

Deloitte.



BUILDING BETTER FUTURES

2022 Deloitte Greece Impact Report





WELCOME TO THE 2022 IMPACT REPORT FOR DELOITTE GREECE

Dear all,

I am proud to present to you our company's Impact Report for 2022 that reflects the progress we have made in our journey towards becoming a responsible and sustainable business.

This stands as a token of our continuous efforts to help build better futures for all, from reducing our carbon footprint to promoting diversity, inclusion and sustainability and of the positive impact we have had on our environment, communities, and stakeholders.

I would like to thank all Deloitte people, who now amount to more than 2,500, for their extraordinary work. This work is their own.

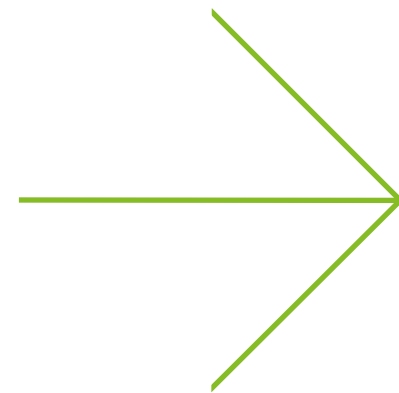
We remain committed to creating positive impact and we look forward to continuing our journey with all of you.

In this report, you'll find some of our best stories that make a difference every day.

Dimitris Koutsopoulos

CEO

Deloitte Greece



DELOITTE'S EFFORTS TOWARDS SOCIETAL CHANGE AND ENVIRONMENTAL SUSTAINABILITY

Guided by our Purpose to make an impact that matters for our clients, our people and our communities, at Deloitte, we are committed to driving societal change and promoting environmental sustainability. This past year our Corporate Responsibility and Sustainability efforts along with our people's valuable engagement focused on supporting vulnerable groups, responding to emergencies, promoting sustainability. **Deloitte Greece Foundation**, a non-profit organization established by the partners of Deloitte Greece in 2019, supports initiatives that promote education, culture and environmental sustainability and assists in national emergencies.

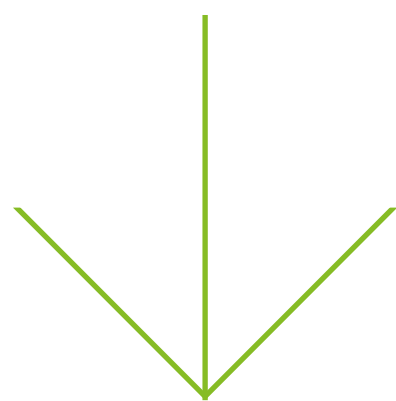
We are proud to present a snapshot of our work in Corporate Responsibility and Sustainability during 2022.

We, at **Deloitte**, are led by a purpose: to constantly be on the leading edge of change, to make an impact that matters. Through our initiatives, we are bringing our purpose to life, by giving back to the communities in Greece.



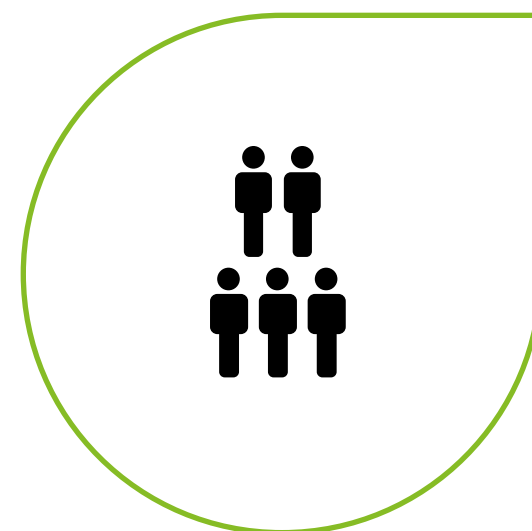
PEOPLE





As a diverse and inclusive organization, we can better serve all of our stakeholders. A good balance of academic background, experience, gender, ethnicity as well as personality enables us to achieve more together.

It improves decision-making, makes us more innovative, enhances employee engagement, provides our clients with a wider range of skills, and further boosts our contribution to the **communities** that we work and live in.



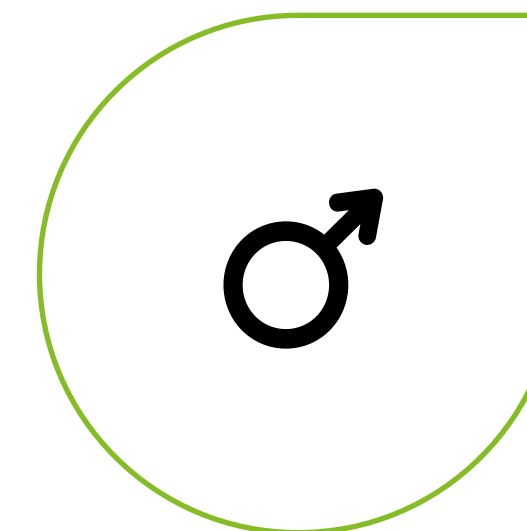
>2,500
Headcount



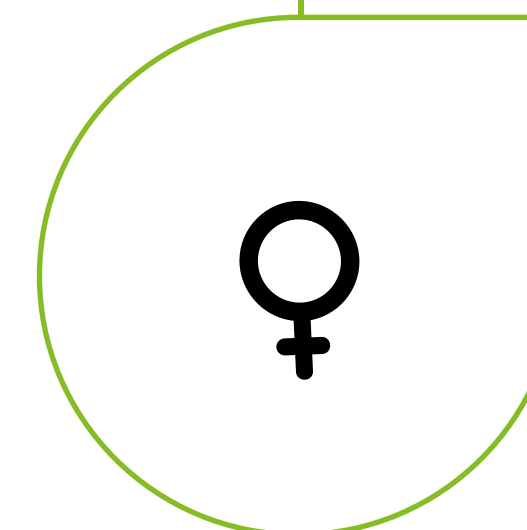
531
Promotions



47,081
Training hours



56%
Male



44%
Female



77
People trained
at Deloitte
University

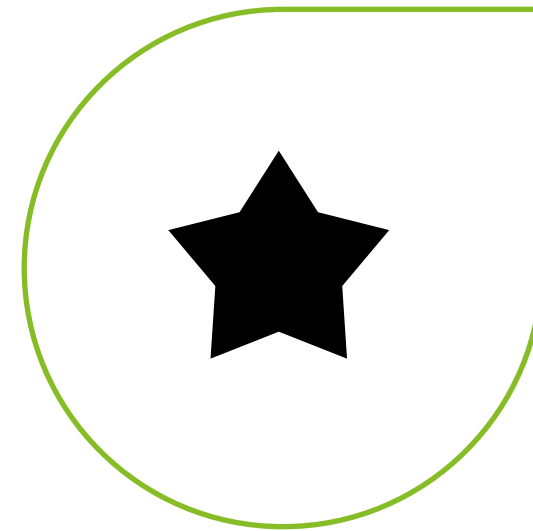


The **Corporate Responsibility & Sustainability Team** and **Deloitte Greece Foundation** are dedicated to providing support to people in need and local communities through donations and various initiatives.



€158,853

Donated to charities



1,396

Futures impacted



27

Partnerships

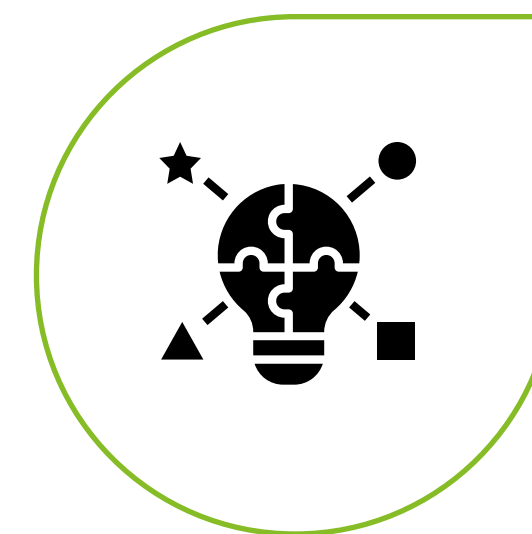
Deloitte's pro bono and skills-based volunteering programs are key components of our commitment to help achieve lasting social impact for the greater good.

Our people have invested a significant amount of their time to a variety of projects supporting the society, allocated as follows:



1,006 hours

Pro bono:
Professional service engagements performed at no cost



1,040 hours

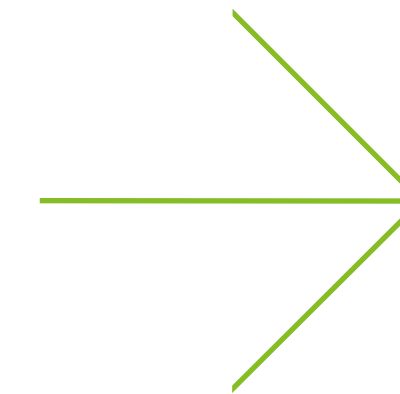
Skills - based and traditional volunteerism



Deloitte Greece Foundation supported the **Experience Science – Equipment for science labs in schools** program which is powered by **Bodossaki Foundation**.

Our donation of the essential laboratory equipment for natural science courses, specifically biology, physics, and chemistry, has benefited high schools in Athens, Thessaloniki, Heraklion, and Patras. In summary, our contribution led to:

- ✔ Impacting more than **1,000** high-school students every year
- ✔ Creating equal learning opportunities for all and facilitating the access to scientific knowledge
- ✔ Promoting experiential learning and cultivating scientific thinking
- ✔ Enhancing students' familiarity with natural sciences
- ✔ Enriching the learning process and making it more interactive
- ✔ Supporting underprivileged districts







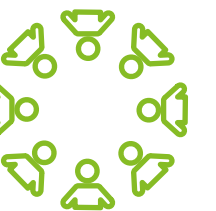
Deloitte's **WorldClass** ambition is to give access to education to 100 million people by 2030 through programs and partnerships with leading educational organizations around the world. Deloitte invests our people's time, provides volunteers, and donates to support millions of students, teachers, and education leaders worldwide.



Our Corporate Responsibility and Sustainability program **Impact Week** showcases initiatives organized by third-party organizations or individuals to inspire our people to think about how they can make an impact that matters in the community and combine that with the power of Deloitte.

Deloitte Greece's 2022 **Impact Week** focused on **WorldClass** highlighting the importance of equal access to education. Throughout **Impact Week**, four organizations showcased how their initiatives are contributing to positive change.

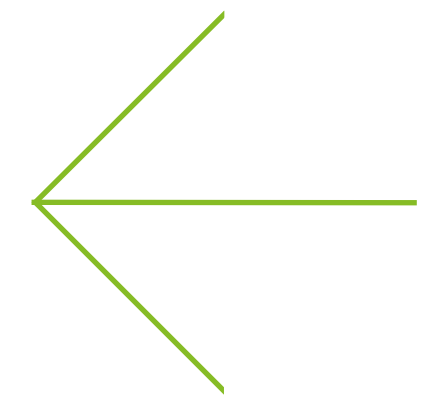
-  **Special Detention Center for Young People of Avlonas:** presentation of the difficulties and challenges related to the teaching and learning process at the schools.
-  **Bodossaki Foundation:** presentation of trends in education to tackle urgent global challenges and Social Dynamo, a Bodossaki initiative for lifelong learning for active citizens.
-  **Margarita:** presentation of the necessity of an inclusive education - good practices in the education of young people with disabilities.
-  **Georgios & Aikaterini Xatzikonsta Foundation:** presentation of the foundation's activities focusing on the support of unprivileged children





Deloitte Greece is the official supporter of the **Hellenic Paralympic Committee.**

- ✓ Deloitte Greece Foundation supported the participation of athlete Anastasia Pyrgiotis in the **Paralympic Games of Tokyo 2021**, where she won the bronze medal in the team sport of Boccia.
- ✓ Deloitte supported the **CGS Kids Triathlon**, the largest triathlon event for children in Greece, with the participation of **300** children, for the purpose of the **Mazi Gia To Paidi** Association.

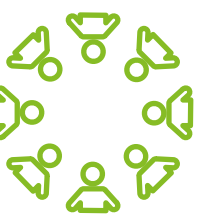


- ✔ Through **Deloitte Greece Foundation's** donation and our people's contribution to Wise Greece's Hope Boxes program, we offered food supplies to people in need in:

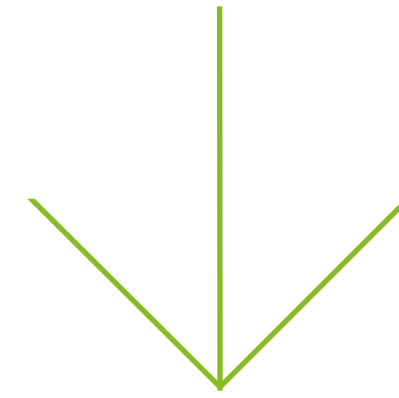
 - **Etairia Prostasias Anilikon Peiraia** of Athens
 - **Melissa Orphanage** of Thessaloniki
 - **Kivotos Agapis** of Patras
- ✔ In response to the humanitarian impact of the Russian invasion affecting Ukrainian citizens, we collected long-life **food, medicines, and hygiene products** which we sent to **Doctors of the World**.
- ✔ Additionally, we offered supermarket vouchers to **SOS Villages** in Athens, to **Elliniko Chorio Filiro** in Thessaloniki, **Floga** in Patras and to the **Child Protection Department** in Crete, providing necessities to children and families.

Following the massive disasters caused by the wildfires, **Deloitte Greece Foundation** donated a light fire truck to The Hellenic Fire Service.

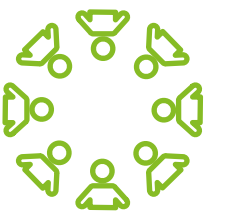
The Foundation also donated, together with **Maxima Insurance**, a light fire truck to the **Association of Civil Protection Volunteers of Agios Stefanos**, Attica.



Through funds from **Deloitte Greece Foundation** and the kind donations of our people, we supported Voula **Recovery and Rehabilitation Program for Children with Disabilities** by offering a wheelchair and necessary equipment.



- ✔ Our Financial Advisory Team offered vouchers from a clothing retail company to the children of **Lirio Foundation**.
- ✔ Deloitte Greece covered the cost for a complete ophthalmological examination, dyslexia and reading fluency assessment of all primary school students of Astypalaia as well as the travel expenses of Advanced Ophthalmic Technologies Ltd. team.



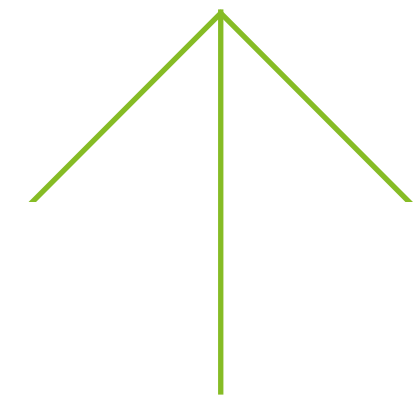
SUSTAINABILITY



Doing our part to help the world achieve the goals of the Paris Agreement, Deloitte has launched **WorldClimate**, our strategy to drive responsible climate choices within our organization and beyond.

The **WorldClimate** strategy consists of 4 pillars:

- ① Commitment to science-based net-zero with 2030 goals
- ② Operate green
- ③ Empower individuals
- ④ Engage ecosystems



In the context of achieving net-zero greenhouse gas emissions, the global network has set the following goals by 2030, ahead of the 2050 timeframe set by the **Paris Agreement**:

- ① To reduce our business travel emissions 50% per FTE by FY2030 from FY2019 levels.
- ② To source 100% renewable energy for our buildings by FY2030.
- ③ To convert 100% of our fleet to hybrid and electric vehicles by FY2030.
- ④ To engage with our major suppliers with the goal of having two thirds of them (by emissions) adopt science-based targets.
- ⑤ To invest in meaningful market solutions for emissions we cannot eliminate.

Deloitte Greece is aligned with the **WorldClimate** strategy and has already attained the following goals:

- We have achieved an increase of the number of plug-In hybrid cars to **41** in FY2022 in comparison to 9 in FY2021.
- Efforts are being made to change the electricity provider, so that the energy will exclusively come from renewable energy sources.

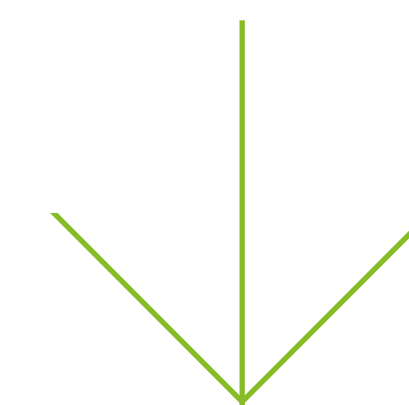




Deloitte Athens office employees in collaboration with the Environmental Alliance We4All planted 500 trees in the Park of Kantza, aiming to protect the environment and contribute to combating the greenhouse effects. Deloitte also sponsored the planting of 600 more trees in various regions in Greece.

In Athens, during **World Environment Day**, we collaborated with the NGO **We4All**, and organized a beach clean-up in Marathon beach.

In Thessaloniki, we collaborated with the environmental organization **Save your Hood** and cleaned a large parking area behind the Concert Hall and a city's beach.

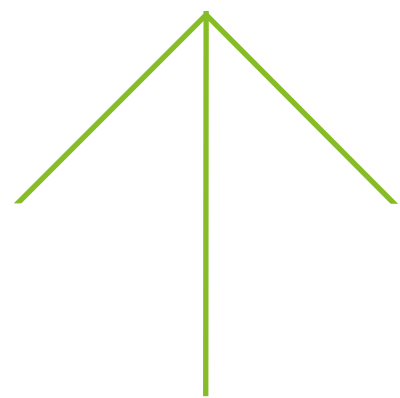


Additionally, in partnership with Enaleia:

- ✓ Our people in Thessaloniki organized a beach clean-up in Touzla in Thessaloniki.
- ✓ Marine plastic and old fishing equipment were collected in the Thermaic region, with the help of a fishing boat.
- ✓ **960** kg of plastic waste (approx. **97,000** plastic bottles of 0,5 L) were collected as a result of the above initiatives.

On the occasion of the World Bee Day, and in collaboration with We4All, we organized a webinar for our people to learn more about the threats the bees are facing, the impact of their possible extinction on the planet and on humankind as well as the measures we can take to help them. In this context, we offered to our people a selection of **700** plants to take back home.

As another way to reduce our environmental footprint, we replaced all single use plastics with **eco-friendly** alternatives and we offer bamboo cups and aluminum bottles to our new colleagues. We also use **recycled** paper in our printers.



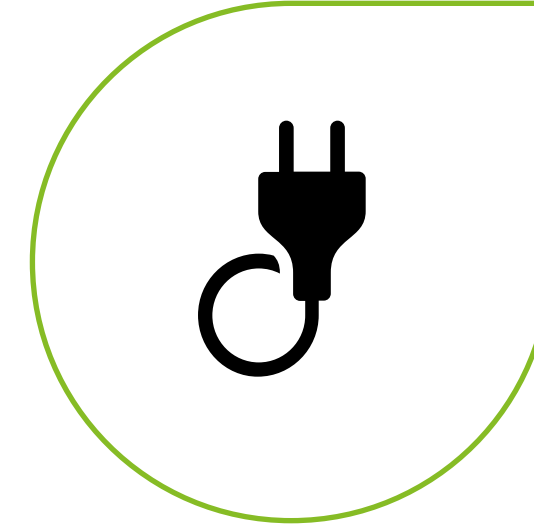
Emissions Reduction – In FY2022, Deloitte Greece electricity (location-based) emissions totaled 573 tCO₂e. Following the purchase of Renewable Energy Certificates (RECs), these emissions were completely eliminated achieving 0 tCO₂e of electricity emissions for FY2022.

Our business travel emissions totaled 159 tCO₂e.

Emissions from purchased goods and services totaled 4,750 tCO₂e, leading to a Gross total emissions of: 5,828 tCO₂e in FY2022.

Carbon Offsets – Recognizing that the need to reduce emissions is paramount, Deloitte Greece has chosen to compensate for unabated emissions through certified carbon offsets.

Limited assurance was provided by BDO LLP at a consolidated Deloitte NSE level over all reported carbon metrics. This included consideration of the underlying country data in Belgium, Denmark, Finland, Greece, Iceland, Ireland, Italy, Malta, Middle East, Netherlands, Norway, Sweden, Switzerland and the UK plus Jersey, Guernsey, Isle of Man and Gibraltar.



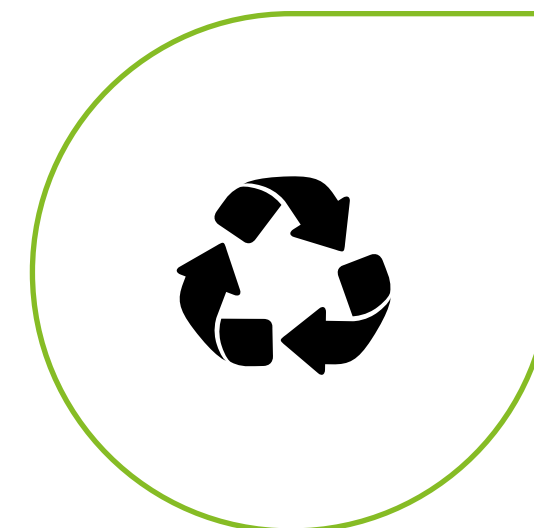
573 tCO₂e

Deloitte Greece electricity (location-based) emissions



159 tCO₂e

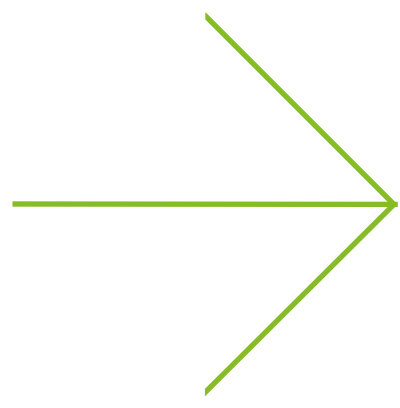
Our business travel emissions



4,750 tCO₂e

Emissions from purchased goods and services



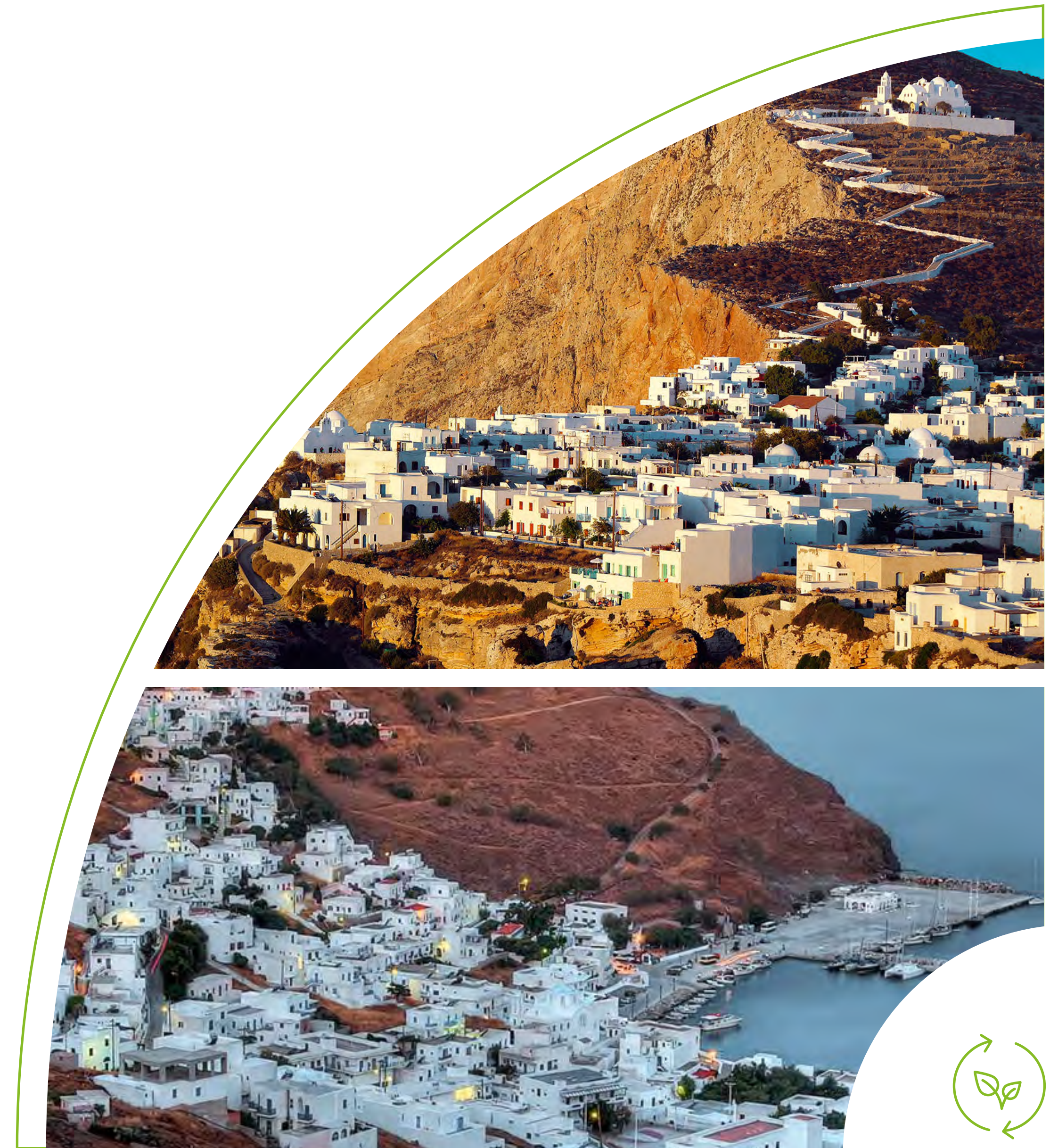


Deloitte Greece partnered with **Axion Hellas** in 2019 to support society and particularly vulnerable groups residing in remote and hard-to-reach areas of the **Greek islands** and the mainland.

As part of this partnership, Deloitte completed a pro-bono strategic development plan called **Astypalaia 4.0** in collaboration with the Municipality of Astypalaia. The plan aims to create a strategic framework for sustainable growth and development that will help to transform the island into a destination that is economically, socially, and environmentally sustainable for both residents and tourists.

Last June, Deloitte began another pro-bono project aiming at revitalizing the traditional village of Chorio in Halki island, with the goal of accommodating digital nomads. By creating a strategic plan, Deloitte is supporting the growth of the village's population and ultimately Halki's, while also measuring the socioeconomic impact of these efforts. The vision is to transform the island into an attractive destination for both residents and tourists alike.

Additionally, the Deloitte team actively participates in Axion Hellas' missions. In the island of Ithaki we donated laptops to local schools and in the islands of Folegandros, Symi, Astypalaia, Halki, Kimolos and the region of Almopia we organized seminars, presentations and talks around business consulting and strategic development aiming to contribute to the improvement of the cultural, professional, social and living standards.





This document has been prepared by Deloitte Business Solutions Societe Anonyme of Business Consultants, Deloitte Certified Public Accountants Societe Anonyme and Deloitte Alexander Competence Center Single Member Societe Anonyme of Business Consultants.

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