



Impact Report 2022

Video transcript – John Psaila, Managing Partner

Welcome to the 4th edition of Deloitte Luxembourg Impact Report.

We live in times of great change, times that are not without uncertainty.

This is why, more than ever, we must deliver on our purpose of being impactful for our clients, for our people, for the communities in which we live, and for our planet.

This is the real measure of our success as a Firm, and that we endeavour to highlight in this report. Our performance goes well beyond the consistently strong growth in each of our business' revenues over the past years.

Our performance lies in the impact we make by taking care of each other, serving with integrity, fostering inclusion, and collaborating to build long-lasting value.

In this Impact Report, we look at some of our actions, big and small, that contribute to enabling a better and more sustainable tomorrow.

We believe being sustainable is not just a buzz word, or the fashion of the times.

At Deloitte, sustainability is embedded into every aspect of our daily professional lives, and this encompasses three key points.

To start with, we make investments for the medium to long term – this ensures our growth is sustained, consistent, and durable, which offers a unique capacity of resilience.

Also, we aim to be ahead of the challenges of tomorrow by co-creating with all our stakeholders using innovation and digitalization.

Finally, we embrace our responsibility of being a key actor that enables our society and our communities to thrive.

Our success lies in empowering our people to take ownership, write their own impact story, and be a force for good. They are the “able” in sustainable.

True to this commitment, we have stepped up our investment in upskilling our people, symbolised by our state-of-the art Deloitte University now nearing completion.

Last but not least, we have embraced a best-in-class working model that gives our people greater power to decide where and when to work, so they can achieve a better work life balance.

All this in a context where we have refreshed our reward system and moved towards a market-leading model that recognises performance and excellence.

This emphasis on offering a fulfilling work environment was recently recognised by Fortune as Deloitte was named a top 10 Best Workplace in the world.

However, the road does not stop here. There is much to do and we are determined to take our part, firmly convinced that the profound transformation the world needs, will only become a reality if we are led by a purpose that unites us all.

I invite you to discover this year's report highlighting our many efforts to build better futures. Together with all our people, I look forward to our future collaboration. Thank you.

John Psaila

CEO and Managing Partner
Deloitte Luxembourg