



BUSINESS

Headcount



1,158 partners
15,058 people
16,216 total headcount

Revenue



\$3,915,458
CAD in thousands (000s)

ENVIRONMENT



Commitment to net-zero by 2040 with near-term goals (validated by SBTi)

Progress against targets

Scope 1 and 2

Reduced building energy emissions by **76%** compared to our 2019 base year

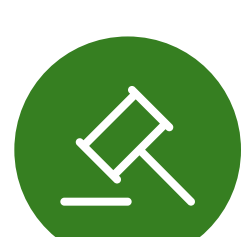
Scope 3

Travel emissions per full-time employee: **55% reduction** from our 2019 base year

Our **Green Champions Network** surpassed **1,210 members**

During **Earth Month**, our team successfully diverted over **7,400 kg of food** from landfills, redirecting it back to our local communities

GOVERNANCE



An **overwhelming majority** of respondents believe Deloitte is an ethical place to work according to the latest internal ethics survey

Our **Public Interest Committee** helps our leaders navigate critical ethical brand considerations as to whether the work we are doing—and who we are doing that work for—is in the public interest

SOCIETY | OUR PEOPLE

Diversity, Equity, Inclusion, and Accessibility



Overall firm

51.0% Women
36.0% Racialized people
3.0% Black people
1.0% Indigenous Peoples
3.0% Neurodivergent people and people with disabilities
3.0% 2SLGBTQIA+ people



Partners

38.2% Women
22.8% Racialized people
1.2% Black people
0.4% Indigenous Peoples
3.6% Neurodivergent people and people with disabilities
1.8% 2SLGBTQIA+ people

Learning and development



Milestones

More than 740 newly promoted leaders attended strategic career programs



Onboarding

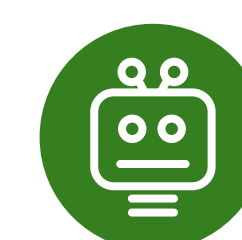
2,000-plus new hires took part in the Deloitte University North onboarding experience



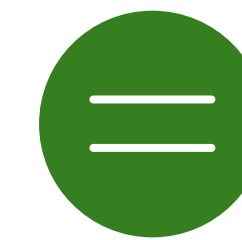
8,000 faculty and **learners** attended **150-plus** Deloitte University North program deliveries



In November 2024, we released *Expanding Horizons: Deloitte's Renewed Reconciliation Action Plan*. It identifies **15 renewed commitments** under the plan's four pillars: inclusion, education, employment, and economic empowerment.



More than 3,000 of our people and **200-plus** leaders attended workshops or completed courses on GenAI and the future of work



Initiated a learning course with the aim of providing a practical set of tools to help identify, combat, and **dismantle anti-Black racism**



Deloitte continues to be committed to following the **AccessAbility Action Plan**, launched in 2021

SOCIETY | OUR COMMUNITIES

WorldClass



Canada and Chile impacted **754,384 lives** through WorldClass programming in FY2024

Since 2017, we have reached **2,403,282 individuals**—surpassing our two million goal

Giving time and value to community



\$11.5 million in donations raised and in-kind, including during our annual workplace giving campaign

\$5.6 million equivalent in volunteer and pro bono hours

35,376 hours combined of volunteering and pro bono work in communities

Community



\$140,000 disbursed through **Bloom Scholarships** to **28 students**, each of whom also received a four-month work term opportunity at the firm



Achieved a **6% spend ratio** with Indigenous suppliers based on the total applicable supplier spend



\$165,000 in donations to organizations across Canada that support **Black communities**

SOCIETY | OUR COUNTRY

Future of Canada Centre



In collaboration with Indigenous youth leaders, we produced two significant reports this year: *Breaking colonial legacies and mapping new pathways to mental wellness* and *Reconciling our relationships to preserve Mother Earth for future generations*.