

FY23 ESG highlights

SOCIETAL

Societal investments















OUR PEOPLE

Diversity & Inclusion1

















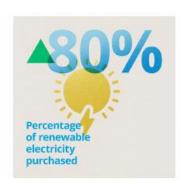


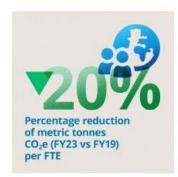


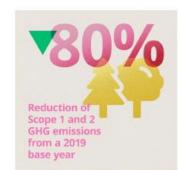
ENVIRONMENTAL

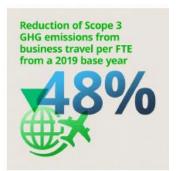
Greenhouse gas (GHG) emissions

Percent reduction of metric tonnes CO2e (FY23 vs. FY19):



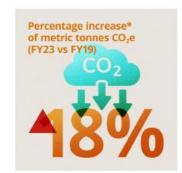












GOVERNANCE

Economic contribution







Deloitte Asia Pacific Executive Committee

*This increase in emissions is largely due to purchased goods and services which made up 68% of our emissions in FY23. The emissions factors used for those goods and services increased significantly from prior years, in many cases, contributing to the emissions increase. Calculating emissions from goods and services carries the most uncertainty, as spend data is used to approximate emissions rather than activity data. We will continue to work closely with our suppliers toward achieving our goal of having 67% of them, by emissions, set science-based targets by 2025.

Notes: Monetary values are presented in \$US and used as the basis for revenue growth and innovation investment percentages, unless otherwise specified.

- 1. Deloitte people align to gender identities beyond men and women. We are on a journey to more accurately and completely capture gender identity information across our network. The Talent data provided is a mix of biological sex and gender identity data based on information available at this time. In some cases where gender data is not available, the data may
- 2. Training hours do not include on-the-job digital learning hours that are a core aspect of development at Deloitte. Average direct training investments per individual represent data collection from Deloitte Asia Pacific. Indirect training cost is the opportunity cost based on estimates from Deloitte Asia Pacific.
- 3. Deloitte Asia Pacific Board of Directors and Executive Committee membership is presented as of 1 June 2023 to reflect composition as of the date of report publication, thus does not align with composition during the fiscal year which ended on 31 May 2023. If presented as of the end of FY23 on 31 May 2023, figures would be percent of women members on Deloitte Asia Pacific's Board of Directors: 35% (17 members); percent of women members on Deloitte Asia Pacific's Executive Committee: 14% (21 members).

Business

Business	FY23	FY22
Revenue (US\$ Billion)		
Total revenue	10.03	9.96
Revenue by Business		
Audit & Assurance	2.4	2.5
Consulting	3.6	3.3
Financial Advisory	1.4	1.6
Risk & Advisory	1.2	1.2
Tax & Legal	1.3	1.4
Revenue by Industry		
Consumer	2.4	2.3
Energy, Resources & Industrials	1.9	1.8
Financial Services	2.4	2.4
Government & Public Services	1.3	1.4
Life Sciences & Health Care	0.5	0.5
Technology, Media & Telecommunications	1.5	1.6
Revenue growth (Percentage growth US\$)		
Revenue growth	10.3%	17.10%
Revenue growth (Percentage growth Local Currency)		
Revenue growth	10.3%	20.4%

Note: Figures are aggregated across Deloitte Asia Pacific. Due to rounding, sum of sections may not equal total.

Environmental impact

Progress toward goals - World Climate

Goal Description	Goal year	Goal	FY23 progress
Percent renewable electricity ¹	2030	100%	80%
Reduction of Scope 1 & 2 emissions from FY19 baseline	2030	70%	80%
Reduction of Scope 3 emissions from business travel per FTE from FY19 baseline	2030	50%	48%
Percent of suppliers with science-based targets (by emissions)	2030	67%	22%
Environmental sustainability		FY23	FY22
GHG emissions by scope and source (Metric tonnes CO2e)			
Scope 1 GHG emissions by source			
Fuel combustion in buildings		404	355
Vehicle fleet (internal combustion engine)		109	37
Total Scope 1 emissions		513	392
Scope 2 GHG emissions by source			
Electricity in buildings (market-based)		5,190	10,805
District heating and cooling		2,085	2,060
Total Scope 2 emissions		7,275	12,865
Scope 3 GHG emissions by source			
Business travel: air travel		42,085	15,612
Business travel: other sources		31,647	23,935
Total business travel emissions		73,732	39,547
Purchased goods & services (PG&S) ²		169,671	118,670
Total Scope 3 Emissions		243,403	158,217
GHG emissions totals			
Gross GHG emissions		251,191	171,474
Beyond value chain mitigation: carbon credit purchases		81,493	45,965
Percentage of gross GHG emissions addressed through carbo credit purchases	n	32%	27%
GHG intensity measures (Metric tonnes CO2e per FTE)			
Operational and business travel emissions per FTE		0.85	0.64
Gross GHG emissions per FTE		2.62	2.09
Scope 2 GHG emissions by methodology (Metric tonnes CO2	2e)		
Electricity (market-based)		5,190	10,805

Environmental sustainability	FY23	FY22
Electricity Usage (MWh)		
Percent renewable energy purchased ¹	80%	46%
Renewable electricity purchased (Green Tariff and RECs) ¹	37,509	17,303
Total electricity consumed	46,957	37,531
Energy Usage (TJ)		
Renewable electricity (Green Tariff and RECs) ¹	135	62
Non-renewable electricity	34	73
District cooling and heating	20	20
Natural Gas	7.3	6.5
Heating oil	0.1	0.1
LPG	NA	NA
Gasoline (fleet, volume)	0.34	0.25
Gasoline (fleet, distance)	NA	NA
Gasoline (hybrid fleet, distance)	NA	0.14
Gasoline (plug in hybrid fleet, distance)	NA	NA
Gasoline (unknown fuel fleet, distance)	NA	NA
Diesel fuel (buildings and fleet, volume)	0.35	0.2
Diesel fuel (fleet, distance)	NA	NA
Total energy consumed	NA	NA

Note: Figures are aggregated across Deloitte Asia Pacific. Due to rounding, sum of sections may not equal total. A detailed description of this report's boundaries and the performance measurement methods used is available in the <u>Deloitte Global FY23 Basis of Reporting.</u>

¹ Where possible, Deloitte firms procure and claim renewable energy in accordance with the Climate Group's RE100 Technical Criteria and Global Reporting Initiative (GRI) topic standard GRI 302: Energy 2016. In certain markets where procuring renewable electricity is challenging or is not possible, Deloitte firms may procure renewable electricity from a neighbouring country. This allows Deloitte to demonstrate commitment to our renewable electricity target and signal market demand. As this approach meets only one out of three market boundary conditions included in the RE100 Technical Criteria, there may be variances between renewable electricity amounts reported in the Global Impact Report and within RE100 reports. Deloitte anticipates increasing the alignment with RE100 Technical Criteria over time as market availability of renewable energy increases.

² In FY23, Deloitte revised the methodology for calculating real estate emissions included in reported purchased goods and services (PG&S) emissions to align with updated guidance from the real estate sector. As a result of the updated guidance, Deloitte has removed upfront embodied carbon real estate emissions from reported PG&S emissions. For comparability, this change in methodology has been retroactively applied to previously reported PG&S amounts, which has resulted in a recalculation and restatement of PG&S amounts and emissions totals for the base year and all the previous years' data shown in this report. Additional details on this restatement are provided in the Deloitte Global FY23 Basis of Reporting.

Societal impact

Progress towards goals - World Class

Goal description	2030 Goal ¹ I	Y23 progress	Total progress to date ²	
Individuals impacted through World Class	43,000,000	11,653,269		22,545,687
Societal Impact			FY23	FY22 ³
Monetary value of societal investments (US\$)				
By source-donations				
Firm and foundation donations (monetary and	in-kind)		5,520,253	8,956,394
Donations by Deloitte people			1,260,526	1,641,771
(to Deloitte-supported organisations and fundr	raising)			
Total donations			6,780,779	10,598,164
By source-volunteer and pro bono work				
Pro bono work ⁴			17,937,265	18,264,097
Skills-based volunteering			8,622,027	7,272,358
Traditional volunteering			2,393,157	2,789,526
Total value of volunteer and pro bono work b	y Deloitte people		28,952,447	28,325,981
By source-program costs				
Costs for managing societal impact			5,437,210	4,630,020
Monetary value of societal investments				
Total Societal Investments			41,170,436	43,554,166
Societal investments by contribution area (Pe	rcentage of total)			
Contributions aligned towards World Class (edu	cation and skills-build	ing)	46%	34%
Value of pro bono and skills-based volunteering as percentage of all			92%	90%
volunteering and pro bono work			9276	907
Hours of societal investments				
Pro Bono work ⁴			136,542	137,049
Skills-based volunteering			157,038	106,680
Traditional volunteering			38,035	40,684
Total hours of volunteering and pro bono con-	tributed		331,615	284,413
WorldClass Individuals Reached (Futures)				
Directly			362,060	309,917
Indirectly			11,291,209	3,169,912
Total Individuals Reached			11,653,269	3,479,829

Note: Figures are aggregated across Deloitte Asia Pacific. Due to rounding, sum of sections may not equal total. A detailed description of this report's boundaries and the performance measurement methods used is available in the <u>Deloitte Global FY23 Basis of Reporting.</u>

¹Goal has increased from 23 million to 43 million due to inclusion of Deloitte South Asia in FY23.

² Total progress to date captures Deloitte South Asia's impact from FY18-FY23.

³ FY22 social impact data includes Deloitte South Asia. Data has been revised accordingly since the publication of 2022 AP Impact Report.

⁴ Pro bono refers to professional service engagements performed at no cost (pro bono) or significantly reduced cost (low bono) to qualifying organisations, for which Deloitte would normally bill for the professional services performed. Expenses incurred to deliver pro bono work are included in the total reported costs for managing societal impact.

Our people

Talent	FY23	FY22
Workforce – Number of individuals		
By Level		
Partner, principals	4,880	3,947
Professional staff (Director to Junior Staff)	84,339	57,755
Administrative Staff	9,301	6,796
By Gender ¹		
Male	47.6%	50.2%
Female	52.4%	49.8%
Percentage of women by level		
Partner, principals	24.1%	26.3%
Professional staff (Director to Junior Staff)	46.3%	49.0%
Administrative Staff	71.1%	74.8%
By Age		
<30	47%	46%
30-50	48%	47%
>50	4%	8%
Total workforce	98,520	68,498
Attracting Top Talent		
By Level		
Partner, principals' new hires	218	210
Partner, principals' new hires rate	4.5%	5.3%
Professional staff (Director to Junior Staff) new hires	28,520	21,815
Professional staff (Director to Junior Staff) new hires rate	33.8%	37.8%
Administrative Staff	2,839	1,738
Administrative Staff Rate	30.1%	25.6%
By Gender		
Male new hires	16,499	11,630
Male new hire rate	52.3%	34.1%
Female new hires	15,076	12,132
Female new hire rate	47.7%	35.3%
Total new hires	31,577	23,763
Total new hires rate	32.0%	34.7%
Turnover		
Total turnover	20,589	16,296
Turnover rate	21.9%	25.2%

Talent	FY23	FY22
Attracting Top Talent		
By Gender		
Male Turnover	10,765	7,966
Male Turnover Rate	21.9%	24.9%
Female Turnover	9,820	8,328
Female Turnover Rate	21.8%	25.6%
Recruiting		
Total applications		
Total applications	757,182	706,130
Internships	9,458	14,541
Male	37%	35%
Female	63%	65%
Developing Top Talent		
By Level		
Partner, principals	43	42
Professional staff (Director to Junior Staff)	61	59
Administrative Staff	4	5
By Gender		
Male	52	48
Female	59	52
Hours of training per individual	55	53
Other learning metrics (US\$)		
Total annual direct training investment	\$49.2M	\$36.1M
Annual direct training investment per individual	\$500	\$528
Annual indirect training investment	NA	\$1.1B
		•

Notes: For FY22 data, Asia Pacific is inclusive of Japan, China, Australia, Southeast Asia, New Zealand, Taiwan and Korea. For FY23 data, Asia Pacific is inclusive of Japan, China, Australia, Southeast Asia, New Zealand, Taiwan, Korea and South Asia.

¹FY23 headcount by gender includes non-binary of 14 headcount which represents 0.01%

Deloitte.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their related entities (collectively, the "Deloitte organisation"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see http://www.deloitte.com/about to learn more.

Deloitte Asia Pacific Limited is a company limited by guarantee and a member firm of DTTL. Members of Deloitte Asia Pacific Limited and their related entities, each of which is a separate and independent legal entity, provide services from more than 100 cities across the region, including Auckland, Bangkok, Beijing, Bengaluru, Hanoi, Hong Kong, Jakarta, Kuala Lumpur, Manila, Melbourne, Mumbai, New Delhi, Osaka, Seoul, Shanghai, Singapore, Sydney, Taipei and Tokyo.

This communication contains general information only, and none of DTTL, its global network of member firms or their related entities is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication.