

*FY2023 Environmental, social, and governance (ESG) highlights*

**ENVIRONMENTAL**



**Commitment to science-based net-zero with 2030 goals**

**Progress against targets**

- Scope 1 and 2: **70% reduction** from FY2019 baseline
- Scope 3 travel emissions per full-time employee: **66% reduction** from FY2019 baseline
- Sourcing: **100% renewable electricity** for facilities



Our **Green Champions Network** surpassed **1,250 members**



During **Earth Month** our people volunteered more than **600 hours** to environmental issues

**HEADCOUNT**



**1,063 partners**  
**13,418 people**  
**14,481 total headcount**

**REVENUE**



**\$3,968,450**  
CAD in thousands (000s)

**WORLDCLASS**



Canada and Chile impacted **99,860 lives** through WorldClass programming in FY2023

Since 2017, we have reached **1,648,484 individuals**— the goal is two million

**DIVERSITY, EQUITY, AND INCLUSION**



**Partners**

- 1%** Indigenous Peoples
- 36%** Women
- 19%** Racialized people
- 1%** Black people
- 1%** People with disabilities
- 1%** 2SLGBTQIA+ people

**New partners**

- 1%** Indigenous Peoples
- 44%** Women
- 30%** Racialized people
- 2.5%** Black people
- 1%** People with disabilities
- 2%** 2SLGBTQIA+ people

**Overall firm**

- 1%** Indigenous Peoples
- 51%** Women
- 36%** Racialized people
- 3%** Black people
- 1%** People with disabilities
- 3%** 2SLGBTQIA+ people

**LEARNING AND DEVELOPMENT**



**Milestones:**  
**1,330** newly promoted leaders attended strategic career programs

**Onboarding:**  
**2,900-plus** new hires took part in the Deloitte University North onboarding experience

**14,000 faculty and participants** attended **150** Deloitte University North program deliveries

**Leadership development:**  
**135** people from account teams participated in the *Fixate on Client Value MasterClass*

**25 experienced partners** participated in the *Board Readiness* pilot

**DEI programs:**  
We launched a new flagship program, *Respect and Inclusion*

**COMMUNITY**



**\$340,000** disbursed through **Bloom Scholarships** to **68** students, each of whom also received a four-month work term opportunity at the firm

**\$125,000** in pro-bono engagements to **Black-owned organizations** and other initiatives

Since 2017, direct support to **108 Indigenous post-secondary students** through our partnership with Indspire

**Platinum sponsor** of 2023 North American Indigenous Games

Achieved a **5% spend ratio** with **Indigenous suppliers** based on the total applicable supplier spend

Deloitte continues to be committed to following the **AccessAbility Action Plan**, launched in 2021

**GIVING TIME AND VALUE TO COMMUNITY**



**\$9.5 million** in donations raised, including during our annual workplace giving campaign

**\$8.6 million** equivalent in volunteer and pro bono hours

**45,022 hours** combined of volunteering and pro bono work in communities

**GAME PLAN DAY**



**1,767 athletes** participated in Game Plan programming, an increase of **25%** from the previous year

**GOVERNANCE**



According to the latest internal ethics survey, **98%** of respondents believe Deloitte is an ethical place to work