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

**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%

**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.

**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 services 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.

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