

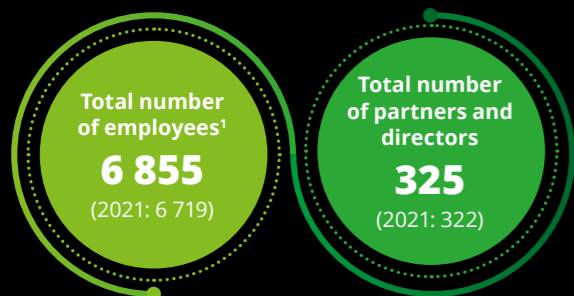
# 1 2022 Deloitte Africa Transparency Report at a glance

As an integrated, united, African firm, we have deliberately embedded our Purpose, **making an impact that matters** for our clients, our people and society, in every aspect of our business to increase assurance and market confidence in our firm.



Defining and integrating our Purpose – **making an impact that matters** and embracing a mindset of **Purpose beyond profit.**

## Celebrating the strength of an integrated Africa firm



## 2022 financial highlights

**Revenue in R'million**

Deloitte Africa: **R6.3b**  
(FY2021: R5.9b)

Deloitte Africa	FY2021	FY2022
Non-audit related services as a percentage of audit fees at Top 200 audit clients	6.8%	6.0%

We are confident that we have not impaired our independence or objectivity by delivering these essential, non-audit related services to selected audit clients.

### Africa Revenue by Service Line – FY2022



The average total compensation per partner/director in the year ended 31 May 2022 amounted to **R5.0 million** before tax (31 May 2021: R4.5 million before tax).

### Partner/Director compensation

Grading (FY2021 number of partners/ directors)	% Gap (mean per level)			
	White/Black*		Male/Female	
	FY2021	FY2022	FY2021	FY2022
3 (127)	8%	6%	4%	2%
2 (174)	12%	8%	4%	5%
1 (24)	-15%**	-22%**	13%	9%
<b>Total (325)</b>	<b>19%</b>	<b>14%</b>	<b>18%</b>	<b>13%</b>

\* White/Black % gap for partners/directors of the South Africa practice.

\*\* A negative gap indicates that, on average, black partners earn more than white partners in this category.

## Our clients

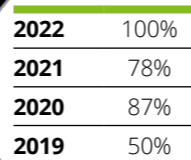
### Our commitment to providing quality

Quality informs every aspect of our business. Our pursuit of quality is at the centre of our culture of continuous improvement and innovation. As in previous years, this report includes our quality journey across all our businesses.

**Deloitte South Africa has seen a pleasing improvement in its IRBA results on the selected and inspected audit engagement files over the past few years: from 50% in 2019, 78% in 2021 to 100% in 2022.**

These results reflect the percentage of good or acceptable audit quality outcomes on the sample of engagement files selected. Deloitte South Africa also received no reportable findings at firm level in 2022 with respect to the firm's systems of quality control.

Deloitte Africa was subjected to engagement files and systems of quality control reviews in both our Namibia and Malawi practice offices, receiving satisfactory outcomes.



## Our people

**ALL IN**

### ALL IN Sponsorship Wave

Our ALL IN and Transformation (South Africa) strategy is focused on respect and inclusion, gender balance, LGBT+ inclusion, mental health and Sponsorship Wave.

## Refined Deloitte Africa employee value proposition launched

In addition to shaping initiatives and conversations at a personal level for all Deloitte people.



## Investing in Deloitte people and our future leaders

Continued investment in talent retention, development and attraction programmes

- Critical Skills project
- Limitless Lead Client Service Partner (LCSP) programme
- NextGen Advisory Council
- Deloitte University EMEA
- Hybrid working
- LGBT+ support and awareness raising
- Africa Talent

## Market recognition for talent programmes

**Deloitte.**

- South Africa** #1 (Top in Industry) in the Accountancy field by business/commerce students and first among the Big Four. #4 overall in business/commerce field by business/commerce students. #5 overall in the Accountancy field by young professionals. #14 overall in the business/commerce field by young professionals. (2022 Universum South Africa Most Attractive Employer Rankings)
- Kenya** #16 (LinkedIn Top Company Awards)
- Africa** The Deloitte network in EMEA, of which Deloitte Africa is part of, won (amongst others) the following International Tax Review (ITR) award in 2022: Diversity and Inclusion Firm of the Year.
- South Africa** Deloitte in the Top 25 in SA (LinkedIn Top Company Awards)
- South Africa** #1 Employer of Choice in Management Consulting and Consulting IT sectors (2022 SAGEA SA Employer of Choice)
- Nigeria** Certified as a Great Place to Work in the gold category

## Society

**In 2022 alone we invested in partnerships projected to impact 3.6 million lives across Africa by 2030.**

### Making an impact in society

As a firm, we are at the forefront of driving meaningful change and supporting our clients to achieve their goals and thus making a positive contribution to society. We make an impact on society through the services we provide, the people we develop in our firm, as well as through dedicated initiatives to drive positive change to communities and the environment. Through the Sustainability Office, we are ensuring closer alignment between policy and practice and living by example as a purpose-driven firm.



### WorldClass

Impact 100 million lives globally and in Africa 20 million lives by 2030

- Education
- Entrepreneurship
- Agriculture



### WorldClimate

Global commitment to science-based net-zero with 2030 goals

- Cut emissions
- Embed sustainability
- Empower individuals
- Engage ecosystems



### Impact Every Day

How we live out our purpose, every day including humanitarian crisis relief

- Deloitte ForGood platform
- Volunteerism
- Impact initiatives

<sup>1</sup> These numbers are based on the following selection: partner/director, Employee, Fixed term employee (hourly and monthly), Learnerships (including trainee accountants), Fixed Term Temporary Employment Services (TES) (hourly and monthly), Secondments in and out. Excludes Independent Contractors.

<sup>2</sup> At 1 June 2022.

All information provided in this report relates to the position of Deloitte Africa for 31 May 2022 year-end unless otherwise indicated.