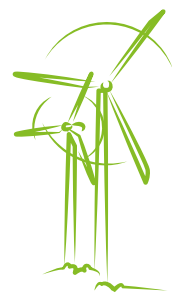


FY22 Environmental, social, and governance (ESG) highlights

Environmental



Commitment to science-based net-zero with 2030 goals

FY2022 progress against targets

- Scope 1 and Scope 2 energy-related emissions reduced by **69%**
- Scope 3 travel emissions reduced by **93%** per FTE
- Sourced **100% renewable energy** for all our facilities

Our people put their care for the planet into action by volunteering for environmental initiatives and joining our **Green Champions Network (GCN)**, which reached more than **1,000 members** this past year

During Earth Month (April), our people dedicated more than **750 hours** to environmental volunteering in their communities

Headcount



1,006 partners
13,211 people
14,217 total headcount

Revenue



\$3,478,595 FY2022
 CAD in thousands (000s)

WorldClass



In FY2022, Canada and Chile impacted **299,708 lives** through WorldClass programming
 Since launching the initiative in 2017, we have reached **1,548,624** individuals toward our goal of two million

Diversity, equity, and inclusion



Partners

Indigenous peoples **1%**
 Women **35%**
 Racialized people **19%**
 Black people **1%**
 People with disabilities **1%**
 2SLGBTQIA+ people **2%**

Recent partner class

Indigenous peoples **1%**
 Women **48%**
 Racialized people **30%**
 Black people **1%**
 People with disabilities **3%**
 2SLGBTQIA+ people **1%**

Overall firm

Indigenous peoples **1%**
 Women **50%**
 Racialized people **34%**
 Black people **3%**
 People with disabilities **1%**
 2SLGBTQIA+ people **3%**

Learning & Development experiences



508 participants attended virtual programs seeking to improve their communication skills with colleagues and clients

Facilitation: **222** virtual Deloitte Facilitation Excellence (DFX) certifications and **33** through Live DFX

Milestones: We celebrated **665** new managers, senior managers, and directors in virtual Milestone programs and piloted the new Global Senior Manager Milestone (GSMM) program to **>70** participants

Aspirations program: This 18-month accelerated leadership development program involved **>115 top talent senior managers**

Community



>5,000 Indigenous youth positively impacted through pro bono and volunteer initiatives

Deloitte achieved a **6% spend ratio** with Indigenous suppliers

>\$125,000 and pro bono engagements were donated toward corporate contributions to Black-owned organizations, as well as those that focus on the progress of Black people

>1,100 Black students applied to the scholarship program, with **40** students who identify as Black or Indigenous awarded a **\$5,000 bursary** and an opportunity for a four-month work term at the firm

Giving time and value to community



\$6.49 million in donations raised, including donations and contributions made through our annual workplace-giving campaign

\$3.47 million equivalent in the value of volunteer and pro bono hours

More than **\$1.5 million** of pro bono services to mission-driven organizations across Canada

Community impact adds up to **19,235 hours** of combined volunteering and pro bono work completed by Deloitte people

Response to Ukraine crisis



\$385,000 donation to the Canadian Red Cross in support of Ukraine

\$100,000 of our Social Innovation Fund to support the Government of Poland in dealing with the resulting refugee crisis

Game Plan Day



In the past year, **1,418 athletes** participated in Game Plan programming