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People

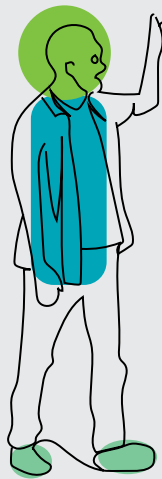
At Deloitte, we believe that an inclusive mindset and diverse workforce are two of our greatest competitive strengths. A good balance diversity of gender, ethnicity, sexual orientation, but also academic background and personality enables us to improve decision-making, be more innovative, enhance employee engagement, provide our clients a wider range of skills, and further boost our contribution to the communities that we work and live in.

Indicative figures

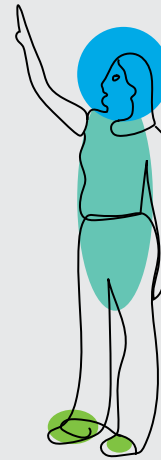
Headcount
1,415



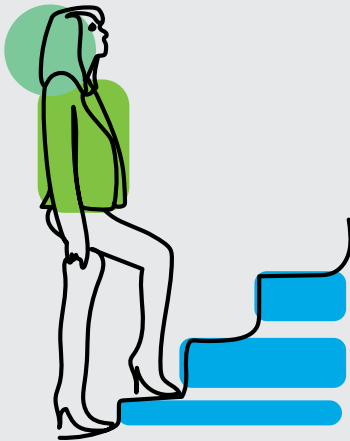
Male
783



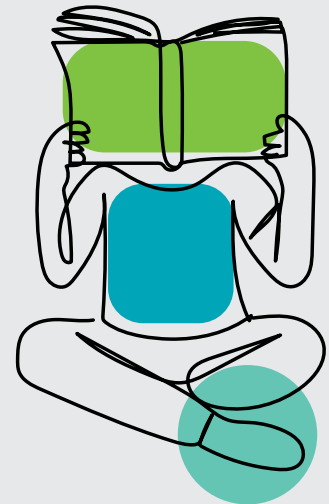
Female
632



Promotions
336



Training hours
31,226



207

People trained at
Deloitte Academy



Community

With the effects of the pandemic crisis still impacting Greek society, Deloitte's Corporate Responsibility & Sustainability activities through the financial support of the Deloitte Greece Foundation are committed to support people in need and ease the repercussions of COVID-19 on local communities. Our initiatives focused on the following pillars:

Donations – Sponsorships

Below you may find indicative initiatives related to donations and sponsorships:

- At Christmas we supported NGOs in Greece, which take on child care such as SOS Villages, Paidiko Chorio Filyro, Chatzikiriakio Foundation, Chamogelo tou Paidiou, Floga and Kivotos tou Kosmou.
- The Deloitte Greece Foundation along with our people supported the local communities of Karditsa and the island of Samos affected by floods and earthquakes.
- In the "Athletics" category, the following initiatives were sponsored:
 - ✓ The participation of the athlete Anastasia Pyrgioti in the Paralympic Games of Tokyo 2021, where she won the bronze medal in the team sport "Boccia"
 - ✓ The "Greek Paralympic Committee"

Educational initiatives

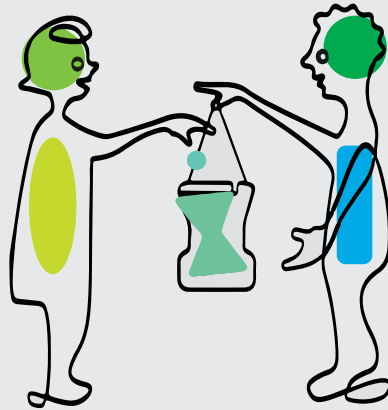
- Deloitte Greece offered digital material and books to young students in order to facilitate their access to educational sources:
 - ✓ The Deloitte Greece Foundation donated electronic devices (15 TVs) to the Special Detention Center for Young People of Avlona. This donation contributed essentially to the operations of the Center's school, since all students were able to follow the educational programs of the school's fledgling channel, "Pros... pathontas TV". This initiative gave them the opportunity to replenish the lessons lost due to the pandemic. The Secondary-High school of Avlona, operates within the Special Detention Center for Young People of Avlona.
 - ✓ Donation of 10 tablets to a primary school (10th Primary School of Marousi) with direct impact on 10 students.
 - ✓ Donation of 10 desktops to the vocational training center (Margarita) with a direct impact on 10 students and indirect impact on 70 students.
 - ✓ Donation of 500 books collected from our staff to 10 schools with indirect impact on 1,000 students.
- Deloitte Greece sponsored the first participation of the "iGEM NOUS" team (<https://igemnous.med.duth.gr/>) who won the gold medal in the International Genetically Engineered Machine "iGEM" 2021 competition.



Donated amount

The total donated charities' amounts in FY21 was

€113,512



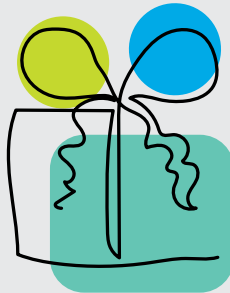
Volunteering and pro bono time

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:

Pro bono: Professional service engagements performed at no cost

1,441 hours

(estimated value of time €76,346)



Skills-based and Traditional volunteerism

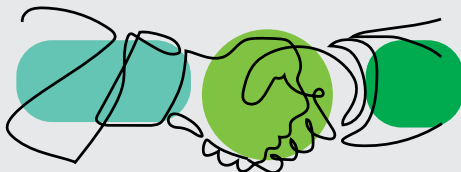
1,223 hours



Indicative figures

16

Partnerships



2,401

Futures Impacted



Through the aforementioned activities, we declared our strong societal presence in times when the local community needs our assistance the most.

Sustainability

WorldClimate

Whereas the COVID-19 pandemic has severely affected humanity, the environment has probably taken a deep breath from the overall decrease of carbon dioxide due to the quarantine measures that limited travel to a minimum level.

The effects of climate change are significant. However progress is possible if all parties act collectively to drive positive change, and so it is vital that business and society take urgent and immediate action.

To do 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:

- Net-zero by 2030
- Operate green
- Empower individuals
- Engage ecosystems

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

1. Reducing our business travel emissions 50% per FTE by FY2030 from FY2019 levels.
2. Sourcing 100% renewable energy for our buildings by FY2030.
3. Converting 100% of our fleet to hybrid and electric vehicles by FY2030.

4. Engaging with our major suppliers with the goal of having two thirds of them (by emissions) adopt science-based targets.
5. Investing 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 9 in FY2021 in comparison to 4 in FY2020.
- Efforts are being made to change the electricity provider, in order that the energy consumption will be exclusively from renewable energy sources.
- In order to raise awareness among our people on sustainability and in the context of “Corporate Responsibility & Sustainability”, Deloitte has established the **“Deloitte Impact Day”**. The **“Deloitte Impact Day”** is a global institution that has been established for the last 20 years. It is held once a year in over 150 countries around the world, where the network operates. On this day, more than 280,000 professionals worldwide participate through volunteering to **“Make an Impact that Matters”**, which is the Deloitte purpose.

In the FY2021 and in the framework the institution of **“Deloitte Impact Day”**, and due to the limitation imposed by the pandemic Deloitte Greece held an **Impact Week**, with five guest organizations being hosted and 887 Deloitte people attending. Each of our guest organizations presented their proposals and activities related to the environment, climate change and the protection of the seas in hourly webinars. More specifically:



- ✓ **Arcturos:** Briefing on Arcturos' actions for wildlife and biodiversity.
- ✓ **Greenpeace:** Climate crisis: The most important threat humanity is facing.
- ✓ **WWF:** Climate neutrality: From political declaration to action.
- ✓ **Laskaridis Foundation:** The fight against marine pollution.
- ✓ **Helmeqa:** Our climate and plastic footprint in the marine ecosystem: dreaming of sustainable oceans.

- In addition, we held a webinar for our people with Professor D. Georgakellos from University of Piraeus as our guest speaker, who raised awareness regarding sustainability and introduced our recycling guide.
- We replaced all single use plastics with eco-friendly alternatives, such as using recycled paper in our printers and offering bamboo cups and aluminum bottles to our new colleagues.

Below you may find indicative ratios regarding air travel, taxi and electricity consumption for our Athens office.

- 99.3% decrease of economy air travel km in FY2021 in comparison to FY2020.
- 49.8% decrease of taxi km in FY2021 in comparison to FY2020.
- 11.5% decrease of electricity consumption in our offices in Athens in FY2021 in comparison to FY2020. We always try to make use of natural lighting so as to reduce electricity usage.

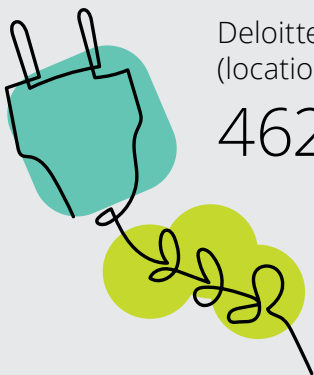
Hereunder you may find the emission reductions in tonnes CO₂ and carbon offsets:

Emissions Reduction⁽¹⁾ – In FY2021, Deloitte Greece electricity (location-based) emissions totaled 462 tCO₂e, achieving a 12% reduction compared to the baseline of FY2019, prior to purchasing Renewable Energy Certificates (RECs). These emissions were then completely eliminated following the purchase of RECs, achieving 0 tCO₂e of electricity emissions for FY2021.

Our business travel emissions totaled 65 tCO₂e, achieving an 91% reduction compared to the FY2019 baseline. FY2021 was an exceptional year with major reductions of travel activities around the globe. We have however considered it an unprecedented incentive and opportunity to drive a positive transformation in our professionals' business travel behavior.

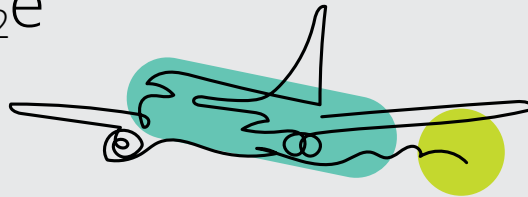
Emissions from purchased goods and services totaled 3,022 tCO₂e, leading to a Gross total emissions of: 3,185 tCO₂e in FY2021. Gross total emissions were reduced by 29% compared to the FY2019 baseline⁽²⁾.

Carbon Offsets – Recognizing that the need to reduce emissions is paramount, Deloitte Greece has chosen to compensate for unabated emissions through certified carbon offsets. Our firm has already offset its operational and business travel emissions for FY2020 and FY2021.



Deloitte Greece electricity (location-based) emissions totaled

462 tCO₂e



Our business travel emissions totaled

65 tCO₂e



Emissions from purchased goods and services totaled

3,022 tCO₂e

⁽¹⁾ The FY2021 GHG emissions basis of reporting – Deloitte North South Europe are available here: <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/about-deloitte/deloitte-uk-fy21-ghg-basis-of-reporting-nse.pdf>

⁽²⁾ 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.

Astypalaia 4.0

Astypalaia is a Greek island, which belongs to the Dodecanese complex. The island's unique beauty and shape that resembles that of a butterfly, gave it the name "the Butterfly of the Aegean".

In cooperation with the Municipality of Astypalaia, Deloitte Greece developed a pro-bono strategic development plan called "**Astypalaia 4.0**" with the aim to transform the island into an economically, socially and environmentally sustainable destination.

The aim of our contribution was the creation of an exhaustive study and a strategic plan for sustainable growth and development that will transform the island of Astypalaia, in terms of 4 pillars:

- Development and improvement of infrastructures
- Boost of the local economy & entrepreneurship
- Sustainability and environmental protection
- Digital transformation and networks upgrade

Our CRS team initiated the plan in cooperation with AXION Hellas, an organization which envisions to support local communities located in remote and inaccessible areas of Greece.

Initiative Story

A park in your... pocket:

How about waking up in the morning, opening up the window of your urban apartment and viewing a pocket park full of blooming flowers, lively trees and fragrant herbs?

A pocket park is a small urban green area amongst the city's buildings and the first one to be established was Paley Park in **Manhattan**, which still operates as a social space and bioclimatic pocket in the urban surrounding area.

In the context of our organization's commitment to promote environmental sustainability, the Deloitte Greece Foundation supported the creation of the 1st Pocket Park in Ano Kypseli at the heart of Athens, a project initiated by the Municipality of Athens.

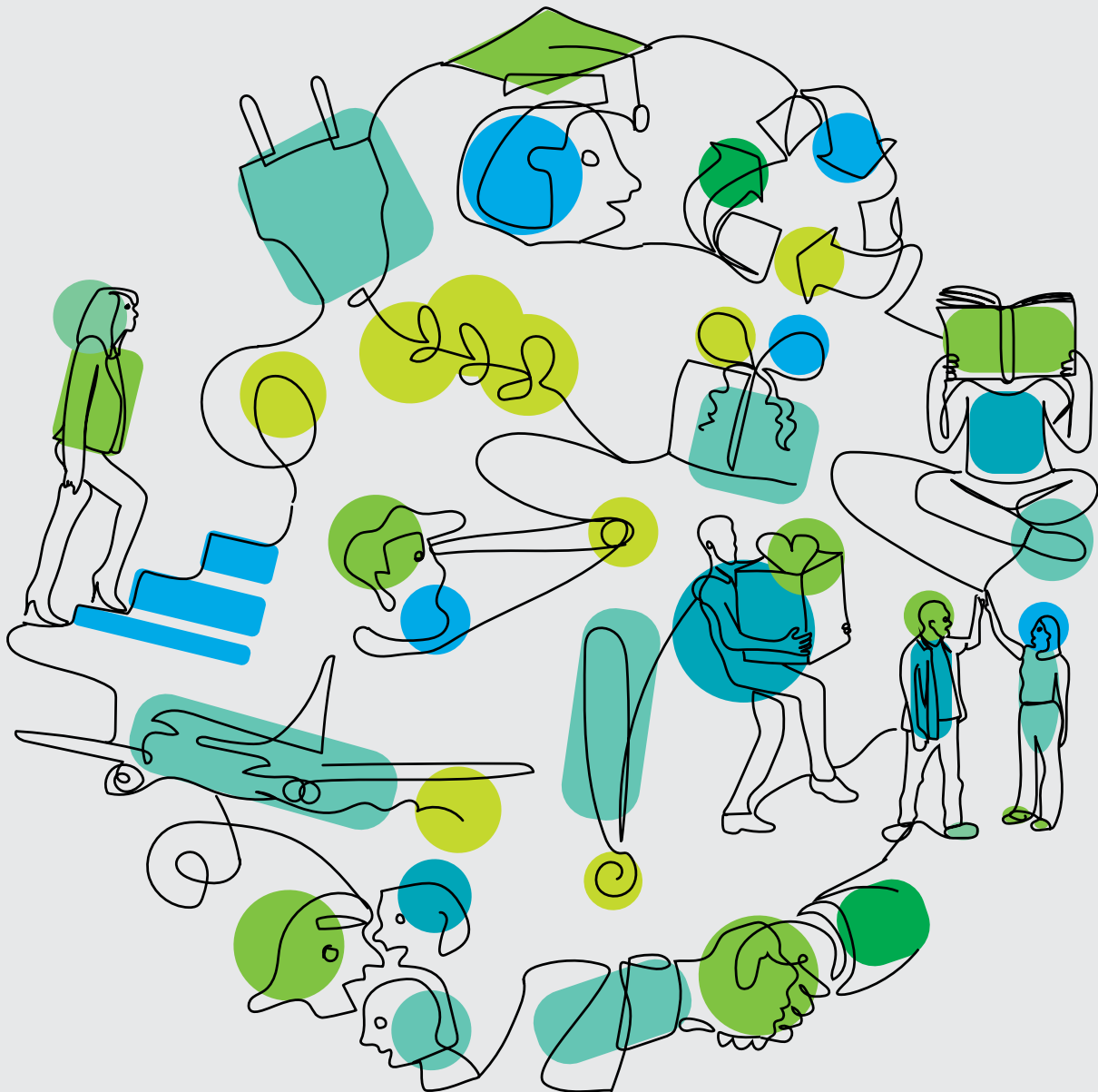
Thanks to the expert guidance of **ECOSCAPES**, a leading landscape architecture, planning and urban design firm, the 1st Pocket Park was brought to life!

Pocket parks are small but vital "green breaths" for the city and, apart from being a place of social interaction with high aesthetic and immediate accessibility, they blend perfectly with the urban landscape while adding a green touch. We are proud for our volunteers who participated in this project alongside our CEO and CRS leader and contributed to transforming this neighbourhood.



Business

Our teams of dedicated professionals take great pride in supporting our clients with multidisciplinary expertise, industry knowledge, and innovative solutions. The relationships with our ever-growing network are built on trust, enabling us to be there for organisations, in times of prosperity and in times of crisis.





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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