
FY26 UK Basis of Reporting

Environmental Performance Data

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1. Introduction

This document sets out the principles, methodologies and assumptions used by Deloitte UK in the preparation and reporting of their environmental performance (including greenhouse gas (GHG) emissions) data, as part of a wider Deloitte North & South Europe (NSE) process. This data is publicly reported to demonstrate progress against Deloitte's net-zero and related environmental targets.

Deloitte UK reports GHG data in line with the GHG Protocol 'Corporate Accounting & Reporting Standard', and the 'Corporate Value Chain (Scope 3) Standard'.

2. Principles of reporting

The data and associated data management and validation processes are designed to be:

- **Relevant:** criteria result in subject matter information that assists decision making by the intended users.
- **Complete:** criteria are complete when subject matter information prepared in accordance with them does not omit relevant factors that could reasonably be expected to affect decisions of the intended users made based on that subject matter information. Complete criteria include, where relevant, benchmarks for presentation and disclosure.
- **Reliable:** criteria allow reasonably consistent measurement or evaluation of the underlying subject matter including, where relevant, presentation and disclosure, when used in similar circumstances by different practitioners.
- **Neutral:** criteria result in subject matter information that is free from bias as appropriate in the engagement circumstances; and
- **Understandable:** criteria result in subject matter information that can be understood by the intended users.

3. Organisational and operational boundaries

Reporting is based on the scope of Deloitte LLP and subsidiaries' ("Deloitte UK") operational control in the UK as the organisational boundary. The scope of operational boundaries is defined as:

- **Deloitte UK's operational offices**, either sole or partial occupancy
 - All operational offices are within scope from point of acquisition to time of divestment.
 - The list of operational offices is based on the portfolio in the Deloitte Global real estate database. This database is updated by the Global real estate team every December and June; due to our reporting timescales, the most recent portfolio available is from the December of the reported fiscal year. Offices are reported on from the point at which consumption is first registered.
- **Deloitte UK's fleet**
 - All activity relating to cars leased by employees under the Deloitte UK car scheme.
- **Deloitte UK's employees**
 - Deloitte employees mean all Full Time Equivalent (FTE) staff, including equity partners and full-time contractors.
 - The activities of Deloitte employees are in scope in Deloitte offices, travelling on business, commuting, and working from home (but not working from client sites which is in the operational control of the client).
- **Contingent labour (and their Deloitte business activity)**
 - Contingent labour refers to non-employee staff providing services to Deloitte, including but not limited to self-employed independent contractors, project-based resources provided through external vendors, and third-party contractors referred by staffing agencies. The activities of contingent labour are in scope in Deloitte offices, travelling on business, commuting and working from home, when working on Deloitte's behalf.

4. Reporting periods

Deloitte's financial year (and reporting year for environmental/GHG reporting) runs from 1 June to 31 May.

The baseline year for our targets is from 1 June 2018 to 31 May 2019 ("FY19"). This was the most recent completed reporting year at the time our near-term science-based targets were set and approved by the SBTi. The Scope 2 market-based method was used to calculate emissions totals in this baseline year.

The current reporting period is from 1 June 2025 to 31 May 2026 ("FY26").

5. Metrics

Deloitte UK reports GHG emissions in line with the GHG Protocol Scopes as follows:

<i>Scope 1</i> <i>Direct emissions from owned or controlled sources</i>	Fuel combustion in: - Offices - Owned/leased vehicle fleet (internal combustion engine) - Diesel - Petrol - Hybrid - Unknown fuel type
<i>Scope 2</i> <i>Indirect emissions from the generation of purchased or acquired;</i>	Electricity (both location and market-based), used in: - Offices - Owned/leased vehicle fleet Steam, heat, or cooling (inc. district heating and cooling)
<i>Scope 3</i> <i>Indirect and value chain emissions</i>	Business Travel - Air travel (excluding radiative forcing) - Rail - Taxi - Car rentals - Reimbursed mileage - Hotel (nights) Purchased Goods & Services Employee Commuting & Homeworking
<i>Other Metrics</i> We also report these non-GHG environmental metrics, including on a normalised basis per FTE and m ² , where applicable:	Energy used (kWh), (kWh/FTE) and (kWh/m ²) Water usage (m ³) and (m ³ /FTE) Waste produced (t) and (t/FTE) split by: • Mixed Recycling • Paper Recycling • Food • Residual Waste to Energy • Residual Waste to Landfill

We also report our intended purchase of Energy Attribute Certificates and Carbon Credits ('offsets'), as well as any effect of these on our reported emissions.

For ease of understanding in our external reports, we report emissions as equivalents of carbon dioxide (CO₂e). This follows best practice guidance, for example that accompanying the UK Government's *Streamlined Energy and Carbon Reporting* (SECR) regulations and TCFD's implementation guidance. CO₂e includes all seven greenhouse gases outlined by the Kyoto Protocol.

We also report normalised emissions on a per FTE basis (tCO₂e/FTE).

Targets

Deloitte UK reports progress against our UK Sustainability (previously known as WorldClimate targets). All targets are tracked against the baseline year, FY19, as follows:

- Reduce Scopes 1, 2 and 3 emissions by 90% by 2040
- Reduce Scopes 1 & 2 emissions by 70% by 2030
- Reduce business travel emissions by 55%/FTE by 2030 (excluding the contingent labour uplift added from FY24 because of the PG&S methodology change, in that reporting year)
- 100% of the vehicles in our owned fleet to be EV/PHEV by 2030
- 100% of the electricity used across our operations will be from renewables by 2030

6. Assurance

All the metrics we report undergo third party limited assurance against the ISAE 3000 and 3410 standards, at a Deloitte UK, at a NSE or at a DTTL (Global) level). An assurance report is published to accompany our metrics.

7. Methodology

7.1 Scope 1 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Fuel combustion	GHG emissions associated with natural gas consumption	Natural gas consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data provided by utility providers Wherever possible, data is obtained for the Deloitte occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of estimation is followed (in priority order): 1. For shared-occupancy offices, natural gas consumption for the whole site is apportioned to the Deloitte office area, based on the % Deloitte occupied floor area of the site. 2. The data is inferred using an average benchmark (kWh/m²). The average benchmark is created by totalling the gas consumption for all offices across the UK that have reported and had their data validated and dividing this figure by the occupied floor area (m²) of those offices. This figure is multiplied by the occupied floor area (m²) of the offices that have been unable to report but are known to use natural gas, to ensure there are no gaps in the data. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by Department for Energy Security and Net Zero (DESNZ, UK) previously commonly known as the DEFRA factors. There are no exclusions for this metric.	tonnes CO ₂ e and kWh

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Owned/leased vehicle fleet (internal combustion engine)	GHG emissions associated with the distance travelled by the Deloitte's owned/leased vehicle fleet powered by internal combustion engine (i.e. diesel/ petrol/ hybrid)	Owned/leased vehicle fleet related emissions are those generated by vehicles that the UK owns/leases and provides to their employees for work related travel. Employee vehicles leased using a Deloitte car allowance/stipend are included where Deloitte influences the vehicle choice and contract. NOTE: emissions from fuel used by leased ICE vehicles are reported in Scope 1 as they appear as leased assets on the company balance sheet. This is because Deloitte controls the vehicles available in the leasing scheme and provides a benefit-in-kind to employees. Mileage data is collated through the UK travel and expense system. The data is collected on an annual basis. For these vehicles both business and personal mileage must be included. Data on personal mileage is not available in the UK, therefore, the business to personal mileage ratio of the Belgium geography is applied to the UK business mileage and results in a 48% uplift. This proxy approach is followed because Belgium's data, obtained from in-car dongles, was the only reliable actual data available across NSE but is not available to be updated on an annual basis. This 48% uplift has been applied annually in the UK (and NSE) since FY22. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK Government). The UK submits distance rather than consumption data therefore, the GreenLight system converts km to kWh before converting kWh to tCO₂e. There are no exclusions for this metric.	tonnes CO ₂ e and kWh

7.2 Scope 2 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Owned/leased vehicle fleet (electric & plug-in hybrid)	GHG emissions associated with the distance travelled by the Deloitte's owned/leased vehicle fleet powered by a hybrid or fully electric engine	Owned/leased vehicle fleet related emissions are those generated by the employees' cars that the UK owns/leases and provides to their employees for work related travel. Employee vehicles leased using a Deloitte car allowance/stipend are included where Deloitte influences the vehicle choice and contract. NOTE: emissions from electricity used by leased EV/PHEV vehicles are reported in Scope 2 as they appear as leased assets on the company balance sheet. Electricity recharge data is collated through the UK travel and expenses system. The data is collected on an annual basis. Data is only collected for the UK as Deloitte controls the vehicles available in the leasing scheme and provides a benefit-in-kind to employees. For these vehicles both business and personal mileage must be included. Data on personal mileage is not available in the UK, therefore, the business to personal mileage ratio of the Belgium geography is applied to the UK business mileage and results in a 48% uplift. This proxy approach is followed because Belgium's data, obtained from in-car dongles, was the only reliable actual data available across NSE but is not available to be updated on an annual basis. This 48% uplift has been applied annually in the UK (and NSE) since FY22. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors from the DESNZ and IEA databases. The UK provides distance rather than consumption data therefore, the GreenLight system (our ESG software platform) converts km to kWh using a DESNZ conversion factor before converting to tCO₂e, using both the location and market-based methods (see the Electricity section below). There are no exclusions for this metric.	tonnes CO ₂ e and kWh
Electricity	Location-based GHG emissions associated with the electricity consumption reflecting the average emission intensity of local grid mix Market-based	Electricity consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data provided by utility providers. Wherever possible, data is obtained for the Deloitte UK occupied space (whether this is the whole building or a leased part). Where actual data is not available, one of the following methods of estimation is followed (in priority order):	tonnes CO ₂ e and kWh

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
	GHG emissions associated with the electricity consumption reflecting the electricity sources in the UK All active offices are included: these offices are considered to be active if they are open at any point in the financial year. Utilities for 'Small offices' are not collected, as these refer to locations with very small space and with only a few employees. Small offices are considered to be less than 1,000 square metres	1. For shared-occupancy offices, electricity consumption for the whole site is apportioned to the Deloitte area, based on the % Deloitte occupied floor area of the site. 2. The consumption is inferred using an average benchmark (kWh/m²). The average benchmark is created by totalling the electricity data consumption for all offices across UK that have reported and had their data validated and dividing this figure by the occupied floor area (m²) of those offices. This figure is multiplied by the occupied floor area (m²) of the offices that have been unable to report, to ensure there are no gaps in the data. Consumption data is converted into emissions and reported using two parallel methods. Only emissions from the market-based method are reported as part of total emissions: 1. The location-based method involves using an average emission factor that relates to the local grid from which electricity is drawn. This data comes from the IEA database. 2. The market-based method involves deriving emissions factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims. This can include energy attribute certificates (Renewable energy certificates, Guarantees of Origin etc.), direct contracts (for both low-carbon, renewable, or fossil fuel generation), supplier-specific emission rates and other default emissions factors representing the untracked or unclaimed energy and emissions (residual mix). For consumption that is matched to renewable energy certificates, an emissions factor of zero is applied to this portion of electricity. The remaining non-renewable electricity has DESNZ (UK Government) residual mix factor applied, specific to the country. There are no exclusions for this metric.	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
District heating and cooling	GHG emissions associated with district heating and cooling consumption	District heating and district cooling consumption data is obtained in the same way as electricity consumption data as described above. Where actual data is not available, the following methods of estimation are followed: 1. If an office has reported district heating or cooling data for a prior year and this data has been validated, an office benchmark (kWh/m²) is created by dividing their consumption in that year by the occupied floor area (m²) in that year. 2. The consumption is inferred using an average benchmark (kWh/m²) based on those offices in the UK that reported validated data. In all cases, the average benchmark is created by totalling the district heating or cooling data for the appropriate offices and dividing this figure by the occupied floor area (m²) of those offices. This figure is multiplied by the occupied floor area (m²) of the office that is unable to report to ensure there are no gaps in the data. Where district heating is purchased from local networks across the UK, where available, we are not aware of any material instances where steam, heating or cooling is received via direct line transfers or as waste heat from industrial processes. As such we treat all such energy consistently as purchased energy from local distribution systems. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no exclusions for this metric.	tonnes CO ₂ e

7.3 Scope 3 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Operational			
Air travel	GHG emissions associated with employee air travel	Air travel is primarily booked through the travel management company (TMC), for travel booked outside of this, it is then expensed by employees through the travel and expenses system. Where possible, the TMC partner is asked to provide the data on the cost, distance and class of trips taken in the reporting year. Data is allocated into the distance and travel class categories from the UK Govt (DESNZ) emissions factors and guidance. The UK provided the amount of km and travel spend from the TMC, and total air travel spend from a combination of the travel & expenses and finance systems. To ensure coverage of air travel booked (both through the TMC and not through the TMC), an uplift has been performed to increase the amount of km from the TMC data in proportion to the total air travel spend, using a £/km factor calculated from the TMC data. Local expense systems do not provide detail of travel distance/class; therefore, this uplift is assumed to have the same proportion split by distance/class type as that recorded through the TMC. The uplift described above represents an estimation of a proportion of air travel km based on spend data. This is equivalent to the 'gap' in air travel booked through the TMC vs. total air travel spend. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). In line with Deloitte Global guidance, the UK reports air travel emissions excluding radiative forcing (RF) as part of our total footprint. There are no exclusions for this metric.	tonnes CO ₂ e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Rail	GHG emissions associated with employee rail travel	Rail travel data is obtained in the same way as air travel data as described above. In some cases, where expenses are not well defined into different travel categories, small amounts of spend for other types of travel (e.g. bus, tram, and ferries) have been included in Rail. A similar uplift to that described in the air travel section is applied to rail data. This represents an estimation of a proportion of rail travel km based on spend data. This is equivalent to the 'gap' in rail travel booked through the TMC vs. total rail travel spend. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). All rail distance is converted to emissions using the UK national factor for consistency and to be sure of using a reliable source. There are no exclusions for this metric.	tonnes CO ₂ e
Taxi	GHG emissions associated with employee taxi journeys	Taxi travel data is obtained in the same way as air travel data as described above. A similar uplift to that described in the air travel section is applied to taxi data. This represents an estimation of a proportion of taxi travel km based on spend data. This is equivalent to the 'gap' in taxi travel booked through the TMCs vs. total taxi travel spend. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). The Taxi – Average 'vehicle km' factor is used. There are no exclusions for this metric.	tonnes CO ₂ e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Car rentals / hired vehicle	GHG emissions associated with employee car rentals	Car rental travel data is obtained in the same way as air travel data as described above. A similar uplift to that described in the air travel section is applied to car rental data. This represents an estimation of a proportion of car rental travel km based on spend data. This is equivalent to the 'gap' in car rental booked through the TMC vs. total car rental spend. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no exclusions for this metric.	tonnes CO ₂ e
Reimbursed vehicle distance	GHG emissions associated with employee reimbursed vehicle distances travelled	Reimbursed vehicle data is collated through the travel and expense systems. Generally, employees submit an expense claim that contains details of the mileage travelled as reimbursement is provided as a fixed cost per mile for each vehicle type. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no exclusions for this metric.	tonnes CO ₂ e
Hotel stays	GHG emissions associated with employee hotel stays	Hotel data is obtained in the same way as air travel data as described above. The amount of hotel nights and spend from the TMC, and total hotel night spend is provided. To ensure coverage of hotel nights booked (both through the TMC and not through the TMC), an uplift has been performed to increase the number of nights from the TMC data in proportion to the total hotel spend, using a £/night factor calculated from the TMC data. As of FY25, hotel nights associated with events/meetings have been added to the number of hotel nights in scope 3 business travel. The uplift described above represents an estimation of a proportion of hotel nights based on spend data. This is equivalent to the 'gap' in hotel nights booked through the TMC vs. total hotel spend. Emission factors the average emission factor for hotels is created by calculating a custom weighted average of the median country emission factors provided in the HM Government DESNZ emission factor tables. Deloitte average FTE count for the previous fiscal year is used as the weighting factor. There are no exclusions for this metric.	tonnes CO ₂ e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Employee Commuting	GHG emissions associated with the transportation of employees between their homes and their workplaces.	Employee commuting is calculated as follows: Survey data for the UK was collected and used in FY24 and FY25 to understand the commuting mode and distance of employee commutes. Information collected included commuting distance, mode and split of working time between office, client site (reimbursed and not reimbursed), and home. Survey results gave days per week spent in the office and days spent on client sites (reimbursed and not reimbursed). These were combined to infer days per week commuting. This was multiplied by weeks worked per year (assumed typical work pattern) and two-way commuting distance to calculate a total commuting distance, split by mode. This was then extrapolated from the commuting survey sample population to total FTEs in Deloitte UK to give total commuting distance. Commuting methods now consist of; Car (split by fuel type), Motorcycle, Bus, Train, Ferry, Subway/Underground/Metro, Light Rail/Tram, and Cycle/Walk In FY26, the approach taken was to use the base data from FY25 and extrapolate based on FTE dataset, rather than collect another full set of survey data. The plan is to use the full survey approach every other year, so in FY27 we will return to survey-based insights to directly inform the FY27 calculations. The appropriate emission factors for each commuting mode are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). Walking/cycling has an emission factor of zero. Estimations – prior to FY24, when employee survey data was available, UK government statistics were used for average commuting distance.	tonnes CO ₂ e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Homeworking	GHG emissions associated with employees working remotely from their home.	Homeworking is calculated using a homeworking model created specifically for the purpose of environmental reporting, by Deloitte Belgium which the UK (and other NSE entities) benefits from. In FY25, additional inputs were gathered by using an employee survey. In FY26, the approach taken was to use the base data for FY25 and extrapolate based on FTE dataset, rather than collect another full set of survey data. The plan is to use the full survey approach every other year, so in FY27 we will return to survey-based insights. The number of people working from home is taken directly from survey data, where available. Working days and hours are based on a typical pattern for a Deloitte employee, considering weekends, public and paid holidays. Homeworking hours are calculated based on the estimated working days and hours, applied to the number of people working from home. Homeworking energy consumption is split into the following types: WFH equipment, Space Cooling and Space Heating (separated into electricity, gas, and the rest). A consumption factor for each is then applied to homeworking hours. All factors are derived from publicly available industry energy consumption data. The model also contains European regional heating and cooling indices for each region, which alter the heating and cooling factors above based on regional climates. The relevant heating and cooling indices have been used for the UK calculations. The resulting indices are applied to the calculation in the WFH model. In FY25, survey data replaced previous assumptions on number of heating and cooling months per year for the UK. In addition to this, survey data has provided the number of hours of heating and cooling for FY25. Emission factors are applied to the data for each energy usage type (gas and electricity) and updated annually to reflect the latest guidance and factors published by DESNZ (UK Govt). Estimations – Prior to FY25, for utilisation and working positions (which are used to calculate number of homeworkers) estimations are the same as those for employee commuting. The key assumption in the Employee Commuting and Homeworking method is around the proportion of FTEs not in the office who are on client site (see Employee Commuting section above).	tonnes CO ₂ e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Contingent Labour	GHG emissions associated with the activities of Deloitte contractors	Contingent labour refers to non-employee staff such as independent contractors, project-based resources from vendors, and third-party contractors. Emissions from Business Travel and working from home and commuting of contingent labour are included in those emissions categories using the following methodology. The UK provided direct data consisting of contingent labour hours and expense data. Total number of contractor hours is divided by average working hours per year to calculate a Full-Time Equivalent Contractor (FTE-C) figure. Business Travel activity is extrapolated using a travel per FTE-C ratio and entered into the GreenLight data software solution. Commuting and homeworking methodologies are applied to the FTE-C figure calculated from direct data or estimation ratios to calculate activity data.	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Upstream			
Purchased Goods & Services	GHG emissions associated with our supply chain	Scope 3 PG&S emissions are calculated using financial spend data specific to all UK suppliers with 'industry average' emissions factors applied which are also supported by supplier-provided emissions data. In FY26, the methodology was refreshed to use a finance-led dataset rather than a procurement-led dataset, improving the classification consistency across the Deloitte UK cost base. The FY26 methodology includes updates to spend categorisation compared with FY25, with the inclusion of insurance costs and subscriptions to professional qualification bodies, which were previously excluded. Additionally, in FY26 local PG&S data will include interfirm customers except for DTTL delivery centres. There are no material changes to emissions factors to be applied in FY26 vs. FY25. PG&S emissions are currently calculated using spend-based data, as product-level data is not yet available, but we continue to work with suppliers to improve the granularity of the data, including product-level data. Spend-based calculations carry a higher degree of uncertainty than product-level calculations, so uncertainty around reported PG&S emissions remains high. The process for calculating our PG&S emissions is as follows: FY26 classification of spend uses a material group and general ledger mapping approach as opposed to predominantly a supplier-based mapping approach in FY25, and prior years. The material group and general ledger mappings and coding are applied to financial spend when the invoice is processed. On a quarterly basis, reports are run and reviewed by the UK Finance team to ensure consistent categorisation of expenditure and appropriate alignment to GHG emissions factors. As a final step in the process, Deloitte UK conducts a year-on-year comparison to identify any material and potentially incorrect changes in cost categorisation. This is done by isolating suppliers whose highest-value cost category has changed and analysing the difference between the estimated emissions calculated using the current categorisation and those that would have been calculated using the previous year's average emissions factor. If the resulting difference changes Deloitte UK's total estimated emissions by more than 1%, a follow-up review is conducted in the GreenLight portal to determine whether the supplier has a specific emissions factor that overrides the industry average emissions factor, regardless of cost categorisation. Where no supplier specific emissions factor exists, the individual costs are reviewed to assess whether the revised categorisation more appropriately reflects the underlying spend type or requires manual adjustment.	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		Emissions are then calculated using a tiered approach: Tier 1: Where actual emissions factors/GHG data is available directly from Deloitte suppliers (obtained through CDP Supply Chain program or directly from a supplier), this primary data and related spend is combined to calculate our PG&S emissions for that supplier. Tier 2: Where no supplier data is available, or when the supplier's provided data is significantly different to the industry average emissions factor (secondary data according to the GHG Protocol, Scope 3 Technical Guidance, that is also obtained through CDP), the average industry emissions factors are combined with the spend data to estimate our PG&S emissions for that supplier. The PG&S emissions for each supplier are then aggregated. In addition to this, several global supplier contracts that benefit all geographies are held by our global entity, DTTL (Global). An identical process is followed for the DTTL PG&S emissions calculations before those emissions are divided across all geographies based on FTE and added to the total. The current method for quantifying value chain emissions does not currently allow for the segregation of certain emission sources into the distinct categories of Scope 3. As such, multiple Scope 3 emission categories are combined into a single reported number that is collectively referred to as PG&S. The categories comprising the reported PG&S number include: - Category 1: Purchased goods & services – upstream (cradle-to-gate) emissions from the production of products purchased by Deloitte in the reporting year. Products include both goods (tangible products) and services (intangible products) and will include spend specifically related to client engagements, as per the Deloitte Global methodology and which makes up a material amount of total PG&S emissions. - Category 2: Capital goods – upstream (cradle-to-gate) emissions from the production of capital goods purchased or acquired by Deloitte in the reporting year. Two additional categories of emissions, category 4 – upstream transportation and distribution and category 8 –upstream leased assets, are not practical to separately identify due to limitations with the spend-based emissions methodology. Category 4 and 8 emissions are therefore calculated and reported within the category 1 and 2 emissions for the purposes of the PG&S calculation and reporting approach. Pass-through transactions (e.g. transactions incurred by Deloitte on behalf of a third-party such as a Deloitte client) are included in the PG&S emission calculation approach.	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		Exclusions: Some suppliers have been excluded from the spend data where they have been counted in other emissions categories, for example: • Travel-related expenses (included in business travel) • Utility bills (included in Scope 1 and 2) • Rent payments (included in Scope 1 and 2) • Contingent labour (included in business travel and commuting/homeworking of contractors) Similarly, some spend amounts are excluded from the data as they do not represent spending on goods or services: • Spend associated with car lease payments and car fuel/electricity charges • Carbon credits, SAF, energy attributes and other sustainability-related purchases used by Deloitte to reduce and/or mitigate its environmental impact • Charitable contributions and sponsorship • Deposits, investments, loans & other financial security payments • Employee benefits such as payroll and payroll-related payments, health examinations, gym memberships, immigration and relocation services, daycare reimbursements, etc. • Fines and legal settlements • Imprest/Petty cash/Tips • M&A activity • Pension payments • Rent payments – i.e. where Deloitte UK has operational control of the site • Tax payments • Meals and entertainment	

7.4 Other Environmental Metrics

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
Water Use	Water usage in our offices	Water consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data as provided by utility providers. Wherever possible, data is obtained for the Deloitte UK occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of estimation is followed (in priority order): 1. For all offices that have reported water data, and this data has been validated, an NSE office benchmark ($\text{m}^3/\text{headcount}$) is created by dividing their consumption in that year by the headcount in that year. This benchmark is multiplied by the headcount of the offices that have been unable to report, to infer missing gaps and ensure there are no gaps in the data. There are no exclusions for this metric.	m^3

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
Waste Produced	Waste produced in our offices, split by method of disposal: • Mixed Recycling • Paper Recycling • Food • Residual Waste to Energy, and • Residual Waste to Landfill	Waste production data is sourced from one of the following, in order of priority: 1. On-site weighing of our waste containers 2. Aggregated supplier data that needs to be apportioned to our demise 3. Counting the # of bags of specific waste types being collected, and applying an average weight for each type of waste Wherever possible data is obtained for the Deloitte occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of estimation is followed (in priority order): 1. For all offices across NSE that have reported waste data, and this data has been validated, an office benchmark (tonnes/headcount) is created by dividing consumption in that year by the headcount in that year. This benchmark is multiplied by the head count of the offices that have been unable to report, to infer missing gaps and ensure there are no gaps in the data. 2. The exception is with food waste. Here it is assumed the above method should only apply to offices >5,000m² as these are the ones most likely to have dedicated catering (and so producing food waste) contracts in place. There are no exclusions for this metric.	tonnes

7.5 Normalising factors/ denominators

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
FTE	The full-time employees figure returned at year-end, used as a normalisation factor for intensity metrics.	The following FTE figures are sourced from the UK Management Accounts team: - All full-time equivalent employees - All employees on paternity or maternity leave This figure is the average for the financial year and may differ slightly to FTE figures elsewhere in Deloitte's reporting (e.g. Financial Statements) due to different sourcing dates/ compilation methodologies.	absolute
Floor area	The total floor area over which Deloitte has significant control or impact, used as a normalisation factor for intensity metrics.	The total floor area includes the aggregation of the following: - All sites where Deloitte has sole occupancy; and - The floor area of the occupied space on all sites where Deloitte is not the sole tenant Floor area data for each tenanted site is gathered from the Head of Estates in the UK via the Global Estates List. This data is used to apply apportionment where necessary and reviewed on a 6-monthly basis (as previously noted).	m ²

7.6 Targets: Net Zero and supporting UK Sustainability targets

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
Percentage reduction in total Scopes 1,2 & 3 emissions Target 90% by 2040	The difference in absolute Scope 1,2 & 3 emissions between current FY and the baseline year FY19	Scope 1,2 & 3 emissions are consolidated by the NSE reporting team as described above. The difference between absolute Scope 1,2 & 3 emissions for the current reporting year and the baseline year (FY19) is divided by the equivalent baseline year emissions to give the percentage change between the two years.	%
Percentage reduction in Scopes 1&2 emissions Target 70% reduction by 2030	The difference in absolute Scope 1&2 emissions between current FY and the baseline year FY19	Scope 1 and 2 emissions are consolidated by the NSE reporting team as described above. The difference between absolute Scope 1&2 emissions for the current reporting year and the baseline year (FY19) is divided by the equivalent baseline year emissions to give the percentage change between the two years.	%
Percentage reduction in Scope 3 business travel emissions per FTE Target 55% reduction per FTE by 2030	The difference in Scope 3 business travel emissions per FTE between current FY and the baseline year FY19.	Business travel emissions are calculated by the NSE reporting team as per the processes discussed above. The difference between per FTE business travel emissions for the current reporting year and the baseline year (FY19) is divided by per FTE business travel emissions from the baseline year to give the percentage change between the two.	%
Percentage of company vehicles that are Electric or Plug-in hybrids Target 100% by 2030	The number of electric and plug in hybrid vehicles as a proportion of total fleet	Fleet inventory figures are submitted to the NSE team as part of the annual reporting process. The number of Electric vehicles (EVs) is added to the number of Plug-in Hybrid vehicles (PHEVs). This figure is divided by the total number of vehicles in the fleet, giving the percentage of company vehicles that are EV/PHEV.	%

Percentage of electricity that is sourced from renewable sources Target 100% by 2030	The percentage of energy that Deloitte consumes which is covered by Green Tariffs or Energy Attribute Certificates (EACs).	From FY20, all electricity procured has either been purchased on REGO-backed green tariffs or covered by the purchase of Energy Attribute Certificates (EACs). Electricity consumption data is submitted by geographies with the proportion of consumption covered by Green Tariffs disclosed. EACs are purchased for consumption not covered by Green Tariffs. Evidence in the form of Renewable Energy Certificates (RECs) or Renewable Energy Guarantees of Origin (REGOs) is collated to validate these renewable energy claims. Consumption covered by Green Tariffs is added to consumption for which EACs are purchased. This is then divided by total electricity consumption, calculating the percentage of energy from renewable sources.	%
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7.7 Estimations

Data collection processes are revised and improved each year, wherever practicable. However, achieving full coverage of actual data across emissions sources is an ongoing effort.

Where data is not available or not considered reliable, estimations are used to fill gaps in data. Estimations are generally based either on extrapolation from actual data, or NSE averages (see Section 7.1 – 7.6 for specific estimations used). See the Data Confidence section below for more on estimated and actual data proportions.

7.8 Exclusions

Where categories have been excluded from our reporting, our reasoning is below:

Scope 1	Reason for exclusion
Fuel combustion	-
Owned/leased vehicle fleet (ICE)	-
Fugitive gas emissions	Excluded as not a historically material source of emissions
Backup generators	Excluded as not a historically material source of emissions
Scope 2	
Electricity (market-based)	-
District heating and cooling	-
Vehicle fleet (Electric)	-
Scope 3	
Upstream scope 3 emissions	
Purchased goods and services	-
Capital goods	Reported in the PG&S calculation
Fuel- and energy- related activities	Excluded as not material (calculated ~0.5% of emissions)
Upstream transport and distribution	Reported in the PG&S calculation.
Waste generated in operations	Excluded as not material (calculated <0.1% of emissions)
Business travel (excl. radiative forcing)	-
Employee commuting and homeworking	Reported and offset since FY22
Upstream leased assets	Reported in the PG&S calculation
Downstream scope 3 emissions	
Downstream transport and distribution	Not relevant. Deloitte does not sell or transport products
Processing of sold products	Deloitte's business does not include processing of physical products.
Use of sold products	At present, Deloitte UK does not identify any material activities that meet the GHG Protocol definition of "processing of sold products" for this category. Accordingly, emissions from processing of sold products are not reported in our current inventory
End-of-life treatment of sold products	Deloitte's business does not include end-of-life treatment of physical products.
Downstream leased assets	Downstream asset leasing is only done in rare circumstances. Emissions assumed to be negligible compared to overall footprint
Franchises	Not relevant. Deloitte does not own franchises
Investments	Deloitte UK has not identified any material investment portfolios, loans, or other financial instruments that meet this definition for the purposes of our environmental reporting. On this basis, this is not included in our current GHG inventory.

8. Data Confidence

Data comes from various sources – with some being more detailed and mature than others. Below we have outlined the confidence we have in the emissions reported in each category based on the proportion of those emissions that were calculated using actual activity data.

The confidence levels Deloitte UK use are developed in line with Deloitte NSE and are actual activity data as % of total: Low [1-34%], Medium [34-67%] and High [67-100%]

Note: there is subjectivity in the attribution of these confidences – in the use of actual data as a measure of confidence, in the definition of actual data and in the assessment of proportions of some types of actual data. Therefore, these confidences are intended to be indicative.

Scope 1	Confidence
Fuel combustion	High
Vehicle fleet (ICE)	High
Scope 2	
Electricity (market-based)	High
District heating and cooling	High
Vehicle fleet (Electric)	High
Scope 3	
Purchased goods and services	Low
Employee commuting and homeworking	Low
Business travel (excl. radiative forcing)	High
Other Metrics	
Waste	High
Water	High

9. Restatement Policy

In instances where, due to a change in calculation methodology, a structural change to the organisation, new outsourcing or insourcing of emitting activities improvements in data accuracy, our emissions are materially misstated, Deloitte UK will update these figures in the subsequent annual reporting outputs.

A material misstatement is deemed to be that returning a variance of greater than or equal to **5%** at the (UK) Scope 1, 2 or 3 level. The restatement will be accompanied with an explanation as to why the data quality has improved. This applies to the baseline year and all subsequent reported years.

10. Emission factors

The UK (and other NSE geographies) report their annual activity data centrally to the NSE reporting team, where emissions factors are applied to calculate GHG emissions. Deloitte uses emissions factors published by DESNZ (UK) and the IEA.

In certain cases, we use other specific emissions factors, such as those from CDP for Purchased Goods & Services emissions. These are reviewed and benchmarked against other international GHG emissions sets each year in collaboration with Deloitte Global. As part of this review, the decision was taken at the Global level to use the prior year emissions factors from CDP for Purchased Goods & Services emissions, given the change in CDP methodology to base these on a 3-year rolling average as opposed to be based on industry averages for the current year.

Factors are updated each year in line with guidance of the issuing bodies. Where the reporting period covered by the emissions factor set differs from Deloitte's reporting year, the set which covers the larger proportion of Deloitte's reporting year is used. For FY26, emission factors used to complete carbon calculations were released by DEZNZ in June 2025.

All factors used are noted in the relevant emissions sources in sections 7.1 - 7.3 above.

GHG emissions are reported in tonnes of CO₂e. These Emissions factors aggregate both CO₂ and the other greenhouse gases listed in the IPCC Fifth Assessment Report (AR5 - 100 year), to create a CO₂ equivalent (CO₂e) total. The Global Warming Potential (GWP) factors used are CO₂ = 1; CH₄ = 25; N₂O = 298

11. Validation procedures

The UK (and other NSE geographies) is responsible for validation and integrity procedures over the data submitted, as part of NSE reporting. This includes trend analysis, comparison with prior year data and sample testing over material consumptions.

NSE has established a year-on-year variance threshold of 15% and where variances exceed these, geographies (including the UK) are required to provide an explanation. UK data is reviewed by a senior person followed by a Leadership review, and prior to submission to NSE.

The NSE team then collate and consolidate data from geographies and convert the activity data into emissions. The NSE team follow up to explore gaps and where significant variances are identified with the local teams before sharing the data with our assurance provider.

The assurance provider conducts limited assurance over the data (see section 6). Quality reviews of the NSE data are performed by senior members of the NSE sustainability team, and the final emissions data is approved by NSE leadership before publication.

12. Materiality assessment

For the purpose of Deloitte's ESG inventory, 5% of the total of a published indicator is considered to be material for the UK firm (with the same threshold applicable to NSE).

This threshold has been identified as appropriate for evaluating materiality, as it is consistent with the GHG Protocol's definition of 'significant.'

To reflect how our GHG emissions data is managed, tracked, and externally published, we combine the following indicators:

- Combined Scope 1 and 2 (market-based) GHG emissions
- Scope 3 (all categories) GHG emissions
- Total energy usage (reported in kWh)

All emission sources are assessed on a periodic basis to determine whether the omission of smaller sources have a material impact on the UK emissions.

13. Beyond Value Chain Mitigation/ 'Offsets'

We follow a structured Beyond Value Chain Mitigation (BVCM) approach, in line with Science-Based Targets Initiative guidance. We voluntarily purchase Certified Emissions Reductions (CERs/'carbon credits') equivalent to 50% of our total gross emissions.

In FY26, we are covering 40% with tonne-for-tonne 'ex-post' CER purchases – those credits that are actual, monitored, and independently verified emission reductions calculated after the mitigation activity has occurred, and 10% with a money-for-tonne investment in 'ex-ante' CERs – those credits that are based on estimates or forecasts of GHG reductions are calculated ahead of time using baseline projections and mathematical models.

We are additionally providing direct investment and skills-based support (equivalent to the remaining 50% of our emissions) to projects that will drive the net zero transition outside of our value chain. We will continue to review our approach to CER purchases and broader investments as part of our BVCM strategy.