Deloitte.

Building Better Futures

2023 Asia Pacific Impact Report
FY23 ESG highlights & Performance Metrics

FY23 ESG highlights

SOCIETAL

Societal investments

- **$41.1** FY23 total societal investments ($M)
- **11.7** FY23 individuals reached (M)
- Individuals reached from FY18 to FY23 (M) **22.5**
- **331,615** Total hours of volunteering and pro-bono contributed
- Value of volunteer and pro-bono contributed (USD$M) **$29.0**
- **▲47%** Increase in skills-based volunteering hours (vs FY22)
- Global partnership: World-wide Olympic and Paralympic Partner **10 YEAR**

ENVIRONMENTAL

Greenhouse gas (GHG) emissions

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

- **▲80%** Percentage of renewable electricity purchased
- **▼20%** Percentage reduction of metric tonnes CO_2e (FY23 vs FY19) per FTE
- **▼80%** Reduction of Scope 1 and 2 GHG emissions from a 2019 base year
- Reduction of Scope 3 GHG emissions from business travel per FTE from a 2019 base year **▼48%**
- Percentage of major suppliers with the goal of having 67% (by emissions) set science-based targets **22%**
- **100%** Offset percentage of operational and business travel emissions
- Percentage increase* of metric tonnes CO_2e (FY23 vs FY19) **▲18%**

OUR PEOPLE

Diversity & Inclusion[1]

- **98,520** Total Asia Pacific headcount
- Gender split: Male **51,644**; Female **46,862**; Non-binary **14**
- Partner gender split: **4,880** Total; Male 3,704; Female 1,175; Non-binary 1
- **24%** Women partners, principals, and managing directors (goal of 32% by 2025)
- New hires **31,511**; Applications received **757,182**
- (867 in FY22, ▲49% increase) **1,291** Total Asia Pacific mobility assignments
- (390 in FY22, ▲28% increase) **500** Intra Asia Pacific (39% of total mobility focused on Intra Asia Pacific)
- Percentage of Asia Pacific workforce on assignment (1% in FY22) **1.3%**
- Annual direct training investment; average of $500 per individual[2] ($M) **$49.2**
- Average annual training hours per individual[2] **55**

GOVERNANCE

Economic contribution

- AP revenue ($B) **$10**
- Aggregate revenue growth from FY22 **10.3%**
- **17** members, **47%** women — Deloitte Asia Pacific Board of Directors[3]
- **22** members, **23%** women — Deloitte Asia Pacific Executive Committee[3]

*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 not sum to 100%.
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).

FY23 Performance metrics

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.

FY23 Performance metrics

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 carbon credit purchases	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 CO2e)		
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 Deloitte Global FY23 Basis of Reporting.

[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.

FY23 Performance metrics

Societal impact

Progress towards goals – World*Class*

Goal description	2030 Goal[1]	FY23 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 (to Deloitte-supported organisations and fundraising)	1,260,526	1,641,771
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 by 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 (Percentage of total)		
Contributions aligned towards World*Class* (education and skills-building)	46%	34%
Value of pro bono and skills-based volunteering as percentage of all volunteering and pro bono work	92%	90%
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 contributed	331,615	284,413
World*Class* 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 Deloitte Global FY23 Basis of Reporting.

[1] Goal 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.

FY23 Performance metrics

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
E-Learning courses completed	NA	1.58M

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.

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