

A grayscale photograph of a woman with long dark hair, wearing a light-colored blazer over a white top and dark pants, standing next to a bicycle in a modern office hallway. She is smiling and looking towards the right. The hallway has large glass windows and doors. A red diagonal graphic element is present in the bottom right corner.

BDO USA, P.C.

# 2023 Data Update

## ABOUT THIS REPORT

In 2023, BDO USA, P.C.'s ("BDO" or "BDO USA") financial reporting period changed to align with the calendar year. This supplemental report provides our stakeholders with updated people and emissions data in alignment with our new financial reporting period (January 1, 2023 - December 31, 2023). Moving forward, we will resume reporting in accordance with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards on a calendar year basis.

This update includes operations within the United States as part of BDO USA. Some disclosures include data from BDO RISE Private Limited ("BDO RISE"), a majority-owned subsidiary of BDO USA.

BDO is the brand name for the BDO network and for each of the BDO Member Firms. BDO USA, P.C., a Virginia professional corporation, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms. BDO RISE is a private limited company incorporated under Indian law as a joint venture between BDO USA, P.C., and BDO India.

**People**



**Pulse**



**Training**



**Parental Leave**



**Social Impact**



**Emissions Footprint**



# PEOPLE

## Employees by Headcount - Count<sup>1</sup>

Year	U.S.			BDO RISE (India)		
	Total	Men	Women	Total	Men	Women
CY23	9,734	5,032	4,702	2,242	1,217	1,025

## Employees by Headcount - Rate<sup>1</sup>

Year	U.S.			BDO RISE (India)		
	Total	Men	Women	Total	Men	Women
CY23	100%	52%	48%	100%	54%	46%

## New Hires - Count<sup>2</sup>

	TOTAL	GENDER		AGE GROUP		
		Men	Women	<30	30-50	>50
U.S.						
CY23	1,635	895	740	780	702	153
BDO RISE (India)						
CY23	554	318	236	324	230	0

## New Hires - Rate<sup>2</sup>

	TOTAL	GENDER		AGE GROUP		
		Men	Women	<30	30-50	>50
U.S.						
CY23	100%	55%	45%	48%	43%	9%
BDO RISE (India)						
CY23	100%	57%	43%	58%	42%	0%

<sup>1</sup> CY23 data is as of December 31, 2023.

<sup>2</sup> CY23 data reflects cumulative new hires during the period January 1, 2023 through December 31, 2023.

Some data categories may not add up to 100% due to rounding to the nearest whole percent. Rates for gender, race/ethnicity and age group are determined as a percentage of the whole, by category.

## Voluntary Turnover – Count

	TOTAL	GENDER		AGE GROUP		
		Men	Women	<30	30-50	>50
U.S.						
CY23	1,470	817	653	487	735	248
BDO RISE (India)						
CY23	368	208	160	204	164	0

## Voluntary Turnover - Rate

	TOTAL	GENDER		AGE GROUP		
		Men	Women	<30	30-50	>50
U.S.						
CY23	16%	17%	15%	17%	15%	17%
BDO RISE (India)						
CY23	18%	19%	17%	16%	21%	0%

## CY23 Voluntary and Involuntary Turnover Rates - U.S. and BDO RISE Combined

**17%** Voluntary Turnover Rate

**8%** Involuntary Turnover Rate

Rates are based on percentage of average headcount for the fiscal year, by category.

# PEOPLE

## Executive Management Demographic Data

	GENDER		RACE/ETHNICITY								AGE GROUP		
	Men	Women	White	American Indian or Alaska Native	Asian	Hispanic or Latinx	Native Hawaiian or other Pacific Islander	Black or African American	Two or More Races	Declined to Disclose	<30	30-50	>50
CY23	73%	27%	83%	0%	7%	4%	0%	3%	0%	4%	0%	49%	51%

## All Other Professionals Demographic Data

	GENDER		RACE/ETHNICITY								AGE GROUP		
	Men	Women	White	American Indian or Alaska Native	Asian	Hispanic or Latinx	Native Hawaiian or other Pacific Islander	Black or African American	Two or More Races	Declined to Disclose	<30	30-50	>50
CY23	51%	49%	59%	0%	17%	9%	0%	5%	2%	8%	32%	53%	15%

Executive Management data includes the Executive Team, Board of Directors and all others within EEO-1 Job Category Executive/Senior Level Officials and Managers.

CY23 data is as of December 31, 2023.

Some data categories may not add up to 100% due to rounding to the nearest whole percent. Rates for gender, race/ethnicity and age group are determined as a percentage of the whole, by category.

PULSE

What Our People Had to Say

- 95% feel they are provided equitable opportunities to advance their careers at BDO.
- 90% feel like they belong at BDO.
- 86% have a high degree of trust in firm leadership.
- 89% witness BDO's core value of People First demonstrated by their colleagues.



The Engagement Index: 87%

The engagement index seeks to comprehensively measure employee engagement through various lenses – firmwide, by practice area and by geography. The index is composed of weighted scores across four areas of the survey: leadership, work-life, communication, and career development.

CY23 Pulse data is from our annual survey, which took place in December 2023.

TRAINING

- 570,000+ Total Numbers of Hours Trained
- 50 Average Hours of Training Per Male Professional
- 82 Average Hours of Training Per Principal
- 46 Average Hours of Training Per Female Professional
- 45 Average Hours of Training Per Non-Principal

PARENTAL LEAVE

- 421 Total Participants
- 52% Male Participants (221)
- 48% Female Participants (200)

SOCIAL IMPACT

- 21,233 Nationwide Volunteer Hours
- 700+ Nonprofit Boards Served on by BDO Professionals
- 8,535 Week of Service Volunteer Hours
- 2,961 BDO volunteers
- 177 BDO Counts Volunteer Events
- \$2.4M Dollars Contributed to 608 Charitable or Community Organizations

CY23 training, parental leave and social impact data reflect the time period of January 1, 2023 through December 31, 2023.

# EMISSIONS FOOTPRINT

## Greenhouse Gas Emissions MT CO<sub>2</sub>e

Emissions Category	Calendar Year 2023
<b>Total GHG Emissions (Scopes 1, 2 and 3)<sup>3</sup></b>	<b>90,319</b>
<b>Scope 1</b>	
Natural Gas	1,061
Refrigerants	177
<b>Total Scope 1<sup>4</sup></b>	<b>1,238</b>
<b>Scope 2</b>	
Purchased Electricity – market-based	6,453
Purchased Steam	-
<b>Total Scope 2<sup>5</sup></b>	<b>6,453</b>
<b>Scope 3</b>	
Purchased Goods and Services	38,899
Capital Goods	12,740
Fuel and Energy-Related Activities (FERA)	788
Upstream Transportation & Distribution	239
Waste	132
Business Travel	26,165
Employee Commuting	2,815
Work From Home	849
<b>Total Scope 3<sup>6</sup></b>	<b>82,627</b>

<sup>3</sup> We calculate our GHG emissions using the operational control consolidation approach, in accordance with the Greenhouse Gas Protocol.

<sup>4</sup> Scope 1 consists of emissions that a company produces and controls directly. BDO's calendar year 2023 Scope 1 emissions were generated by on-site combustion of natural gas and recharging of refrigerants used in our leased office space.

<sup>5</sup> Scope 2 consists of indirect emissions associated with the purchase of energy. BDO's calendar year 2023 Scope 2 emissions were generated by purchased electricity and steam. We use a market-based approach to report Scope 2 emissions. Our location-based emissions during calendar year 2023 totaled 6,432 MT CO<sub>2</sub>e. Purchased electricity in our leased offices totaled 15,434,402 kilowatt-hours (kWh), or 55,564 gigajoules (GJ). Purchased electricity attributed to working from home was 1,760,340 kWh, or 6,337 GJ.

<sup>6</sup> Scope 3 consists of all indirect emissions not included in Scope 2 that occur in the value chain of the reporting company, including both 'upstream' and 'downstream' emissions. BDO's calendar year 2023 Scope 3 emissions were generated by our purchased goods and services, capital goods, FERA, upstream transportation & distribution, waste produced in our buildings, business travel, employee commuting, and purchased electricity used by our professionals to work from home.

Given BDO USA P.C.'s operations are not considered to be water intensive, we do not currently have water-related goals and targets. However, we estimate that we used approximately 34 megaliters of water across our office locations.

## Emissions Methodology

Our GHG emissions are calculated in accordance with the Greenhouse Gas Protocol, a joint initiative of the World Resources Institute and the World Business Council for Sustainable Development. We used emission factors referenced by the U.S. Environmental Protection Agency (EPA) to calculate emissions from most of the sources in our inventory. Emissions factors from the EPA and Central Electric Authority of India were used to calculate Scope 2 emissions from purchased electricity in BDO USA and BDO RISE offices, and Scope 3 emissions from purchased electricity attributed to employees working from home. Our GHG emissions inventory uses global warming potential rates from the Fifth Assessment Report of the Intergovernmental Panel on Climate Change. Our data collection attempted to obtain activity-level data on the GHGs covered by the United Nations Framework Convention on Climate Change — carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>). In cases where we were unable to obtain activity-level data for each source, we estimated emissions using available information.

Our waste-related emissions methodology does not currently include any furniture or electronics destined for landfill. We are working to expand our methodology to include this information in future reporting years.

Our purpose is helping people thrive, every day. Together, we are focused on delivering exceptional and sustainable outcomes and value for our people, our clients and our communities. BDO is proud to be an ESOP company, reflecting a culture that puts people first. BDO professionals provide assurance, tax and advisory services for a diverse range of clients across the U.S. and in over 160 countries through our global organization.

BDO is the brand name for the BDO network and for each of the BDO Member Firms. BDO USA, P.C., a Virginia professional corporation, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms. For more information, please visit: [www.bdo.com](http://www.bdo.com).

Material discussed in this publication is meant to provide general information and should not be acted on without professional advice tailored to your needs.

© 2025 BDO USA, P.C. All rights reserved.

