services to our clients, such as a global technology outage for 5 days stemming from a climate event or energy shock; or that undermine a significant part of our business; or that substantially impedes our ability to recruit and retain employees.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered
Direct operations
Upstream
Downstream

Risk management process
Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment
More than once a year

Time horizon(s) covered
Short-term
Medium-term
Long-term

Description of process
L.E.K. identifies and assesses climate-related risks for acute physical risks (e.g., floods, cyclones, hurricanes, and earthquakes), chronic physical risks (e.g., sea-level rise, temperature rise, precipitation patterns) and the transition risks relating to the global movement to a lower carbon economy, including existing and emerging regulations, legal, technology, market, and reputation risks. This analysis covers L.E.K.'s global organisation with its 19 offices in 12 countries. The assessment is performed annually and considers short-, medium-, and long-term time horizons.

For assessing physical climate risks (both acute and chronic), the L.E.K. risk management process uses a standard risk assessment matrix with five levels of probability and severity, with a resultant low to very high scale that covers the combined likelihood and impact of extreme weather events caused by climate change. The assessment is conducted at the office level, taking information from a broad range of resources including IPCC (Intergovernmental Panel on Climate Change), CDP City Index, and Climate Central, and incorporating local office context. This is evaluated over time and across three possible climate scenarios (RCP1.9, RCP2.5, and RCP6.0). Regarding the risks L.E.K. faces from the global transition to a lower carbon economy, each risk category impacts are considered including existing and emerging regulations, legal, technology, market, and reputation risks. Our climate scenario analysis for transition risks utilises the IEA's Net Zero Emissions by 2050 (NZE2050) and the NGFS Divergent Net Zero scenarios as the climate scenarios with the most potential impact on L.E.K.s business model and financial performance, as these models have higher carbon pricing and energy costs, accelerated deployment of low-energy technologies, and uncertainty that affects consumption and investment. The size of the risk impact on revenue, costs and capex is estimated to determine if substantive for the firm, considering the actions that are and can be taken to mitigate the risks.

The L.E.K. climate-related physical risks analysis shows that while some territories have a higher propensity to be impacted by acute physical climate events, such as hurricanes, wildfires and floods, the risks are mitigated by the location of our leased offices within these cities and through our ability to respond by continuing to work virtually from remote locations, should any office be temporarily inaccessible. We recognize acute physical factors, such as extreme weather events, could cause temporary or long-term closures of offices, which could impact our ability to serve clients. Extreme weather events also have the potential to harm company employees, who are our most valuable assets as a professional services firm. To respond to and mitigate against these risks, L.E.K. has invested in technology to enable our staff to work remotely, so we can keep our employees safe and continue to provide our consulting services. We have emergency processes for all our offices in the event of a sizeable acute climate-related physical event. Depending on the severity of the risk, we have identified that low physical climate-related risks can be accepted or transferred via insurance, while medium (and higher) risks should be reduced, transferred, and mitigated through emergency and disaster recovery processes, and in the long-term be avoided by moving locations.

Climate-related physical and transition risks are on the L.E.K. risk register and considered at the L.E.K. Risk Committee quarterly. The ESG Committee reviews the annually updated climate-related risk analysis and communicates this to the Board.

For example, in 2022, L.E.K. identified emerging UK regulation would soon require the organisation publish a Task Force on Climate-Related Financial Disclosure (TCFD). In preparation for this event, and because L.E.K. recognised the business-critical importance of having a detailed understanding of the potential impact of climate risk to the firm, we conducted our inaugural TCFD compliant climate-risk assessment in December 2022.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	L.E.K is committed to the use of earth's resources responsibly and promotes greater environmental responsibility, so we recognize and support the important role that regulation plays in the global transition to a lower-carbon economy. We closely monitor the evolving regulatory landscape across the jurisdictions in which we have offices to ensure our continued compliance with applicable laws and regulations. L.E.K.'s legal team is responsible for compliance with all applicable with climate and environment-related regulation and laws. In addition, L.E.K.'s ESG Committee is responsible for monitoring best-practice disclosures for climate-risk assessments. Our reporting obligations as a private company are not the same as for public corporations, so we look beyond our legal requirements to meet a higher standard, to deliver on our commitments to environmental responsibility. (i) Example: as a large, private UK headquartered company we comply with the streamlined energy and carbon reporting (SECR) and evidence our GHG and Energy consumption metrics in our annual report to Companies House; however, we have gone beyond the SECR requirements by committing to transparently and publicly reporting our progress toward our global GHG emissions reduction targets annually in our sustainability report.
Emerging regulation	Relevant, always included	We have identified as a risk the potential for L.E.K. experiencing increased travel costs because of emerging regulations on emissions from air travel which may increase operating costs in the aviation sector that then are passed onto customers. A sizable proportion of our Scope 3 emissions are from air travel. To mitigate this risk, L.E.K. is committed to decarbonize and reduce our emissions from business travel, especially by air, in line with our science-based targets. (i) Example: The United States has committed to net zero GHG emission from the U.S. aviation sector by 2050. The Biden Administration released the U.S. Aviation Climate Action Plan at COP26 signalling the potential for future regulation. Emerging regulation that has potential to impact any of our global practices is reviewed quarterly at our ESG Committee meetings to ensure we are well-positioned to meet any future changes. (i) Example: One specific risk is the potential change to greater global adoption of the TCFD framework. In the UK, in 2022 it was mandated that large private companies report TCFD from 2023 onward. As a large private UK headquartered company, L.E.K. has reacted quickly to this change and conducted a full climate physical and transitional risk assessment under differing climate scenarios across its global footprint. We have also identified the EU has now adopted the Corporate Sustainability Reporting Directive (CSRD) requiring businesses to report on a broad range of ESG matters; the CSRD will come into effect in phases starting from 2024 and potentially impact L.E.K.
Technology	Relevant, always included	To meet our climate goals and best serve our clients, L.E.K. positions itself to have advanced knowledge of new climate and environment technological developments. Novel technology solutions will be essential to meet global net zero targets, and these include new energy sources, new fuels (including biofuels), advanced processes to reduce energy usage, and improved ways to control emissions generated and released into the environment. Losing sight of relevant technological advances is a known risk that L.E.K. closely monitors for our own business and for our clients. (i) Example: in 2022 L.E.K. recognized the potential process benefits from technology-led emissions tracking to facilitate accurate and timely measurement of our emissions footprint, thereby reducing the risk of unmonitored emissions growth. We are presently evaluating third-party software emissions tracking solutions. (ii) Example: L.E.K. is committed to reducing our emissions from air travel and recognises supporting the nascent and developing technologies behind Sustainable Aviation Fuel (SAF) offers a way to encourage the continued reduction in GHG emissions in the aviation sector. We expect to purchase SAF in future years.
Legal	Relevant, sometimes included	As a strategy consulting firm, we have evaluated our legal risks in relation to climate change as not substantive either for financial impact or strategic impact. We take climate litigation claim risk very seriously and acknowledge climate change litigation continues to grow in importance year-on-year as a way of advancing effective action on climate change, as recognized by the IPCC in 2022. Climate litigation has particularly targeted governments and fossil fuel companies to increase action against climate change and phase down the use of all fossil fuels across the energy sector. Climate-related legal risk is monitored and discussed as needed by the L.E.K. ESG Committee and / or the L.E.K. Risk Committee. (i) Example: L.E.K. has not historically encountered any climate-related litigation regarding its own, its clients, or its projects for clients. In 2022 L.E.K. reviewed recent client engagements and does not anticipate any legal risk going forward.
Market	Relevant, always included	L.E.K. has recognised the importance of understanding market developments relating to climate and the environment to ensure our firm is able to best serve our clients. We know the positive impact L.E.K. can have on the climate crisis is far beyond our own footprint through the work we do with clients. Failure to deliver on our planned growth in client projects related to climate represents a revenue risk to L.E.K. and is monitored by our Global Operating Committee. With our continued drive to advance insights and improve our corporate knowledge, we are building a deep understanding of the climate-related issues facing our clients and thus we do not consider this a substantive risk. (i) Example: L.E.K has expanded the resources in our Sustainability Center of Excellence to ensure we are at the forefront of thought leadership in this market. This team shares information and best practice across L.E.K. globally, highlighting the environmental and sustainability issues that should be considered across multiple project types, including analysing supply chain environmental impacts, environmental considerations for new product development and business realignment strategies.
Reputation	Relevant, always included	L.E.K.'s success is built on its reputation, which not only attracts clients to the firm, but also helps us bring in top talent from around the world. Our environmental credentials are important to our ability to win new engagements, provide market-leading analysis, and ultimately drive revenue. L.E.K. is committed to delivering on our carbon-neutral and net zero pledges, first made in 2008 and reconfirmed in 2022 via signing up to SBTi emissions reduction targets. We have made the achievement of our SBTi targets a key business priority, so not achieving these targets presents reputational risk. We are implementing a comprehensive decarbonization transition strategy and we have total commitment to reducing our own emissions and supporting our clients in their goals to do the same; we therefore consider the risk of reputational damage due to inaction on our part to be minimal. (i) Example: in 2022 L.E.K signed up to the Science Based Targets initiative (SBTi), our targets are in the process of validation. Reputational risk arises from reneging on our commitment to decarbonise in line with these targets.
Acute physical	Relevant, always included	L.E.K. evaluates the risks from acute physical climate events at the office level across its global practice of 19 office locations in 12 countries. We consider both the likelihood and impact of extreme weather events caused by climate change using our established risk management methodology. This analysis is conducted annually by the internal sustainability team and reviewed by the ESG Committee and has shown that while some territories have a higher propensity to acute physical climate events, such as hurricanes, wildfires, and floods, the risks are mitigated by both the location of our leased offices and our ability to work remotely should any office be temporarily inaccessible. We recognize acute physical factors such as extreme weather events can cause temporary or long-term closures of offices which could impact our ability to serve clients; these events also have the potential to harm company employees, who are our most valuable assets as a professional services firm. To mitigate against risk, L.E.K. has invested in technology to enable our staff to work remotely, ensuring we can continue to provide services even in the event of extreme weather events. L.E.K. has also developed emergency processes for its offices in the event of acute climate-related events. Furthermore L.E.K. leases all offices, mitigating financial loss resulting from acute physical factors such as cyclones, hurricanes, and extreme flooding. In 2022 we concluded L.E.K. does not face any substantial risk to any of its operations from acute physical events. (i) Example: In February 2021, Houston experienced extreme and unusual weather patterns causing major storms and unprecedented cold. Notwithstanding the acute physical nature of this weather event, employees were able to work remotely, and client work was not disrupted. In 2011 a major earthquake and tsunami struck Japan and consequently caused a major catastrophe with a meltdown at the Fukushima nuclear plant. Neither event affected the L.E.K. office directly, but due to the potential threat from the nuclear plant, the L.E.K. management facilitated all those who wanted to move out of Tokyo to do so and continue to work from hotel or short term let in Osaka. The financial impacts experienced by the Tokyo office were a temporary dip in revenues for approximately two months and the additional costs of supporting out staff over that period, which combined were not substantive.
Chronic physical	Relevant, always included	As a global professional services organization with 19 office locations in 12 countries, L.E.K. inevitably faces risk from chronic physical events resulting from climate change. We have analysed these risks and concluded L.E.K. does not face any substantial financial or strategic risk to its global operations from the chronic physical events across three different climate scenarios (RCP1.9, RCP2.5, and RCP6.0) over the long-term. This analysis is evaluated and updated annually and monitored by the ESG Committee. Furthermore, L.E.K. leases all offices, mitigating financial loss. (i) Example: L.E.K. leases an office in Mumbai, India. Research of future chronic physical events from climate change indicate Mumbai is at high risk from flooding due to sea-level rise, under the 3-degree Celsius climate scenario in the long term. However, the location of the L.E.K. leased office is not in a flood risk area. There is also a city adaptation plan. Nevertheless, it is likely there will be considerable disruption to all business operations in Mumbai from sea-level rise caused by climate change. L.E.K. will continue to annually assess this risk; should this location become unsafe for employees, it may be necessary to change our office location to reduce the impact of this chronic physical risk.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	Our analysis of climate-related physical and transitional risks found no risks with a likely impact of >5% of revenue or that would prevent us from conducting client work for 5 days or more, nor that would undermine a significant part of our business or substantially impede our ability to recruit and retain employees. We evaluated potential revenue loss and costs incurred from physical acute or chronic events, considering event impact and likelihood and data from historic experiences across three climate scenarios. We mitigate our risk by having leased offices in 19 locations globally, none that are >5% of annual revenues nor that are a strategically significant part of our business. Our employees can work remotely, and we utilize cloud data storage. Historically, L.E.K. saw continued strong performance during COVID-19 despite office closures. In the last ten years, three major acute climate events impacted L.E.K., each isolated to an individual office; disruption lasted less than two months with no strategic business impact and had <1% revenue and cost impact. We have taken actions to address and mitigate transitional risks across regulatory, legal, market, technology, and reputational risks. Our diverse consulting model operating across regions and sectors reduces the impact and likelihood of these risks. L.E.K.'s most sizeable transitional risks are from the cost of future purchases of sustainable aviation fuel and carbon removal offsets; however, with our decarbonization plans our forecast costs are not greater than 5% of revenues.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier
Opp1

Where in the value chain does the opportunity occur?
Direct operations

Opportunity type
Products and services

Primary climate-related opportunity driver
Development and/or expansion of low emission goods and services

Primary potential financial impact
Increased revenues resulting from increased demand for products and services

Company-specific description
L.E.K.'s Sustainability Center of Excellence is a global insight center, which works in collaboration with our teams across regions to offer sustainability related support to L.E.K.'s clients. We deliver sustainability-related projects across multiple sectors (e.g., industrial, consumer, healthcare, TMT), including specifically on sustainability topics, such as decarbonising supply chains, and on projects where we recommend that clients consider sustainability impacts. We are seeing strong demand growth for sustainability-related work as companies are i) transitioning to low-carbon business models and ii) developing new products and services in light of the global transition to a lower carbon model.

Time horizon
Long-term

Likelihood
Very likely

Magnitude of impact
Medium-high

Are you able to provide a potential financial impact figure?
Yes, a single figure estimate

Potential financial impact figure (currency)
500000000

Potential financial impact figure – minimum (currency)
<Not Applicable>

Potential financial impact figure – maximum (currency)
<Not Applicable>

Explanation of financial impact figure
We anticipate that climate-related consultancy represents a revenue opportunity of ~$500M in the period to 2030. This figure was calculated based on sustainability consulting growth in 2022 and forecasted based on increasing demand across industries and geographies.

Cost to realize opportunity
125000000

Strategy to realize opportunity and explanation of cost calculation
We are seeing increased demand from clients across a broad range of sustainability issues including developing net zero strategies, due diligence support on ESG issues for transactions, commercial assessment of new technologies, and growth strategy development for new products and services to address climate change. To meet this demand, we are expanding this service offering and we expected to have increased revenue from these types of projects.

We expect to invest ~$125M through 2030 to grow our Sustainability Centre of Excellence to expand our client service capabilities, upskill existing employees and continue hiring of skilled experts. This will provide teams with the necessary tools and knowledge to best support clients on sustainability related topics. The costs associated with pursuing this opportunity comprise the proportion of staff time spent on these endeavors.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

Yes, we have a climate transition plan which aligns with a 1.5°C world

Publicly available climate transition plan

No

Mechanism by which feedback is collected from shareholders on your climate transition plan

We have a different feedback mechanism in place

Description of feedback mechanism

L.E.K. has a time-bound action plan that outlines how the firm will achieve its commitments reduce our emissions in line with the 1.5deg Celsius pathway and achieve our SBTi targets (in process of validation). This transition plan is reviewed regularly by our Global Operating Committee and Board. Input and feedback on our climate transition plan is also via discussions with our Board-facing ESG Committee, Risk Committee, Sustainability Steering Group, and our staff-run office-level GoingGreener network. L.E.K. Consulting Group Limited is a private company owned by the members of its partnership and does not have external shareholders.

Frequency of feedback collection

More frequently than annually

Attach any relevant documents which detail your climate transition plan (optional)

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

<Not Applicable>

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Transition scenarios: IEA NZE 2050	Company-wide	<Not Applicable>	The IEA's Net Zero Emissions by 2050 (NZE2050) scenario puts the world on a pathway to achieve net-zero emissions by 2050 through a rapid decline in demand due to an accelerated deployment of low-carbon energy technologies and significant behavioural changes that reduce energy use. We have used the 1.5ºC scenario to assess transition risks. Our analysis using this scenario was both qualitative and quantitative.
Transition scenarios: Customized publicly available transition scenario	Company-wide	1.5ºC	The NGFS scenarios 'Orderly' (i.e., 1.5ºC), 'Disorderly' (i.e., 1.6ºC – 2ºC), and 'Hot House World' (i.e., 2.1ºC – 3ºC) were considered for transition risk to L.E.K. from policy reaction, technology change, carbon dioxide removal, and regional policy variation. Consideration was especially given to "Divergent Net Zero": the scenario with the highest transition risk due to policies being delayed or divergent across countries and sectors. Our analysis using this scenario was both qualitative and quantitative.
Physical climate scenarios: RCP 1.9	Company-wide	<Not Applicable>	The RCP 1.9 scenario assumes the world is able to meet the reduction in emissions outlined in the Paris Climate Agreement. This scenario involves a rapid reduction in emissions going forward to reach Net Zero emissions shortly after 2050. Our analysis using this scenario was both qualitative and quantitative.
Physical climate scenarios: RCP 2.6	Company-wide	<Not Applicable>	The RCP 2.6 scenario assumes the world follows many of the pledges and commitments made by governments and corporations to-date. This scenario assumes current net zero and long-term pledges by governments and corporations will be held, but few additional pledges are to be made. Our analysis using this scenario was both qualitative and quantitative.
Physical climate scenarios: RCP 6.0	Company-wide	<Not Applicable>	The RCP 6.0 scenario assumes the world does not take significant further steps to stop climate change beyond what has already been legislated or committed. In this scenario, the world does not regress but rather stays at current status quo. We have used the RCP 6.0 specifically in relation to assessing physical risk to L.E.K.'s offices as it is aligned with the GHG pathway with current policies presently in place around the world that are projected to result in a warming of about 2.7°C above pre-industrial levels. Our analysis using this scenario was both qualitative and quantitative.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

How could climate-related physical and transition risks plausibly affect L.E.K.?
1. How could the costs of delivering our consulting services be impacted under each climate scenario?
2. How could the demand for our consulting services change under each climate scenario?
What are our potential actions and responses over the short, medium, and long term?

Results of the climate-related scenario analysis with respect to the focal questions

Physical risks: L.E.K. considered three RCP emissions pathways (RCP 1.9, RCP 2.6, and RCP 6.0) and the physical risks under NGFS 'Hot House World' scenario. We conducted the climate-related physical-risks scenario analysis at the office level and utilised a broad range of intergovernmental resources (e.g., IPCC, C40.org), local climate change panel assessments (e.g., New York Panel on Climate Change (NPCC)), and published city climate change plans (e.g., Singapore Fifth Biennial Update Report). Additionally, our analysis incorporated local context, such as office locations and office-specific physical adaptations and resilience.
Transition risks: we utilised the IEA's Net Zero Emissions by 2050 (NZE2050) and the NGFS Divergent Net Zero scenarios as the climate scenarios with the most potential impact on L.E.K.'s business model and financial performance.
1. We have analysed the potential increased costs of temporary or long-term office closures, transport disruption, harm to employees, utility outages, and supply-chain risks. L.E.K. has limited financial cost exposure to direct physical damage as we lease all our offices and have flexible ways of working, including virtually. Our cost exposure under all scenarios is not substantive (i.e., not >5% of revenues) in the short-to-medium term. Under the RCP 6.0 climate scenario over the long term some office locations may become untenable, and our response will be to relocate and incur these costs. We include environmental assessments in our processes for new office space. We expect to purchase voluntary offsets annually into the medium term and potentially SAF in the medium to long term. We have forecast the potential costs of these under the chosen climate scenarios, including incorporating data from published forecast pricing trends, alongside our emissions forecasts and decarbonisation targets. Costs identified are incorporated into our annual budgeting process and strategic planning.
2. We forecast increased demand for our sustainability consulting services under all climate scenarios and timescales. Under NZE2050 and the NGFS Divergent Net Zero our models predict greater demand for the client services we offer across decarbonisation and themes associated with the transition to lower-carbon global economy. We are investing in our sustainability credentials to service this client demand, and we will continue to grow our operations in this area. Our analysis did not identify risk of substantive revenue impact from disruption to client work consequent to physical climate risk events.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	L.E.K. will continue to expand our service offerings related to sustainability consulting for clients. We expect the opportunity for such engagements will continue to substantially increase over the next few years as our clients become more concerned with environmental factors and regulations. L.E.K. is planning to realize this opportunity by continuing to build out the Sustainability Center of Excellence, which provides teams with the necessary tools and knowledge to best support clients on sustainability-related topics. Through the work done with the Sustainability Center of Excellence, L.E.K. can support clients across a broad range of sustainability issues, including development of net zero strategies, due diligence support on ESG issues for transactions, commercial assessment of new technologies, and growth strategy development for new products and services to address climate change. For example: for a recent client in the transport sector L.E.K. provided strategic assessment and identification of the most effective pathway to Net Zero, supported by a bespoke Net Zero quantitative model to consider the financial implications of the transition.
Supply chain and/or value chain	Yes	All our material suppliers must agree to our Supplier Code of Conduct and complete our Sustainability Questionnaire and in accordance with our Sustainable Procurement Policy are expected to meet the same standards as we set for our own business in relation to environmental impact, working conditions, and human rights. L.E.K. seeks to actively promote environmental responsibility across its value chain, recognising our impact on climate-change extends beyond our own operations. Our goal is collaboration with our suppliers to support the achievement of the global transition goals, by encouraging them to commit to net zero and SBTi targets. More directly, we are continuously looking at ways to establish more sustainable procurement policies and reduce emissions, e.g., through our purchases of IT hardware, use of technology and data storage, or purchases of office furniture and supplies. L.E.K. also takes steps to mitigate climate risks for its clients within its sustainability practice by helping to develop sustainability-driven growth strategy plans, conducting net zero strategy development, and creating decarbonisation action plans (particularly focused on Scope 3).
Investment in R&D	Yes	L.E.K. is a consulting firm and does not invest significantly in research and development, aside from developing intellectual capital in the form of sustainability thought leadership. We publish frequently on environmental topics, including the article from May 2023, "To Make Products More Sustainable, Incorporate Sustainability Fully Into R&D." Additionally, we work directly with clients in innovation and product development, and we seek to incorporate sustainability into these projects.
Operations	Yes	L.E.K. is committed to reducing the environmental footprint of its global operations. As a firm, L.E.K. has been Carbon Neutral since 2008, has pledged to have Net Zero impact on the climate by 2030, and is currently taking steps to reduce Scope 1, 2, and 3 emissions. L.E.K. offices are all switching to renewable energy contracts where possible or purchasing renewable energy certificates where this is currently unavailable. L.E.K. is actively assessing its project delivery model to reduce emissions from business travel, in client work, client development, and internal travel. Furthermore, L.E.K. has committed to a hybrid work model, reducing the impact of employee daily commutes and requirements for large office spaces.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Indirect costs Capital expenditures	L.E.K. has made public commitments to reducing the carbon footprint of its global operations. As we decarbonise, some costs are forecast. We also forecast revenues from client work relating to the opportunity to L.E.K. from the global transition to a low-carbon economy. We have incorporated the items below into our financial planning: • Revenue opportunity of $0.5B over the time-period 2020-2030 from sustainability related client work • Direct costs of $125M associated with realising revenue opportunity from client work over the time period 2020-2030 • Costs associated with anticipated future purchases of carbon removal offsets: to meet our Carbon Neutral target and Net Zero impact 2030 goals, we will continue to purchase carbon offsets (increasingly removal offsets) at market price; • Cost of renewable energy certificates (RECs): all L.E.K. offices intend switching to renewable electricity; where this is currently impossible or impractical, we are already purchasing RECs to offset emissions. • Cost of Sustainable Aviation Fuel (SAF): in the medium term we plan to purchase SAF in parallel with our initiatives to decarbonise by reducing business travel. Furthermore, we also anticipate potentially investing in Sustainable Aviation Fuel to support this nascent industry which has an essential future role to play in reducing GHG emissions from air travel. • Financial cost benefits from reduced travel: As we actively pursue ways to reduce emissions from business travel, we consider this likely to reduce costs, but have taken the fiscally prudent strategy of not including this in our projections. • Costs of investment in people: we have hired expertise into our internal sustainability function and have education and training programmes for all staff. • Indirect costs of regulatory and voluntary reporting and disclosures: we may incur costs associated with reporting and disclosures, in the form of additional time demands on our internal teams, engagement with third-party vendors to assist with these processes, and fees to the disclosure bodies. • Capital expenditure in systems and processes: our financial projections include the costs of our 2023-2024 investment in new systems and process to drive efficiencies in the collection and monitoring of our emissions, and the ongoing running costs of these systems.

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

Intensity target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

330

Base year Scope 2 emissions covered by target (metric tons CO2e)

907

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target (metric tons CO2e)
<Not Applicable>

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)
1237

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1
100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2
100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)
<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes
100

Target year
2027

Targeted reduction from base year (%)
33.6

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]
821.368

Scope 1 emissions in reporting year covered by target (metric tons CO2e)
344

Scope 2 emissions in reporting year covered by target (metric tons CO2e)
143

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)
487

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
180.448088693844

Target status in reporting year
New

Please explain target coverage and identify any exclusions
Our target includes 100% of our Scope 1+2 emissions. Scope 3 emissions are excluded as they have an intensity target

Plan for achieving target, and progress made to the end of the reporting year
L.E.K.'s Scope 1+2 emissions in 2022 were significantly lower than in our 2019 base year due to the ongoing effects of the COVID-19 pandemic on our operations; for example, COVID-19-related flexible / remote working policies resulted in less consumption of heating fuel and electricity in our offices. Thus, we do not consider our SBTi Scope 1+2 absolute target yet achieved.

In 2022, we implemented new environmental policies and processes for all global offices, including standardizing office-level annual sustainability goals. We will ensure L.E.K. offices choose sustainable features where possible, including automatic light switches, energy-efficient lightbulbs and appliances, time- and temperature-optimized heating and cooling, as well as monitor and maintain refrigeration systems to minimize losses of refrigerant gases in AC units. We will have regular discussions with our building managers to understand our buildings' sustainability plans and how we can lower emissions in our offices.

Also in 2022, we powered our offices globally with 100% renewable electricity through moving to renewable electricity tariffs in our offices where possible and purchasing renewable energy certificates (RECs). We plan to continue to have 100% renewable electricity across our operations going forward.

We have also established a process to assess the environmental footprint of any new office spaces, to ensure that we consider the carbon emission footprint as L.E.K.'s operations grow. Due to the length of our office leases, we expect to observe the most substantial decreases in Scope 1+2 emissions in the medium- to long-term (i.e., 3-10 years) as we assess and potentially relocate our offices.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

Target reference number
Abs 2

Is this a science-based target?
Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition
1.5°C aligned

Year target was set
2022

Target coverage
Company-wide

Scope(s)
Scope 1
Scope 2

Scope 2 accounting method
Market-based

Scope 3 category(ies)
<Not Applicable>

Base year
2019

Base year Scope 1 emissions covered by target (metric tons CO2e)
330

Base year Scope 2 emissions covered by target (metric tons CO2e)
907

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target (metric tons CO2e)
<Not Applicable>

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)
1237

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1
100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2
100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)
<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)
<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes
100

Target year
2050

Targeted reduction from base year (%)
90

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]
123.7

Scope 1 emissions in reporting year covered by target (metric tons CO2e)
344

Scope 2 emissions in reporting year covered by target (metric tons CO2e)
143

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)
487

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
67.367286445702

Target status in reporting year
New

Please explain target coverage and identify any exclusions
Our target includes 100% of our Scope 1+2 emissions. Scope 3 emissions are excluded as they have an intensity target

Plan for achieving target, and progress made to the end of the reporting year
In 2022 we reached a big milestone – to power our offices globally with 100% renewable electricity contracts. This was achieved through moving to renewable electricity tariffs in our offices where possible and purchasing renewable energy certificates (RECs) where we were unable to procure directly. We plan to continue to have 100% renewable electricity contracts across our operations going forward. In 2022, we also implemented new environmental policies and processes for all global offices, including standardizing office-level annual sustainability goals. We will ensure L.E.K. offices choose sustainable features where possible, including automatic light switches, energy-efficient lightbulbs and appliances, time- and temperature-optimized heating and cooling, as well as monitor and maintain refrigeration systems to minimize losses of refrigerant gases in AC units. We have regular discussions with our building managers to understand our buildings' sustainability plans and how we can lower emissions in our offices. We have also established a process to assess the environmental footprint of any new office spaces, to ensure that we consider the carbon emission footprint as L.E.K.'s operations grow.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number
Int 1

Is this a science-based target?
Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition
1.5°C aligned

Year target was set
2022

Target coverage
Company-wide

Scope(s)
Scope 3

Scope 2 accounting method
<Not Applicable>

Scope 3 category(ies)
Category 6: Business travel

Intensity metric
Metric tons CO2e per unit FTE employee

Base year
2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
10.1

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)
10.1

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)
10.1

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure
<Not Applicable>

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure
100

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure
73

% of total base year emissions in all selected Scopes covered by this intensity figure
73

Target year
2027

Targeted reduction from base year (%)
44

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]
5.656

% change anticipated in absolute Scope 1+2 emissions
0

% change anticipated in absolute Scope 3 emissions
20

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
4

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)
4

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)
4

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
137.263726372637

Target status in reporting year
New

Please explain target coverage and identify any exclusions
Our near-term target includes 100% of our Scope 3 emissions from business travel (Scope 3 category 6) but does not include emissions from other Scope 3 categories

Plan for achieving target, and progress made to the end of the reporting year
L.E.K.'s Scope 3 emissions in 2022 were significantly lower than in our 2019 base year due to the ongoing effects of the COVID-19 pandemic on our operations; for example, COVID-19-related travel restrictions and preferences for virtual meetings resulted in fewer flights taken by L.E.K. employees. Thus, we do not consider our SBTi Scope 3 per FTE target yet achieved.

Business travel is the single largest driver of L.E.K.'s Scope 3 carbon emissions. As COVID-19-related travel restrictions ease and the global economy opens up, our business travel needs are evolving. We are designing a decarbonisation implementation pathway to reach our ambitious Scope 3 business travel emission reduction goals. We have developed an education program to raise awareness and empower staff to consider emissions when travelling for business and how to lower their emissions, which is being rolled out in 2023. This includes sharing knowledge regarding alternatives such as the use of trains and electric cars, which can result in six to seven times fewer emissions than a flight. We will also stress the positive impact on emissions reduction by combining meetings and holding trainings and offsites in emissions-optimal locations. We will work with our travel management companies to leverage their booking systems to identify the lowest emission routes and airlines. These initiatives will foster the sustainable travel behaviours required to achieve our decarbonization goals.

In parallel, we will implement emissions data tracking systems, which will improve the visibility of our air travel emissions and identify areas that we can directly target for emissions reduction and controls. Over time, we anticipate having carbon budgets and related incentives to drive down our emissions further. Additionally, we plan to invest in Sustainable Aviation Fuel to support the broader change required in the aviation industry to reach net zero.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

Target reference number
Int 2

Is this a science-based target?
Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition
1.5°C aligned

Year target was set
2022

Target coverage
Company-wide

Scope(s)
Scope 3

Scope 2 accounting method
<Not Applicable>

Scope 3 category(ies)
Category 1: Purchased goods and services
Category 2: Capital goods
Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
Category 4: Upstream transportation and distribution
Category 5: Waste generated in operations
Category 6: Business travel

Category 7: Employee commuting
Category 8: Upstream leased assets
Category 9: Downstream transportation and distribution
Category 10: Processing of sold products
Category 11: Use of sold products
Category 12: End-of-life treatment of sold products
Category 13: Downstream leased assets
Category 14: Franchises

Intensity metric
Metric tons CO2e per unit FTE employee

Base year
2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
1.9

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
0.2

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
0.1

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
10.1

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
0.3

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
0.1

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)
0

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)
12.6

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)
12.6

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure
<Not Applicable>

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure
62

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure
100

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure
100

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure
100

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure
100

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure
100

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure
100

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure
100

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure
100

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure
100

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure
100

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure
100

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure
100

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure
100

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure
92

% of total base year emissions in all selected Scopes covered by this intensity figure
92

Target year
2050

Targeted reduction from base year (%)
97

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]
0.378

% change anticipated in absolute Scope 1+2 emissions
0

% change anticipated in absolute Scope 3 emissions
-80

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
1.8

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
0.1

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
0.02

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
4

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
0.1

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
0.1

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)
0

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)
6

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)
6

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
54.0009818360334

Target status in reporting year
New

Please explain target coverage and identify any exclusions
We have excluded 38% of Category 1 (purchased goods and services) from our net zero target. Excluded categories include employee meals which are provided to our staff as a benefit, professional interviews which are integral to the work we do for our clients and therefore cannot be reduced, and attendance at conferences and events and venue hire, which are also important to support our continued growth. We have also decided to exclude emissions from Category 15 as our investment holdings are small and we have limited influence over the operations.

These exclusions together make up 8% of our total Scope 3 emissions for our 2019 base year

Plan for achieving target, and progress made to the end of the reporting year
L.E.K.'s Scope 3 reduction commitment extends beyond business travel. L.E.K. has set net zero targets in-line with the Paris Agreement to reduce emissions including waste, water, and other Scope 3 purchased goods and services by 2050. We are also promoting circularity and minimizing waste by adopting the waste hierarchical approach, and we encourage our staff to consider their water usage and the impact of their behaviours on biodiversity and natural resource depletion.

We have already moved most of our information technology infrastructure to Microsoft Azure's carbon neutral data centres, virtual servers, and other cloud-based solutions to reduce energy consumption. We also recycle IT equipment through Liquid Tech and are exploring options to extend laptop lifecycles and donate used laptops to non-profit organizations.

Annually L.E.K. conducts a "Commuting and Work-From-Home" survey to measure staff emissions, and we share these results with our employees. In 2022 we estimate that over a quarter of L.E.K.'s staff commuted by walking, running, or cycling, and that the usage of electric vehicles had increased fivefold as compared to 2021. We seek annual improvement in engagement with the survey and a reduction in our commuting and work-from-home emissions per employee over time.

We are collaborating with our suppliers to meet our net zero and SBTi targets. We are continuously assessing ways to establish more sustainable procurement policies and reduce emissions from our supply chain. Our goal is to work with suppliers who are aligned with our sustainability policies and adhere to our Supplier Code of Conduct, encouraging them to measure and disclose publicly their GHG emissions and emission reduction actions.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?
Target(s) to increase low-carbon energy consumption or production
Net-zero target(s)

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number
Low 1

Year target was set
2022

Target coverage
Company-wide

Target type: energy carrier
Electricity

Target type: activity
Consumption

Target type: energy source
Renewable energy source(s) only

Base year
2022

Consumption or production of selected energy carrier in base year (MWh)
1710

% share of low-carbon or renewable energy in base year
100

Target year
2023

% share of low-carbon or renewable energy in target year
100

% share of low-carbon or renewable energy in reporting year
100

% of target achieved relative to base year [auto-calculated]
<Calculated field>

Target status in reporting year
Achieved

Is this target part of an emissions target?
Our target to have 100% renewable electricity (through renewable electricity contracts in our offices or through renewable energy certificates when we cannot directly procure renewable electricity contracts) was set separately to our broader emissions targets, but today form an important part of our company-wide decarbonization strategy. Over time, we will aim to procure as much renewable energy directly as possible.

Is this target part of an overarching initiative?
Science Based Targets initiative

Please explain target coverage and identify any exclusions
All our electricity purchases are included in this target.

Plan for achieving target, and progress made to the end of the reporting year
<Not Applicable>

List the actions which contributed most to achieving this target
Three of our offices now have 100% renewable electricity, and on average our offices had c.50% renewable electricity in 2022. To reach our target of 100% renewable electricity we invested in Energy Attribute Certificates (such as RECs) across the necessary global markets.

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number
NZ1

Target coverage
Company-wide

Absolute/intensity emission target(s) linked to this net-zero target
Abs1
Abs2
Int1

Target year for achieving net zero
2030

Is this a science-based target?
No, but we are reporting another target that is science-based

Please explain target coverage and identify any exclusions
We have two different Net Zero targets. Our Net Zero 2050 target, which is in-line with the SBTi criteria (reported above), and a Net Zero impact on the environment by 2030 target. Our Net Zero impact on the environment includes all of our Scope 1+2+3 emissions

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?
Yes

Planned milestones and/or near-term investments for neutralization at target year
To meet our target to have net zero impact on the environment by 2030 we plan to continue our decarbonization and offset all remaining emissions with high-quality carbon removals. L.E.K. has been carbon neutral since 2008. In 2022, we offset all of our emissions and were carbon neutral certified. 8% of our offsets were removal offsets in 2022, which we plan to increase to 100% by 2030.

Planned actions to mitigate emissions beyond your value chain (optional)

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.
Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	2	7890
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy consumption	Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)
356

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (market-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
0

Investment required (unit currency – as specified in C0.4)
0

Payback period
No payback

Estimated lifetime of the initiative
Ongoing

Comment
In 2022 we reached a big milestone – to power our offices globally with 100% renewable electricity. This was achieved through moving to renewable electricity contracts in our offices where possible and purchasing energy attribute certificates, such as RECs where we were unable to procure directly. We plan to continue to have 100% renewable electricity across our operations going forward.

Initiative category & Initiative type

Transportation	Teleworking

Estimated annual CO2e savings (metric tonnes CO2e)
7534

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 3 category 6: Business travel

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
0

Investment required (unit currency – as specified in C0.4)
0

Payback period
No payback

Estimated lifetime of the initiative
Ongoing

Comment
Business travel is the single largest driver of L.E.K.'s Scope 3 carbon emissions. L.E.K. saw significant changes in travel during COVID-19. While some of the travel has resumed post-COVID, virtual meetings have become standard business practice. We aim to continue to decrease our emissions from business travel going forward.

This shift has been possible as L.E.K. team members are leveraging new technologies to collaborate with clients. Our IT equipment is part of our standard operations, and we have continuous investments to improve (not a one-off investment). Leveraging current technologies, and future improvements, is expected to help us on our journey to decrease our emissions from business travel to reach our target of 44% reduction per headcount 2019-27.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Dedicated budget for energy efficiency	Within L.E.K.'s sustainability budget, we annually calculate our estimated electricity need and the costs associated with renewable contracts, directly sourced in-office, or sourced in-directly from energy attribute certificates (such as RECs).
Dedicated budget for other emissions reduction activities	Within our sustainability budget, we also have earmarked money dedicated for maintaining carbon neutral company certification, which includes the cost for third-party validation of our carbon emission calculations, as well as the costs of investing in offsetting/removing projects. Our budget also includes a longer-term view for future investments in removal offsets to reach our goal of having Net-Zero impact on the environment by 2030. This includes internal commitments to carbon reductions, investments in removal carbon offsets, and investments in sustainable aviation fuel (SAF). Our budget also includes the team and incidentals that are necessary to drive the emission reduction activities.
Employee engagement	We have an active network of GoingGreener Committees and GoingGreener Champions in each office. These committees play a vital role to support L.E.K. in our decarbonization targets through organizing initiatives and events, raising environmental awareness, and supporting local environmental organizations. In 2022, we launched the inaugural Green Innovation Fund, an internal competition where all employees were encouraged to develop a proposal that would have a positive impact on emissions, biodiversity, or waste reduction in their local community. Winners were given a budget to implement their proposal. Winning projects included a biking scheme, a vegetable garden, and beehives among others.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?
Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation
Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon
Other, please specify (Avoided or reduced emissions from L.E.K. engagement)

Type of product(s) or service(s)

Other	Other, please specify (Consulting Services)

Description of product(s) or service(s)
L.E.K. works with clients across the world to help innovate and develop new solutions to support them to understand how to maximize change and impact in their businesses to meet their sustainability targets. Much of our client work does not involve business travel emissions. We consider this to be a relatively low-carbon service as compared to those provided by other professional services firms.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)
Yes

Methodology used to calculate avoided emissions
Other, please specify (L.E.K. Proprietary framework)

Life cycle stage(s) covered for the low-carbon product(s) or services(s)
Cradle-to-gate

Functional unit used
Projects completed in reporting year

Reference product/service or baseline scenario used
Baseline scenario used is client work that has emissions from business travel

Life cycle stage(s) covered for the reference product/service or baseline scenario
Cradle-to-gate

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
7325

Explain your calculation of avoided emissions, including any assumptions
L.EK. estimated avoided emissions from non-business travel client work based on the number of non-business travel client projects and the average emissions per emitting client project in the baseline scenario.

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year
75

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?
Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
330

Comment

Scope 2 (location-based)

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
1170

Comment

Scope 2 (market-based)

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
907

Comment

Scope 3 category 1: Purchased goods and services

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
4754

Comment

Scope 3 category 2: Capital goods

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
271

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
97

Comment

Scope 3 category 6: Business travel

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
15988

Comment

Scope 3 category 7: Employee commuting

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
415

Comment

Scope 3 category 8: Upstream leased assets

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
222

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)
34

Comment

Scope 3: Other (upstream)

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (downstream)

Base year start
January 1 2019

Base year end
December 31 2019

Base year emissions (metric tons CO2e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.
The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
344

Start date
January 1 2022

End date
December 31 2022

Comment

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)
339

Start date
January 1 2021

End date
December 31 2021

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)
330

Start date
January 1 2019

End date
December 31 2019

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based
We are reporting a Scope 2, location-based figure

Scope 2, market-based
We are reporting a Scope 2, market-based figure

Comment
We follow GHG Protocol Scope 2 Guidance in calculating both location and market-based emissions

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based
899

Scope 2, market-based (if applicable)
143

Start date
January 1 2022

End date
December 31 2022

Comment

Past year 1

Scope 2, location-based
962

Scope 2, market-based (if applicable)
689

Start date
January 1 2021

End date
December 31 2021

Comment

Past year 2

Scope 2, location-based
1170

Scope 2, market-based (if applicable)
907

Start date
January 1 2019

End date
December 31 2019

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?
No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
7187

Emissions calculation methodology
Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
L.E.K. used a spend-based approach for our purchased good and services. We used specific spend-based emission factors to calculate each of our individual spend categories that make up purchased goods and services (e.g., employee meals, IT equipment, office equipment, software, online subscriptions, services etc.)

Capital goods

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
179

Emissions calculation methodology
Supplier-specific method
Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
Our T&D emissions (from electricity T&D losses from electricity consumption and WTT emissions from fuel consumption) are calculated by measuring our electricity usage and applying country-specific DEFRA T&D emission factors. Where no emission factor was available, a regional average was used.

Upstream transportation and distribution

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Waste generated in operations

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
36

Emissions calculation methodology
Average data method
Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
0

Please explain
Weight based method used as possible, and for offices where no data was available a regional average per headcount was used.

Business travel

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
8454

Emissions calculation methodology
Spend-based method
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
86

Please explain
Business travel emissions were, in most instances, acquired directly from our travel partners with detailed information about exact travelling across the organization. Spend-based method was used in the instances where staff didn't use a travel provider and no direct data could be obtained, in these instances a spend-based method was applied.

Employee commuting

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
219

Emissions calculation methodology
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
32

Please explain
An annual survey is run each year globally to understand commuting patterns of staff in each office. Emission factors are used in combination with the actual behaviour data to calculate emissions. Survey participation in 2022 was 32%, which was used as a proxy for our global staff

Upstream leased assets

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
228

Emissions calculation methodology
Asset-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
100

Please explain
Upstream leased assets covers our data centres. We obtain information about mWh electricity usage directly from our supplier for our data centres to calculate the emissions

Downstream transportation and distribution

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Processing of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Use of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

End of life treatment of sold products

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Downstream leased assets

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Franchises

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Investments

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
216

Emissions calculation methodology
Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners
100

Please explain
Calculations are based on revenues, which were obtained from our investments, to which the relevant emission factor is applied to calculate emissions

Other (upstream)

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

Other (downstream)

Evaluation status
Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)
<Not Applicable>

Emissions calculation methodology
<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners
<Not Applicable>

Please explain
Not applicable to L.E.K.'s business and operations

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date
January 1 2021

End date
December 31 2021

Scope 3: Purchased goods and services (metric tons CO2e)
4841

Scope 3: Capital goods (metric tons CO2e)
0

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
209

Scope 3: Upstream transportation and distribution (metric tons CO2e)
0

Scope 3: Waste generated in operations (metric tons CO2e)
76

Scope 3: Business travel (metric tons CO2e)
1838

Scope 3: Employee commuting (metric tons CO2e)
154

Scope 3: Upstream leased assets (metric tons CO2e)
262

Scope 3: Downstream transportation and distribution (metric tons CO2e)
0

Scope 3: Processing of sold products (metric tons CO2e)
0

Scope 3: Use of sold products (metric tons CO2e)
0

Scope 3: End of life treatment of sold products (metric tons CO2e)
0

Scope 3: Downstream leased assets (metric tons CO2e)
0

Scope 3: Franchises (metric tons CO2e)
0

Scope 3: Investments (metric tons CO2e)
104

Scope 3: Other (upstream) (metric tons CO2e)
0

Scope 3: Other (downstream) (metric tons CO2e)
0

Comment

Past year 2

Start date
January 1 2019

End date
December 31 2019

Scope 3: Purchased goods and services (metric tons CO2e)
4754

Scope 3: Capital goods (metric tons CO2e)
0

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
271

Scope 3: Upstream transportation and distribution (metric tons CO2e)
0

Scope 3: Waste generated in operations (metric tons CO2e)
97

Scope 3: Business travel (metric tons CO2e)
15988

Scope 3: Employee commuting (metric tons CO2e)
415

Scope 3: Upstream leased assets (metric tons CO2e)
222

Scope 3: Downstream transportation and distribution (metric tons CO2e)
0

Scope 3: Processing of sold products (metric tons CO2e)
0

Scope 3: Use of sold products (metric tons CO2e)
0

Scope 3: End of life treatment of sold products (metric tons CO2e)
0

Scope 3: Downstream leased assets (metric tons CO2e)
0

Scope 3: Franchises (metric tons CO2e)
0

Scope 3: Investments (metric tons CO2e)
34

Scope 3: Other (upstream) (metric tons CO2e)
0

Scope 3: Other (downstream) (metric tons CO2e)
0

Comment

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?
No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure
7.1e-7

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
487

Metric denominator
unit total revenue

Metric denominator: Unit total
700000000

Scope 2 figure used
Market-based

% change from previous year
54

Direction of change
Decreased

Reason(s) for change
Change in renewable energy consumption

Please explain
Improved renewable electricity in office and reached 100% renewable across offices through indirect purchases of Energy Attribute Certificates (such as RECs)

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?
No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
United States of America	165
United Kingdom of Great Britain and Northern Ireland	45
Australia	63
Germany	10
France	
Poland	3
Spain	
China	22
Singapore	8
Japan	6
India	12
Brazil	10

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.
By business division

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Americas	175
EU	58
APAC	111

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	446	100
United Kingdom of Great Britain and Northern Ireland	66	22
Australia	118	
Germany	30	5
France	18	16
Poland	76	
Spain	4	
China	45	
Singapore	9	
Japan	15	
India	68	
Brazil	3	

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.
By business division

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Americas	449	100
EU	194	43
APAC	256	

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?
No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?
Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	378	Decreased	100	L.E.K. purchased Energy Attribute Certificates for non-renewable electricity consumption in 2022 which removed 100% of our non-renewable electricity
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	163	Decreased	16	Increased office efficiencies
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	638	638
Consumption of purchased or acquired electricity	<Not Applicable>	1710	0	1710
Consumption of purchased or acquired heat	<Not Applicable>	33	706	739
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	0	125	125
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	1743	1470	3213

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Other biomass

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Coal

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Oil

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment
L.E.K. doesn't have leased cars used for business purposes

Gas

Heating value
HHV

Total fuel MWh consumed by the organization
638

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment
Natural gas used for heating offices

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value
Unable to confirm heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Total fuel

Heating value
HHV

Total fuel MWh consumed by the organization
638

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption
United Kingdom of Great Britain and Northern Ireland

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
228

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Australia

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
145

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Australia

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Singapore

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
1

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Singapore

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
India

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
32

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
India

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Germany

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
66

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Germany

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
United States of America

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
461

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Japan

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
16

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Japan

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
France

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
28

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
France

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Spain

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
6

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Spain

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Poland

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Wind, hydroelectric, biomass, solar, biogas)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
58

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Poland

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Brazil

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Renewable electricity tariff, unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
17

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Brazil

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Australia

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Other biomass

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
10

Tracking instrument used
Australian LGC

Country/area of origin (generation) of the low-carbon energy or energy attribute
Australia

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2022

Comment

Country/area of low-carbon energy consumption
Singapore

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
22

Tracking instrument used
I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
Malaysia

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2014

Comment

Country/area of low-carbon energy consumption
India

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Small hydropower (<25 MW)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
75

Tracking instrument used
I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
India

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2012

Comment

Country/area of low-carbon energy consumption
United States of America

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
355

Tracking instrument used
US-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
1931

Comment

Country/area of low-carbon energy consumption
Japan

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Sustainable biomass

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
14

Tracking instrument used
J-Credit (Renewable)

Country/area of origin (generation) of the low-carbon energy or energy attribute
Japan

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2020

Comment

Country/area of low-carbon energy consumption
France

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Wind, hydro, biomass, biogas, solid, solar, hydraulic)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
39

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
France

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment

Country/area of low-carbon energy consumption
Spain

Sourcing method
Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
7

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
Spain

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2020

Comment

Country/area of low-carbon energy consumption
Poland

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify (Unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
31

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
Poland

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2020

Comment

Country/area of low-carbon energy consumption
Brazil

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
17

Tracking instrument used
I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
Brazil

Are you able to report the commissioning or re-powering year of the energy generation facility?
Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
2014

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area
United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)
228

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
103

Total non-fuel energy consumption (MWh) [Auto-calculated]
331

Country/area
Australia

Consumption of purchased electricity (MWh)
155

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
155

Country/area
Singapore

Consumption of purchased electricity (MWh)
23

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
23

Country/area
India

Consumption of purchased electricity (MWh)
107

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
107

Country/area
Germany

Consumption of purchased electricity (MWh)
66

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
70

Total non-fuel energy consumption (MWh) [Auto-calculated]
136

Country/area
United States of America

Consumption of purchased electricity (MWh)
816

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
510

Total non-fuel energy consumption (MWh) [Auto-calculated]
1326

Country/area
Japan

Consumption of purchased electricity (MWh)
30

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
30

Country/area
France

Consumption of purchased electricity (MWh)
68

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
182

Total non-fuel energy consumption (MWh) [Auto-calculated]
250

Country/area
Spain

Consumption of purchased electricity (MWh)
12

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
12

Country/area
Poland

Consumption of purchased electricity (MWh)
90

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
90

Country/area
China

Consumption of purchased electricity (MWh)
81

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
81

Country/area
Brazil

Consumption of purchased electricity (MWh)
34

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
34

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
3040120(2) - 2022 assurance statement 14064-3_L.E.K. Consulting Group Ltd.pdf

Page/ section reference
Verification statement is across pages 2 and 3.

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach
Scope 2 market-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
3040120(2) - 2022 assurance statement 14064-3_L.E.K. Consulting Group Ltd.pdf

Page/ section reference
Verification statement is across pages 2 and 3.

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category
Scope 3: Purchased goods and services
Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
Scope 3: Waste generated in operations
Scope 3: Business travel
Scope 3: Employee commuting

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement
3040120(2) - 2022 assurance statement 14064-3_L.E.K. Consulting Group Ltd.pdf

Page/section reference
Verification statement is across pages 2 and 3.

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
51

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?
No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?
No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?
Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Project type
Clean cookstove distribution

Type of mitigation activity
Emissions reduction

Project description
Text field [maximum 2,500 characters]
Project Name: Kulera REDD+ and Cookstoves, Malawi https://www.climateimpact.com/global-projects/kulera-redd-and-cookstoves-malawi/

From the listing: “Through the combination of forest protection and the distribution of clean cookstoves, the project is using carbon finance to deliver significant emissions reductions, protect an important area of biodiversity value, and address the health risks of indoor air pollution.

The project is targeting the conservation of approximately 170,000 hectares of forest and working with 45,000 households to reduce fuelwood use, develop sustainable livelihoods, increase community resilience to climate change, and promote biodiversity.

In addition to delivering approximately 210,000 tonnes of emission reductions each year, the project delivers a number of other sustainable development benefits. These include:

• No poverty: The project is developing local enterprises based on sustainably harvested non-timber forest products such as honey, coffee, and macadamia to transform

livelihoods away from subsistence. Nearly 30,000 people have received training on sustainable natural resource management and biodiversity conservation, helping them improve the productivity and health of the land for agriculture. More than one third of these were women.
• Zero hunger: A critical part of the project's work is increasing agricultural output and resilience to climate change, while reducing hunting pressures in the project zone. The project has distributed livestock as an important source of protein for farmers, including training on feeding and veterinary care.
• Affordable and clean energy: The project is aiming to deliver a fuel-efficient cookstove to every household in the project zone to reduce fuelwood consumption and has also planted 8,500,000 trees as an alternative source of fuel wood, benefitting almost 32,000 households. The project has also sold more than 1,250 solar lights to community members.
• Life on land: The project area has a High Conservation Value since it surrounds three wildlife reserves/national parks which contain some of the largest amounts of forest in the country. The project looks to address unsustainable land use caused by mounting population pressures."

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
528

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2013

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project
Barrier analysis
Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk
Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed
Activity-shifting

Provide details of other issues the selected program requires projects to address
N/A

Comment
VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them. Additional standards such as the Climate, Community & Biodiversity Standards (CCBS) or Forest Stewardship Council (FSC) certification may be applied to demonstrate social and environmental benefits beyond GHG emissions reductions or removals. VCUs may be tagged with additional standards and certifications on the VCS project database where both the VCS and another standard are applied.

Project type
Clean cookstove distribution

Type of mitigation activity
Emissions reduction

Project description
Text field [maximum 2,500 characters]
Project Name: Bondhu Chula Stoves, Bangladesh https://www.climateimpact.com/global-projects/bondhu-chula-stoves-bangladesh/

From the listing: "Less than 20% of the 35 million Bangladeshi households have access to clean cooking. The Bondhu Chula, which loosely translates as the 'friendly stove' in Bengali is solving this problem. Traditionally, cooking is done over an open firepit, releasing smoke and particulate pollutants. These pollutants contribute to nearly 50,000 premature deaths a year and cause millions in the country to suffer from lung, eye, or skin infections.

The Bangladesh Bondhu Foundation is changing this through its Bondhu Chula, which is designed to ensure more efficient and cleaner home cooking. This project works with micro-entrepreneurs who receive training in stove production, sales and marketing and after-sales service. Carbon finance is used to subsidise 50% of the cost of stove installation, provide after sales services, as well as a seven-day training programme for the local entrepreneurs. This project has proved to be highly successful as over 5 million stoves have been installed to date.

In addition to delivering emissions reductions to take climate action (SDG 13), the project delivers additional benefits. The SDG contributions have been indicatively measured, and need to be confirmed:

• No Poverty: Fuel consumption is reduced by as much as 50%, saving money for families.
• Good Health and Well-being: The chimney design reduces harmful indoor air pollution.
• Decent Work and Economic Growth: This project is creating a market for fuel efficient stoves in Bangladesh, involving over 5,000 entrepreneurs in manufacturing and distribution.
• Gender Equality: Women and children benefit as the ones most often preparing food.
• Life on Land: Reducing wood fuel consumption reduces pressure on local forests and biodiversity."

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
680

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2018

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
VER+ (TÜV SÜD standard)

Method(s) the program uses to assess additionality for this project
Consideration of legal requirements
Positive lists

Approach(es) by which the selected program requires this project to address reversal risk
No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed
Other, please specify (default leakage factor of 0.95 applied in line with methodology 3.9.2)

Provide details of other issues the selected program requires projects to address
N/A

Comment
The project has completed an SDG impact tool for the standard and also highlights benefits to air quality, biodiversity, employment, livelihood of the poor, access to energy services and human and institutional capacity.

Project type
Forest ecosystem restoration

Type of mitigation activity
Emissions reduction

Project description
Project Name: Rimba Raya Biodiversity Reserve REDD+, Indonesia https://www.climateimpact.com/global-projects/rimba-raya-redd-indonesia/

From the listing: “Based on the island of Borneo in Indonesia, this Reducing Emissions from Deforestation and Forest Degradation (REDD+) project preserves carbon-dense tropical peat swamp by helping to halt deforestation of roughly 65,000 hectares of forest which was originally slated for conversion to palm oil plantations.

The project focuses on both community development – encompassing 2,500 households living within the project area – and biodiversity conservation, particularly the protection of the 105,000 endangered Borneo Orangutans. In order to deliver on its goals, the project actively engages local communities to improve food security, income opportunities, health care, and education – all with the support of carbon finance.

In addition to delivering emissions reductions to help take urgent action to combat climate change (SDG 13), the project delivers a number of other sustainable development benefits. It has been verified by the SDVISta standard (which is run by Verra) to contribute to all 17 SDGs.”

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
704

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2014

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project
Investment analysis
Barrier analysis
Other, please specify (Alternative scenarios, common practice)

Approach(es) by which the selected program requires this project to address reversal risk
Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed
Activity-shifting
Market leakage

Provide details of other issues the selected program requires projects to address
N/A

Comment
VCS AFOLU Requirements Section 3.1.5: Negative environmental and socio-economic impacts Project proponents shall identify potential negative environmental and socio-economic impacts and shall take steps to mitigate them.

No negative impacts have been envisioned for the project activity, reforestation of degraded lands. The project improves eroded and deteriorated soils; protects waterways and their sources; and uses forest species
common in Chile that were known not to present any negative environmental impacts.

Project type
Afforestation

Type of mitigation activity
Carbon removal

Project description
Project Name: Three Rivers Grassland Restoration, China https://www.climateimpact.com/global-projects/three-rivers-grassland-restoration-china/

From the listing: “The plateau region of the Yangtze, Yellow and Lancang Rivers, also known as the Three Rivers, has suffered grassland degradation over the past few decades due to overgrazing and warming. Thriving grasslands are important for stabilizing soils and slowing the snowmelt from nearby mountains.

The project removes carbon from the atmosphere by restoring the plateau’s degraded grasslands. Located in the central Chinese province of Qinghai, this project is restoring over 160,000 hectares of degraded grasslands by seeding three species of native grass.

This project qualifies for Biodiversity Gold Level status under the CCB standards for exceptional biodiversity benefits in a Key Biodiversity Area (KBA) with endangered species such as the steppe eagle, saker falcon, and alpine musk deer. Over half of the twelve thousand local herders who were employed as part of the project were women.

This VCS and CCB certified project is located in Guoluo Tibetan Autonomous Prefecture, Qinghai Province, China. The project’s aim is to restore the local degraded grassland ecosystem by seeding grass on degraded land to increase carbon sequestration and contribute to local development by introducing sustainable grazing and management of grassland. The project area covers 6 counties (Maqin County, Dari County, Gande County, Jiuzhi County, Banma County and Maduo County) of Guoluo Tibetan Autonomous Prefecture which is within the boundary of Three River (Yangtze River, Yellow River and Lancang River) Source Region.

According to the baseline survey, the grassland degradation occurred broadly in Three River Source Region over the past decades, due to long-term impact of climate change and overgrazing. The purpose of the project is to restore the degraded grassland ecosystem by seeding a variety of species of native grass. The implementation of the project will generate GHG emission removals as grasslands grow, mitigate the impact of climate change on the local ecological environment, enhance the capabilities of local communities and residents by providing them with relevant technical skills and training, and increase local biodiversity.”

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
728

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2016

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project
Consideration of legal requirements
Investment analysis
Barrier analysis
Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk
Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed
Activity-shifting

Provide details of other issues the selected program requires projects to address
N/A

Comment
According to the Project Design Report, grazing was strictly forbidden in the first five years after seeding, and then controlled grazing will be allowed depending on the growth situation of the forage. Instead, the County Forestry and Grassland Bureau measures the grass yield of the surrounding grasslands in the project area, and guides herders to graze in a reasonable area, so the project will not reduce the grazing productivity. In addition, the local government issued subsidies to the herders in the project area who implemented the prohibition of grazing. All these measures can ensure the long-term sustainable development of the project. Therefore, the identified HCV attributes within the project zone will not be negatively impacted.

In addition, the project area is located in Three River (Yangtze River, Yellow River and Lancang River) Source Region, the implementation of the project can maintain water and soil, purify water sources, and play an important role in the water safety of local residents and downstream residents. This will ensure the water safety of local residents and downstream residents. Thus, none of the HCVs related to community well-being will be negatively affected by the project.

Project type
Afforestation

Type of mitigation activity
Carbon removal

Project description
Project Name: Community Reforestation, Ghana https://www.climateimpact.com/global-projects/community-reforestation-ghana/

From the listing: “The project is restoring degraded forest reserves in Ghana with teak, indigenous trees and natural forest in riparian buffer zones, following the principles and criteria of the Forest Stewardship Council (FSC). The areas have been degraded due to overexploitation, bush fires and conversion to agriculture.

The project works closely with local farmers some of who are employed by the project and others are able to grow crops, via intercropping, within the reforested area, benefitting from the improved soil conditions. As a grouped project, the aim is to expand around 1,000 hectares per year, adding new project areas and improving more livelihoods through reforestation.

In addition to delivering emissions removals to take climate action (SDG 13), the project delivers additional benefits. The SDG contributions have been indicatively measured, but need to be confirmed:

• Zero Hunger: Implements resilient agricultural practices that increase productivity, help maintain ecosystems, strengthen adaptation to climate change, and progressively improve land and soil quality.
• Gender Equality: 40% of jobs created to be filled by women and 25% of the available areas for intercropping to be allocated to female farmers.
• Clean Water and Sanitation: Tree planting, particularly in the land near waterways, contributes to the improvement of the water catchment areas by improving the supply, consistency and quality of the water available. Additionally, sanitary infrastructure and boreholes have been installed in the local village of Kotaa.
• Decent Work and Economic Growth: Over 1,000 jobs have been created, and more than 6,000 hectares of project land is available to local farmers for intercropping.
• Reduced Inequalities: Facilitate equitable access, benefit sharing from and security to land, forest and mineral resources.
• Sustainable Cities and Communities: Promote public awareness and local communities' participation in sustainable forest, wildlife and land use management.
• Life on Land: Decreases Ghana's proportion of degraded land and increases rates of sustainable forest management."

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
680

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2019

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
CCBS (developed by the Climate, Community and Biodiversity Alliance, CCBA)

Method(s) the program uses to assess additionality for this project
Investment analysis
Barrier analysis
Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk
Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed
Other, please specify (Leakage is assumed to be zero as there were no agricultural or grazing activities on the land prior to the project start date)

Provide details of other issues the selected program requires projects to address
N/A

Comment
SEIA did not foresee any negative environmental or social impacts. Project activities resulted in increased wildlife presence, water and soil quality.

Project type
Mixed renewables

Type of mitigation activity
Emissions reduction

Project description
Project Name: Renewable Energy Portfolio
https://www.climateimpact.com/global-projects/renewable-energy-portfolio-global/

From the listing: "Renewable energy projects in this portfolio are vital to help reduce greenhouse gas emissions from the growing global demand for energy and build sustainable infrastructure. Energy generation is one of the biggest emitters of greenhouse gases, and renewable energy investment is a fast and effective solution to reduce these emissions. Carbon finance, delivered by companies who offset their emissions, provides essential funds to support the development of global renewable projects.

In addition to delivering emissions reductions to take climate action (SDG 13), the projects deliver a number of other benefits:

• Affordable and Clean Energy: Contribute to increasing the share of renewable energy in the global energy mix. Clean electricity generated by these projects displaces electricity which would otherwise be powered by fossil fuels.
• Decent Work and Economic Growth: Contribute to the local economy and livelihood of residents through the creation of jobs. These include full-time maintenance and operational roles, and temporary roles during planning and construction.
• Industry Development and Innovation: Support the development of sustainable and resilient energy infrastructure, helping reduce the instance of shortages of electricity during peak hours of demand. The projects also often help develop road infrastructure, which is improved to aid site access."

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)
14280

Purpose of cancellation
Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?
Yes

Vintage of credits at cancellation
2016

Were these credits issued to or purchased by your organization?
Purchased

Credits issued by which carbon-crediting program
Gold Standard

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements
Investment analysis
Barrier analysis
Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk
No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed
Other, please specify (No risk of leakage)

Provide details of other issues the selected program requires projects to address
N/A

Comment
The project is a hydropower and a kind of clean energy. The technology implemented by the project is supposed to be environmentally safe. The technology adopted by the project activity is mature and widely applied in Chinese. The project will create no negative environmental impacts as it has been assessed by qualified environmental agents and the EIA approved by local authority. The strict environmental protection measures will be taken for the project activity according to EIA report, so the project is safe to environment.

The project activity will promote local and national sustainable development positively in the following aspects: Mitigate the shortage of power in Hunan Province and promote local economic development. Reduce the GHG emission to mitigate the global warming trend by providing clean electric power. The project activity can create lots of job opportunities during the construction period and the operation period and helps improve the local residents‘ living standards. The project also promotes the local development in industry and agriculture.

C11.3

(C11.3) Does your organization use an internal price on carbon?
Yes

C11.3a

(C11.3a) Provide details of how your organization uses an internal price on carbon.

Type of internal carbon price
Implicit price

How the price is determined
Price/cost of voluntary carbon offset credits

Objective(s) for implementing this internal carbon price
Change internal behavior
Drive energy efficiency
Drive low-carbon investment
Identify and seize low-carbon opportunities
Stakeholder expectations
Set a carbon offset budget

Scope(s) covered
Scope 1
Scope 2
Scope 3 (upstream)
Scope 3 (downstream)

Pricing approach used – spatial variance
Uniform

Pricing approach used – temporal variance
Evolutionary

Indicate how you expect the price to change over time
The cost of offsets is expected to continue to rapidly increase as demand increases in the market. L.E.K. is additionally moving our offsetting portfolio towards 100% carbon removals to meet our target of having net zero impact on the environment by 2030. Given that high-quality removal offsets are more expensive, we expect our implicit internal price to continue to increase. By 2030, we expect to pay $100+ / tCO2e for our offsetting portfolio.
We are additionally planning to invest in SAF as part of our decarbonization strategy, SAF investments will also increase the average offsetting price (currently priced at c.$700/ tCO2e).

The price for Renewable Energy Credits is expected to fluctuate with the broader energy market, although this represents a small share of our total investments

Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO2e)
8

Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO2e)
8

Business decision-making processes this internal carbon price is applied to
Operations
Risk management

Mandatory enforcement of this internal carbon price within these business decision-making processes
Yes, for all decision-making processes

Explain how this internal carbon price has contributed to the implementation of your organization's climate commitments and/or climate transition plan
L.E.K. has been carbon neutral since 2008 and we have received our CarbonNeutral Co. certification through compliance with the Carbon NeutralProtocol for the 2022 reporting year. We derive our internal carbon price as an average from our certified carbon credits.
Our commitment to SBTi and to having net zero impact on the environment by 2030 are both linked with our internal carbon price. As part of our annual strategic planning, our TCFD process and our risk and opportunity assessments, we assess the implications of anticipated rising internal carbon prices to set the budget and to incentive stakeholders to achieve carbon reductions in the organization to meet our SBTi and net zero goals. We expect that the continued increases in carbon price, will create strong incentives across the organization to continue to our decarbonization journey.
The internal carbon price is paid through a central budget. Our finance team and Sustainability Steering committee set the budget, which is signed off by the Global Operating Committee and our Global Managing Partner, with additional visibility to senior leadership throughout the organization.
Beyond implementing and incentivizing changes in the office, we also encourage staff to be mindful with their emissions outside of work. In 2022, 9% of staff reported to have offset some of their emissions at home.

Going forward, we will continue to evaluate how we can more closely link carbon prices to organizational behaviour to incentivize changes more strongly across L.E.K.

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?
Yes, our suppliers
Yes, our customers/clients
Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement
Engagement & incentivization (changing supplier behavior)

Details of engagement
Run an engagement campaign to educate suppliers about climate change

% of suppliers by number
100

% total procurement spend (direct and indirect)
100

% of supplier-related Scope 3 emissions as reported in C6.5
100

Rationale for the coverage of your engagement
Our suppliers can access our Supplier Code of Conduct and plenty of resources about L.E.K.'s sustainability journey and our views on decarbonization across industries at www.lek.com, which provides information and education, and encourages suppliers to join L.E.K. in our journey to decarbonize. These documents are available to 100% of our suppliers.

Our Supplier Code of Conduct, Sustainable Procurement Policy, and Supplier ESG/Sustainability Questionnaire govern our relationships with our suppliers. We ask L.E.K.'s largest and most material suppliers to complete our ESG/Sustainability Questionnaire which is currently voluntary. We collect the data from these to understand our suppliers' commitments to measuring GHG emissions and to decarbonisation targets, transition plans and other related information. The purpose of the questionnaire is to facilitate information sharing and collaboration with suppliers about climate change and decarbonization.

All our suppliers are expected to adhere to our Supplier Code of Conduct which contains our expectations of their environmental conduct. Additionally, as over 50% of our Scope 3 emissions in 2022 were from business travel we are in frequent discussions with the nine global travel agencies that we contract with. We collect emissions data from these agencies and discuss how we can collaborate to drive carbon emissions reductions.

Furthermore, we conduct frequent conversations with our building managers and landlords' representatives. L.E.K.'s office footprint (19 offices) represents 100% of our Scope 1+2 emissions, and collaboration with the landlord's building management is crucial for us to meet our reduction goals.

Impact of engagement, including measures of success
We believe that having conversations and tracking data and improvements over time will influence both suppliers and internal decision making to ensure we meet our net zero targets.

Going forward, we will measure success by ensuring that 100% of suppliers can access our Supplier Code of Conduct.

Beyond this, our Supplier ESG/Sustainability Questionnaire collects information on specific key performance indicators (KPIs), including supplier's Scope 1, 2, and 3 emissions, carbon reduction targets, carbon emission reduction plans, and environmental certificates or credentials. We track completion of our Supplier ESG/Sustainability Questionnaire and the percentage of suppliers who engage in collaboration with us about decarbonization. We aim to increase this percentage year on year.

Going forward, we intend to measure the sustainability of our material suppliers via the following KPIs:
• Percentage of suppliers who have completed the Supplier ESG/Sustainability Questionnaire
• Percentage of suppliers who calculate and publicly report their Scope 1, 2, and 3 emissions
• Percentage of suppliers providing the actual carbon emissions for L.E.K. purchased goods and services on an annual basis
• Percentage of suppliers who have publicly committed to science-based net zero goals
• Percentage of suppliers have a carbon reduction or transition plan

Beyond this, we will continue to engage with our travel agency partners (50%+ of Scope 3) and our building owners' representatives (100% of Scope 1+2 emissions) to ensure we drive change in the areas with potentially the most material impact on our emissions reduction strategy.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Share information about your products and relevant certification schemes (i.e. Energy STAR)

% of customers by number
100

% of customer - related Scope 3 emissions as reported in C6.5
0

Please explain the rationale for selecting this group of customers and scope of engagement
Customers can learn about the climate impact of using our services through L.E.K.'s UNGC Communication on Progress, our company record on the SBTi website and our CDP survey, in addition to the information on our website www.lek.com. Additionally, L.E.K. will publish our inaugural Sustainability Report in September 2023, which will have more information about our environmental work, and will be available to 100% of our customers online. When customers engage with L.E.K., they do so knowing we are committed to decarbonising and reducing the emissions from the services we provide to them.

Impact of engagement, including measures of success
All customers have access and can learn about L.E.K.'s sustainability services and qualifications on our website. L.E.K. measures the impact and success by ensuring that 100% of our customers have access to the information about our energy usage, decarbonisation targets and plans and the services we offer to clients in this area.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

We consider other participants in our communities including associations and institutions, non-profits, and community organizations among others as other partners in our value chain. We also consider our employees as other relevant partners. We collaborate and engage with our partners in several different ways, for example:

Associations and institutions: We partner with many leading institutions to support our own sustainability work, as well as to support the broader sustainability agenda. For example, we partner with the World Economic Forum (WEF), are a signatory to the UNGC, have committed to the SBTi, partner with Climate Impact Partners for our offsetting strategy, and we participated and presented at Economist's Sustainability Week Conference.

Non-profits and community organizations: We collaborate with a range of non-profits and community organizations throughout the year through Pro Bono cases, volunteering, and charitable giving. We donate, through our Giving Back platform, to organizations such as the World Wildlife Foundation (WWF).

Employees: We regularly engage with staff members to have an open dialogue about our climate work. In 2022, we held over 60 events in our offices to educate and engage staff across various sustainability topics, including inviting external thought leaders in ESG, hosting sustainability lunches, screening documentaries, running field trips, and more. During 2022 we delivered environmental training materials and communication on topics such as climate change, decarbonization, and responsible resource usage to all our staff.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Complying with regulatory requirements

Description of this climate related requirement

L.E.K.'s Supplier Code of Conduct requires "all suppliers follow all applicable environmental regulation in the regions which they operate" and expects suppliers to "measure, manage, and take steps to reduce their energy usage, greenhouse gas emissions, water usage, and environmental waste resulting from their operations wherever possible, and to take measures to address climate change, preserve biodiversity, eliminate air and soil pollution, and have active stewardship of natural resources, including land-use, in-land waterways, oceans and forests wherever possible." Our corporate goal is to annually increase the number of our suppliers signed up to our Supplier Code of Conduct, which is regularly updated.

% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

100

Mechanisms for monitoring compliance with this climate-related requirement

Supplier self-assessment

Response to supplier non-compliance with this climate-related requirement

Other, please specify (If a supplier is found to be in violation with our Supplier Code of Conduct, L.E.K. may either terminate the contract or require the vendor to implement necessary changes)

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate
Yes, we fund organizations or individuals whose activities could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?
Yes

Attach commitment or position statement(s)
Our commitment to SBTi shows our public commitment to align our activities with the Paris Agreement

https://www.lek.com/press/lek-consulting-joins-science-based-targets-initiative-affirm-commitment-carbon-reduction

We have also attached out UNGC communication on Progress
UNGC_COP_LEK 2022-23.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan
Our Board of Directors, in conjunction with our ESG, Risk, and Audit committees, oversees, reviews, and guides the firm's sustainability strategy, setting our strategic sustainability goals, overseeing the embedding of those goals in our operations, and monitoring corporate progress against these goals, including ensuring our external engagement activities are consistent with our climate commitments.

The L.E.K. Global Operating Committee is tasked with operationalizing our climate strategy, including planning for, and responding to climate-related risks, initiatives, and engagement strategy, as part of their strategic and operational areas of responsibility. The GOC ensures our climate strategy is delivered alongside L.E.K.'s long-term business strategy. L.E.K. also embeds additional climate governance in our operations through an internal sustainability function, a Sustainability Steering Group, and management-level responsibilities for sustainability-related issues.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate
<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate
<Not Applicable>

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations or individuals in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

Type of organization or individual
Non-Governmental Organization (NGO) or charitable organization

State the organization or individual to which you provided funding
World Wildlife Foundation

Funding figure your organization provided to this organization or individual in the reporting year (currency as selected in C0.4)
5000

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate
L.E.K. supports several organizations that help drive the environmental agenda, of which the WWF is the largest and most influential. Other organizations are often focused on our local environments, such as Land Door Trust and Alliance for Great Lakes

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?
Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication
In other regulatory filings

Status
Complete

Attach the document
carbon-reduction-plan-june-2023.pdf

Page/Section reference
Pages 1-6

Content elements
Emissions figures
Emission targets

Comment

Publication
In mainstream reports

Status
Underway – this is our first year

Attach the document

Page/Section reference
N/A - first year

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets

Comment
L.E.K.'s inaugural annual sustainability report is currently in development, with an expected publication date of September 2023. TCFD part of the Sustainability Report. The Our Planet section of L.E.K.'s inaugural annual sustainability report outlines our values, strategy, and policies related to the environment, including those related to climate change and GHG emissions. The GRI Index and Performance data tables in the Appendix section of the sustainability report include KPIs, targets, and data relevant to emissions and the environment.

Publication
In other regulatory filings

Status
Complete

Attach the document
L.E.K. Environmental Statement_June2023.pdf

Page/Section reference
Pages 1-2

Content elements
Strategy

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Science Based Targets Network (SBTN) Task Force on Climate-related Financial Disclosures (TCFD) UN Global Compact	L.E.K. has submitted its science-based emission reduction targets to the SBTi and is awaiting validation, due August 2023. L.E.K. reports TCFD as an appendix to its sustainability report. L.E.K. is a signatory to the UN Global Compact and annually reports to the UNGC its Communication on Progress.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	Yes, both board-level oversight and executive management-level responsibility	Our Board of Directors oversees, reviews, and guides the firm's sustainability strategy, setting our strategic sustainability goals, overseeing the embedding of those goals in our operations, and monitoring corporate progress against these goals, including our impact on biodiversity. The Board has tasked the Global Operating Committee with delivering on, and implementing, our sustainability goals, including biodiversity, as part of their strategic and operational areas of responsibility. As a professional services firm, L.E.K.'s direct impact on biodiversity in the regions that we operate is minimal. L.E.K. leases space for its offices located in major metropolitan areas. As a professional services firm, our purchases of physical goods, as well as other actions which may negatively impact biodiversity, are limited. However, we have acted to support biodiversity indirectly through client engagements, donations, offset projects, and office-level initiatives: Client engagements: Recent examples of biodiversity-related client work includes support for investments in water and wetlands management and waste reduction efforts in biodiversity-sensitive areas, as well as projects more broadly focused on sustainable energy and resource use. Donations: As a firm and as individual employees, we donate to biodiversity-related organizations such as WWF, and the Alliance for the Great Lakes through our GivingBack portal. Offset projects: As part of our efforts to achieve Net Zero impact by 2030, we have cancelled several project-based carbon credits with positive biodiversity impacts. In 2022, these included the Rimba Raya Biodiversity Reserve REDD+ in Indonesia, Three Rivers Grassland Restoration in China, and Community Reforestation in Ghana. These projects aim to restore degraded ecosystems and/or prevent further degradation in ways that also aid in the sustainable development of local communities. Office-level initiatives: Our Green Innovation Fund is an internal competition for all employees to propose local initiatives with positive impact on emissions, biodiversity, or waste reduction. For example, the Munich office sponsors a colony of bees, which are important pollinators that contribute to biodiversity	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have endorsed initiatives only	<Not Applicable>	SDG

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment
No and we don't plan to within the next two years

Value chain stage(s) covered
<Not Applicable>

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment
No and we don't plan to within the next two years

Value chain stage(s) covered
<Not Applicable>

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?
No

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Land/water protection Land/water management Education & awareness Livelihood, economic & other incentives

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Content of biodiversity-related policies or commitments Governance	L.E.K.'s Environmental Statement outlines our commitment to the environment including biodiversity https://www.lek.com/sites/default/files/2023-06/L.E.K.%20Environmental%20Statement_June2023.pdf L.E.K. Environmental Statement_June2023.pdf
In voluntary sustainability report or other voluntary communications	Impacts on biodiversity	Executive insights on biodiversity and sustainability topics https://www.lek.com/insights/sus/global/ar/natural-capital-assessing-organisational-risks-and-uncovering-opportunities
In voluntary sustainability report or other voluntary communications	Content of biodiversity-related policies or commitments Governance	L.E.K.'s Supplier Code of Conduct outlines our policy and our expectation for suppliers in relation to biodiversity https://www.lek.com/sites/default/files/2023-06/L.E.K.%20Supplier%20Code%20of%20Conduct_June2023.pdf
In voluntary sustainability report or other voluntary communications	Content of biodiversity-related policies or commitments Biodiversity strategy	The Our Planet section of our annual sustainability report (to be published Sep 2023) outlines our biodiversity-related offset projects and our "L.E.K. Forest" (1 tree planted for every L.E.K. employee) https://tree-nation.com/profile/lek-consulting

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Global Managing Partner	Chief Executive Officer (CEO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

Submit your response

In which language are you submitting your response?
English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below
I have read and accept the applicable Terms