



2024 ANNUAL SUSTAINABILITY REPORT

# Scaling Impact in a Changing World

Executive Summary

MAY 2025

# 2024 HIGHLIGHTS



## Unlocking Societal Impact

\$600M+

Invested in societal impact in 2024; \$2B+ since 2020

3K+

Societal impact cases in 2024, up 19% from the previous year

400Mt

Annual climate impact unlocked via client work by 2030<sup>1</sup>

70M

People expected to benefit from better education and jobs by 2030



## Leading with Integrity

\$13.5B

In revenue, a year-on-year increase of 10%

33K

People form our strong, global team

39%

Of Executive Committee members are women



On track for our own internal climate targets



## Walking the Talk



EcoVadis Platinum (top 1% of companies) for the second consecutive year



60+ employer awards recognized BCG in 2024

<sup>1</sup>400 million tCO<sub>2</sub>e of annual climate impact from 2024 alone. Although not directly comparable, 400 MtCO<sub>2</sub>e is roughly equivalent to the annual emissions of the UK. In 2023, net territorial greenhouse gas emissions in the UK were provisionally estimated at 384.2 MtCO<sub>2</sub>e (UK Department of Energy Security & Net Zero, 2024).



“Every day, we work alongside thousands of clients, helping them identify opportunities and create value. In all our work, we aim to unlock the potential of those who advance the world and create meaningful and lasting change.

Our report, *Scaling Impact in a Changing World*, reflects the depth and breadth of our societal impact. It highlights key milestones that show how we’re continuing to move the needle—together.

While we measure our success by the positive impact we help our clients and partners create, we also hold ourselves to the same high standards. That means taking care of our people, investing in the communities where we work and live, and managing our environmental impact.”

**CHRISTOPH SCHWEIZER**  
CEO, BCG

# BCG's Purpose, Values, and Approach to Sustainability

## Our Purpose

Since our founding in 1963, BCG has been a pioneer in business strategy. Today, we work closely with clients to grow their organizations, build sustainable competitive advantage, and drive positive societal impact—all in service of our purpose: unlocking the potential of those who advance the world.

33K

Employees

\$13.5B

In global revenues

Offices in:

100+

cities

50+

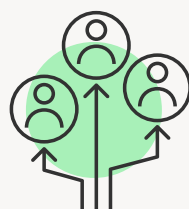
countries

## Our Values

Our values are the building blocks of our culture, embedded in everything we do and central to allowing us to be a global consulting firm that leads with integrity.



Integrity



Respect for the individual



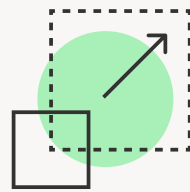
Partnership



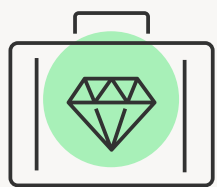
Clients come first



The strategic perspective



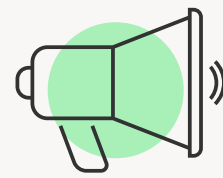
Expanding the art of the possible



Value delivered



Diversity



Social impact

## Our Approach

We focus on topics that matter for our business and for society. In 2024, we assessed and managed material impacts, risks, and opportunities across our value chain.

**With Our Clients and Partners.** We create our greatest value beyond BCG by working with clients and partners to tackle shared sustainability challenges. Through our client work, we help organizations unlock business value and enhance their environmental and social performance. Through cross-sector collaborations, we co-develop scalable solutions that drive broader systems change.

**In Our Operations.** We strive to operate sustainably. That means managing our own environmental impact, empowering our people, and delivering client services in a responsible way.



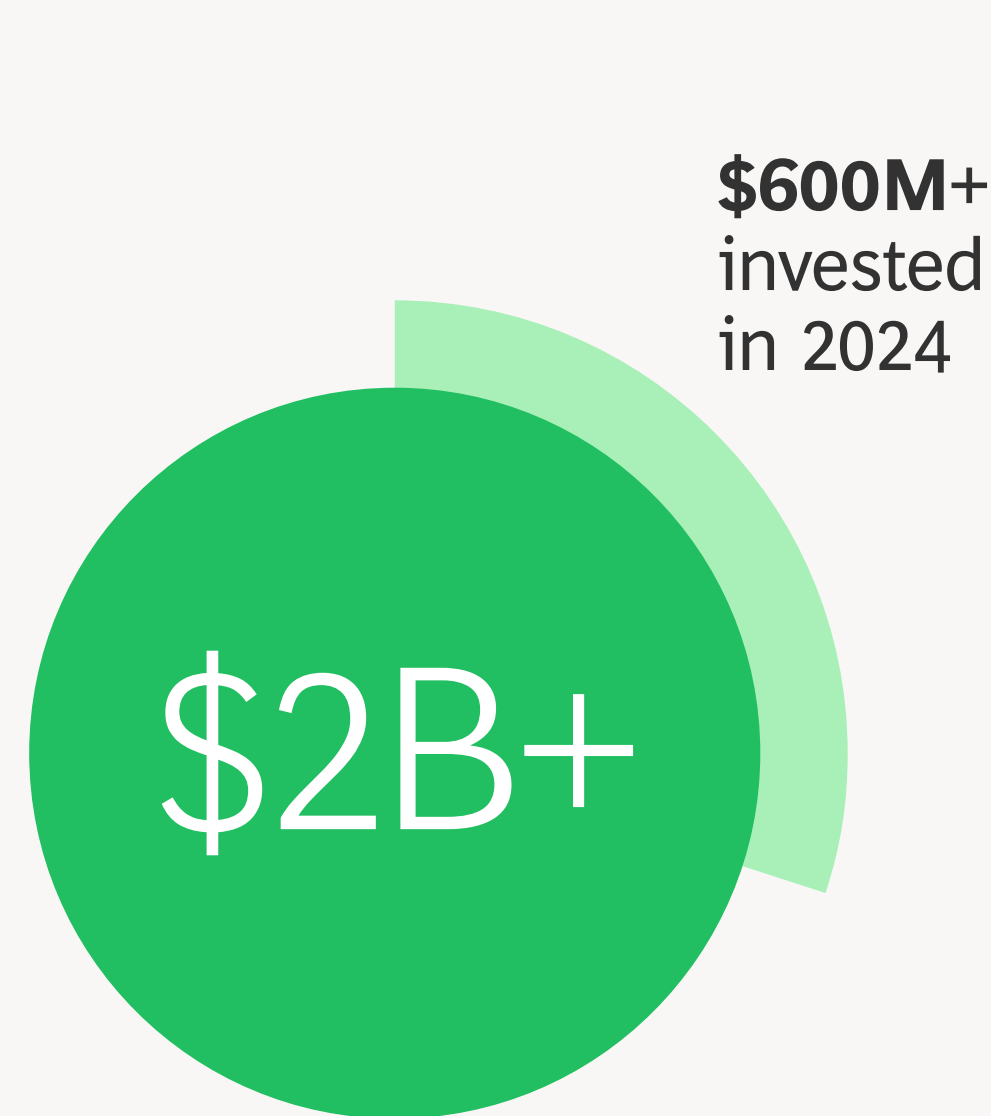
# Unlocking Potential for Society

in Partnership with Our Clients

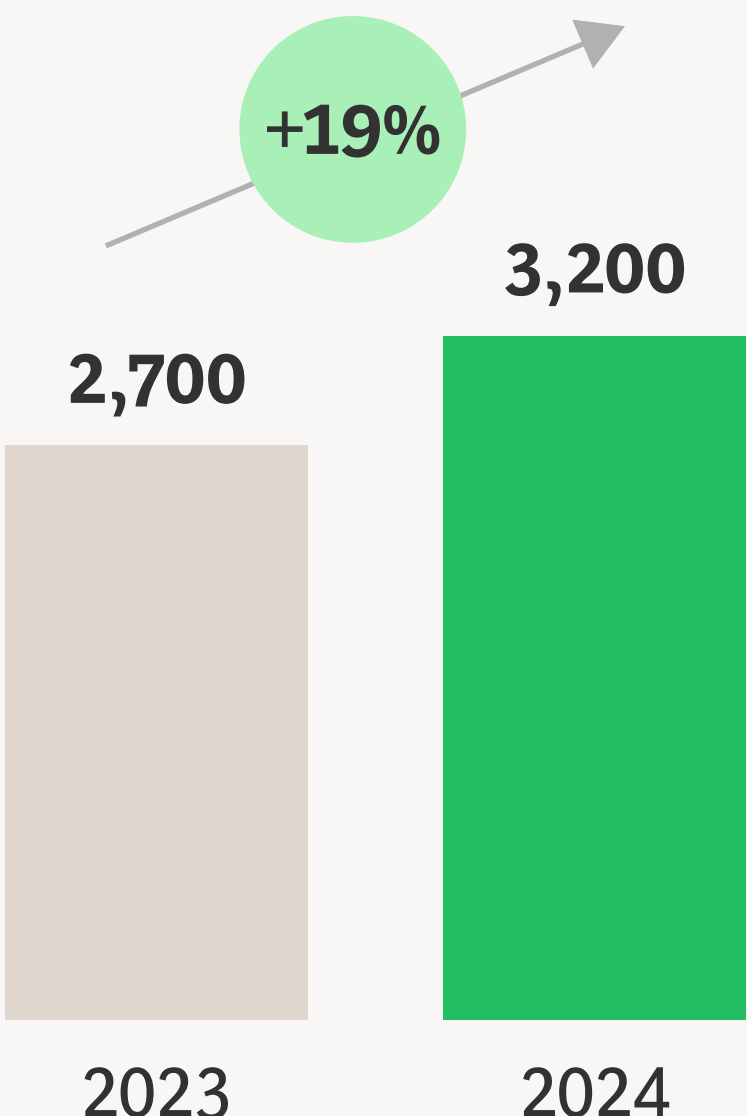
UNLOCKING POTENTIAL FOR SOCIETY

We continue to amplify our societal impact, delivering positive outcomes in climate, education, and beyond

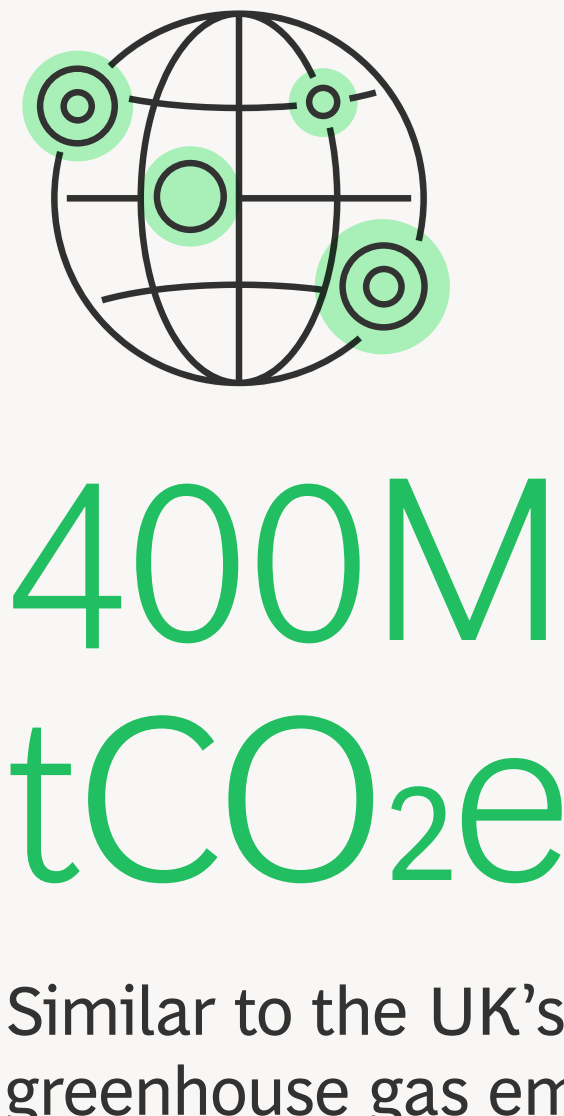
\$2 billion+ invested in societal impact since 2020, and \$600 million+ in 2024 alone



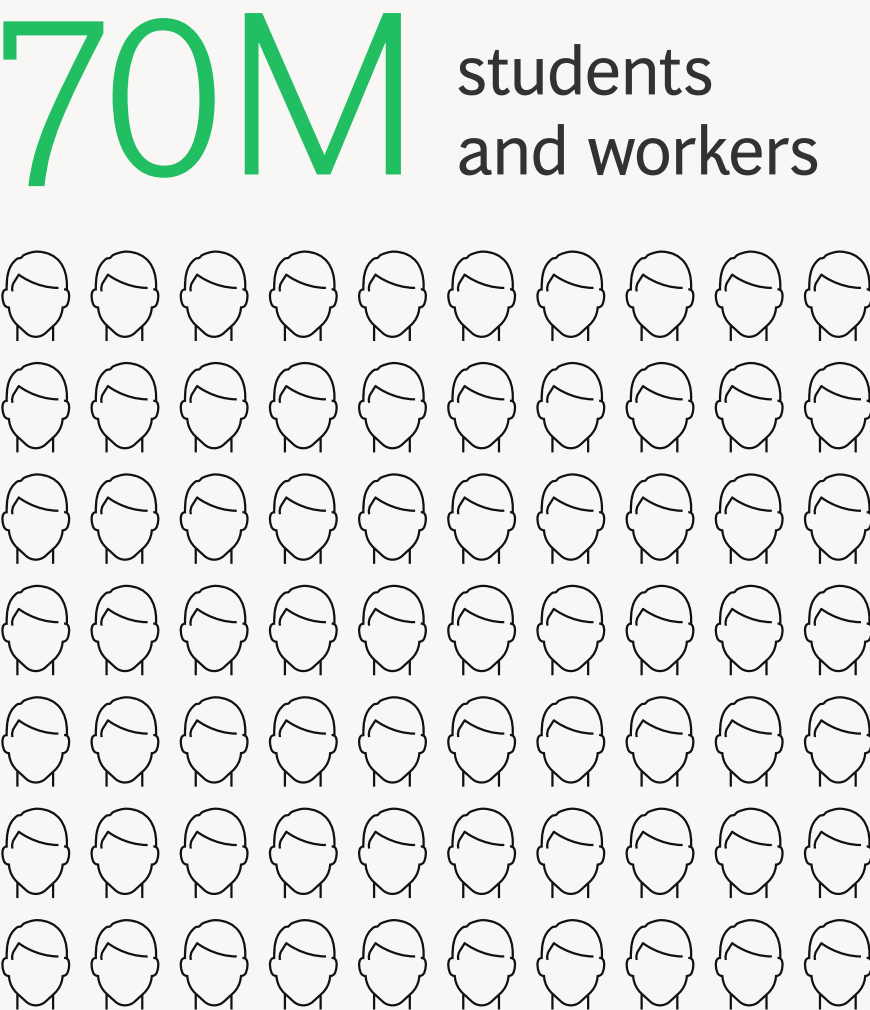
3,000+ societal impact cases delivered to clients, up 19% since 2023



400 million tCO<sub>2</sub>e of annual climate impact unlocked via client work by 2030



70 million people expected to benefit from education and skilling efforts by 2030



<sup>1</sup>400 million tCO<sub>2</sub>e of annual climate impact from 2024 alone. Although not directly comparable, 400 MtCO<sub>2</sub>e is roughly equivalent to the annual emissions of the UK. In 2023, net territorial greenhouse gas emissions in the UK were provisionally estimated at 384.2 MtCO<sub>2</sub>e (UK Department of Energy Security & Net Zero, 2024).

## UNLOCKING POTENTIAL FOR SOCIETY

# Impact in Action: Capitalizing on a New Technology with Sanko



### Partner's Challenge

Sanko, a leading Turkish industrial conglomerate, saw a market opportunity to be a first mover taking advantage of the rising demand for circular fashion. To commercialize this innovation, Sanko needed to determine the right business model, an optimal go-to-market plan, and an effective operating model.

BCG worked with Sanko to craft a winning strategy to scale circularity in the textile industry by commercializing high-performance, traceable, and more sustainable next-generation materials that capitalize on Sanko's proprietary technology and 120 years of textile know-how. We supported Sanko to establish a new fully functioning venture, RE&UP. Market entry and operational setup were key priorities, so BCG developed a dynamic financial model, facilitated feedstock commitments, and promoted engagement with the fashion industry. This led to multiple brand partnerships and high visibility at major industry events and awards, including COP28, COP29, and the Global Fashion Agenda.

### Potential Unlocked

- RE&UP now positioned as a global leader in textile-to-textile recycling, with a goal of processing 1 million metric tons of textile waste by 2030—one of the largest initiatives of its kind
- Annual water savings of over 1 billion cubic meters, exceeding the combined annual water consumption of US and European data centers
- CO<sub>2</sub> emissions avoidance exceeding 500,000 tons per year at full scale by replacing virgin cotton and polyester with recycled materials

**READ THE FULL STORY →**

# Impact in Action: Transforming Learning Outcomes in India



## Partner's Challenge

Despite high student enrollment, the School Education Department in Rajasthan faced a learning crisis. In 2022—in a postpandemic trend reflected nationwide—literacy and math skills, especially among primary grade students, dropped significantly. As a result, many children were falling as much as two grades behind.

To overturn the situation, the Education Department adopted an ambitious, AI-based solution focused on grades 3 through 8 to improve teacher effectiveness. BCG, along with the Michael and Susan Dell Foundation in India, supported the process with a focus on shifting from traditional rote learning to a competency-based learning system.

## Potential Unlocked

The solution was deployed via the “Shikshak app”—a job aid that enabled teachers to meaningfully support their students. The overall result was a reduction in manual effort, fostering a system that allowed teachers to focus on specific competencies and on the students who needed extra support.

- More than 400,000 students have moved out of learning poverty (as they are no longer two grades behind).
- Overall, there has been an 18% reduction in students lagging two or more grades behind.
- It now takes a teacher 30 to 40 seconds per child to digitize student assessments, versus 5 to 6 minutes before.

[READ THE FULL STORY →](#)

UNLOCKING POTENTIAL FOR SOCIETY

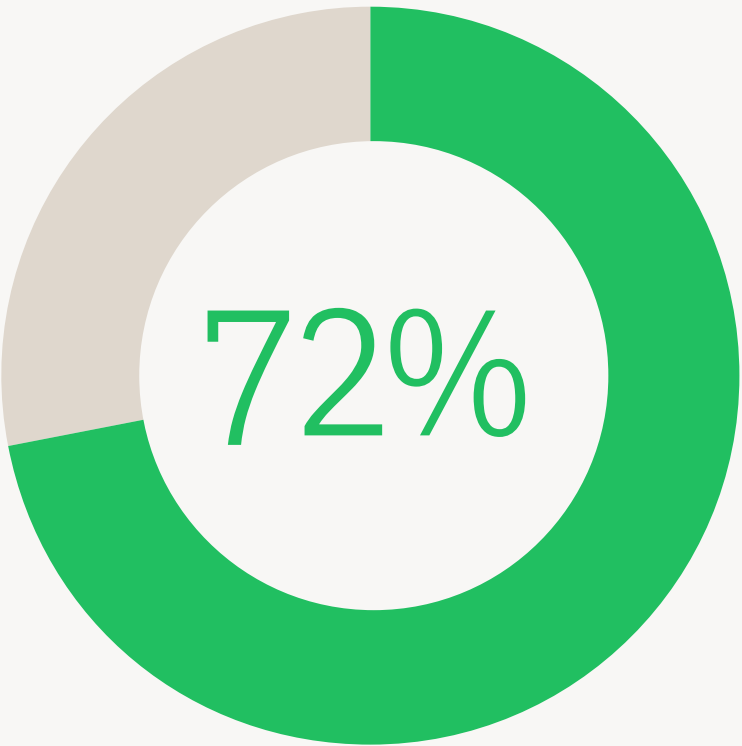
We create our greatest value by working together with clients and partners to tackle shared sustainability challenges

Clients

In 2024, we worked with over 1,200 clients on at least one societal impact case. That’s up 13% since last year.



72% of our largest clients were involved in at least one societal impact case



Partners

In 2024, we worked with dozens of partners worldwide.





# Leading with Integrity

in Our Own Operations

LEADING WITH INTEGRITY

# Managing Our Environmental Impact

We remain steadfast in our commitment to reducing our own impact on climate, using the same best practices we bring to our clients and partners

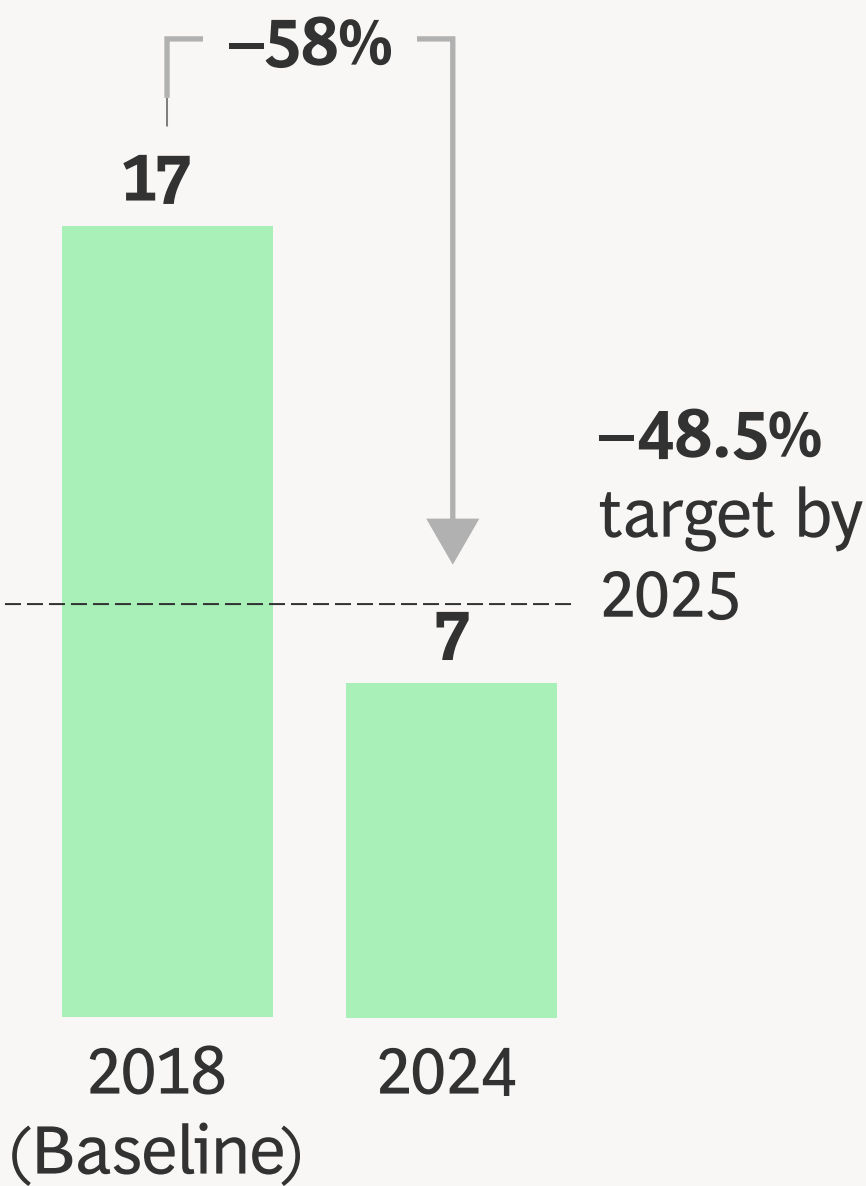
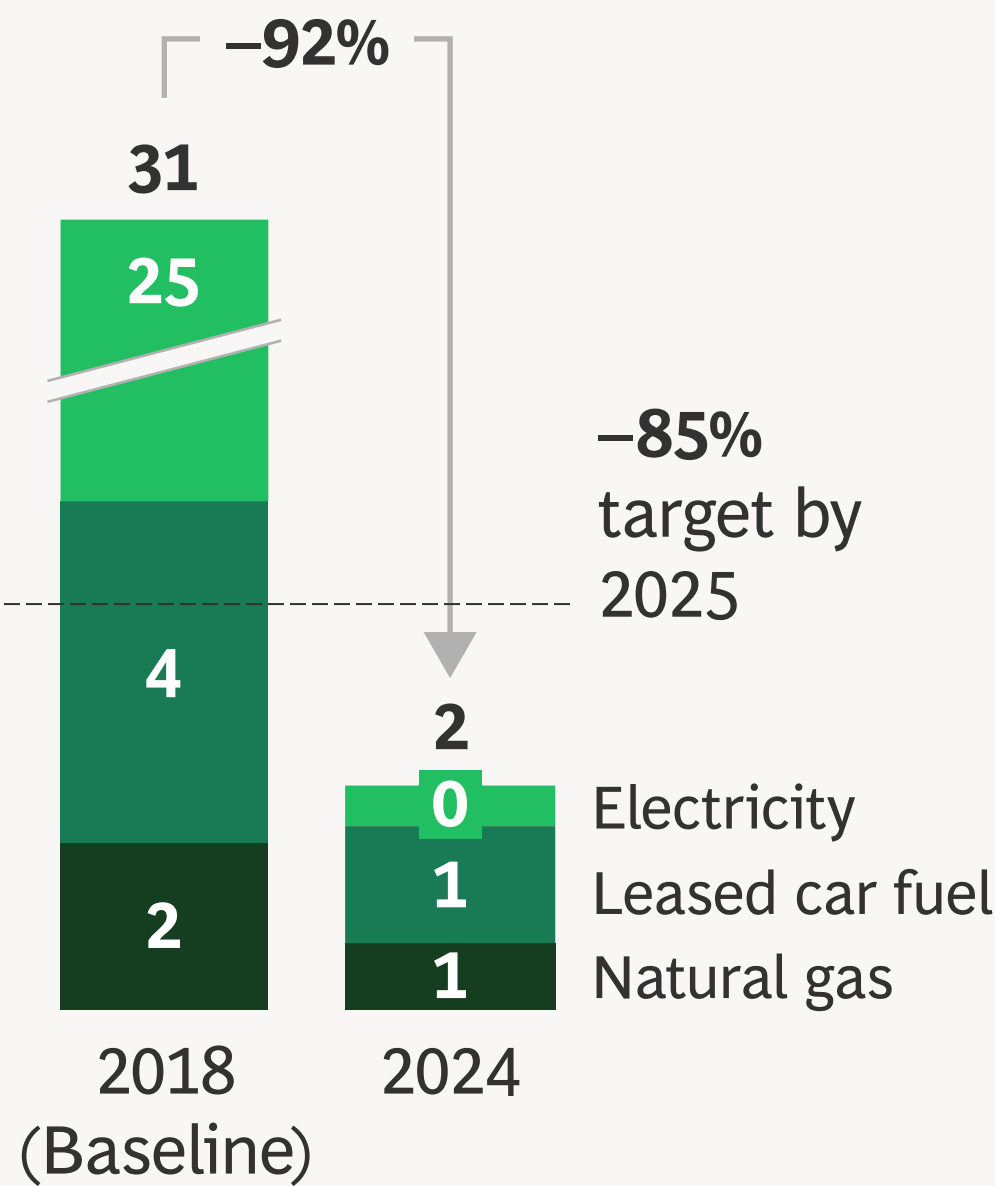
92% reduction in Scope 1 and Scope 2 emissions

*Exceeding SBTi target (85%)*

58% reduction in business travel emissions per FTE

*Exceeding SBTi target (48.5%)*

Top 10 global buyer of durable carbon removal credits<sup>1</sup>



195Kt+

Purchased to neutralize hard-to-reduce emissions and support climate tech

## Accolades



Targets validated by the Science-Based Targets initiative (SBTi)



EcoVadis Platinum (top 1% of companies) for the second consecutive year



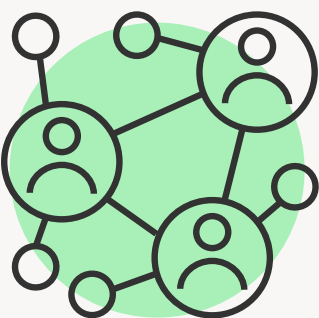
CDP Climate Leadership status since 2020

<sup>1</sup>CDR.fyi (December 12, 2024). Accurate as of February 20, 2025.

LEADING WITH INTEGRITY

# Empowering Our People

**BCG is committed to creating an exceptional employee experience that enables individuals to thrive, grow, and make an impact**



33K

Our global head count grew to 33,000 in 2024



60+

A leading employer in 60+ award categories



100%

Of employees have access to well-being, career growth, family leave, and learning support

## Accolades



One of Universum Global's most attractive employers



Rated as one of the world's best places for women to work



Since 2019, ranked among the top three consulting firms to work for



A perfect score on the Disability Equality Index



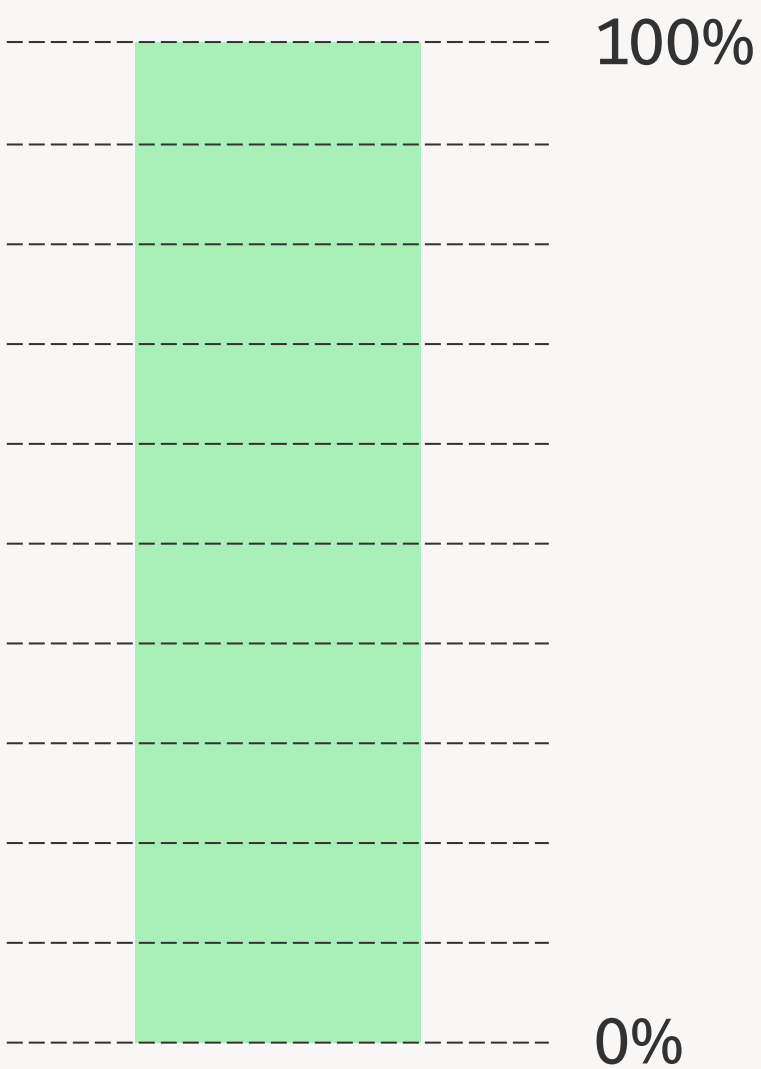
Highly ranked on Glassdoor's Best Places to Work list for 2024

LEADING WITH INTEGRITY

Promoting Responsible Business

Integrity, respect, and accountability are foundational to our operations

100% of our teams completed business ethics training



100% of GenAI projects reviewed and all high-risk cases given guardrails

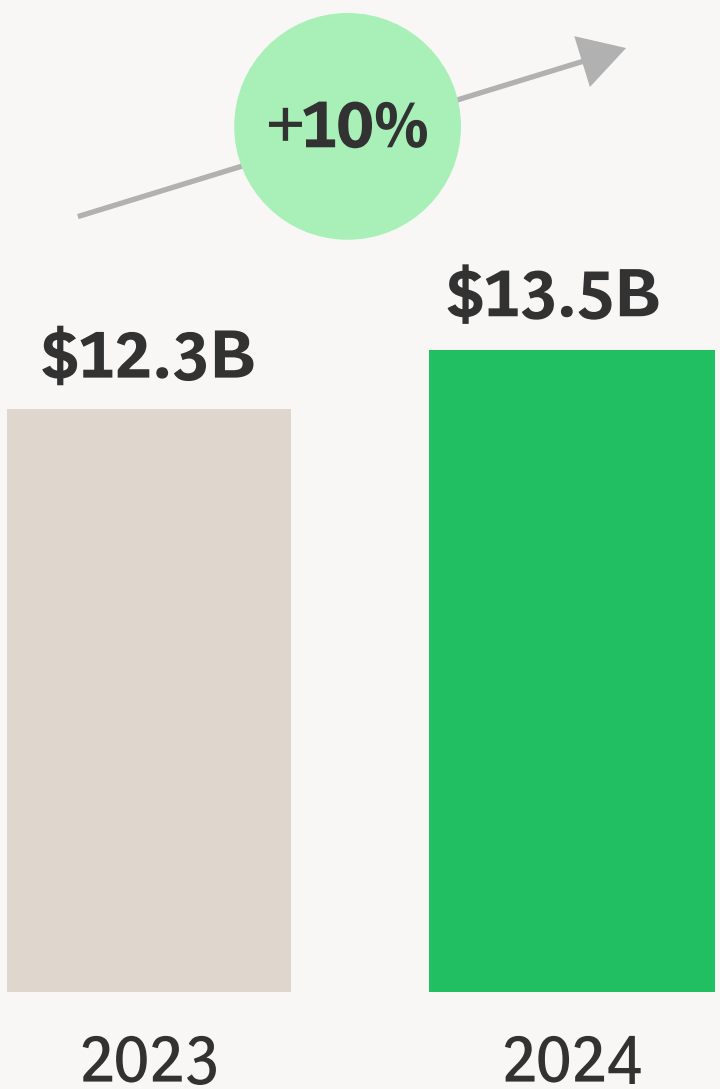
100%

All GenAI projects reviewed by the Responsible AI team

100%

All high-risk cases given guardrails

\$13.5 billion in revenue, reflecting the value we unlock for our clients



Accolades



Best company for career growth, leadership, and more



A perfect score on the Human Rights Campaign's Corporate Equality Index for 17 consecutive years



One of Time World's Best Companies and Best Companies for Future Leaders



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