

**GREENHOUSE GAS EMISSIONS STATEMENT - Deloitte Norway**

This Greenhouse gas (GHG) emissions statement has been calculated using an operational control consolidation approach as described in the GHG Protocol. The full methodology is outlined in the Basis of Reporting. In summary:

- Scope 1 refers to direct emissions from gas usage; and our owned vehicles powered by internal combustion engines
- Scope 2 refers to indirect emissions from the generation of our purchased electricity; district heating & cooling; and owned electric vehicles
- Scope 3 includes our emissions from business travel; employee commuting and homeworking; and our purchased goods and services

This disclosure relates to Deloitte Norway. For data on our North & South Europe member firm, see the Deloitte NSE GHG Statement.

Assessment Parameters	
Baseline year	FY19
Consolidation approach	Operational control
Boundary summary	All entities and all facilities either owned or under the operational control of Deloitte NSE, the member firm covering Belgium, Denmark, Finland, Greece, Iceland,
Consistency with the financial statements	The only variation to our financial statements is that all properties under operating leases in Deloitte Norway are included in our Scope 1 and 2 data. Upstream and downstream emissions outside of our operational control are included in our Scope 3 data
Emission factor data source	IEA 2023 (for Electricity/Location factors); AIB, European Residual Mixes 2023 (for Electricity/Market factors); Carbon Disclosure Project 2023 (for PG&S factors); and UK Government - BEIS 2023 for all remaining emissions factors
Assessment methodology	Greenhouse Gas Protocol, a Corporate Accounting and Reporting Standard (revised edition, 2004); and Corporate Value Chain (Scope 3) Standard
Materiality threshold	A materiality threshold was set at a consolidated Deloitte NSE level at 5% for Scopes 1, 2, and 3
Independent assurance/verification	Limited assurance was provided by BDO LLP at a consolidated NSE level over all reported carbon metrics. This included consideration of the underlying country
Intensity ratio	Emissions per Full Time Equivalent (FTE)
Targets (FY19 to FY30)	70% absolute reduction in Scopes 1&2 emissions 50% per FTE reduction in Scope 3 business travel GHG emissions 100% of the vehicles in our Scope 1 & 2 owned fleet will be electric or plug-in hybrid 100% of the electricity used across our operations will be matched with electricity produced from renewable sources <sup>1</sup> (By FY25) 67% of our global suppliers of goods, services and business travel by emissions, will have set science-based targets

Greenhouse Gas Emissions	FY19 (Baseline Year)		FY23		FY24		% change against baseline	
	(tCO <sub>2</sub> e)	(tCO <sub>2</sub> e / FTE)	(tCO <sub>2</sub> e)	(tCO <sub>2</sub> e / FTE)	(tCO <sub>2</sub> e)	(tCO <sub>2</sub> e / FTE)	(tCO <sub>2</sub> e)	(tCO <sub>2</sub> e / FTE)
<b>Scope 1</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>		
Fuel combustion	0		0		0			
Vehicle fleet (ICE)	0		0		0			
<b>Scope 2</b>	<b>1,100</b>	<b>0.84</b>	<b>376</b>	<b>0.229</b>	<b>403</b>	<b>0.23</b>	<b>-63%</b>	<b>-73%</b>
Electricity (market-based) <sup>2</sup>	772		0		0			
Electricity (location-based)	24		20		17			
District heating and cooling	328		376		403			
Vehicle fleet (Electric; market-based)	0		0		0			
<b>Total Gross "Operational" Emissions</b>	<b>1,100</b>	<b>0.84</b>	<b>376</b>	<b>0.23</b>	<b>403</b>	<b>0.23</b>	<b>-63%</b>	<b>-73%</b>
<b>Scope 3</b>	<b>4,741</b>	<b>3.64</b>	<b>6,070</b>	<b>3.70</b>	<b>4,374</b>	<b>2.51</b>	<b>-8%</b>	<b>-31%</b>
<b>Upstream scope 3 emissions</b>								
Purchased goods and services <sup>3</sup>	2,837		4,467		2,826			
Capital goods	Included in PG&S		Included in PG&S		Included in PG&S			
Fuel- and energy- related activities	Not material		Not material		Not material			
Upstream transport and distribution	Included in PG&S		Included in PG&S		Included in PG&S			
Waste generated in operations	Not material		Not material		Not material			
Business travel (excl. radiative forcing)	1,243	0.95	927	0.57	981	0.56	-21%	-41%
Business travel (incl. radiative forcing)	1,847		1,443		1,390			
Employee commuting and homeworking <sup>4</sup>	662		676		567			
Upstream leased assets	Included in PG&S		Included in PG&S		Included in PG&S			
<b>Downstream scope 3 emissions</b>								
Downstream transport and distribution	Not applicable		Not applicable		Not applicable			
Processing of sold products	Not applicable		Not applicable		Not applicable			
Use of sold products	Not applicable		Not applicable		Not applicable			
End-of-life treatment of sold products	Not applicable		Not applicable		Not applicable			
Downstream leased assets	Not material		Not material		Not material			
Franchises	Not applicable		Not applicable		Not applicable			
Investments	Not applicable		Not applicable		Not applicable			
Biogenic emissions	-		-		-			
<b>Total Gross "Operational &amp; Travel" Emissions</b>	<b>2,343</b>	<b>1.80</b>	<b>1,303</b>	<b>0.79</b>	<b>1,384</b>	<b>0.79</b>	<b>-41%</b>	<b>-56%</b>
<b>Total Gross Emissions</b>	<b>5,841</b>	<b>4.48</b>	<b>6,445</b>	<b>3.93</b>	<b>4,777</b>	<b>2.74</b>	<b>-18%</b>	<b>-39%</b>
Exported renewable electricity	-		-		-			
Certified Emission Reductions (CERS) <sup>5</sup>	1,159		1,979		2,389			

Other Metrics	FY19 (Baseline Year)		FY23		FY24		% change against baseline	
	(Metric)	(Benchmark)	(Metric)	(Metric / FTE)	(Metric)	(Metric / FTE)	(Metric)	(Benchmark)
Full-Time Equivalents (FTE) <sup>6</sup>	1,304		1,639		1,744			
Floor Area (m <sup>2</sup> )	28,082		27,935		27,352			
<b>Fuel Consumption (kWh)</b>	<b>474,287</b>	<b>364 kWh/FTE</b>	<b>363,993</b>	<b>222 kWh/FTE</b>	<b>374,639</b>	<b>215 kWh/FTE</b>	<b>-21%</b>	<b>-41%</b>
Owned Vehicles, Internal Combustion Engine	0		0		0			
Owned Vehicles, Electric	0		28,558		17,869			
% electric/ plug-in hybrid vehicles in fleet	0%		100%		100%			
Reimbursed Mileage & Car Rentals	474,287		335,435		356,770			
<b>Utilities Consumption (kWh)</b>	<b>5,282,606</b>	<b>188 kWh/m2</b>	<b>5,888,728</b>	<b>211 kWh/m2</b>	<b>5,783,230</b>	<b>211 kWh/m2</b>	<b>9%</b>	<b>12%</b>
Gas	0		0		0			
Electricity from buildings	2,993,119		3,016,951		2,787,304			
Electricity from Renewables	0		3,016,951		2,787,304			
% electricity from renewables	0%		100%		100%			
District Cooling	564,824		696,995		777,559			
District Heating	1,724,663		2,174,782		2,218,367			
<b>Total Energy Consumption (kWh)</b>	<b>5,756,893</b>	<b>4,415 kWh/FTE</b>	<b>6,252,721</b>	<b>3,815 kWh/FTE</b>	<b>6,157,869</b>	<b>3,531 kWh/FTE</b>	<b>7%</b>	<b>-20%</b>
<b>Water Usage (m<sup>3</sup>)</b>	<b>7,253</b>	<b>5.6 m3/FTE</b>	<b>10,314</b>	<b>6.3 m3/FTE</b>	<b>9,127</b>	<b>5.2 m3/FTE</b>	<b>26%</b>	<b>-6%</b>
<b>Waste Production (tonnes)</b>	<b>127</b>	<b>0.097 t/FTE</b>	<b>89</b>	<b>0.055 t/FTE</b>	<b>117</b>	<b>0.067 t/FTE</b>	<b>-7%</b>	<b>-31%</b>
Recycled (%)	48%		89%		74%			
Diverted from Landfill (%)	100%		100%		100%			
% of global suppliers (by emissions) with Science-Based Targets <sup>7</sup>	-		20%		30%			

Supplementary table 1: comparison of emissions totals by contingent labour methodology by year	metric tonnes CO2e		
As discussed in the Deloitte NSE FY24 Basis of Reporting, the methodology for calculating purchased goods and services (PG&S) emissions was revised in FY24 to utilize activity-based calculations for emissions resulting from the use of contingent labour. The revision results in emissions that were previously accounted for in PG&S being included in business travel and commuting & homeworking; other relevant emissions sources for contingent labour (use of office space and technology) are already included in Deloitte's existing GHG inventory in Scopes 1 and 2, and Scope 3 PG&S respectively and thus are not separately calculated.			
As this methodology change is possible due to improvements in data granularity, it cannot be applied retrospectively and thus emissions amounts in the main GHG emissions inventory above have not been restated for FY23 and prior years. This limitation impacts the year-over-year comparability of reported emissions, so the comparative metrics have been included below to approximate the impact to each relevant category of scope 3 emissions resulting from the change in methodology. FY23 and prior values presented using the revised methodology have been approximated using intensity measures from FY24 data. The approximated amounts below are included solely for the purpose of reflecting the impact of the methodology update and are not meant for inclusion in the main GHG inventory for the reasons stated above.			
<b>Scope 3, Category 1 - Purchased goods and services</b>	<b>FY19</b>	<b>FY23</b>	<b>FY24</b>
Emissions using FY2024 methodology	2,284	2,795	2,826
Emissions using prior methodology	2,837	4,467	4,375
<b>Scope 3, Category 6 - business travel</b>			
Emissions using FY2024 methodology	1,255	936	981
Emissions using prior methodology	1,243	927	972
<b>Scope 3, Category 7 - commuting and homeworking</b>			
Emissions using FY2024 methodology	662	676	567

Supplementary table 2: Business travel and employee commuting by source	Metric tonnes CO2e		
Due to the revised methodology for calculating emissions from contingent labour, the emissions presented in the GHG inventory for business travel and commuting & homeworking, include emissions from both Deloitte people and those related to contingent labour from FY24 onward. The detail below is the breakdown of reported business travel and commuting emissions between Deloitte people and contingent labour, and provides comparative information relative to prior-reported amounts that considered Deloitte people only.			
<b>Scope 3 Category 6 - business travel</b>	<b>FY19</b>	<b>FY23</b>	<b>FY24</b>
Emissions from Deloitte people	1,243	927	972
Emissions from Deloitte contingent labour	n/a <sup>8</sup>	n/a <sup>8</sup>	9
<b>Scope 3 Category 7 - employee commuting and homeworking</b>			
Emissions from Deloitte people	662	676	540
Emissions from Deloitte contingent labour	n/a <sup>8</sup>	n/a <sup>8</sup>	27

1 Where possible, Deloitte firms procure and claim renewable energy in accordance with the Climate Group's RE100 Technical Criteria and Global Reporting Initiative (GRI) topic standard GRI 302: Energy 2016. In certain markets where procuring renewable electricity is challenging or is not possible, Deloitte firms may procure renewable electricity from a neighbouring country. This allows Deloitte to demonstrate commitment to our renewable electricity target and signal market demand. As this approach meets only one out of three market boundary conditions included in the RE100 Technical Criteria, there may be variances between renewable electricity amounts reported here and within Deloitte's RE100 reports. Deloitte anticipates increasing the alignment with RE100 Technical Criteria over time as market availability of renewable energy increases.

2 In accordance with the Global Reporting Initiative (GRI) disclosure 305-2, Deloitte publishes purchased electricity emissions using both a location- and market-based methodology. The location-based method involves using an average national, regional or subnational emission factor that relates to the local grid from which electricity is drawn, whereas the market-based method involves deriving emissions factors from contractual instruments, allowing for a zero emission factor to be applied to portions of electricity consumption that is matched to a renewable energy source, resulting in lower emissions compared to the location-based method. Deloitte's near-term science-based targets use a market-based methodology for purchased electricity, hence this figure is the one used in the emissions inventory, whereas the location-based figure is shown below for comparative purposes.

Within NSE, all electricity has either been purchased on REGO-backed green tariffs, or covered by the purchase of Energy Attribute Certificates (EACs). Under the market-based method this means our electricity consumption is reported as zero-emissions.

<sup>3</sup> The PG&S methodology is based largely on procurement spend data for 6 geographies, accounting for 74% of PG&S emissions. 6% of PG&S emissions are based on actual supplier data (Scopes 1 & 2) submitted to CDP. The remainder of PG&S emissions are extrapolated. We apply a number of assumptions to the spend data, including how we allocate spend into procurement categories, how we treat our suppliers' reported Scope 3 emissions, the CDP sector emission factors we apply to each spend category, and the extrapolation factors.

In FY24, Deloitte revised the methodology for calculating contingent labour emissions that were previously included in purchased goods and services (PG&S) emissions to increase the precision of these calculations. Additionally, Deloitte enhanced spend-based PG&S calculations methodology to more precisely identify and exclude supplier spend items that are deemed non-emission generating (e.g., taxes, intercompany transactions, etc.). Refer to Supplementary table 1 for the comparison of emissions totals by methodology by year. Additional details on the methodology used to calculate PG&S emissions and further details on this restatement are provided in the Deloitte NSE FY24 Basis of Reporting.

Deloitte will continue to review its approach to Scope 3 reporting in the future, aiming to continually improve the accuracy of its disclosures. When these enhancements lead to a material change in a reported figure, Deloitte will explain the nature of the change, the reasoning for its appropriateness, and the variance compared to the previous methodology.

4 Actual activity data on commuting was sourced from survey for 6 geographies in FY24, however, a proportion of the commuting and working from home calculation still rests on assumptions and extrapolation. We will refine these assumptions and improve the methodology moving forwards as guidelines develop.

5 In line with SBTi guidance, in FY24 we are purchasing CERs ('carbon offsets) equivalent to 50% of our total gross emissions; we are additionally providing direct investment and skills-based support to projects that will drive the net zero transition outside of our value chain. We are therefore no longer reporting 'net emissions' that solely factor in carbon credit purchases.

6 For consistency across NSE, the Full-Time Equivalents (FTE) data used to normalise our environmental data is sourced from NSE internal management reporting. These FTE amounts vary slightly with those reported in statutory financial statements depending on country-specific reporting requirements.

7 Our supply chain target is tracked at a global level as that is where our core Procurement function sits. All global Deloitte member firms contribute to proMALSs against this target. An additional 4% of our suppliers globally have committed to set SBTs. NOTE: This metric has not been externally assured.

8 Performance tracking for this indicator is reported for the most recent year(s) only.