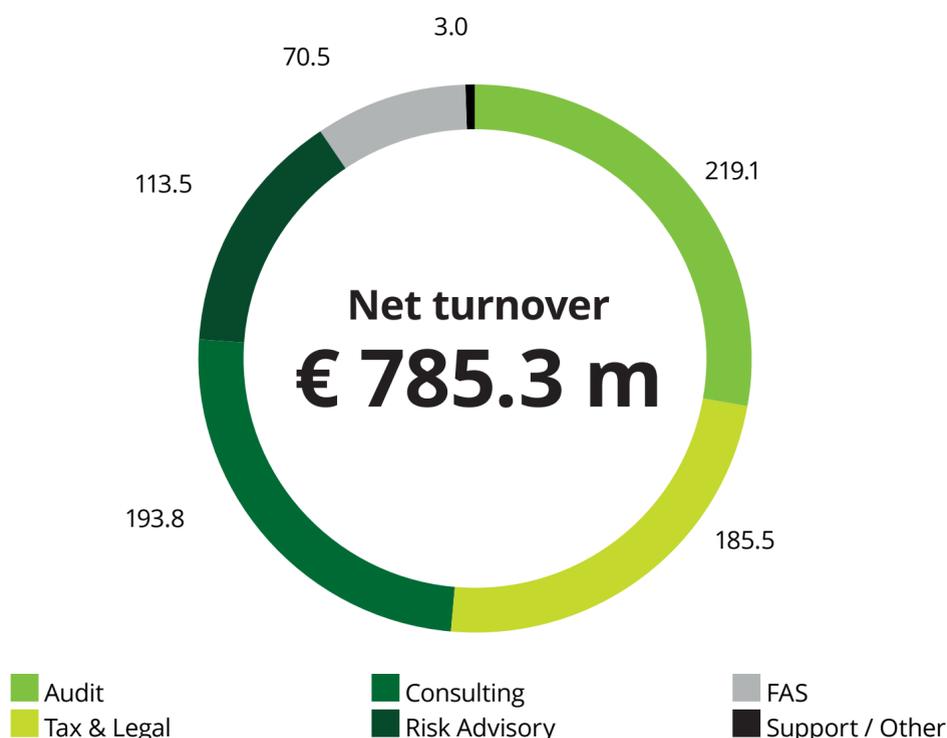


Highlights

Integrated Annual Report 2015/2016



Operating result
€122.3 m



We are proud to report growth in our revenues and profits resulting from our continued efforts and strategic initiatives and focus. Specifically, net turnover increased by 19.6% compared to the previous year to reach €785.3 million. Results before taxation increased by €19.8 million to €115.3 million, an increase of 20.7%. In many respects, 2015/2016 was an excellent year for Deloitte.

65.7
training hours per employee



Over the past year, we have encouraged our people to strengthen their technical and soft skills to continuously grow the quality of our service delivery. Our approach to training and education, where we combine formal training with on-the-job training, regular feedback and coaching, makes Deloitte's sought after on the labour market, creating value for the people concerned and for society at large.

€14 m spent
on innovation



As part of our implementation of the Strategy 2020, in 2015/2016 we re-assessed our Innovation Strategy. It is the cornerstone of this strategy that we continue our journey to become 'the most innovative professional services firm in the Netherlands' and to this end, we will keep investing at least 1 percent of our total revenue on innovation.

approx. **30,000**
children reached through the Deloitte
Impact Foundation since 2012



For many years, we have made an impact on society through the Fair Chance Foundation. Through partnerships in which we contributed time, money and expertise, we have actively engaged with children from underprivileged areas, improving their chances in the labour market. In valuable partnerships with organisations such as JINC, Leerunie, NJR and NIBUD, we have trained young people on how to deal with money, how to behave in job interviews and more generally improve their skills.

21,752 tonnes
carbon emissions (CO₂)



When making housing decisions, we take environmental considerations into account. For lease cars, Deloitte maintains a green lease policy that encourages eligible employees to choose energy efficient lease cars and discourages the lease of cars that do not meet our predefined criteria. To underpin our commitment to green energy, Deloitte participated in Earth Hour on March 19, 2016.

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