

## Independent Accountant's Review Report

Grant Thornton LLP  
Chicago, Illinois

We have reviewed the Grant Thornton LLP Schedule of Selected Quantitative Performance Indicators (the schedule of greenhouse gas emissions) included in Appendix A of the Independent Accountant's Review Report for the years ended December 31, 2022 and 2019, in accordance with the criteria also set forth in Appendix A (the criteria). Grant Thornton LLP's management is responsible for preparing and presenting the schedule of greenhouse gas emissions in accordance with the criteria. Our responsibility is to express a conclusion on the schedule of greenhouse gas emissions based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C Section 105, *Concepts Common to All Attestation Engagements*, and AT-C Section 210, *Review Engagement*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the schedule of greenhouse gas emissions as presented in Appendix A in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than an examination, the objective of which is to obtain reasonable assurance about whether the schedule of greenhouse gas emissions is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

Greenhouse gas (GHG) emissions quantification is subject to significant inherent measurement uncertainty because of such items as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and methods used for measuring such data. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, could have resulted in materially different amounts or metrics being reported.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

Based on our review, we are not aware of any material modifications that should be made to the schedule of greenhouse gas emissions as presented in Appendix A in order for it to be presented in accordance with the criteria.

Grant Thornton LLP  
September 5, 2023

As discussed in Appendix A, Grant Thornton LLP restated the 2019 Scope 3 GHG emissions: categories 1, 2, & 4 to correct an error in three of the values due to inadvertently not including non-CO<sub>2</sub> GHG emissions in the calculations of those values. Accordingly, the 2019 Scope 3 GHG emissions: categories 1, 2, & 4 presented in Appendix A have been corrected. Our report is not modified with respect to this matter.

**FORVIS,LLP**

Atlanta, Georgia

July 24, 2023

(except for 2019 Scope 3 GHG emissions: categories 1, 2, & 4  
as to which the date is September 5, 2023)

## Appendix A

### Grant Thornton LLP Schedule of Selected Quantitative Performance Indicators

Years Ended December 31, 2022 and 2019

Grant Thornton LLP schedule of select greenhouse gas (GHG) emissions metrics for calendar years 2019 and 2022				
Indicator	2019 reported value	2022 reported value	Unit	Reporting criteria
Scope 1 GHG emissions	919	623	MTCO <sub>2</sub> e	World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting Standard (GHG Protocol), Revised Edition  WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard  WRI/WBCSD, Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard  WRI/WBCSD, Technical Guidance for Calculating Scope 3 Emissions: Supplement to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, Version 1.0
Scope 2 GHG emissions: location-based method	7,792	5,257	MTCO <sub>2</sub> e	
Scope 2 GHG emissions: market-based method	7,792	5,257	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 1: purchased goods and services	16,991*	13,645	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 2: capital goods	4,833*	7,254	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 3: fuel and energy-related activities (FERA)	1,436	1,131	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 4: upstream transportation and distribution	749*	442	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 5: waste	4,005	1,904	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 6: business travel	27,322	7,021	MTCO <sub>2</sub> e	
Scope 3 GHG emissions, category 7: employee commuting	9,718	8,929	MTCO <sub>2</sub> e	

\*Three of the 2019 reported values have been corrected from Appendix A of the Independent Accountant's Review Report dated July 24, 2023 to include non-CO<sub>2</sub> GHG emissions in the calculations of those values.

#### **Reporting boundary and timeframes**

Grant Thornton LLP (Grant Thornton) is the U.S. member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership, and the member firms are independently owned and operated.

Grant Thornton uses the operational control approach to develop its annual greenhouse gas inventories. The geographical scope of the Subject Matter presented includes all offices Grant Thornton occupies in the United States and in India as part of its services center operations in India (INDUS).

Grant Thornton leases all of its office spaces and has operational control over all occupied offices. All offices occupied during the specified inventory year (or a portion of the specified inventory year) are included in Grant Thornton's GHG inventories, excluding any offices subleased to third parties. The 2019 inventory includes 60 sites, while the 2022 inventory includes 51 sites. Emissions associated with offices are reported as Scope 1 and 2 emissions.

Relevant indirect Scope 3 emissions are included in the reporting boundary (noted in table above; categories 1-7). Other Scope 3 emissions categories (downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises, and investments; categories 9-15) are not relevant sources of emissions for Grant Thornton and are not reported. Emissions that would be associated with Scope 3, category 8: upstream leased assets are reported in Scopes 1 and 2.

Data reported are from calendar years 2019 and 2022. Calendar year 2022 represents Grant Thornton's most recent inventory, while 2019 represents Grant Thornton's baseline year to which all other years are compared. 2019 was selected as the baseline year as this is the last year for which Grant Thornton has data that represents a normal operating year prior to the start of the COVID-19 pandemic and related disruptions. In 2020 and 2021, significant reductions related to business travel were noted, which were not representative of the firm's typical emissions.

Grant Thornton follows the guidance in the GHG Protocol Corporate Standard for adjusting the base year inventory. On an annual basis, Grant Thornton evaluates whether any structural changes have occurred to the firm, such as acquisitions or divestitures and if these require a baseline adjustment; or whether adjustments need to be made in response to any errors discovered or changes in quantification methodologies or emission factors. Grant Thornton will recalculate base year emissions if any changes would cumulatively result in a 5% or greater change in base year emissions.

**Statement on measurement uncertainties**

GHG emissions reporting is subject to measurement uncertainties resulting from limitations inherent in the nature of the subject matter and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
Scope 1 GHG emissions	<ul style="list-style-type: none"> <li>Scope 1 emissions include natural gas used in Grant Thornton's offices and fugitive emissions from refrigerant loss.</li> <li>Emissions from natural gas are calculated using the following: 1) reported energy use from landlords, either for Grant Thornton's occupied space or for the whole building, where Grant Thornton's portion is allocated according to square footage occupied; or 2) estimated using Grant Thornton-specific energy use intensity (EUI) factors calculated from reported actual data that was collected from facilities in each Grant Thornton U.S. region in other years, or using a region-specific factor for office buildings from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey (CBECS). If an office space changes at any point during the inventory year due to an opening, closure, expansion or contraction, a time-weighted square footage figure is used.</li> <li>The 2019 inventory uses natural gas consumption data from invoices reported from two sites and estimated for 34 sites using one of the methods described above, while the remaining 24 sites reported no use of natural gas. The 2022 inventory uses natural gas consumption data from invoices reported from 20 sites</li> </ul>	<p><b>2019 and 2022:</b> EPA Emission Factors for Greenhouse Gas Inventories (versions last modified in September 2021 and April 2023)</p> <p>Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (2007)</p> <p>ICF Accounting Tool to Support Federal Reporting of Hydrofluorocarbon Emissions: Supporting Documentation (October 2016)</p> <p>EPA GHG Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases (December 2020)</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
	<p>and estimated for six sites using one of the methods described above, while the remaining 25 sites reported no use of natural gas.</p> <ul style="list-style-type: none"> <li>Reported fugitive emissions (i.e., refrigerant loss) were estimated using industry average assumptions for typical refrigerant loss rate per square foot and assumes use of HFC-134a, a common refrigerant. Additional sources for calculation assumptions include estimated cooling based on HVAC sizing industry standard value and U.S. Environmental Protection Agency (EPA) GHG Inventory Guidance: Direct Fugitive Emissions.</li> <li>Scope 1 GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs.</li> </ul>	
Scope 2 GHG emissions: location-based and market-based methods	<ul style="list-style-type: none"> <li>Scope 2 emissions include purchased electricity and steam used in Grant Thornton's offices.</li> <li>Reported values are calculated using the following: 1) reported energy use from landlords, either for Grant Thornton's occupied space or for the whole building, where Grant Thornton's portion is allocated according to square footage occupied; or 2) estimated using Grant Thornton-specific energy use intensity (EUI) factors calculated from reported actual data that was collected from facilities in each Grant Thornton U.S. region in other years, or using a region-specific factor for office buildings from the U.S. Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey (CBECS). If an office space changes at any point during the inventory year due to an opening, closure, expansion or contraction, a time-weighted square footage figure is used.</li> <li>The 2019 inventory uses electricity consumption data from invoices reported from 21 sites and estimated for 39 sites using one of the methods described above; as well as steam data from invoices reported from three sites and estimated for two sites using one of the methods described above. The 2022 inventory uses electricity consumption data from invoices reported from 36 sites and estimated for 15 sites using one of the methods described above; as well as steam data from invoices reported from three sites and estimated for three sites using one of the methods described above.</li> <li>GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</li> </ul>	<p><b>2019</b> EPA eGRID Emission Factors for eGRID Year 2019 (published 2021)</p> <p>Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>IEA Country Electricity Emission Factors for Year 2011</p> <p>IPCC Fourth Assessment Report (2007)</p> <p><b>2022</b> EPA eGRID Emission Factors for eGRID Year 2021 (published 2023)</p> <p>Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>IEA Country Electricity Emission Factors for Year 2011</p> <p>IPCC Fourth Assessment Report (2007)</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
	<ul style="list-style-type: none"> <li>Grant Thornton’s location-based emissions use regional eGRID and national IEA emission factors. Grant Thornton does not currently purchase any energy attribute certificates, use any contractual instruments or receive supplier/utility emission rates. In the absence of residual mix values (which are not yet available in all regions across the U.S.), grid-average emission factors including regional eGRID and national IEA emission factors are used to calculate our market-based emissions; thus, the reported Scope 2 location-based and market-based emissions are the same.</li> </ul>	
Scope 3 GHG emissions, category 1: purchased goods and services	<ul style="list-style-type: none"> <li>Reported values are calculated using annual expense data and emission factors provided by U.S. EPA (U.S. EPA’s Supply Chain Greenhouse Gas Emissions Factors dataset).</li> <li>Grant Thornton assesses the top 80% of applicable expenses by suppliers providing purchased goods and services. The appropriate EPA commodity or industry code (used in the 2019 inventory) or NAICS code (used in the 2022 inventory) are assigned to each type of expense and the expense amount is multiplied by the associated emission factor. The remaining 20% of emissions are extrapolated.</li> <li>2019 GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> for 2019. HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are included in the EEIO factors for “other GHG emissions”.</li> <li>2022 GHG emissions calculated include CO<sub>2e</sub>, as the 2023 EPA emissions factors presented consolidated factors in the most recent Supply Chain emission factors publication, which uses the 100-year global warming potential (GWP) from the IPCC Fourth Assessment Report.</li> </ul>	<p><b>2019</b> EPA Supply Chain Greenhouse Gas Emission Factors v1.1 for US Industries and Commodities</p> <p><b>2022</b> EPA Supply Chain Greenhouse Gas Emissions Factors v1.2 by NAICS-6</p>
Scope 3 GHG emissions, category 2: capital goods	<ul style="list-style-type: none"> <li>Reported values are calculated using annual expense data and emission factors provided by U.S. EPA (U.S. EPA’s Supply Chain Greenhouse Gas Emissions Factors dataset).</li> <li>Grant Thornton assesses 100% of expenses classified as capital goods.</li> <li>2019 GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> for 2019. HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are included in the EEIO factors for “other GHG emissions”.</li> </ul>	<p><b>2019</b> EPA Supply Chain Greenhouse Gas Emission Factors v1.1 for US Industries and Commodities</p> <p><b>2022</b> EPA Supply Chain Greenhouse Gas Emissions Factors v1.2 by NAICS-6</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
	<ul style="list-style-type: none"> <li>2022 GHG emissions calculated include CO<sub>2</sub>e, as the 2023 EPA emissions factors presented consolidated factors in the most recent Supply Chain emission factors publication, which uses the 100-year GWP from the IPCC Fourth Assessment Report.</li> </ul>	
Scope 3 GHG emissions, category 3: fuel and energy-related activities (FERA)	<ul style="list-style-type: none"> <li>FERA emissions are calculated using the completed Scope 1 and 2 inventory, which includes activity data collected from landlords.</li> <li>GHG emissions are calculated for the following activities: upstream emissions of purchased fuels; upstream emissions of purchased electricity; and transportation and distribution losses.</li> <li>GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</li> </ul>	<p><b>2019</b> Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2020 model (Version 1_2020, October 2020))</p> <p>EcolInvent lifecycle inventory (LCI) Database (version 3.5)</p> <p>USLCI NREL database 2018 update</p> <p>Thinkstep Professional Database 2018, service pack 39</p> <p>2020 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 1.0 July 2020)</p> <p>Argonne Labs 2020 model (Version 1_2020, October 2020) based on Year 2019 eGRID grid generation mix</p> <p>EPA eGRID T&amp;D Loss Rates (EPA eGRID2019, February 2021)</p> <p>Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p><b>2022</b> Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2022 model (Version 1_2022, October 2022))</p> <p>EcolInvent lifecycle inventory (LCI) Database (version 3.8)</p> <p>USLCI NREL database 2020 update</p> <p>Sphera professional database 2022, service pack 2022002000</p> <p>2021 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 1.0, June 2021)</p> <p>Argonne Labs 2022 model (Version 1_2022, October 2022) based on Year 2021 eGRID (Jan 2023) grid generation mix</p> <p>EPA eGRID T&amp;D Loss Rates (EPA eGRID2021, January 2023)</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
		Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)
Scope 3 GHG emissions, category 4: upstream transportation and distribution	<ul style="list-style-type: none"> <li>Reported values are calculated using annual expense data and emission factors provided by U.S. EPA (U.S. EPA's Supply Chain Greenhouse Gas Emissions Factors dataset).</li> <li>Grant Thornton assesses 100% of expenses classified as upstream transportation and distribution.</li> <li>2019 GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> for 2019. HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are included in the EEIO factors for "other GHG emissions".</li> <li>2022 GHG emissions calculated include CO<sub>2e</sub>, as the 2023 EPA emissions factors presented consolidated factors in the most recent Supply Chain emissions factor publication, which uses the 100-year GWP from the IPCC Fourth Assessment Report.</li> </ul>	<p><b>2019</b> EPA Supply Chain Greenhouse Gas Emission Factors v1.1 for US Industries and Commodities</p> <p><b>2022</b> EPA Supply Chain Greenhouse Gas Emissions Factors v1.2 by NAICS-6</p>
Scope 3 GHG emissions, category 5: waste	<ul style="list-style-type: none"> <li>Reported values are estimated using a solid waste disposal rate for commercial buildings reported by CalRecycle; and average work from office rates as reported by employees in the U.S. and India through voluntary employee commuting surveys.</li> <li>Calculations use headcount data as of 12/31 of each year for the U.S. and INDUS; and average working days for the U.S., calculated from the work from office rates reported by colleagues and average flexible time off (FTO) rates – including holiday, vacation and sick time - reported by Grant Thornton's human resources department for US colleagues. Average working days for INDUS are assumed to be 240.</li> <li>CO<sub>2</sub> equivalent (CO<sub>2e</sub>) emissions calculated using the 100-year GWP from the IPCC Fourth Assessment Report.</li> </ul>	<p><b>2019 and 2022</b> EPA, Office of Resource Conservation and Recovery (February 2016) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM). Factors from tables provided in the Management Practices Chapters and Background Chapters. WARM Version 15, November 2020 Update. Additional data provided by EPA, WARM-15 Background Data (emission factors for Mixed MSW (Municipal Solid Waste))</p>
Scope 3 GHG emissions, category 6: business travel	<ul style="list-style-type: none"> <li>Reported values include emissions generated from travel by air, rail and car, and nights stayed in hotels by employees based in the U.S. and India. In 2019, emissions data for rail, car and nights stayed in hotels by employees based in India was unavailable but deemed immaterial and therefore has been excluded.</li> <li>Emissions are calculated using activity reports from travel booking partners and Grant Thornton's expense reporting tools.</li> </ul>	<p><b>2019</b> 2020 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 1.0 July 2020)</p> <p>Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2020 model (Version 1_2020, October 2020))</p> <p>EPA Emission Factors Hub 2020 - U.S. EPA Emission Factors for Greenhouse</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
	<p>Where fare class data is available (e.g., travel by first or business class, premium economy or coach on airlines), applicable emission factors are used. Some estimations are made:</p> <ul style="list-style-type: none"> <li>○ It is assumed that up to 10% of airfare is booked outside of Grant Thornton's travel booking system based on historical data, and therefore, airline miles are adjusted by 10% to account for missing data.</li> <li>○ Some trips by rail are also booked outside of Grant Thornton's travel booking system; for these trips, average mileage is applied, which is calculated from reported rail mileage from the travel booking partner.</li> <li>● In alignment with the Science Based Targets initiative's (SBTi) target validation protocol, emissions from transport-related fuels are reported according to a wheel-to-well (WTW) emissions boundary that reflects direct use emissions from fuel combustion (tank-to-wheel, TTW) and upstream emissions related to fuel production and distribution (well-to-tank, WTT).</li> <li>● GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</li> </ul>	<p>Gas Inventories Table 10 (Scope 3, Category 6: Business Travel and Category 7: Employee Commuting)</p> <p>EPA Emission Factors Hub 2021 – U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 1 (Stationary Combustion (Natural Gas)) and Table 6 (Electricity), based on Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>EPA Combined Heat and Power Partnership, GHG Inventory guidance – Indirect Emissions from Events and Conferences (December 2015)</p> <p><b>2022</b> 2022 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 2.0, September 2022)</p> <p>Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2022 model (Version 1_2022, October 2022))</p> <p>EPA Emission Factors Hub 2023 - U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 10 (Scope 3, Category 6: Business Travel and Category 7: Employee Commuting)</p> <p>EPA Emission Factor Hub 2023 – U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 1 (Stationary Combustion (Natural Gas)) and Table 6 (Electricity), based on Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>EPA Combined Heat and Power Partnership, GHG Inventory guidance – Indirect Emissions from Events and Conferences (December 2015)</p> <p>Cornell Hotel Sustainability Benchmarking Index 2021: Energy, Water, Carbon</p>
Scope 3 GHG emissions, category 7: employee commuting	<ul style="list-style-type: none"> <li>● Reported values include emissions from employee commuting and teleworking for employees based in the U.S. and India.</li> <li>● Values are calculated using reported employee commuting data, including average days worked in the office or at home during the applicable calendar year; typical one-way mileage; and mode(s) of transportation, obtained from voluntary employee commuting surveys.</li> </ul>	<p><b>2019</b> 2020 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 1.0 July 2020)</p> <p>Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2020 model (Version 1_2020, October 2020))</p> <p>EPA Emission Factors Hub 2020 - U.S. EPA Emission Factors for Greenhouse</p>

Summary of Grant Thornton GHG emissions calculation methodologies and emission factors used		
Indicator	Methodology	Emission factors used
	<ul style="list-style-type: none"> <li>In alignment with the Science Based Targets initiative's (SBTi) target validation protocol, emissions from transport-related fuels are reported according to a wheel-to-well (WTW) emissions boundary that reflects direct use emissions from fuel combustion (tank-to-wheel, TTW) and upstream emissions related to fuel production and distribution (well-to-tank, WTT).</li> <li>Telework (or work from home) emissions are calculated using reported days worked from home during the applicable calendar year (obtained from voluntary employee commuting surveys) and data on the average household emissions as reported by the U.S. Department of Energy. FHousehold square footage allocated to office space is assumed to be 10%. For INDUS work-from-home emission calculations, the average annual household emissions are adjusted for the difference in per-capita emissions and average emission factors for grid electricity.</li> <li>Calculations use headcount data as of 12/31 of each year for the U.S. and INDUS; and average working days for the U.S., calculated from the work from office rates reported by colleagues and average flexible time off (FTO) rates – including holiday, vacation and sick time - reported by Grant Thornton's human resources department for US colleagues. Average working days for INDUS are assumed to be 240.</li> <li>GHG emissions calculated include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</li> </ul>	<p>Gas Inventories Table 10 (Scope 3, Category 6: Business Travel and Category 7: Employee Commuting)</p> <p>EPA Emission Factors Hub 2021 – U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 1 (Stationary Combustion (Natural Gas)) and Table 6 (Electricity), based on Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>India GHG Program, India Specific Road Transport Emission Factors (2015)</p> <p>Argonne Labs 2020 model (Version 1_2020, October 2020) based on Year 2019 eGRID grid generation mix</p> <p><b>2022</b> 2022 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting (Version 2.0, September 2022)</p> <p>Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) model (Source: Argonne Labs GREET1_2022 model (Version 1_2022, October 2022))</p> <p>EPA Emission Factors Hub 2023 - U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 10 (Scope 3, Category 6: Business Travel and Category 7: Employee Commuting)</p> <p>EPA Emission Factors Hub 2023 – U.S. EPA Emission Factors for Greenhouse Gas Inventories Table 1 (Stationary Combustion (Natural Gas)) and Table 6 (Electricity), based on Federal Register EPA; 40 CFR Part 98; e-CFR: Table C-1, Table C-2 (June 2017)</p> <p>India GHG Program, India Specific Road Transport Emission Factors (2015)</p> <p>Argonne Labs 2022 model (Version 1_2022, October 2022) based on Year 2021 eGRID (Jan 2023) grid generation mix</p>

**Global warming potentials (GWP) used**

All emissions are converted to a common GHG metric, CO<sub>2</sub> equivalent (CO<sub>2</sub>e), using the 100-year GWP from the IPCC Fourth Assessment Report (AR4), noted below. As recommended by the U.S. EPA, GWPs from AR4 are used to ensure consistency and comparability of GHG data between EPA's voluntary and non-voluntary GHG reporting programs. GWPs from AR4 were also factored into the emission factors from the Guidelines to DEFRA/DECC's GHG Conversion Factors for Company Reporting.

<b>Gas</b>	<b>100-Year GWP</b>
CO <sub>2</sub>	1
CH <sub>4</sub>	25
N <sub>2</sub> O	298
HFC-125	3,500
HFC-134a	1,430
HFC-143a	4,470
HFC-23	14,800
HFC-236fa	9,810
HFC-32	675
SF <sub>6</sub>	22,800
NF <sub>3</sub>	17,200
CF <sub>4</sub>	7,390
C <sub>2</sub> F <sub>6</sub>	12,200
C <sub>3</sub> F <sub>8</sub>	8,830
c-C <sub>4</sub> F <sub>8</sub>	10,300