# Greenhouse gas (GHG) emissions statement

## Emission data and methodology

For the fiscal year ending April 30, 2025

## 1. Environmental overview

### 1.1 GHG emissions overview and document objectives

RSM US LLP is committed to transparently and accurately reporting its greenhouse gas (GHG) emissions. In 2022, the firm established its baseline for GHG reporting. This involved collecting data from its U.S. operations to report on Scope 1, 2 and select Scope 3 (specifically Category 6: business travel) GHG emissions during the reporting period.

To align with recognized standards, RSM has transitioned the reporting period from the calendar year to our fiscal year, as presented in this report. Further, improvements were made in the accuracy of activity data and corrected errors discovered in our previous calendar year 2022 and 2023 reports. Therefore, in line with RSM's base year recalculation policy disclosed below, the baseline year has been adjusted to fiscal year 2025 (FY25) and the corresponding emissions within the year have been recalculated.

To further these efforts, RSM has also expanded reporting in the current year to include more Scope 3 categories and the full geographic footprint. This strategic move underscores RSM's ongoing commitment to sustainability and effective environmental stewardship.

This document has been prepared to provide guidance for RSM in managing GHG-related matters and to provide transparency for stakeholders regarding the development of the GHG inventory.

The data and methodology disclosed below were informed by guidance from the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol), including the following specific documents: GHG Protocol – Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

RSM is committed to reviewing the document annually to:

- Evaluate its internal controls around GHG data collection and calculation to enhance these processes year over year.
- Ensure methodologies and approaches are consistent with industry-leading standards and practices, including the GHG Protocol.
- Provide ongoing guidance for the firm in managing its environmental sustainability strategy.
- Ensure that RSM's base year is in line with the methodology described in the baseline recalculation section.

## 2. By the numbers

### 2.1 Emissions data

RSM's FY25 GHG emissions from locations exclusively operating in the U.S., with the inclusion of Scope 1 natural gas and refrigerants, Scope 2 electricity and steam, and Scope 3 fuel and energy related activities and business travel, have been calculated as **66,528 metric tons of CO2 equivalent ($MTCO_2e$)**.

Market-based emissions decreased across all scopes compared to FY23, with reductions of 8.4% in Scope 1, 9.4% in Scope 2 and 10.6% in Scope 3, resulting in an overall reduction of 10.3%.

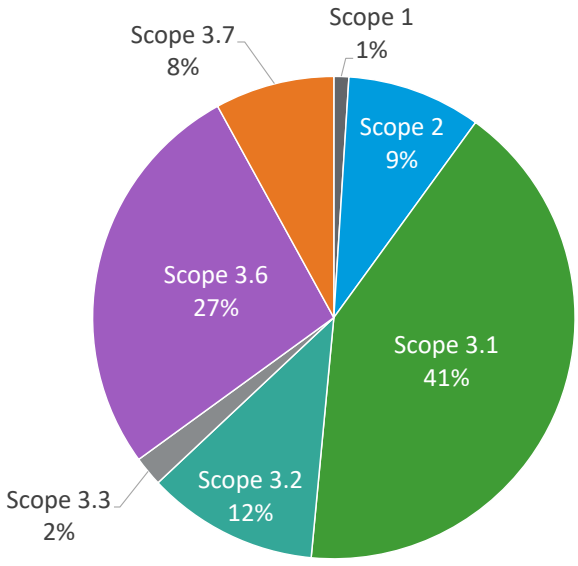
| RSM US LLP – U.S. carbon footprint* | FY23 | FY24 | FY25 |
|---|---|---|---|
| **TOTAL market-based gross GHG emissions ($MTCO_2e$)** | **74,044** | **74,041** | **66,528** |
| Scope 1 | 1,528 | 1,485 | 1,398 |
| *Natural gas utility* | *812* | *704* | 629 |
| *Refrigerants* | *716* | *781* | 769 |
| Scope 2 market-based | 16,763 | 16,662 | 15,188 |
| *Electricity utility* | | | |
| *Location-based* | *12,989* | *12,380* | 11,668 |
| *Market-based* | *14,196* | *14,061* | 13,258 |
| *Steam utility* | *2,567* | *2,601* | 1,930 |
| Scope 3 market-based | 55,753 | 55,894 | 49,942 |
| *Category 3: Fuel and energy related activities* | | | |
| *Location-based* | *3,552* | *3,423* | 3,138 |
| *Market-based* | *3,611* | *3,497* | 3,208 |
| *Category 6: Business travel* | *52,142* | *52,397* | 46,734 |
| *Air travel* | *35,156* | *36,918* | 32,954 |
| *Non-air travel* | *7,703* | *8,178* | 8,960 |
| *Accommodations* | *9,283* | *7,301* | 4,820 |

*This inventory only includes RSM US LLP operations located in the U.S.

RSM's total global GHG emissions for FY25, with the inclusion of the additional Scope 3 categories, have been calculated as **193,236 metric tons of CO2 equivalent ($MTCO_2e$)**.

The majority of RSM's global emissions (90%) fell under Scope 3, with nearly a tenth (9%) attributed to Scope 2 sources such as electricity and steam, and just 1% classified as Scope 1 emissions from natural gas and refrigerants.

**FY25 global carbon footprint**



| RSM US LLP – global carbon footprint* | FY25 |
|---|---|
| **TOTAL gross greenhouse gas emissions ($MTCO_2e$)** | **193,236** |
| Scope 1 | 2,232 |
| *Natural gas utility* | *1,331* |
| *Refrigerants* | *901* |
| Scope 2 | *16,991* |
| *Electricity utility* | |
| *Location-based* | *13,244* |
| *Market-based* | *14,833* |
| *Steam utility* | *2,158* |
| Scope 3 | *174,013* |
| *Category 1: Purchased goods and services* | *80,074* |
| *Category 2: Capital goods* | *22,055* |
| *Category 3: Fuel and energy related activities* | |
| *Location-based* | *3,994* |
| *Market-based* | *4,064* |
| *Category 6: Business travel* | *52,209* |
| *Air travel* | *36,602* |
| *Non-air travel* | *10,469* |
| *Accommodations* | *5,138* |
| *Category 7: Employee commuting* | *15,611* |

**This inventory includes RSM US LLP operations located in the U.S., Canada, India and El Salvador.*

## 2.2 Reduction goals

RSM has set realistic and consistent emission reduction targets for U.S.-based emissions.

### Our U.S. reduction goals by 2030 include


**Reducing emissions from natural gas energy by 50% from FY23 base year.**

**Reducing air travel emissions by 50% per FTE* from 2019.**

**Reducing our square footage by one-third per FTE* from 2019.**

**Sourcing 100% renewable electricity.**

**For purposes of tracking against our targets, FTE is defined as the average full-time equivalents in the U.S. during the fiscal or calendar year.*

# 3. Inventory boundary methodology

## 3.1 Boundary setting

### 3.1.1 Organizational boundary

RSM US LLP is a limited liability partnership and the U.S. member firm of RSM International, a global network of independent assurance, tax and consulting firms. RSM's organizational boundary, for the purposes of our prior fiscal year disclosures, is limited to its U.S. operations. Beginning this fiscal year, starting May 1, 2024 and ending April 30, 2025, our organizational boundary includes all operations within RSM US LLP's operational boundary, including international operations.

RSM uses an operational control approach to define our organizational boundaries, accounting for emissions generated from operations under our control. As detailed in Chapter 3 of the GHG Protocol Corporate Accounting and Reporting Standard, a company has operational control if the company, or one of its subsidiaries, has the full authority to introduce and implement its operating policies at the operation.

### 3.1.2 Operational boundary

RSM's current GHG emissions inventory includes Scope 1, Scope 2 and select Scope 3 emission sources (see emissions scope sources table below) as detailed in Chapter 4 of the GHG Protocol Corporate Accounting and Reporting Standard. Additional Scope 3 emissions that are not included in the current GHG inventory may be introduced in the future based on data availability, stakeholder expectations and/or regulatory requirements such as California SB-253.

## 3.2 GHG emission quantification

RSM leverages the Greenhouse Gas Protocol to calculate its Scope 1, Scope 2 and select Scope 3 GHG emissions metric tons of CO2 equivalent ($MTCO_2e$) across each emission category. RSM acknowledges that a reporting requirement outlined by the GHG Protocol is to separate the emissions for Scope 1 and Scope 2 per constituent gas. However, due to the limitations of our GHG calculation tool and available emission factors, RSM is only able to present the emissions aggregate of the constituent gases in $MTCO_2e$.

RSM has evaluated each of the emission sources outlined in the GHG Protocol. RSM's inventory accounts for known emissions sources for which credible data is available. There are certain sources of emissions that were not included in the inventory due to data constraints, initial materiality calculations, and areas where estimation of such emissions would require a disproportionate cost or effort.

Any such exclusions are clearly documented and justified below based on the best available data at the time of reporting, with transparent disclosure of limitations and assumptions. Where exclusions occur due to data gaps, proxy data or estimation methods are applied where feasible. In cases where emissions cannot be estimated reliably, these sources are transparently disclosed along with a rationale.

The following table summarizes our evaluation of each emission source, identification of omissions, and for all included emissions, the corresponding data sources and emission factor sources used to calculate the emissions. Global warming potentials (GWPs) are sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6). If a different assessment report is embedded in the emission factor source, the GWP is adjusted.

| Emissions source(s) | Emissions factors source(s) |
|---|---|
| **Scope 1** | |
| Stationary combustion (natural gas, diesel and other fuels) in leased RSM spaces | ▪ United States Environmental Protection Agency (U.S. EPA) Emission Factors Hub |
| Mobile combustion | Not applicable |
| Process emissions | Not applicable |
| Fugitive (leakage) emissions in leased RSM spaces | ▪ California Air Resources Board (CARB) Refrigerants and AR6 GWP from IPCC |

| Emissions source(s) | Emissions factors source(s) |
|---|---|
| **Scope 2** | |
| Purchased electricity: location-based | ▪ Emissions & Generation Resource Integrated Database (eGRID)<br>▪ Canada National Inventory<br>▪ International Energy Agency (IEA) Electricity Emissions Factors |
| Purchased electricity: market-based | ▪ 2023 Green-e® Residual Mix Emissions Rates (2021 Data)<br>▪ Canada National Inventory<br>▪ International Energy Agency (IEA) Electricity Emissions Factors<br>▪ Location-based factors if no other market-based emission factors are available |
| Purchased heating: steam | ▪ U.S. EPA Emission Factors Hub<br>▪ Ecoinvent 3.10 – Purchased dataset |
| Other purchased heating and cooling | Preliminary tests of materiality showed these emission sources to be immaterial. Omission is also due to the lack of reliable data. |
| **Scope 3** | |
| Category 1: Purchased goods and services | ▪ Watershed's Comprehensive Environmental Data Archive (CEDA) database |
| Category 2: Capital goods | ▪ EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors database<br>▪ Watershed's CEDA database<br>▪ Watershed's CEDA+FLAG model |
| Category 3: Fuel and energy-related activities not included in Scope 1 or 2. | ▪ Electricity:<br>– Canada National Inventory<br>– IEA electricity emissions factors<br>– IEA well-to-tank and transmission and distribution factors<br>▪ Heat and steam:<br>– UK DEFRA WTT emissions factors<br>– UK DEFRA T&D losses for heat and steam<br>▪ Fuel: UK Government GHG Conversion Factors for Company Reporting (DEFRA) |
| Category 4: Upstream transportation & distribution | Deemed immaterial |
| Category 5: Waste generated in operations | RSM was unable to calculate emissions from waste due to lack of emissions data from their waste treatment providers, information related to waste treatment type or information related to waste disposal method. |
| Category 6: Business travel-air (activity-based) | ▪ UK Government GHG Conversion Factors for Company Reporting (DEFRA) |
| Category 6: Business travel-rail (activity-based) | ▪ U.S. EPA Emission Factor Hub<br>▪ UK Government GHG Conversion Factors for Company Reporting (DEFRA) |
| Category 6: Business travel-vehicle (activity-based) | ▪ U.S. EPA Emission Factor Hub |
| Category 6: Business travel-lodging (activity-based) | ▪ UK Government GHG Conversion Factors for Company Reporting (DEFRA) |

| Emissions source(s) | Emissions factors source(s) |
|---|---|
| Category 6: Business travel–all types (spend-based) | ▪ EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors database<br>▪ Watershed's CEDA database<br>▪ Watershed's CEDA+FLAG model |
| Category 7: Employee commuting | U.S. EPA Emission Factors Hub |
| Category 8: Upstream leased assets | Deemed immaterial |
| Category 9: Downstream transportation & distribution | Not applicable |
| Category 10: Processing of sold goods | Not applicable |
| Category 11: Use of sold goods | Not applicable |
| Category 12: End of life treatment of sold goods | Not applicable |
| Category 13: Downstream leased assets | Not applicable |
| Category 14: Franchises | Not applicable |
| Category 15: Investments | Not applicable |

*Refer to our baseline recalculation policy below for information on our materiality threshold.

### 3.3 Use of estimates

As noted by the GHG Protocol, estimation uncertainty arises any time GHG emissions are quantified. The data presented herein requires management to make estimates and assumptions. All methodologies used to calculate GHG emissions are based on available information believed to be reasonable. RSM regularly reviews its emissions calculation methodologies to align them with best practices. RSM's calculation methodologies and previously reported metrics may be adjusted to reflect improvements in the availability and quality of third-party data, changing assumptions, changes in the nature and scope of the operations, and other circumstances. Refer to our Baseline Recalculation policy below for information on recalculations.

## 4. Calculation methodology

### 4.1 Scope 1 emissions

#### 4.1.1 Energy utilities—stationary combustion emissions

RSM's Scope 1 emissions include stationary combustion from natural gas, diesel, and other fuels. RSM uses a reasonable amount of effort to collect utility information from leased spaces and relies on the property management of the leased spaces to identify stationary combustion use. This includes energy use from our leased spaces as well as RSM's proportionate share of usage in common areas of leased spaces where the property manager attributes and charges this usage to RSM, as RSM has operational control over such square footage.

To calculate all energy utility emissions, RSM collects utility information, metered utility bills and landlord provided consumption from our leased spaces. Where specific service dates within a month are not given, the start and end dates of the corresponding month are used. Where RSM-specific usage data is unavailable, the area method is used, as defined by the GHG Protocol Scope 2 Guidance and The Climate Registry's General Reporting Protocol, to allocate an entire building's energy usage to RSM based on leased square footage. For leased spaces that were unable to provide complete usage data, estimations outlined in the "4.3 Energy utilities—key estimations and assumptions" section are used. Once data is collected, the GHG Protocol guidance is followed to convert usage data into $MTCO_2e$ using the appropriate emission factors and GWP factors.

For all stationary combustion, fuel CO2e emission factors are obtained from the US EPA Emissions Factor Hub (applied beginning with the most relevant calendar year in which the activity data took place) and converted using AR6 GWP.

#### 4.1.2 Fugitive emissions

Data for fugitive emissions from refrigerant leakage was deemed not readily available by our leased sites. As refrigerant purchase quantities are absent, default refrigerant types are assigned based on building kind, and square footage is used to estimate refrigerant quantities. Emission factors are applied based on the EPA HFC accounting tool values. RSM uses refrigerant emission factors from the IPCC's AR6 and component blend information from the California Air Resource Board's (CARB) report on high-GWP refrigerants.

## 4.2 Scope 2 emissions

### 4.2.1 Energy utilities—purchased electricity and steam emissions

RSM's material Scope 2 emissions arise from purchased electricity and steam. RSM uses a reasonable amount of effort to collect utility information from leased spaces and relies on the property management of the leased spaces to identify purchased electricity and steam use. This includes energy use from our leased spaces as well as RSM's proportionate share of usage from common areas of leased spaces where the property manager attributes and charges this usage to RSM, and as RSM has operational control over such square footage RSM assumes that all leased spaces use electricity. Preliminary tests of emissions from purchased cooling (chilled water) and district heating were deemed immaterial. Omission of these sources is also due to the lack of reliable data.

RSM uses the same calculation methodology for electricity and steam as described above for stationary combustion. Steam emission factors are obtained from the U.S. EPA Emission Factors Hub (applied beginning with the most relevant calendar year in which the activity data took place) and ecoinvent 3.10.

Electricity location-based emission factors used include: eGRID EFs for U.S. subregions' grids (applied beginning with the most relevant calendar year in which the activity data took place), Canada National Inventory Report 1990—2022 for Canada states' grids (through 2024 release based on 2022 data), IEA emission factors for each country's grid (through 2024 release based on 2022 data), ecoinvent for each country's grid if not available above (versions 3.7–3.10, depending on year). All emission factors use AR6 GWP.

RSM has not purchased renewable energy credits (RECs) as of FY25, however, market-based emissions are being disclosed in preparation for future REC purchases. Scope 2 market-based emission factors used include: Green-e® residual EFs for U.S. grids (most recent) with CH4 and N2O EFs added from eGRID subregions and converted to CO2e using AR6 GWP, European residual mixes (most recent) with CH4 and N2O EFs added from IEA and converted to CO2e using AR6 GWP for each country's grid, and location-based factors if no other market-based emission factors are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance.

## 4.3 Energy utilities—key estimations and assumptions

While the majority of RSM leased spaces provided utility data during the reporting period, and a reasonable amount of effort was used to gather the data, not all data was able to be collected across leased sites. Where utility data is either missing or not fully available, RSM used estimation methods to calculate the site's utility emissions.

As noted by the GHG Protocol, parameter uncertainty refers to the uncertainty associated with quantifying the parameters used as inputs (e.g., activity data and emission factors) into estimation models. Parameter uncertainties can be evaluated through statistical analysis. Therefore, RSM performed a statistical analysis using different estimation methods described by The Climate Registry's General Reporting Protocol to determine which estimation methods to use when estimating utility emissions. As a result of this analysis, RSM chose the estimation methods that aligned with the GHG-accounting principle of conservativeness, which aims to avoid material underestimation whenever data is missing or highly uncertain.

RSM utility emissions were estimated using the following methodologies as described by The Climate Registry's General Reporting Protocol.

| Missing data scenario | Methodology |
|---|---|
| Data is missing for less than half a month. | Sample method: daily average of data available for the same site and space during the same month. |
| Data is missing for more than half a month to one year.<br><br>Data is missing for a space which the average intensity method cannot be applied (ex: multiple spaces or meters at a site, multiple energy heating and fuel sources used at a site, etc.). | Sample method: daily average of data available for the same site and space from the current and closest available fiscal year(s). |
| Data is missing for more than one year. | Average intensity method: square footage of leased space x recognized intensity factors (using building type and area based on research-backed building energy performance benchmarks: U.S. Department of Energy's Building Performance Database and IEA Energy Efficiency Indicators). |

## 4.4 Scope 3 emissions

Scope 3 emission categories, representing emissions from sources outside the company's direct control, are evaluated based on (1) materiality assumptions (i.e., which day-to-day operations have the largest impact on Scope 3 emissions) and (2) data availability. Thus, the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard guidance is followed to calculate Scope 3 emissions.

### 4.4.1 Category 1: Purchased goods and services

RSM collects expense data from the RSM finance team. RSM income and expense general ledgers and data from the employee expense reporting tool are also collected. Non-USD spend is converted to USD using the latest monthly currency exchange rates.

The financial data includes the financial account, currency, total spend, supplier (if available), and additional descriptions or details.

Spend is then aggregated by financial account. All operating expenses are included within Scope 3.1. All capital expenses are included in Scope 3.2. All travel expenses are included in Scope 3.6, unless they have already been accounted for using the activity-based approach. All expenses related to the purchase of transportation or distribution services are excluded from Scope 3.1 and categorized under Scope 3.4. To avoid double counting across scopes, accounts related to Scope 1 and 2 emissions from our facilities are excluded where feasible (e.g., rent expense account); however, RSM is aware that some utility charges are grouped within our facilities support accounts (e.g., maintenance account) and therefore may be included within our purchased goods and services. Accounts are also excluded to avoid non-emissive values such as compensation, depreciation, bad debt, government penalties and fees, intangibles (e.g., trademark expenses), and write-offs. Lastly, accounts are excluded to remove spend that does not exit the operational boundary, such as interdepartmental transfers.

Included financial accounts are mapped to an emissions factor using the U.S. Bureau of Economic Analysis (BEA) code that most accurately matches the account's primary business activity. Spend is then multiplied by the matched emission factor. The emissions factors are adjusted for inflation by comparing the dollar value of the expense (for when the expense occurred) to the units of the emissions factor (for when the emissions factor measurement was taken). Emission factors are pulled from Watershed's CEDA database.

### 4.4.2 Category 2: Capital goods

RSM collects net book value reports from the RSM finance team which include the net book value of all capital assets purchased during the reporting period. Emissions are calculated using the expenditures calculation methodology in section "4.4.1 Category 1: Purchased goods and services."

### 4.4.3 Category 3: Fuel and energy-related activities not included in Scope 1 or 2

This category includes energy-related activities not included in Scope 1 and 2, transmission and distribution (T&D) loss and well-to-tank (WTT).

To calculate T&D emissions, inputs from Scope 1 and 2 are multiplied by grid loss rates for each regional grid to calculate energy lost during transmission and distribution. eGRID (by year, through the 2024 dataset using 2022 data) loss rates are used for U.S. electricity consumption. For non-U.S. electricity consumption, ecoinvent (the newest applicable version; 3.10 beginning January 2020) loss rates are used. DEFRA UK (applying the relevant calendar year's data release to each footprint, with the most recent using 2024) GHG reporting conversion factors loss rates are used for all heat consumption.

To calculate WTT emissions, inputs from Scope 1 and 2 are multiplied by WTT EFs. IEA 2024 (by year) WTT emissions are used for every country for electricity. DEFRA UK (applying the relevant calendar year's data release to each footprint, with the most recent using 2024) GHG reporting conversion factors WTT rates are used for all heat consumption.

### 4.4.4 Category 6: Business travel

RSM categorizes business travel emissions by air travel, non-air travel and accommodations. Within each type of travel, RSM collects both activity-based data and spend-based data.

#### 4.4.4.1 Activity-based business travel

Where activity data is available, RSM applies an activity-based method to business travel activities. Fiscal year 2025 includes activity data, and where this data is not available, the spend-based method is applied as outlined in the "4.4.4.2 Spend-based business travel" section below.

4.4.4.1.1 Air travel

RSM collects flight booking records from its third-party travel management system, which includes date, cost, flight route or distance and, if possible, vendor and cabin class. If distance is not provided, RSM calculates the geodesic distance between airports along the flight route. RSM then applies the UK DEFRA based on distance. Business travel emissions are calculated for all non-canceled trips during the reporting period, as determined by the invoice date.

Flights are categorized into long haul (>=2300 miles), medium haul (>= 300 miles, < 2300 miles) and short haul (< 300 miles) flights. The total mileage is multiplied by the corresponding emission factor for each mileage category. Upstream fuel and energy-related activities not covered in Scope 1 or Scope 2 emissions are calculated in the aviation well-to-tank (WTT) section. These emissions are included in the Scope 3.6 category alongside combustion emissions.

4.4.4.1.2 Rail travel

RSM collects rail booking records from our third-party travel management system, which include departure date, location, distance traveled, number of passengers and train mode. Business travel emissions are calculated for all non-canceled trips during the reporting period, as determined by the invoice date.

Rail transportation is categorized by geography, distinguishing U.S. rail travel from non-U.S. rail travel. Total passenger-miles or passenger-kilometers are multiplied by the appropriate emission factor based on the rail category. U.S. EPA EF Hub data is used for U.S. commuter rail, intercity rail and transit rail, adjusted to AR6 GWPs. UK DEFRA emission factors are used for non-U.S. rail modes, again adjusted to AR6 GWPs.

4.4.4.1.3 Lodging and accommodation

RSM collects lodging information from the RSM meetings and events team, which include date, cost, number of nights and country of stay. Based on the data, RSM infers the number of lodging room nights per line item by assuming one room per night if the room quantity is not defined and either a given number of days or the number of days between check-in and check-out dates. The number of lodging nights is multiplied by country-specific emission factors (EFs) for CO2e per room per night per UK DEFRA emission factors.

#### 4.4.4.2 Spend-based business travel

A spend-based approach is used for all travel where activity data is unavailable. This method supplements the activity-based approach and includes additional travel not already captured in the inventory. RSM's finance team provides spend data from the employee expense reporting tool, which includes expenses related to air travel, ground transportation and accommodations.

Beginning in FY25, RSM was able to collect income and expense general ledgers to calculate emissions for Scope 3.1, which contains additional spend data for accommodations and ground transportation. Travel expenses recorded in the income and expenses general ledgers are included in Scope 3.6, unless they have already been accounted for using the activity-based approach. RSM utilizes commodity-specific emissions factors to determine emissions based on dollar spend. Refer to the section "4.4.1 Category 1: Purchased goods and services" for our complete expenditures calculation methodology.

As this data source was not obtained during our prior year calculations, RSM acknowledges that there are business travel emissions excluded from our FY23 and FY24 emissions.

### 4.4.5 Category 7: Employee commuting

#### 4.4.5.1 Employee commute to offices

RSM collects VPN login information from our IT department, which includes the number of times an employee worked from their assigned RSM office. Data published by governments and data aggregators are used to estimate the average mode of transportation and distances for each location and apply that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking.

Sources include the U.S. Bureau of Transportation Statistics for U.S. commute modes for U.S. states, U.S. National Household Travel Survey for U.S. commute distances, U.S. Census Bureau for commute mode data from different U.S. cities and Numbeo traffic data for commute modes and distances for certain countries and cities.

Miles are multiplied by the emissions factor for each commute method. For combustion emissions from cars, RSM uses the EPA emissions factor for "passenger car" (most recent data set is 2024), with CH4 and N2O added using AR6 GWP. For well-to-tank

(WTT) emissions from cars, emission factors from DEFRA for an average car are used, with an unknown fuel type, to be fully representative of the different types of cars. For public transit, RSM uses a synthetic fuel emissions factor for a passenger-mile traveled by public transit in the U.S. The National Transit Database's (most recent data from 2024) data on public transit systems is used to estimate the mix of bus, heavy rail, light rail and commuter rail in the U.S. RSM applies the EPA EF Hub (2024) emissions factor for each public transit mode to calculate an average emissions factor for a passenger-mile on public transit. For well-to-tank (WTT) emissions from public transit, emission factors from DEFRA are used for national rail, which is more representative of the general mode of commute globally. No emissions are assumed for walking and biking.

#### 4.4.5.2 Employee home energy use

RSM calculates the average working days for each office using total weekdays in a year minus RSM holidays for the respective country and closures for the respective office. RSM then adjusts the average working days for each employee by considering their FTE employee status and active employee status within the dates of the fiscal year. The number of days employees work from home is calculated by subtracting the number of days they worked in their assigned RSM office, as determined via the methodology disclosed above, from their average working days.

A home office size is estimated based on location. RSM estimated that the floor area of a home in the U.S. or Canada is 1,753 square feet (the mean in 2021 as reported by the American Housing Survey). The square footage of a home in the rest of the world was estimated as 1,029 square feet (the mean in 2020 as reported by the English Housing Survey, Annex Table 2.1; converted from 95.6 m^2). Based on research conducted by the International Energy Agency, RSM estimates work-from-home-related fuel use is 15% of total home fuel use.

Electricity, natural gas and other energy benchmarks are selected based on location. For buildings in the U.S. or in countries that are not covered by the IEA, RSM uses the Department of Energy's Building Performance Database to find benchmarks for electricity consumption and fuel consumption per square foot and applies that benchmark to the square footage of the employee's home location. Specifically, RSM uses the following building classifications: Residential—Unknown for employee homes, Electric EUI (Energy Use Intensity) median (kWH/sqft/yr), and Median Fuel EUI (Energy Use Intensity) (kBtu/sqft/year).

For buildings outside the U.S., RSM uses IEA Energy Efficiency Indicators. Specifically, RSM uses the total energy use split between electricity and non-electricity divided by the total floor area to calculate PJ/thousand-square-meter/year which is then converted to kWh/sqft/month. All data comes from the residential-sector data.

Resulting energy consumption for each month is multiplied by the percentage of days an employee was working remote, then multiplied by the local electricity, natural gas, or other relevant fuel emission factors outlined in our Scope 1 and 2 calculation methodology above.

## 5. Baseline recalculation policy

RSM US LLP uses multiple baseline years depending on the emissions scope and goal. Fiscal year 2023 serves as the baseline for U.S. Scope 1 and Scope 2 emissions in line with GHG Protocol guidance. For Scope 3 (business travel) and square footage related goals, calendar year 2019 remains the established baseline. Furthermore, per the GHG Protocol corporate standard, several activities described below might trigger a base-year inventory recalculation. These activities are reviewed on an annual basis to ensure the accuracy and relevance of RSM's emissions baseline.

RSM maintains accuracy, consistency and transparency in GHG emissions by requiring a recalculation if significant changes occur due to structural changes, methodological updates or identified errors. (Note: "significant" in the context of RSM's recalculation policy refers to a 5% or greater net change in total GHG emissions inventory. RSM reserves the right to recalculate the base year if changes occur that do not meet the significance threshold deemed material enough by management to warrant a recalculation.)

**+1 800 274 3978**
**rsmus.com**