

Deloitte.



2025 Deloitte Africa Report

**MAKING AN
IMPACT THAT
MATTERS**
since 1845

About this report

Welcome to our 2025 Deloitte Africa Report

The scope of this report relates to Deloitte Africa, which operates across three major markets in East, Southern and West Africa.

We aim to provide stakeholders with a transparent, balanced and holistic view of our firm's **business** and **governance** practices, how we build trust by creating value and delivering quality services to our clients and our impact on our **people** and **society**. We also share the progress we have made and continue making in achieving our firm's strategic objectives.

Financial information used for reporting purposes is based on the Deloitte Africa annual financial statements for the financial year ended 31 May 2025.

Selected environmental data in this report is subject to independent limited assurance. Numbers and percentages in this report have been rounded and may not precisely reflect the absolute amounts.

We invite you to read our 2025 Deloitte Africa Report and hope that you will share in our confidence about Africa's future while recognising our commitment to contributing to a sustainable and prosperous Africa for all.

We welcome your feedback and invite further dialogue on the contents of this report.

Contact us

Deloitte Africa Growth Office

 DeloitteAfricaReport@deloitte.co.za

Simplifying matters

When we say	We mean
Across Africa / the continent	The Anglophone markets we serve in East, Southern and West Africa. To learn more, click here .
Black	In line with the terminology used in Broad-based Black Economic Empowerment (B-BBEE) in South Africa, the term 'Black' refers to African, Coloured and Indian individuals, also referred to as 'ACI'.
Board	The Deloitte Africa Board. To learn more, click here (as of August 2025).
Deloitte Africa / our firm	Deloitte Africa is a member firm of the Deloitte global network and operates across three major markets in East, Southern and West Africa. Deloitte Africa holds the licences to operate in 16 African territories, serving clients out of 11 countries and 15 offices. To learn more, click here .
Deloitte Global	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 www.deloitte.com/about to learn more. To learn more, click here .
During the past year / 2025	Our financial year ended 31 May 2025.
ESG	Environmental, social and governance.
Exco	The Deloitte Africa Executive Committee. To learn more, click here .
MDM	Multidisciplinary model. To learn more, click here .
Our people / total headcount in Africa / total partners and employees in Africa	All partners, directors, employees, fixed-term employees (hourly and monthly), learnerships (including trainee accountants), fixed-term temporary employment services (hourly and monthly), JIT (In & Out), secondments (In & Out) and inactive employees. Independent contractors are excluded.
Partners	'Partners' refers to partners, partner equivalents and salaried partners, salaried partner equivalents, as well as directors.
Purpose / purpose statement	The Purpose statement adopted by Deloitte namely to make an impact that matters. Deloitte Africa subscribes to this Purpose statement. To learn more, click here .

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Deloitte**



Message from our CEO

Photo credit: AccountancySA
Theano Breugem

Message from our CEO

Ruwayda
Redfearn
Chief Executive Officer
Deloitte Africa

Leading a business in Africa during times of uncertainty calls for more than resilience; it demands agility, creativity and a shared sense of purpose. In 2025, Deloitte Africa embraced these qualities, not only responding to change but actively shaping it. Amid economic fluctuations, geopolitical tensions and shifting trade dynamics, we have adapted swiftly to ensure our continued relevance in a rapidly evolving market.

The business landscape in 2025 was shaped by an intricate interplay of economic resilience and evolving trade dynamics. Across Africa, fiscal policies were in flux as governments recalibrated tax regimes and spending priorities in response to global economic pressures. Despite these headwinds, Africa's growth trajectory remains promising. According to the Africa Development Bank Group¹, GDP growth in Africa is projected to accelerate from 3.3% in 2024 to around 4% in 2025, fuelled by private consumption, investment and industrialisation. This highlights Africa's untapped potential and aligns with our aspiration for a stable, inclusive and prosperous Africa.

As a firm, we continue to pursue our vision to be a trusted global partner in Africa, focused on developing our markets, creating fulfilling experiences for our people and being a socially accountable business. Guided by our Purpose—to make an impact that matters—we bring together people, ideas and technology to help our clients succeed in an increasingly complex and evolving African market. This collective effort, powered by over 6,500 dedicated professionals, underpins the remarkable progress achieved across Deloitte Africa.



Our ambition remains unchanged: to help build an Africa that is globally competitive, socially inclusive and economically resilient.

The rapid adoption of Generative AI (GenAI) is today's most profound disruptor and a catalyst for tomorrow's business transformation. Globally, Deloitte has made an investment of \$3 billion in GenAI assets and capabilities to empower our people and support our clients on their artificial intelligence (AI) journeys. We continue to see growth in our ecosystems and alliances practice. Through strategic collaborations with leading companies, research institutions and global organisations, we are better positioned to address complex business challenges. These alliances enable us to deliver tailored solutions, accelerate innovation and generate lasting value for our clients through an expansive network of expertise and resources.

In 2025, we restructured and regrouped our services to better align with the changing market landscape and to optimise our service delivery. This enables us to provide more comprehensive and innovative solutions to address our clients' complex business challenges.

Commitment to our people

For us, transformation is not only a metric but a mindset. We are led by purpose-driven leaders committed to progress. In South Africa, we are proud to have maintained **51%** Black partnership representation, and we continue to advance toward **40%** female representation across the continent. These milestones reflect our belief that inclusive leadership is key to Africa's future.



Leading the Africa conversation at the global table



At Deloitte Africa, we believe in the power of One Africa as a driver of progress. Our active role and involvement in the Business 20 (B20) underscores our commitment to advocating for policies that drive inclusive economic growth and development on the continent.

The B20, the official G20 dialogue forum with the global business community, brings together business leaders from G20 member countries and beyond. The B20 Integrity and Compliance Task Force aims to enhance business integrity and foster transparent governance to build trust, ensure fair practices and combat corruption. It is a privilege to serve as Chair of this Task Force. Our role as Knowledge Partners in the Finance & Infrastructure Task Force further enables us to engage directly with business leaders, influence policy and drive innovation.

We also continue to deepen our relationship with the United Nations (UN), highlighted by our involvement in the United Nations Industrial Development Organisation Africa Heads of State Luncheon on 25 September 2024 at the UN Headquarters in New York. This landmark event marked the conclusion of the Third Industrial Development Decade for Africa (IDDA III) and focused on evaluating progress and planning for future industrial development. In my keynote address, I emphasised the role of the private sector and the power of Africa's youthful population to shape the future of work and skills. We are committed to leveraging our global connections and influence to elevate Africa's voice and position on the world stage.

Looking ahead

Our ambition remains unchanged: to help build an Africa that is globally competitive, socially inclusive and economically resilient. This report reflects how we are translating agility and our global reach into tangible value, supported by trusted relationships that have differentiated Deloitte's presence in Africa for decades.



Together, we make progress by building tomorrow's solutions today.

¹Source: African Development Bank Group (AfDB) | African Economic Outlook 2025

Executive summary

A trusted global partner in Africa

- Our vision**
To be a trusted global partner in Africa focused on the development of our markets, creating fulfilling experiences for our people and being a socially accountable business.
- Our Purpose**
To make an impact that matters for our clients, our people and society.
- Our 2026 strategic ambitions**
- Undisputed leader in professional services in our key markets in Africa
 - First choice for clients and top talent
 - The leading professional services brand
 - Leveraging our modernised business model and multidisciplinary approach

Modernised global storefront



Our African footprint

- 11 African countries and 15 offices
- 16 Licences to operate across African territories

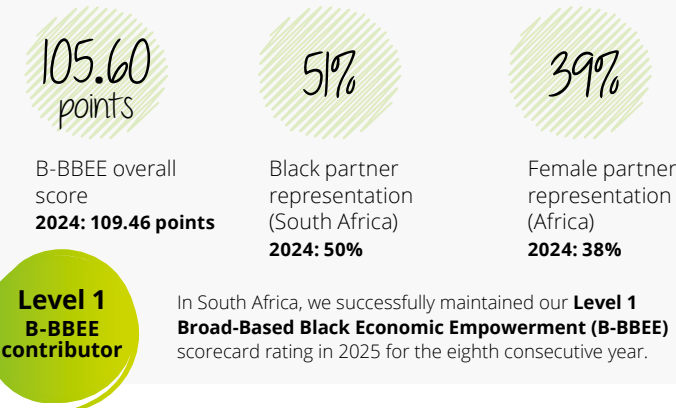
Strategic alliances

R503 million Revenue growth 2024: R484 million

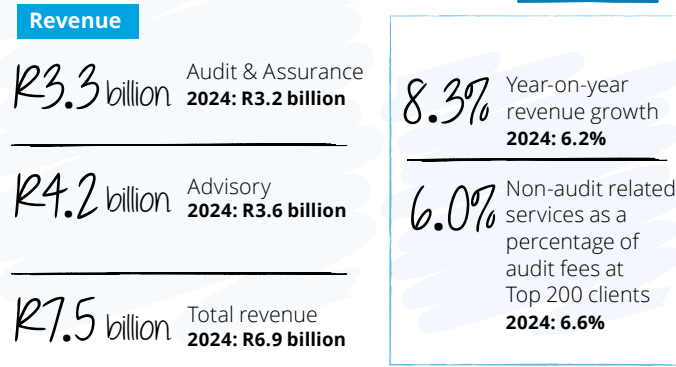


At Deloitte Africa, we are dedicated to living our Purpose and creating meaningful impact for our clients, our people and society.

Transforming our profession



Financial performance*



*Revenue figures, including prior year comparatives, are at the foreign exchange rates as at 31 May 2025 and aggregated across the Deloitte Africa member firm.

Growing with intention: Our people, our future



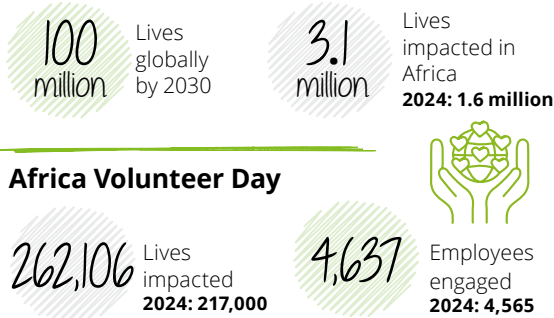
Investing in our talent

Development and learning spend



Our social and environmental impact

WorldImpact: Our goal is to impact





Who we are

Who we are

A trusted global partner in Africa

Globally, Deloitte provides leading professional services to nearly 90% of the Fortune Global 500® and thousands of private companies. Our people deliver measurable and lasting results that help reinforce public trust in capital markets and enable clients to transform and thrive. Building on our 180-year history, Deloitte spans more than 150 countries and territories, and harnesses the talent of over 470,000 people worldwide.

Our scale uniquely positions us to make a meaningful impact by integrating our services, societal investments, alliances and ecosystems. Across the continent, Deloitte Africa holds the licences to operate in 16 African territories, serving clients out of 11 countries and 15 offices.

We operate across **three markets in East, Southern and West Africa** through an integrated multidisciplinary model (MDM). Leveraging technology, bespoke solutions and talent from our network of multinational audit and advisory practices, positions us well to serve clients across the continent as a unified Deloitte.

This translates to delivering consistent quality, service delivery experience and accountability based on our global methodologies. Our offerings support private and listed entities, governments, government agencies as well as non-profit organisations.

In the past financial year ended 31 May 2025, Deloitte Africa operated in its traditional multidisciplinary business structure of five core businesses, namely Audit & Assurance, Consulting, Tax & Legal, Risk Advisory and Financial Advisory.

On 1 June 2025, we modernised our business model, from five businesses to three (Audit & Assurance, Consulting Services and Tax & Legal). This modernisation equips us to deliver seamless, integrated solutions across geographies, enhancing our support to our clients as they navigate the most complex challenges.

Global

Operating in over
150 countries globally

Approximately
470,000 People
2024: 460,000

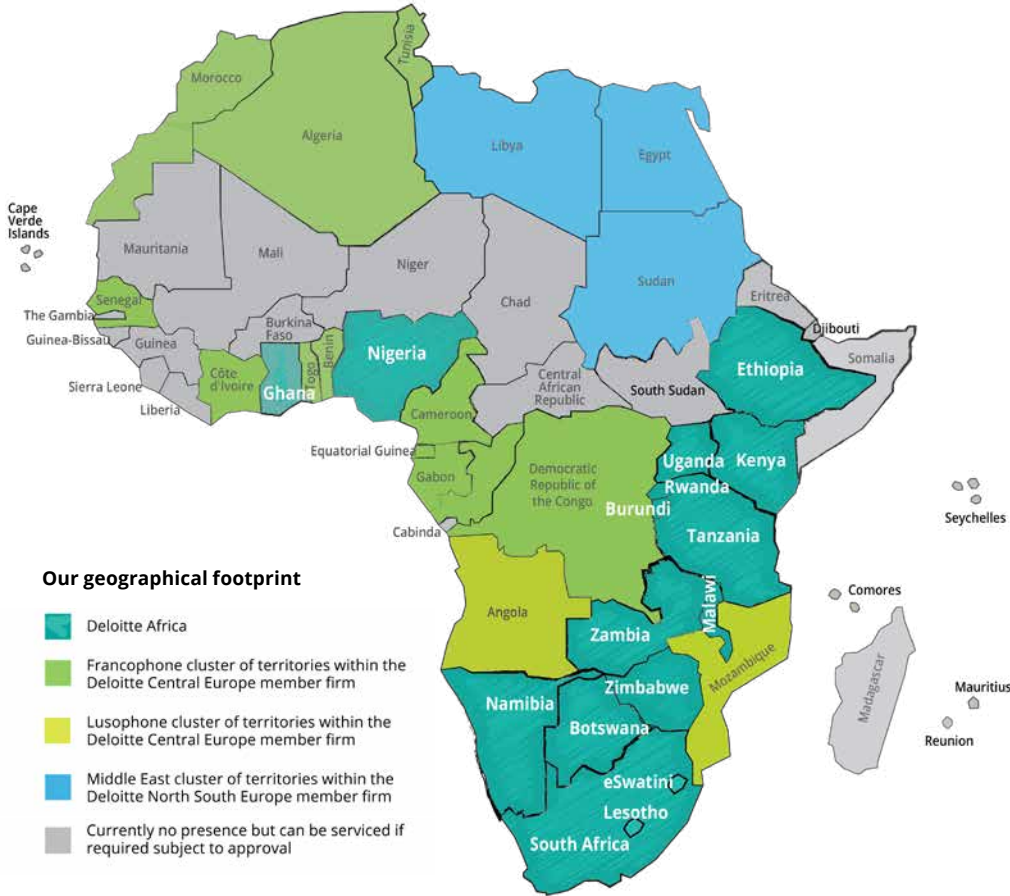
USD70.5 billion
Total revenue
2024: USD67.2 billion

Africa

Licences to operate in
16 African territories

6,603 People
2024: 7,084

R7.5 billion
Total revenue
2024: R6.9 billion



How we govern our business



Deloitte's commitment to responsible business is rooted in our Purpose of making an impact that matters for our clients, our people, and for society. These responsible business principles are embedded in our policies and guide our decision-making.

Navin Sing
Chief Risk Officer
Deloitte Africa

Deloitte Africa is an independently operated member firm of the Deloitte Global Network, and benefits from shared activities, investments and resources. Although the various country practices that make up Deloitte Africa are separately regulated to meet local legal requirements, we function under an integrated operating model with a common governance structure managed by the [Deloitte Africa Executive Committee \(Exco\)](#), and governed by the [Deloitte Africa Board](#).

Our governance framework reflects our commitment to uphold quality and integrity. This framework complies with international best practices. Through strong governance and transparency, our leaders set the tone for ethical and responsible decision-making and accountability to external stakeholders and society in general. As a purpose-led business, our leaders ensure adherence to the responsible business principles that are embedded in our processes. This guides our decisions that protect the public interest and help build trust and confidence in business.

Upholding professional standards and ethics

Deloitte Africa actively participates in the regulatory developments impacting the accountancy profession through public consultation processes. We work with governments and regulators across our markets on new legislation and regulation considerations. Our collaboration with professional bodies contributes to ensuring continuous improvement in audit quality and upholding the integrity of the profession in the public interest.

At Deloitte Africa, integrity is foundational to everything we do. Our reputation is one of our most valued assets, enabling us to attract and retain world-class talent and earn the trust of clients, regulators and society.

Our ethics programme is led by a dedicated Ethics Officer and is designed to build trust in our profession and among our professionals. It is premised on our [Global Code of Business Conduct](#), our [Africa Code of Professional Conduct](#) and a set of ethics policies.

These standards set clear expectations for behaviour and accountability. The programme is underscored by a clear tone at the top from leadership, and supported by mandatory learning, regular workshops, online training, a dedicated whistleblowing line, and open dialogue on how ethical issues are addressed. These initiatives aim to ensure all our people are empowered to make responsible and informed choices.

Our ethics programme and standards reaffirm our Purpose – to make an impact that matters – across all dimensions: environmental, social, governance and financial.

Get to know us

[Click here](#) to learn more about our Purpose and Shared Values.

Learning hours dedicated to ethics, risk and independence



31,593

Total hours

of Quality, Independence, Risk, and Reputation (QIRR) learning

QIRR learning includes ethics, data privacy, independence, compliance, risk and quality.

12,053*

Hours

spent on Ethics Learning (e-learning, workshops and conversations)

**Ethics learning hours form part of the 31,593 total hours of QIRR learning above.*

Ethical use of artificial intelligence and digital technology

Deloitte Africa recognises that the ethical use of AI and digital technology is critical to maintaining trust. As AI technologies become more embedded in business and society, we apply rigorous standards to ensure these systems operate ethically, transparently, securely and responsibly. Our commitment to data protection and privacy underpins every AI deployment, ensuring that client information is handled in line with both regulatory requirements and Deloitte's global ethical standards. The strong collaboration between our compliance and IT teams ensures that we are comfortable with the technical aspects of AI and regularly review its ethical implications.

AI framework

Technology enables results, but accountability remains with us. Our AI Framework ensures responsible, compliant and ethical technology utilisation. It serves as the prescribed procedure for AI requests across our jurisdictions, detailing the process from evaluation to ultimate approval for AI use in Deloitte's business and client deliverables.

AI requests are assessed in terms of purpose, the nature of services, data in scope, confidentiality, copyrights, and regulatory compliance, which also considers relevant legislation. By integrating these sound principles, Deloitte Africa can assure clients of our commitment to responsible and ethical AI practices across our jurisdictions.

Data protection across Africa

Data protection laws across Africa have become more robust in recent years, and Deloitte Africa has seen the need to register as a controller and processor of information with various in-country regulators in the jurisdictions in which we operate. Our policies and contractual terms reflect the changing landscape relating to data protection, ensuring compliance and upholding data integrity across operations.

Our approach to independence

Our commitment remains steadfast in being a multidisciplinary service provider, working seamlessly to achieve excellence. We recognise that independence is foundational to ensuring integrity and we meticulously oversee the independence between audit and non-audit services.

All Deloitte people are required to follow the independence policies and procedures. These are designed to help our people understand and meet independence standards and regulatory requirements as an integral component of achieving excellence in service delivery. Deloitte leaders emphasise the importance of compliance with independence standards, setting the appropriate tone at the top and instilling its importance in the Shared Values and culture of Deloitte.



[Click here](#) to learn more about our independence approach.

Managing risk in a time of volatility

Like our clients, we navigate a dynamic and increasingly complex environment that constantly introduces new and emerging risks. Our risk management approach is centred on proactively monitoring and sensing the risk landscape to anticipate and mitigate threats. This approach not only empowers us to effectively manage risks in our environment but also assists our clients in overcoming challenges and optimising opportunities. Comprehensive compliance frameworks and technology-led systems are used to proactively manage risk and support clients across our diverse markets.

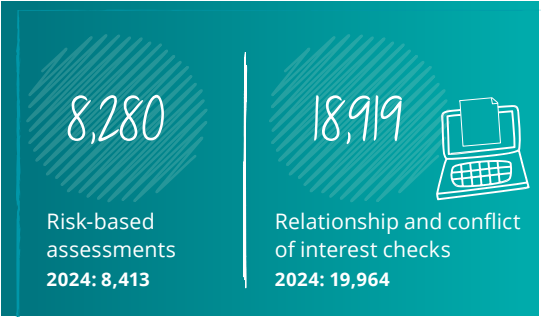
Navigating regulatory changes

The past year has seen some legislative developments, most notably in regulations related to Anti-Money Laundering (AML). Deloitte Africa complies with all national statutory and regulatory requirements in the countries where we operate and we are registered with the relevant national AML Regulators.

In South Africa, the Financial Intelligence Centre Act (FICA) has widened the scope of Accountable Institutions, and Deloitte South Africa has responded to the additional requirements by developing a Risk Management and Compliance Plan (RMCP). The RMCP, embedded in our processes and systems, adopts a risk-based approach to address risks related to money laundering and terrorist financing, ensuring compliance with legislative requirements.

Client onboarding in a dynamic environment

Client onboarding is a critical process that requires comprehensive due diligence and assessments to mitigate risks in the complex regulatory environment. We have implemented enhanced due diligence requirements in our policies, processes and systems, to enable and support these assessments.



Risk landscape

Click to learn more about our focus on risk management:

- [Risk management priorities](#)
- [Risk enablers](#)
- [Client onboarding](#)

Operating and financial performance

Our financial performance is reflected in Deloitte Africa's annual financial statements for the year ended 31 May 2025.

Our revenue represents amounts recovered or recoverable from clients for statutory audits, audit-related services and advisory services, excluding VAT. Recoverable amounts reflect the fair value of the services provided, based on the stage of completion of each client engagement, including expenses and disbursements, as at the balance sheet date.

Annually, a portion of the revenue is committed towards strengthening our risk and quality management processes. For example, 6.0% of the 2025 revenue for Audit & Assurance was reinvested into audit quality (2024: 6.1%). Only 6.0% (2024: 6.6%) of revenue earned from the Top 200 audit clients is made up of non-audit services.

Deloitte Africa revenue for the year ended 31 May 2025~

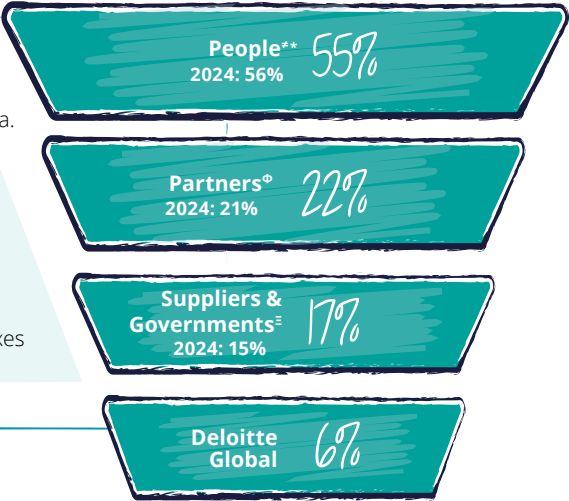
Deloitte Africa	R'm 2025	R'm 2024
Total revenue	7 469	6 895
Top 200 clients	4 517	4 396
Advisory clients*	2 729	2 411
Audit clients*	1 788	1 985
Non-audit related services as a percentage of audit fees at Top 200 audit clients	6.0%	6.6%

* The split between advisory clients and audit clients represented above is for the firm's Top 200 clients, who constitute the majority of the revenue.
Revenue figures, including prior year comparatives, are at the foreign exchange rates as at 31 May 2025.
~ Revenue figures are aggregated across the Deloitte Africa member firm.

Deloitte Africa profit distribution for the year ended 31 May 2025

The majority of the profits distributed remains in Africa.

- ≠ Includes income taxes payable by our people to local tax authorities
- * This year the profit distribution included a sizeable discretionary bonus.
- Φ Tax is payable by partners to local tax authorities
- ≡ Includes value-added tax and other commercial taxes





How we impact our people

How we impact our people

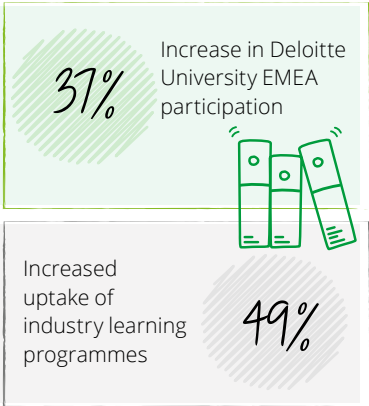
Growing with intention: Our people, our future

As the future becomes increasingly tech-enabled, delivering value for our clients begins with investing in our people. At Deloitte Africa, our employee value proposition offers opportunities for career growth with **purpose** through **meaningful work**, continuous learning, proactive leadership through **coaching and mentoring**, and an **inclusive environment** that supports well-being. This reflects the standards we hold ourselves to and what our people expect from Deloitte.

We support our people to realise their full potential by providing access to education, new technologies, experiences, and support necessary for building future-focused skills and shaping meaningful careers. Whether advancing within their current roles, transitioning to new paths, or reimagining their professional journey, our people are empowered to learn, lead and thrive.

Learning throughout the career journey

At Deloitte Africa, we empower individuals to take charge of their personal and professional development. In the past financial year, we provided multiple programmes and expanded access to formal learning. We maintained a careful balance between in-person, virtual and digital training, as well as between local and international training to cover the full spectrum of learning needs. Industry learning alongside on-the-job development, including milestone programmes for newly promoted leaders, were prioritised with the number of programmes increasing.



[Click here](#) to read more about how our people are shaping who we are.

Technology complementing human capabilities



This generation is the last to lead humans alone. The future demands leaders who can empower both people and AI.

Lungile
Mahluza
Chief People Officer
Deloitte Africa

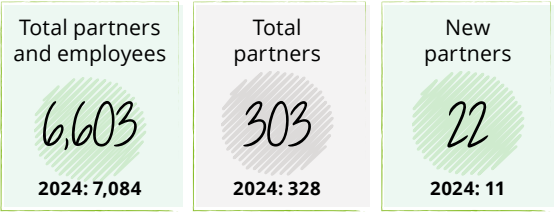
AI's immediate impact is unclear, yet its capacity to transform work and human interaction in the medium to long-term is likely underestimated.

At Deloitte, we take a measured approach to AI integration and adoption, while balancing short-term business demands with long-term strategic investment. Our initiatives, such as providing access to AI agents like PairD, Deloitte's virtual AI helper, to all our people, enable access to AI technology in a safe and secure Deloitte environment, and with Microsoft Copilot, affirm our commitment to integrating AI into our operations. We are learning from the adoption and utilisation of these tools and identifying value-adding use cases.

While we are focused on reskilling and enhancing tech capabilities, during the past year we also deepened our approach to developing our people's leadership skills and the enduring human capabilities that technology can extend but not replace. Critical thinking, adaptability and problem-solving are increasingly prioritised over purely technical skills.

Deloitte Africa talent footprint

Our dedication to cultivating a diverse and resilient talent pool remains resolute, as we strive to attract and retain top talent from across the continent.

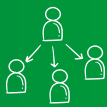
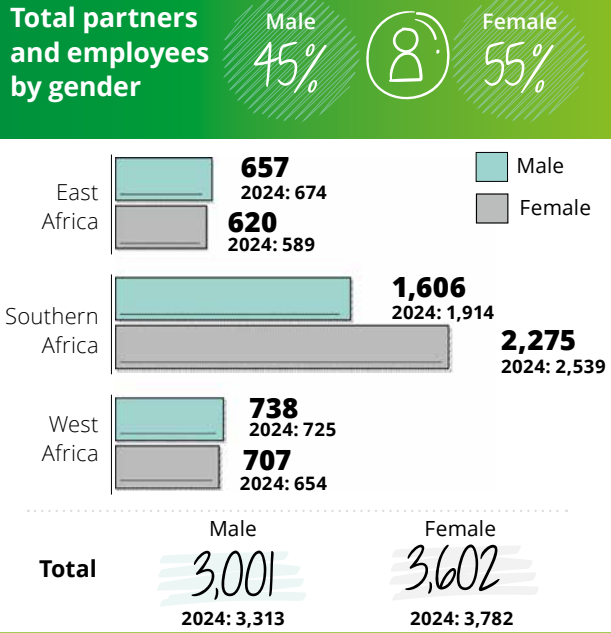


Our physical presence in Africa



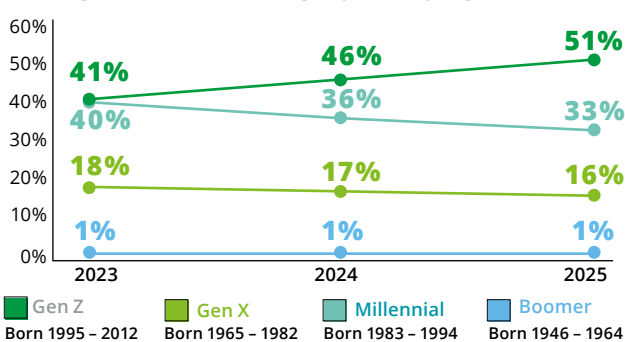
*Partner headcount data as at 1 June 2025

Total partners and employees by gender



Total headcount to partner ratio (2024: 16:1)

Total partners and employees by age



Supporting holistic well-being

One of the key indicators of progress on our firm's talent goals is the Global Talent Experience (GTE) survey, which assesses employee satisfaction across four critical dimensions:



The 2024 GTE survey results indicate positive findings in purposeful work and inclusivity, and that the firm should continue to focus on the areas of career development and mental well-being.

In response, we have implemented an integrated, holistic well-being approach, providing a continuum of care through proactive well-being initiatives that aim to support mental health, emotional well-being, social and cognitive functioning, and promote positive behaviours. These are facilitated through team, individual and firmwide awareness and training interventions.

We recognise that people are not compartmentalised; instead, they bring their whole selves to work, which is essential for a thriving and productive environment.

Holistic well-being is a cornerstone of our people experience and we are dedicated to providing impactful programmes that help our people manage and balance all areas of their lives.

As a firm, we aim to create a workplace where individuals can integrate their professional and personal lives seamlessly, enabling them to achieve their goals while maintaining well-being. To support this, we offer a range of initiatives and training sessions designed to promote work-life integration, personal development and overall resilience.



These include:

- individual and family therapy (telephonic, offsite in-person and virtual)
- embracing men's mental health, amplifying male voices against gender-based violence
- normalising conversations on women's reproductive health
- substance use awareness and recovery support
- seeking to understand disability and neurodiversity.

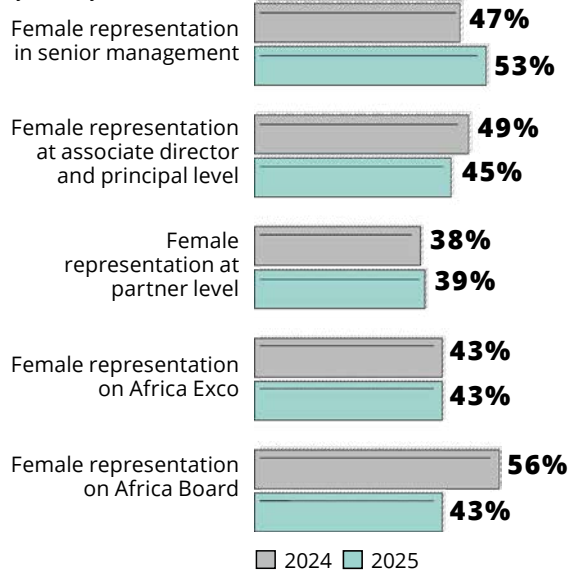
These sessions have been effective in promoting psychological safety, providing practical coping skills, enhancing resilience and fostering a healthier, more productive work culture.

Diversity, equity and inclusion

Deloitte Africa is actively building a workplace that cultivates a sense of belonging and reflects the demographics of the markets in which we operate. Our **Shared Values** are the compass for our collective behaviours across all our offices. The day-to-day contribution from every individual exemplifies what it means to live these Shared Values. Through our ImpACT programme, we recognise that our people bring our Purpose to life – to make an impact that matters for clients, people and society. We have an Africa-wide gender transformation goal. In South Africa, our diversity, equity and inclusion strategy includes transformation to reflect the demographics of our society. We are dedicated to transforming and investing in our people, as shown by these key indicators:

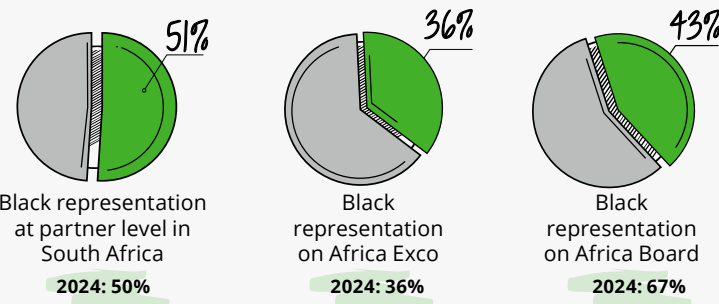
Female leaders (Africa)

Gender transformation remains a priority for our firm in Africa. At 39% female partner representation in 2025, we are on track to achieve our goal of 40% female partners by 31 May 2026.



B-BBEE transformation (South Africa)

In South Africa, we successfully maintained our **Level 1 B-BBEE** scorecard rating in 2025 for the eighth consecutive year. We achieved an overall score of 105.6 points (2024: 109.46 points).



Disability inclusion

In line with the Employment Equity Act and B-BBEE in South Africa, the inclusion of people with disabilities steers us toward the achievement of the 2030 Sustainable Development Goals. We continue to invest in learnerships for people with disabilities from previously disadvantaged backgrounds, aged 18 to 35, to provide them with skills that will give them a competitive advantage in the market.

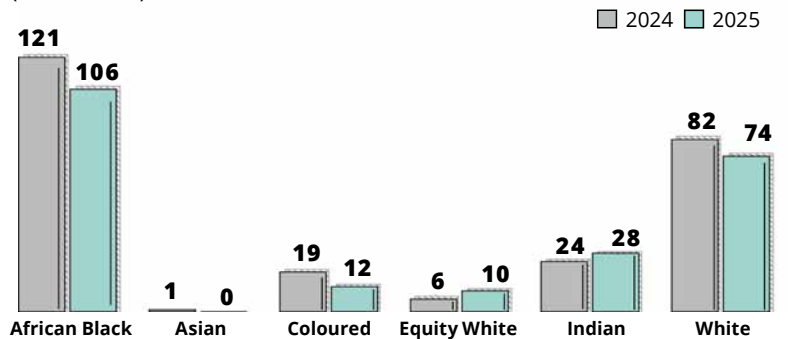


Attracting top talent

At Deloitte Africa, our ability to attract, develop, and retain high-quality talent with diverse experiences and skills is a core competitive advantage. We are dedicated to fostering and maintaining a workplace where everyone feels they belong. We strive to cultivate an inclusive workplace where everyone is empowered to grow, contribute and thrive.

Each year, we welcome a number of young professionals, many of whom embark on their career journey with us. We take pride in supporting students as they transition from higher/tertiary education to the professional world, offering them an enriching work experience right from the start of their careers.

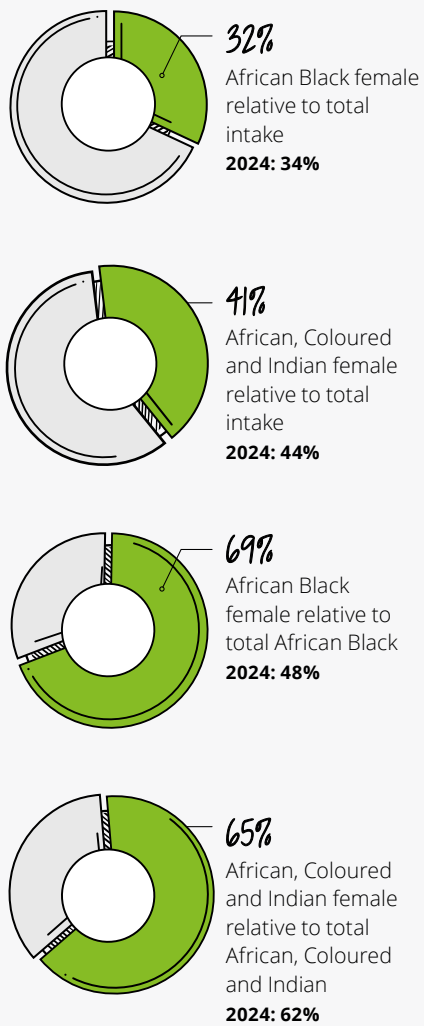
Intake of trainee accountants and unemployed graduates (South Africa)



We also provide internship programmes, school and university vacation immersion experiences, which are designed to teach, build professional networks and bridge the gap between higher/tertiary education and the world of work.



Black female percentage of total intake relative to total Black intake (South Africa)



Audit vacation programmes

We maintain a strong institutional link with universities and schools to access future talent. Our collaboration helps to provide students and recent graduates with valuable exposure to the professional world of auditing. Our vacation programmes offer participants the opportunity to gain practical experience, develop essential skills and understand the workings of a leading professional services firm.

Students from various educational institutions were selected to participate in teams on a journey where they could discover first-hand our culture, the value of integrating various types of capabilities within a single team, and the environment we have at Deloitte. For the year in review, we engaged 668 students.

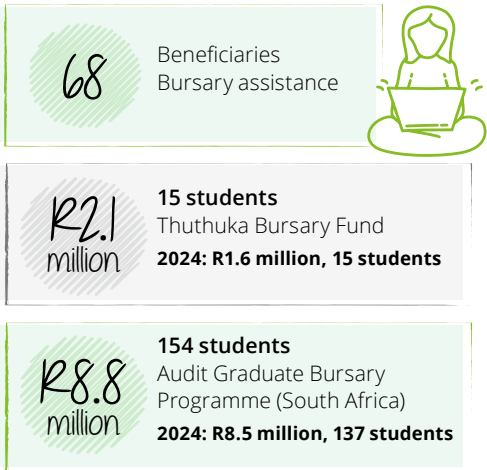


	South Africa	Namibia
Schools programme	98	16
University programme	428	40
Job-shadowing programme	86	

Bursaries and grants

In the past financial year, we have significantly strengthened our partnership with Finance and Accounting Services Sector Education and Training Authority (FASSET), leveraging R9.8 million in discretionary funding to support training initiatives specifically targeted at women in South Africa. Sixty-eight women have benefited from these initiatives. As one of the largest contributors to FASSET, we view this collaboration as mutually beneficial, enhancing our shared commitment to empowering our people across various sectors.

Training initiatives targeted at women



Africa Talent

Over the past financial year, [Africa Talent](#), an initiative by Deloitte Africa in collaboration with the Netherlands, aimed at addressing unemployment of graduates in South Africa, expanded the team to include 160 professionals across diverse roles, from senior managers to junior consultants, encompassing IT audit, internal audit, executive assistants, cybersecurity, regulatory risk and business continuity.

Africa Talent has supported client services in both audit and advisory engagements across multiple geographies including the Netherlands, Denmark, Ireland and the Nordics.

Our graduate programmes have successfully employed and trained 42 graduates in IT audit, sustainability and international indirect tax.

In the past financial year, our professionals supported 350 client engagements globally, delivering 89,300 hours of billable work to support our clients' strategic goals in these geographies.

Supporting SMMEs through Enterprise and Supplier Development

In today's dynamic economic landscape, we believe it is important to build more inclusive and sustainable economies and environments. One of the many ways in which we do this is by supporting small and growing businesses across Africa.

Small, medium and micro enterprises (SMMEs) are the backbone of our continental economy, accounting for up to 90% of all businesses. They are key drivers of innovation, employment and economic growth. By working with and mentoring SMMEs, and assisting with opening doors to opportunities through the Deloitte Enterprise and Supplier Development (ESD) programme, we add a meaningful contribution to our socioeconomic future.

Our approach to ESD is twofold. We actively procure goods and services from SMMEs, and we also engage with SMMEs to help deliver client projects. Both actions support our transformation strategy. Through these efforts, we drive meaningful change in our supply chain and the wider market.



Enterprise supplier development:



A notable achievement of our ESD programme is the collaboration with several Black SMME's, which have been successfully integrated into Deloitte's supply chain.

Partner remuneration and grading

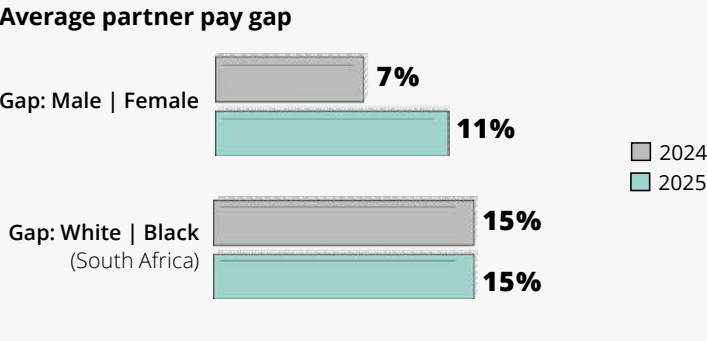
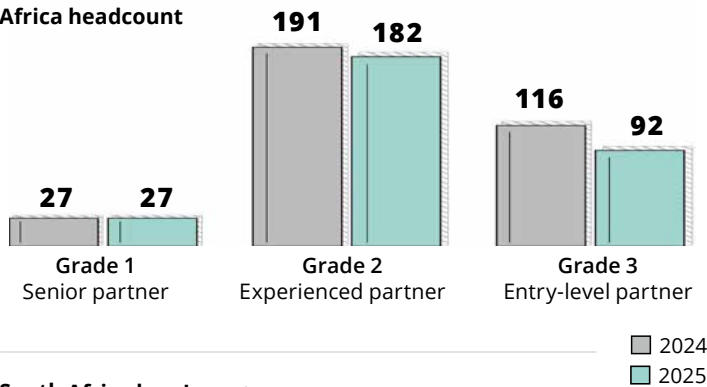
All partners are subject to partner grading, which is reviewed annually. Each grade describes the skills, attributes and broad performance expected of a partner in that particular grade. Partner remuneration is determined based on the grading to ensure that total remuneration recognises relative contributions.

Quality and independence compliance are key performance indicators that influence grading. Partner performance is evaluated by the Deloitte Africa Exco, and remuneration oversight is provided by the Remuneration Committee of the Deloitte Africa Board. These outcomes are disclosed in full to all partners. The average total compensation per partner in the year ended 31 May 2025 amounted to R5.2 million before tax (2024: R4.3 million before tax).

Audit partner remuneration

In the case of audit partners, we have designed the appraisal and promotion processes to establish a solid link between audit quality and partner remuneration. Partners who provide audit services are not evaluated or remunerated for selling non-audit services to their audit clients. This approach aims to preclude financial considerations from driving actions and decisions, which could result in the perception that this creates a negative effect on audit quality, objectivity and independence.

Partner grading and headcount (as at 31 May 2024 and 31 May 2025)

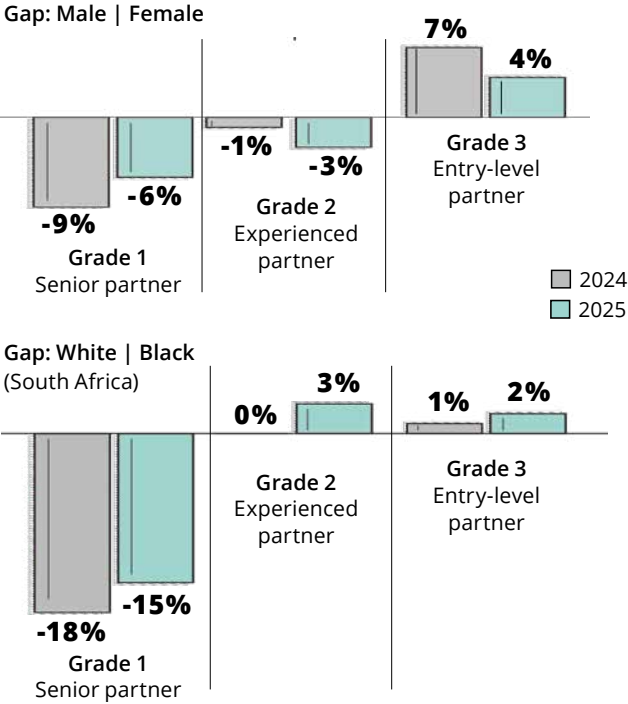


Partner pay gap

Close attention is given to closing the partner pay gap, both between male and female partners across Africa, and White and Black partners in South Africa. The partner pay gap is based on the average remuneration per partner and indicates the percentage difference in remuneration across demographic groupings for each grade. A negative pay gap indicates that, on average, Black or female partners earn more than White or male partners, respectively.



Average partner pay gap by grade





How we impact our clients

How we impact our clients

Technical expertise and industry experience help clients **navigate volatility**



It is evident that remaining stagnant is not viable; agility is imperative.

Nina

le Riche

Chief Growth Officer
Deloitte Africa

Over the past year, our clients have pursued growth in a business landscape defined by uncertainty, economic volatility and geopolitical complexity. To succeed, they are embracing digital transformation, operational efficiency, and new avenues for revenue growth. In this environment, standing still is not an option – agility is essential, and differentiation is key.

Clients are increasingly seeking digital transformation solutions, including data and cloud strategies, enterprise resource planning (ERP), and finance transformation. There is also a growing demand for deeper sector knowledge and collaboration with alliance partners, particularly in finance, mining, technology and the public sector.

To address these evolving needs, we are placing a strong focus on industry and sector programmes, tailoring our services to ensure our clients receive relevant and impactful solutions.

Additionally, we leverage the global resources of our member firms through global client leadership centres of excellence (COEs), and global delivery centres. These centres provide cost advantages and specialised expertise to local Deloitte practices. Our collaborative approach across the Deloitte network ensures measurable benefit to our clients.

Our modernised business model enables us to deliver scalable, effective solutions across six sectors: consumer; energy, resources and industrials (ERI); financial services (FSI); government and public services (GPS); technology, media and telecommunications (TMT); and life sciences & health care (LSHC). Deloitte's unmatched multidisciplinary model (MDM) brings together expertise from across our firm, combining technical excellence with deep industry experience to create measurable impact. Our consistent matrix of businesses and industries across all geographies further enables us to meet client needs with agility and precision.

Audit & Assurance

Building client trust and confidence are key tenets of Deloitte Africa's Audit & Assurance strategy. Our work goes beyond compliance. We are catalysts for informed, confident decision-making within organisations and in the broader capital markets.

For 180 years, we have helped organisations make better decisions, grounded in clarity and credibility. Through both external audits and tailored assurance services, we strengthen trust in financial and non-financial information. Our insights support robust governance, reinforce internal controls and promote accountability. This builds confidence inside organisations and in the markets they serve.

By employing rigorous audit methodologies and processes, drawing on advanced technologies and a culture of excellence, we work to safeguard the interests of our clients, our people and society.

Our strategy focuses on building and scaling capabilities in data, AI and technology to continuously enhance audit quality.

Financial integrity and investor confidence

Deloitte Africa is committed to delivering quality audits that safeguard financial integrity, investor confidence and the public interest. Leveraging our long-standing audit heritage and the global strength of the Deloitte network, we utilise cutting-edge tools and methodologies to ensure compliance with International Standards of Quality Management (ISQM) 1 in our audit process.

Our scalable offerings range from short engagements for private and public sector clients to comprehensive suites for large, listed clients, including upskilling for internal audit competence. We continuously invest in our business, people, audit processes and technology to enhance audit quality, blending local market knowledge with international best practices.

This commitment to quality, integrity and excellence enables clients to navigate complex regulatory environments and make informed decisions, protecting capital markets and serving the public interest.

Continuous improvement

Deloitte Africa is committed to continuous improvement, aiming to enhance quality, employee experience, and business performance by fostering a culture of integrity and excellence. The firm combines local expertise with international standards to deliver rigorous, relevant, and tailored audits. Deloitte Africa undergoes regular regulatory reviews across nine geographies, typically every three years. Recent reviews, such as in South Africa (2024), identified areas for improvement in the System of Quality Management, leading to remediation, practitioner training, and ongoing root cause analysis. Feedback from these reviews is used to strengthen processes and ensure ongoing quality enhancement. Upcoming regulatory reviews are scheduled for Ghana, Kenya, Nigeria, South Africa and Uganda in the 2026 financial year, with results to be included in our next report.



Assurance provides confidence in business

Deloitte's assurance services enhance the credibility of clients' accounting, reporting, controls, and sustainability commitments, providing advisory support that builds confidence. Leveraging audit expertise, Deloitte helps clients develop robust systems and comply with regulatory requirements. Our assurance services are expanding to address evolving client needs, including sustainability assurance, reporting advice, actuarial support, and sector-specific advisory. Many non-audit clients are opting for co-sourced arrangements to access specialised skills and achieve economies of scale.

Deloitte combines global alliances with local expertise to deliver assurance insights that extend beyond traditional boundaries, supporting effective decision-making. The firm is actively involved in shaping sustainability reporting and assurance, particularly with the adoption of IFRS Sustainability Reporting Standards and the development of the ISAE 5000 standard. Deloitte's sustainability assurance team supports organisations in transitioning to new standards, focusing on governance, internal controls, and the reliability of sustainability data for stakeholders. We emphasise the governance surrounding the production of information and analysis, ensuring that both internal and external users can trust the data in their decision-making processes. This includes a focus on internal sustainability controls, the role of internal audit as the third line of defence, and the trust that external assurance of information beyond financial reporting provides to capital markets. Deloitte is committed to supporting sustainable development across the economy, society, and environment, creating long-term value beyond reporting compliance.



Deloitte digital audit

We have made significant progress in transforming our service delivery with our global audit platforms, Deloitte Omnia and Deloitte Levvia, to provide real-time access to end-to-end digital audits, integrating cognitive technologies, AI, customised workflows and advanced data analytics. This integration offers significant benefits to clients and equips practitioners to conduct audits of all sizes and complexities.

Deeper insights

Analytics over complete populations

allow engagements teams to focus on outliers and more perceptive risk assessments.



Harness the power of data to generate deeper analysis and visualisations that deliver meaningful insights.

Highly-skilled audit teams bring relevant industry experience and a deep understanding of the audited entity's business, bolstered by subject matter and data analytics specialists.

A digital audit experience

A digital, controlled, and secure cloud-based platform where data is continuously updated and leveraged throughout the audit.



A hub for information with scorecards and dashboards that boost visibility and global collaboration capabilities.

Consistent, repeatable, and automated processes speed up the delivery of the audit services and reduce manual effort for the audit team.

An effective high-quality audit

Integrated technology platform allows a direct and effective flow of data through the audit.



One globally consistent audit, enabled by real-time access to the same information and processes for all business components.

Artificial intelligence and machine learning to continuously elevate audit quality and client experience.

AI is a transformative force in the audit landscape, enhancing quality, efficiency and accuracy. Deloitte has invested over US\$1 billion globally in our audit technology and capabilities over the past ten years. We continue to make significant investments with a focus on rapid development of AI within our global platforms. These are hosted in secure Deloitte environments to accelerate availability, enable our teams to drive high-quality outcomes, and serve our clients with distinction and trust.

Deloitte has developed an AI framework to support our audit teams and clients in navigating the impact of GenAI on audit areas like risk factors and control testing. This approach offers the benefits of a comprehensive, digital audit experience.

AI agents are a powerful advancement within the AI ecosystem that can add value to our clients by enhancing audit processes that were previously difficult to augment or automate. We have standardised our audit processes so that they can be performed consistently, whether by humans, AI or both. We have digitised our workflows within the global, cloud-based audit platforms, enabling advanced AI, such as AI agents, to access data and actions natively and efficiently. This approach aligns with our digital transformation strategy leading us toward the AI-enabled audit of the future.

In the past financial year, the first wave of AI-enabled audit tools implemented in Deloitte Africa includes:

▶ **PairD** is Deloitte's virtual AI helper that enables access to AI technology in a safe and secure Deloitte environment. It is designed to help with day-to-day tasks, including drafting content and carrying out research, and improving productivity within a safe and secure environment.

▶ **SmartReview** is an AI assistant embedded in our audit platform that has the capability to automatically review audit documentation and suggest improvements.

▶ **Research Assistant** is an audit-content focused chatbot that helps auditors perform technical research more efficiently, allowing teams to query a comprehensive library of technical content.

▶ **Document AI (DocAI)** is a smart reader that extracts information relevant to the audit process from audit evidence/unstructured documents (for example, contracts, invoices and other supporting documentation).

▶ **Risk Scanning** has the capability to evaluate external information sources for risk events and compile standardised risk reports for use in engagement planning and risk assessment.

Overview of Deloitte digital audit platforms

Deloitte Omnia is our global end-to-end platform for large and listed engagements. It is a cloud-based, digital solution that supports engagement teams in delivering a high quality and differentiated audit experience.



Deloitte Omnia is the International Accounting Bulletin 2024 winner of the AI innovation initiative of the year.

Deloitte Levvia is a cloud-built digital audit platform that brings together the experience of our people, standardised processes and innovative technologies to deliver a purpose-built and right-sized audit.



Continuous training to achieve digital fluency

Our people are key to delivering high-quality audits. We empower them with cutting-edge technologies and support their growth and development. Over the past financial year, we conducted workshops for our partners across Africa, focusing on the Deloitte digital audit to empower leaders within our Audit & Assurance business to challenge themselves and the entities they audit in leveraging technology.

This approach ensures that our auditors are equipped with technical proficiency, effectively leverage AI and maintain compliance with regulatory standards, enhancing their capabilities and delivering high quality audit services. Our target is for all our practitioners to participate in AI training programmes and talent transformation initiatives by June 2026.

88%

Completion rate of Audit Excellence – *Power of AI* as at 31 May 2025, presented to partners, associate directors, managers and assistant managers.

Consulting

Through our Purpose of making an impact that matters, we focus on assisting our clients to navigate complex issues and opportunities.

We believe that addressing the most pressing client needs requires collaboration. We deploy a unique ecosystem approach to involve the client, ourselves and our alliance partners.

From ideation to adoption to operation, we combine advisory and technology capabilities in a uniquely integrated strategy and implementation model. By staying on the cutting edge of industry shifts, we enable our clients to gain a competitive edge. Our connected and collaborative tools empower our people to lead for our clients.

To stay aligned with client priorities, we conduct regular client service reviews, an essential touchpoint to listen, learn and adapt. These conversations help us clarify the issues that matter most, define the value we aim to create, and shape solutions that drive meaningful and lasting results.

We host deep-dive labs with boards and executive teams to explore critical business challenges in a focused, collaborative setting. These sessions ensure our clients stay ahead of emerging risks and opportunities. We co-create strategies and support their practical implementation, step-by-step.

Our growth in strategy and core business solutions reflects our commitment to understanding business needs and creating differentiated solutions in collaboration with our alliance partners. By deepening sector capabilities, solidifying alliances, and focusing on value, we aim to foster mutually beneficial relationships with our clients.

201

Number of labs
hosted


[Click here to view the case study](#)

Unlocking value through cost transformation in mining

Tech-enabled transformation: Unlocking AI's potential at Deloitte

Deloitte Africa is fully seizing the transformative opportunities GenAI presents, empowering our clients to unlock and harness its value. Globally, Deloitte is committed to driving innovation with its investment in GenAI, which will continue through 2030.

Deloitte Africa continues to deliver technology solutions that reshape industries by leveraging our extensive investments in AI, data, cloud computing, and cybersecurity. Our commitment ensures that our teams and clients gain access to the most advanced technologies available.

Our bold vision is to transform into a leading AI-driven organisation, paving the way for the future.

Central to Deloitte's strategy is our commitment to [ethical and responsible AI practices](#).

Ecosystems and alliances unlock differentiation

Deloitte's ecosystems and alliances combine innovative ideas with experienced delivery through collaboration with leading organisations worldwide. Our network connects advanced technology, research, trade and educational institutions with our business and industry insights, enabling clients to address complex challenges, mitigate risks, drive innovation and enhance competitive advantages.

Our global efforts have been recognised with awards from SAP, Salesforce, AWS, Google Cloud, Oracle, ServiceNow, Anaplan and others. By strategically leveraging resources, expertise and capabilities, we tackle clients' pressing issues and explore new growth opportunities.

Our alliance programme has expanded, accelerating the development of customised solutions for clients in sectors such as financial services and mining. This initiative has increased our alliance business from R484 million in 2024 to R503 million in 2025.

Our diverse network positions us to unite ecosystems, address challenges and drive growth, as demonstrated in the following case studies.

[Click here to view the case studies.](#)

- Reimagining customer service with Salesforce
- Enhancing mine safety with advanced analytics
- Modernising data resilience with AWS



Alliances are instrumental in realising our Purpose across Africa. By integrating our local insights with the capabilities of our strategic alliances, we enable our clients to redefine possibilities, ignite transformative innovation and generate enduring impact throughout the continent.

Aasif

Karachi

Alliance Leader
Deloitte Africa

Market recognition

Deloitte Africa continues to be recognised for its market achievements and commitment to excellence.

● **SAP Africa Partner Awards 2025**, in the category of: Most Go-Lives

● **SAP Africa Partner Awards 2025**, in the category of Innovation Award

● On a global level, Deloitte ranked No. 1 consulting service provider worldwide by revenue in **Gartner® Market Share** report for the eighth consecutive year



Tax & Legal







In a year defined by increased regulatory complexity and fast-evolving global tax reforms, Deloitte Africa's Tax & Legal business focused on consolidating our MDM to deliver integrated, end-to-end solutions across the continent. This approach has enhanced cross-border collaboration, improved operational efficiency, and created valuable development opportunities for our people. Clients increasingly benefit from a broader, Africa-wide perspective tailored to their specific business needs.



Notably, the Tax Advisory business experienced significant growth, particularly in mergers and acquisitions, where clients require deeper insights into regulatory, commercial and cross-jurisdictional tax implications.



We focused on building thought leadership and engagement platforms that speak to the realities of doing business in Africa. This was spearheaded by three key initiatives:

-  Deloitte Africa Tax Conference: Our inaugural event brought together global and African tax leaders, revenue authorities, and regulators for meaningful dialogue on the evolving African tax landscape. The event was well received and will be established as an annual strategic forum each November.
 
-  Deloitte Africa Tax Webinar: Our first Africa-wide webinar focused on developments across 11 African countries, attracting significant interest from clients and tax professionals.
 
-  Deloitte Africa Tax Pulse: Launched in January, this [monthly newsletter](#) helps clients stay informed and prepared on the latest tax developments across the African continent.
 

Looking ahead, as tax authorities modernise and demand more real-time, granular reporting, we are focused on simplifying compliance and enhancing service delivery through the use of technology. Deloitte's Intelia platform provides clients with a secure, centralised and dynamic environment for managing tax compliance across various tax types and jurisdictions.

We are also exploring AI-enabled solutions to streamline operations, improve accuracy and create added value for clients across the Tax & Legal business. Our continued key focus areas include e-invoicing, Pillar Two and managing tax disputes in an increasingly regulated environment.

We will continue responding to supply chain disruption and the implications of the African Continental Free Trade Area (AfCFTA), and support clients in making strategic decisions around insourcing versus outsourcing of tax functions, with many seeing cost and efficiency benefits from selective outsourcing.

Our Business Process Solutions team continues to support clients with essential back-office operations, including transactional bookkeeping, statutory and management reporting, and tailored human resource and payroll services, which ensure seamless, efficient, and compliant business processes.

For Deloitte Tax & Legal, West Africa, particularly Nigeria, remains a key area of focus following recent legislative reforms in the country's tax framework.

We are committed to supporting clients in navigating these changes with confidence, backed by deep local knowledge and the strength of our multidisciplinary teams.



Social and environmental impact

Social and environmental impact

Driving scalable **impact** for people and planet



Deloitte recognises the critical importance of adhering to our core values and commitments to sustainability.

Ashleigh
Theophanides
Chief Strategy Officer
Deloitte Africa

A strong commitment to social and environmental obligations lies at the heart of our operational framework. This commitment shapes the decisions we make, the connections we build and the initiatives we champion across the continent to contribute meaningfully in the advancement of society.

We recognise that meaningful change requires intentional action. Guided by our Shared Values, we strive to uplift individuals and communities through programmes that enhance well-being, support inclusive growth and deliver long-term value. Our efforts are grounded in a belief that sustainability is a driver of innovation, resilience and shared progress.

To ensure our initiatives are impactful and meet stakeholder needs, we take a holistic and data-informed approach to evaluate our social and environmental contributions and adapt based on what we learn.

Africa faces significant vulnerabilities due to climate change, which threatens not only its diverse ecosystems but also the livelihoods of millions of people. To address these issues requires deliberate and coordinated responses such as climate-smart agriculture.


We have identified the need to align our purpose aspirations with the United Nations Sustainable Development Goals (UN SDGs). This alignment presents a great opportunity for our people to infuse purpose into their work, making Deloitte a truly purpose-led organisation.

WorldImpact



WorldImpact initiatives have led to good progress, with our firm impacting **3.1 million (2024: 1.6 million)** people in Africa in 2025. This achievement is as a result of our joint efforts by our people who actively connected with clients, strategic alliances and our wider ecosystem.

The NGO Non-Executive Director (NED) board programme is designed to offer a unique experience for Deloitte partners who aspire to serve on boards of directors. This initiative encourages partners to volunteer on NGO boards, subject to our risk management and acceptance processes to continue making meaningful contributions while providing valuable strategic guidance and expertise to NGOs.

 [Click here for more information about our WorldImpact.](#)

3.1
million

Lives impacted
in Africa
2024: 1.6 million



Shaping a more promising future through **WorldClass**

Deloitte has set an ambitious goal globally with its WorldClass initiative, aiming to positively influence the lives of 100 million individuals by the year 2030. In Africa, we are focusing on enhancing access to quality education, agriculture, and entrepreneurship and encouraging opportunities for personal and professional growth.

WorldClass Education Hub launch: Bridging the skills gap across Africa

Deloitte Africa launched the WorldClass Education Hub, a free, transformative digital platform designed to equalise access to quality education across the continent. It offers certified e-learning courses in real-world readiness, entrepreneurship, financial literacy and environmental sustainability. The platform aims to enhance employability and confidence by allowing learners to showcase their achievements.

Since its launch, the hub has registered over 2,300 users and completed more than 3,600 modules, promoting skills development for a successful future.


Transforming lives through Deloitte-AWS Digital Skills initiative

Deloitte Africa and Amazon Web Services (AWS) joined forces to promote cloud adoption and accelerate digital transformation throughout the continent, with an emphasis on creating positive societal impacts. Together, we have successfully trained young people in South Africa, Kenya and Nigeria. Deloitte provided valuable examination vouchers and soft skills training, while AWS focused on delivering essential technical skills in cloud computing.

960

Youth trained



 [Click here to read how project Nisela empowers smallholder farmers to thrive amid climate challenges.](#)

Driving sustainable change with **WorldClimate**



Deloitte Africa is dedicated to implementing concrete and impactful measures to combat climate change. We empower our professionals to take individual and collective action against climate change, while finding ways to reduce our operations environmental footprint. Together, we strive to facilitate a smooth transition towards a low-carbon economy.

The Deloitte Africa Climate Fund



The Deloitte Africa Climate Fund has entered its second year, focusing on funding projects in environmental sustainability to accelerate decarbonisation efforts outside of our operations whilst driving societal impact. Projects funded include renewable energy environmental impact initiative in Namibia and South Africa, Direct Air Capturing (DAC) in Kenya, the transition to a low carbon economy through green skills in Nigeria, and waste management and the circular economy in Ghana.

In addition, the DAC project in Kenya supports research and development of which the outcomes may reduce the costs associated with DAC-related carbon credits, which in turn will encourage the adoption of carbon credits from Africa's homegrown technologies, thus scaling operations and creating additional job opportunities.

Green Office tours showcase Deloitte buildings

In 2025, we launched Green Office tours at our Johannesburg and Cape Town offices, covering 70% of our African real estate. These tours engage both internal teams and external parties (i.e. clients and alliance partners), to showcase our environmental sustainability efforts. Both offices illustrate green architecture, focusing on energy efficiency, water conservation, sustainable materials, and indoor environmental quality. Johannesburg achieved a silver LEED rating, while Cape Town earned a 6-Star Green Star rating.

Johannesburg office solar expansion

In December 2024, additional solar panels were commissioned in the Johannesburg office, reducing our reliance on non-renewable electricity by another 8% in the office.

Climate change score

The Deloitte global organisation maintained its 2024 CDP Climate Change Score, ranking our firm at A- for the third consecutive year.

Executive Business Travel

In the past year the Deloitte Africa Exco collectively flew 1,049,224 km (2024: 963,116 km) with an estimated 188 tonnes of CO2e emitted* (2024: 169 tonnes of CO2e emitted*). This equates to an average of 6,245 km (2024: 5,732 km) per Exco member each month. We closely monitor our emissions and have developed a travel policy to support sustainable travel practices.

**Carbon emission factors were updated to Deloitte Global FY2025 basis of reporting.*

Volunteerism and community engagement

Our annual Africa Volunteer Day remains a flagship event for our people to extend our impact beyond our services. The initiative creates the opportunity for our people to give back through skills-based volunteering opportunities, knowledge transfer and community support. In May 2025, 4,637 (2024: 4,565) of our people participated in Africa Volunteer Day. We reconnected with 50% (2024: 25%) of the causes we supported in the prior year and focused on larger initiatives, deepening long-term community partnerships.

In addition to this initiative, our people are afforded 40 hours of volunteering annually.

262,106

Lives
impacted
2024: 217,000



260

Number of causes
2024: 303

34,822

Hours volunteered
2024: 29,000



[Click here](#) to view our 2025
Volunteer Day experience.

Purpose beyond Profit

The Deloitte Africa Purpose beyond Profit initiative champions a purpose mindset and culture through annual festivals and leadership workshops. It is central to building employee engagement around our Shared Values and instils a responsible business mindset.

97%

Leadership
workshop
attendance



Public Policy



2024 Child Poverty Report: The economic impact of child poverty in South Africa

Deloitte conducted a study with the Nelson Mandela Children's Fund examining the economic costs of child poverty in South Africa, quantifying government and private sector poverty alleviation investments. The research analysed South Africa's "social wage" totalling R656 billion in 2023/24, with basic education comprising 44% of spending. The study quantifies child poverty's fiscal burden and informs decision-makers through concrete data on spending patterns and economic losses. Despite significant investment, the study reveals critical gaps in educational outcomes due to poor infrastructure and service delivery. This analysis provides policymakers a framework for understanding child poverty's multidimensional costs and supports evidence-based approaches to address this socio-economic challenge.



ESG Highlights

ESG highlights

As at 31 May 2025

We recognise the need to be transparent about our impact and take a comprehensive approach to assessing our environmental footprint.



Social impact



Societal investment

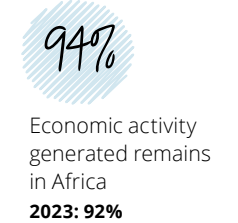


Enterprise and supplier development (South Africa)

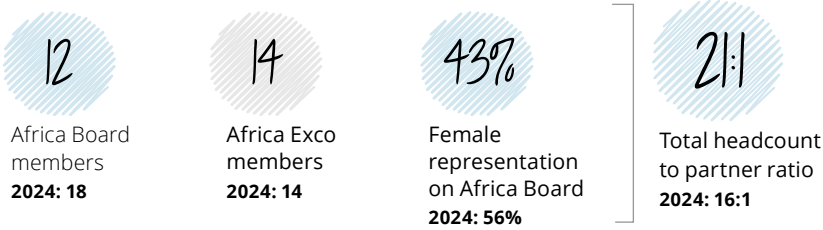


Governance

Profit distribution



Leadership composition



Environmental impact



Greenhouse gas emissions

Percentage reduction of MT CO2e**



**Metric tonnes of carbon dioxide equivalent
***Full-time equivalent

⁽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 neighboring 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. The methodology for environmental reporting can be accessed in the Deloitte Global FY2025 Basis of Reporting.

[Click here](#) to access our detailed environmental performance metrics.



Office locations*

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Muthangari

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Top Mandala, Blantyre

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Southern Africa



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West Africa



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* Office locations are correct as at 31 May 2025



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