December 2022

To the clients and stakeholders of Deloitte & Touche LLP:

As the sustained quality leader of the audit and assurance profession, we are relentless in supporting our quality-first culture and are vigilant in prioritizing quality at the core of all that we do. Driven by our shared purpose to maintain the highest quality standards in every aspect of our work, our professionals fulfill their responsibilities to the investing public and the capital markets with an unwavering commitment to integrity and ethical behavior.

The significant investments we have made in our tech-driven future have enabled us to transform our audit and assurance delivery. Deloitte Omnia, our next-generation cloud-based platform, coupled with our increased focus on a data-driven audit and breakthrough technologies such as artificial intelligence and workflow automation, are revolutionizing the way we use data and analytics to further enhance the quality and value we deliver.

Fueled by the idea that innovation spans far beyond technology, we're committed to investing in our greatest asset—our people. We are creating our future of work by reimagining and evolving our work, workforce, and workplace to better meet the needs of our people. Our people, like our strategy, are unique—we are dedicated to offering flexible career paths and development opportunities that align with professionals’ skills and interests, while continuing to meet the evolving needs of our clients and the capital markets. Above all, we are cultivating a superior talent experience, because a high-quality workforce enables high-quality outcomes.

At Deloitte, our ambition is to set the standard for diversity, equity, and inclusion through a culture that allows everyone to thrive as their exceptional self and reach their full potential. We continue to focus intently on diversity, equity, and inclusion to foster a positive working environment for our people while also making an impact that matters in our communities. Our commitment to increasing racial and ethnic diversity at Deloitte and in our profession is not just a business imperative—it’s the right thing to do.

Our investments in our people and technology advancements have enabled us to deliver high-quality audits and enrich our adjacent capabilities and offerings—such as our Sustainability and Environmental, Social, and Governance (ESG) services and other assurance offerings. Amidst significant technological, marketplace, societal, geopolitical, and regulatory shifts, we have kept quality at the center of our short- and long-term strategies, which we detail throughout this report. We invite you to learn more about how we are bringing our vision to life through investments in digitization and transformation, intentional workforce planning that attracts and retains top talent, and the development of new focus areas and service offerings that help us expand the value we bring to our clients and the capital markets.

Quality is our brand, it is woven into our culture, and it drives everything we do. This will remain constant in our journey to deliver on our commitment to make an impact that matters and sustain our position as a quality leader well into the future.

Lara Abrash
Chair and Chief Executive Officer
Deloitte & Touche LLP

Joseph B. Ucuzoglu
Chief Executive Officer
Deloitte

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Making an impact that matters

Committed to leading the profession, we are transforming the audit to deliver enhanced quality, value, and insights while investing in our greatest asset—our people.

Investing in our people

**Audit & Assurance professionals**

- 15,274 professionals
  - Partners & Managing Directors: 20%
  - Senior Managers & Managers: 44%
  - Seniors: 28%
  - Staff: 8%

**Nearly one million hours of learning in fiscal year 2022**

- 47% digitally interactive
- 40% virtually facilitated
- 13% in-person facilitated

**23 years** recognized on the Fortune “100 Best Companies to Work For”

**45,000+** national attendees at our 7 history and heritage month celebrations

**>50%** new partners and managing directors in last seven years are women and/or racially or ethnically diverse

Established **Integrated Mental Health Services** to provide a personal, concierge approach to managing the mental health needs of our professionals with direct access to skilled, compassionate, mental health professionals in a confidential, safe space to optimize psychological performance or address personal challenges.

Leading the profession

**No. 24 on 2022 Fortune 100 Best Places to Work For**

For 16 consecutive years, Deloitte has earned 100% on the Human Capital Rights Campaign Corporate Equality Index, making Deloitte a "Best Place to Work for LGBTQ+ Equality"

Digitizing the audit

**Five-time digital innovation of the year recipient**

**Argus Cortex DNAV**

**ESG Module**

Deloitte Omnia

First end-to-end, data-driven, globally integrated audit platform designed for and hosted in the cloud

**Over 800,000** of our professionals and clients globally access Omnia

**~14.6M** security pricings (referred to as One Deloitte Price) delivered to audit teams via DNAV

Quality is our brand

**TEN years of sustained positive PCAOB inspection results**

Commitment to continuous improvement as demonstrated by purpose-driven investments in **technology and our people**

100% of our professionals (senior manager and below) signed our Audit Quality Affirmation, confirming their commitment to professional excellence

Collaborating across eminent stakeholders

**Audit committees**

Established a **Global Center of Excellence for Audit Quality** to support Deloitte network member firms in promoting, enabling, and continuously enhancing the quality and consistency of PCAOB audits delivered across the globe

**Business leaders**

Over **125** publications, webcasts, and videos released, including **12** videos, by the Quality & Professional Practice Network

**Academia**

**Investors**

**Audit Quality Advisory Council**

Over **130** partners, principals, and managing directors in the Quality & Professional Practice Network

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1 Year ended May 28, 2022