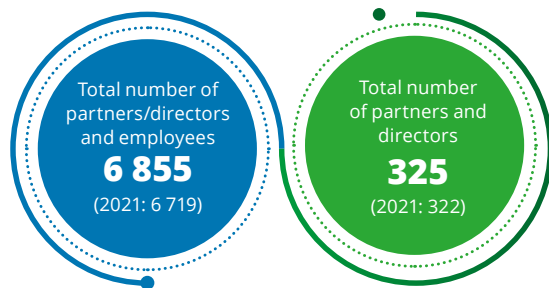


# 2022 Deloitte Africa Impact Report at a glance

## Building better futures

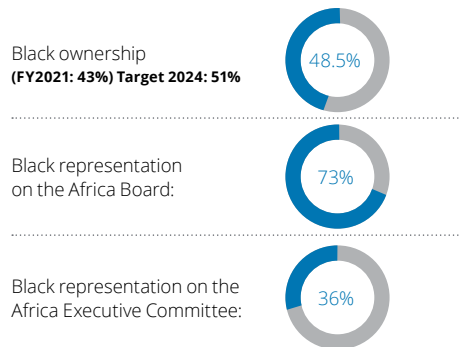
As an integrated African firm, we are inspired by our Purpose – *to make an impact that matters for our people, our clients, and society* – to lead positive and lasting change that builds better futures for Africa and her people.

### Celebrating the strength of an integrated Africa firm



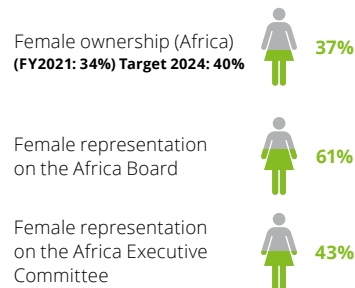
### Transformation in South Africa

Maintained level 1 Broad-Based Black Economic Empowerment (B-BBEE) scorecard rating for 5th consecutive year. Achieved the highest overall score of the Big 4 with 105.68 points.



### Diversity, Equity and Inclusion

**First female Chief Executive Officer in Deloitte Africa:** Ruwayda Redfearn appointed on 1 June 2022



### NextGen Advisory Council

Established an Advisory Council of young leaders who provide input to strategic executive decisions such as retention of talent.

### ALL IN

### Sponsorship Wave

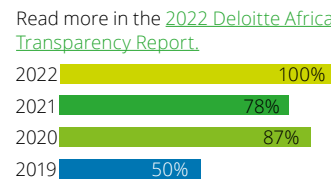
Continued with 20 high performing women in the programme, six of whom have progressed into elevated roles. The purpose of the programme is to accelerate women into senior leadership roles.

### Refined Deloitte Africa employee value proposition launched



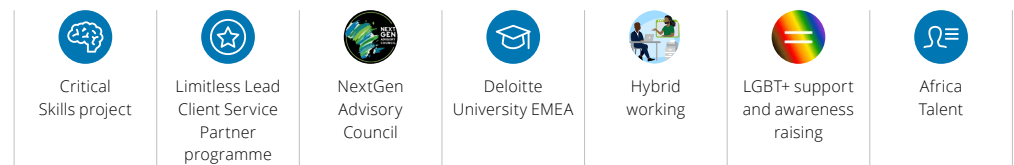
### Our commitment to quality

Deloitte South Africa has seen a pleasing improvement in its Independent Regulatory Board for Auditors (IRBA) results on the selected and inspected engagement files over the past few years: from 50% in 2019, 78% in 2021 to 100% in 2022.



### Investing in Deloitte people and our future leaders

Continued investment in talent retention, development and attraction programmes



### 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 make 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 our Sustainability Office, we are ensuring closer alignment between policy and practice and living by example as a Purpose-driven firm.

#### WorldImpact

WorldClass	WorldClimate	Impact Every Day
<p>Impact 100 million lives globally and 20 million lives in Africa by 2030</p> <ul style="list-style-type: none"> <li>Education</li> <li>Entrepreneurship</li> <li>Agriculture</li> </ul>	<p>Global commitment to science-based net-zero with 2030 goals</p> <ul style="list-style-type: none"> <li>Cut emissions</li> <li>Embed sustainability</li> <li>Empower individuals</li> <li>Engage ecosystems</li> </ul>	<p>How we live out our Purpose, every day, including humanitarian crisis relief</p> <ul style="list-style-type: none"> <li>Deloitte ForGood platform</li> <li>Voluntary giving</li> </ul>

### Market recognition for talent programmes

#### 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 Unversum South Africa Most Attractive Employer Rankings).
- #1 Employer of Choice in Management Consulting and Consulting IT sectors (2022 SAGEA SA Employer of Choice)
- Deloitte in the **Top 25** in SA (LinkedIn Top Company Awards)

#### Kenya

- #16 LinkedIn Top Company Awards

#### Nigeria

- Certified as a **Great Place to Work** in the gold category

\* 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.

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