

Deloitte Denmark: Environment and Energy Policy Statement

It is the policy of Deloitte to tackle the significant environmental and energy impacts of our operations and value chain, to address climate-related risks and opportunities and protect the environment.

We commit to:

- Take action in pursuit of our science-based target to reach net-zero greenhouse gas (GHG) emissions across our value chain by 2040.
- Work with our suppliers to reduce GHG emissions and tackle other environmental impacts in our supply chain.
- Reduce the GHG emissions associated with our business travel, fleet, homeworking, and commuting.
- Educate our people on the environmental impact of their behaviours and empower them to act in support of our transition to net-zero.
- Collaborate with clients, industry groups and initiatives to implement decarbonisation solutions and to shape standards that accelerate the global net-zero transition.
- Invest in the scale up of clean-tech and nature-based decarbonisation solutions to help accelerate GHG emissions reduction beyond our value chain, equivalent to the emissions we cannot eliminate.
- Incorporate energy and water efficiency into the design and operation of our estate.
- Optimise internal environmental conditions and reduce our impact on local air quality.
- Use resources and manage waste according to circular economy principles.
- Map impacts and dependencies on nature in our value chain and take steps to address them.
- Understand and monitor our digital footprint, including the impact of our use of AI.
- Implement leadership and governance oversight and embed environmental and energy considerations into business processes.
- Review progress and report publicly against our net-zero targets and other environmental and energy targets.
- Conform to all relevant compliance requirements relating to the environment and energy.
- Maintain procedures to mitigate the risk of pollution.
- Continuously improve our environmental procedures and performance by maintaining and improving our Energy and Environmental Management System in line with the ISO 14001 and ISO 50001 standards, which we are certified in.
- Ensure that our policy is clearly communicated both internally and publicly.

This policy will be reviewed on an annual basis or due to a material change of circumstances.



Niels Peter Holm Larsen
Equity Partner & Chief Operating Officer
For and on behalf of the Executive Group

1 June 2025