



DeloitteFoundation

2024 Annual Report





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A few words by our Chair

At Deloitte, we believe in the power of creating value within an ever-evolving environment, transforming our aspirations into impactful actions. For us, true progress is synonymous with sustainability and inclusion.

Prior to the establishment of the Deloitte Foundation, Deloitte Luxembourg engaged in numerous impactful community initiatives. Recognising the opportunity to amplify our efforts through a more unified and strategic approach, we decided—as announced last year—to bring these initiatives together under the umbrella of the Deloitte Foundation. Thus, 2024 marks the first full year of our Foundation's activities, and our team has worked diligently since its inception. This inaugural year has been one of structuring and preparation.

Under the guidance of its board, the Foundation has thoughtfully selected ten partners with whom we aspire to cultivate long-term relationships. In addition to these new collaborations, Deloitte's existing sustainability projects—already inspiring in their own right—are now being transitioned into the Foundation's remit.

Looking ahead beyond our first year, we are committed to expanding and accelerating our impact through strategic initiatives designed to engage and mobilise our community, both internally and externally. In the coming year, we aim to increase employee participation, host more events, and identify new projects—all while continuing to refine our governance and develop procedures to accommodate an anticipated growth in our capacity to respond, including to emergency requests.

We embark on this journey with humility and a profound sense of responsibility, fully aware of the trust our community has placed in us. We believe wholeheartedly that our efforts align with the needs of those we serve. This report signifies not just a beginning, but a significant milestone in the Foundation's journey towards continuous growth and meaningful impact.

We look forward to forging ahead together.



John Psaila

on behalf of the Board of Directors
3 December 2024



Foundation overview

Our mission and vision

The Deloitte Foundation was established in May 2023 with the ambition to connect all Deloitte Luxembourg initiatives under one umbrella, increasing **impact**, coherence and visibility of the way Deloitte Luxembourg intends to act positively and have an impact on people, society and the planet.

The **Deloitte Foundation's vision** is to make an impact that matters for the communities and the environment which we live in. To do so, the Foundation engages with public entities, associations and NGOs and works alongside the general public and other corporate entities to promote progress toward the United Nations Sustainable Development Goals (UN SDGs).

- **We actively engage in meaningful initiatives** that will benefit from enhanced harmonization to create bigger societal impact. As a people business, we believe in education and put a particular focus on developing skills and improving educational outcomes.
- **We believe in committing to and investing in climate change initiatives** and empowering our professionals to take action.
- **We are united against injustice** and aim for everyone to feel they can be themselves at work and in life through the promotion of the values of diversity, equity and inclusion.

Those commitments led the Foundation to specifically focus on the following UN SDGs:



To amplify our impact, we aim to strengthen our networks by leveraging collaboration with other Deloitte foundations from Deloitte geographies across the globe.

Our mission statement:
Connecting our people to make an impact that matters for the environment and for the communities in which we live.

Deloitte's Global CSR Commitment

Aligned with the mission of Deloitte Global, Deloitte Luxembourg is committed to responsible business practices, serving the public interest and working to create a better, more sustainable world.

Deloitte Luxembourg is active within a number of sustainability and corporate social responsibility initiatives such as *WorldClass*, *WorldClimate*, *Impact Every Day* and *ALL IN*, which are further advanced under the umbrella of the Deloitte Foundation.



WorldClass

The aim of *WorldClass* is to develop job skills, improve educational outcomes and expand opportunities for **100 million** people worldwide by 2030.



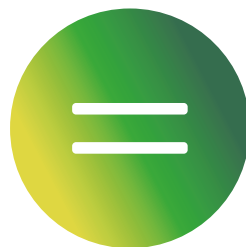
WorldClimate

Deloitte has **approved near and long-term science-based emissions reduction targets** with the Science Based Targets initiatives (SBTi). The SBTi has verified Deloitte's science-based net-zero target by 2040.



Impact Every Day

We support our people to make an impact in their communities year-round, addressing the issues that are most important locally by **donating money and time to nonprofit associations and NGOs**.



ALL IN

We are committed to supporting and empowering all of our people in achieving their full potential. We focus on **providing everyone with equal opportunities to grow, develop and succeed** in a supportive environment.



Foundation leadership and governance

The Foundation deploys a robust governance structure to carry out its mission efficiently, ensuring accountability and long-term sustainability.

Foundation governance bodies encompass:

- The **Board of Directors**, charged with giving strategic direction, performing oversight, and facilitating the decision-making process.



from left to right: **Sophie Vanesse** (Board member) – **Sylvain Crepin** (Board member) – **Elisabeth Layer** (Vice Chair, Board member) – **John Psaila** (Chair, Board member)

- A **Taskforce**, charged with the administration of the Foundation's activities on a day-to-day basis, aligned to the strategic direction provided by the Board of Directors.



Fabrice Delcourt



Valentine Dosne



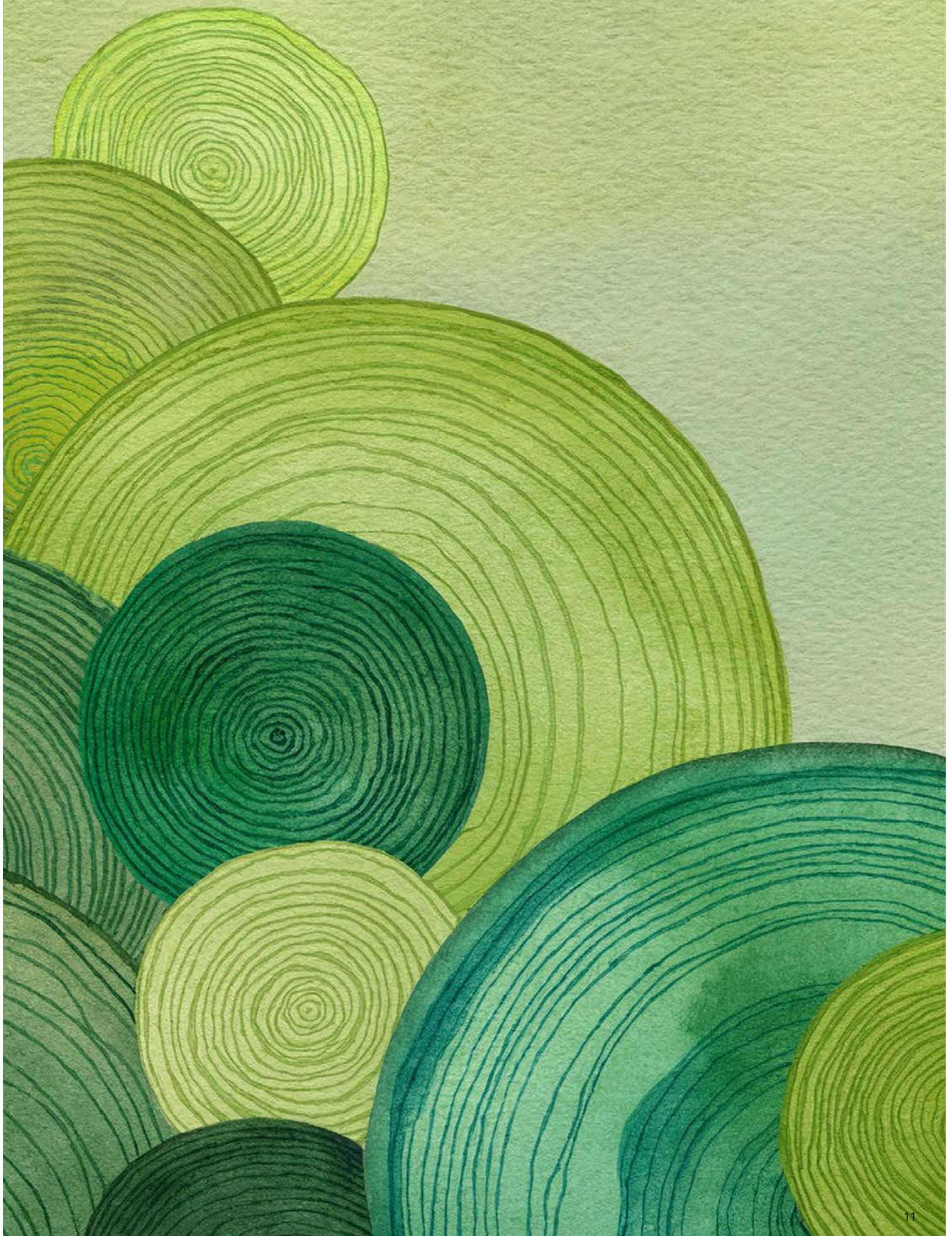
Olivier Dupuis



**Maryam
Khabirpour**



**Catherine
Maréchal**





Our approach to impact

The Deloitte Foundation program of activities is based on either **monetary contributions**, made by the Foundation or **contributions in kind, namely time dedicated by Deloitte Luxembourg employees as volunteers for good causes.**

Our commitment to societal issues

The Deloitte Foundation's commitment extends to supporting the [United Nations Sustainable Development Goals](#) (UN SDGs), particularly:



Goal 3:

Good health and well-being: Ensure healthy lives and promote well-being for all at all ages



Goal 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Goal 5:

Achieve gender equality and empower all women and girls



Goal 8:

Promote sustained, inclusive and sustainable growth, full and productive employment and decent work for all



Goal 10:

Reduce inequality within and among countries



Goal 13:

Take urgent action to combat climate change and its impacts

Funding sources and allocations

The Deloitte Foundation is funded primarily by the entities of the Deloitte group of companies in Luxembourg. Deloitte Luxembourg has committed to contribute the necessary financial means to support good causes and philanthropic activities of the Foundation, reflecting the firm's dedication to making a significant impact on its communities and the environment.

This financial commitment of the Deloitte Foundation is directed toward:

- **Funding of *associations sans but lucratif* (associations) and non-governmental organizations (NGOs):** Funds are allocated to projects that may have both **international** and **local** impacts and cover a duration of several years.
- **Emergency response initiatives:** Funds allocated in response to local or global crises.
- **Contributions to Deloitte Luxembourg Corporate Social Responsibility (CSR) initiatives:** Participation via financial contributions to or as the centralized fundraising receptacle of Deloitte Luxembourg's internal initiatives, most often driven by staff to support good causes.

How we measure impact

The Deloitte Foundation's methodology for measuring impact is aligned with Deloitte Global guidelines already in place as part of the *WorldImpact* framework.

This approach involves the definition of two key performance indicators used to measure impact:

• Direct impact:

Defined as the number of individuals who benefit directly from support provided by the Deloitte Foundation and who are the intended recipients of a program.

• Indirect impact:

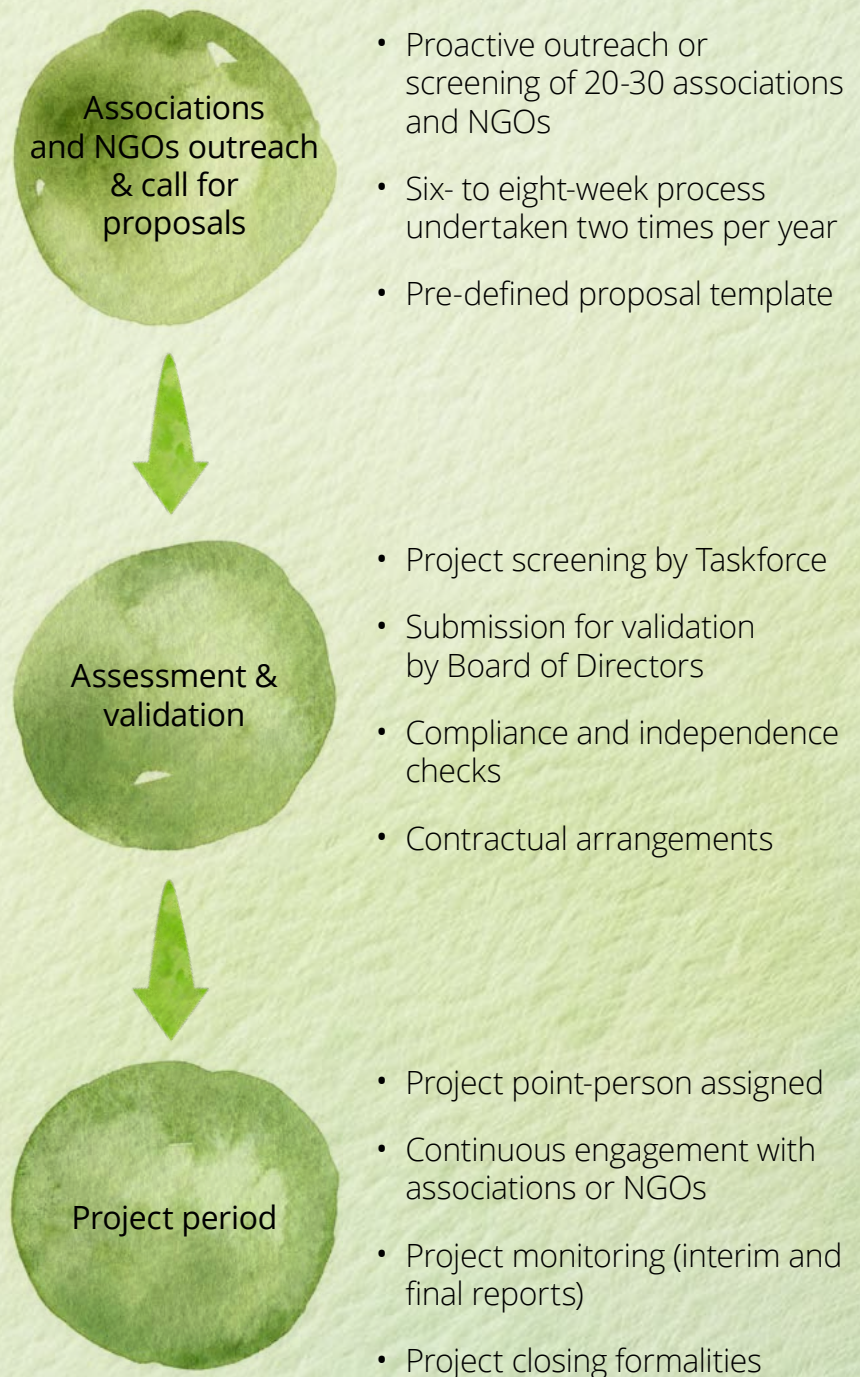
Defined as the number of individuals who benefit indirectly from support provided by the Deloitte Foundation and who are the intended recipients of a program. This type of impact is typically delivered through pro bono services or operational support that build additional organizational capacity, so that organizations are better able to serve their own beneficiaries as a result of the given project and Deloitte's support.

The collection, analysis and review of these indicators is done from the inception to closure of a project. The evaluation of direct and indirect impact is also done according to the size of the Foundation's contribution, the maturity and duration of the project.

How we select projects

The Deloitte Foundation deploys a systematic process for analyzing potential projects proposed by associations and NGOs to identify areas of support relevant to its mission.

Projects selection approach



Projects are selected using clear criteria:

1

Purpose:

- Contributions made by the Foundation will be directed toward **associations and NGOs that have a presence in the Luxembourg or the Grande Région.**
- Those organizations and respective projects should closely align with the **Foundation's purpose in accordance with the selected UN SDGs.**

2

Nature of the project:

- Projects will be carefully **selected based on their nature, activities, expected outcomes and impact** on communities and the environment.

3

Nature of the sponsorship:

- When filing projects, associations and NGOs are required to **specify their support needs**, including the **type and amount of support** required for each project.
- The Foundation evaluates and prioritizes projects based on their alignment with the identified support capabilities and the potential impact they can create.

4

Timing

- Projects necessitate **support with varying durations** and in different forms. This can include long-term assistance, intermittent support, or periodic engagement.

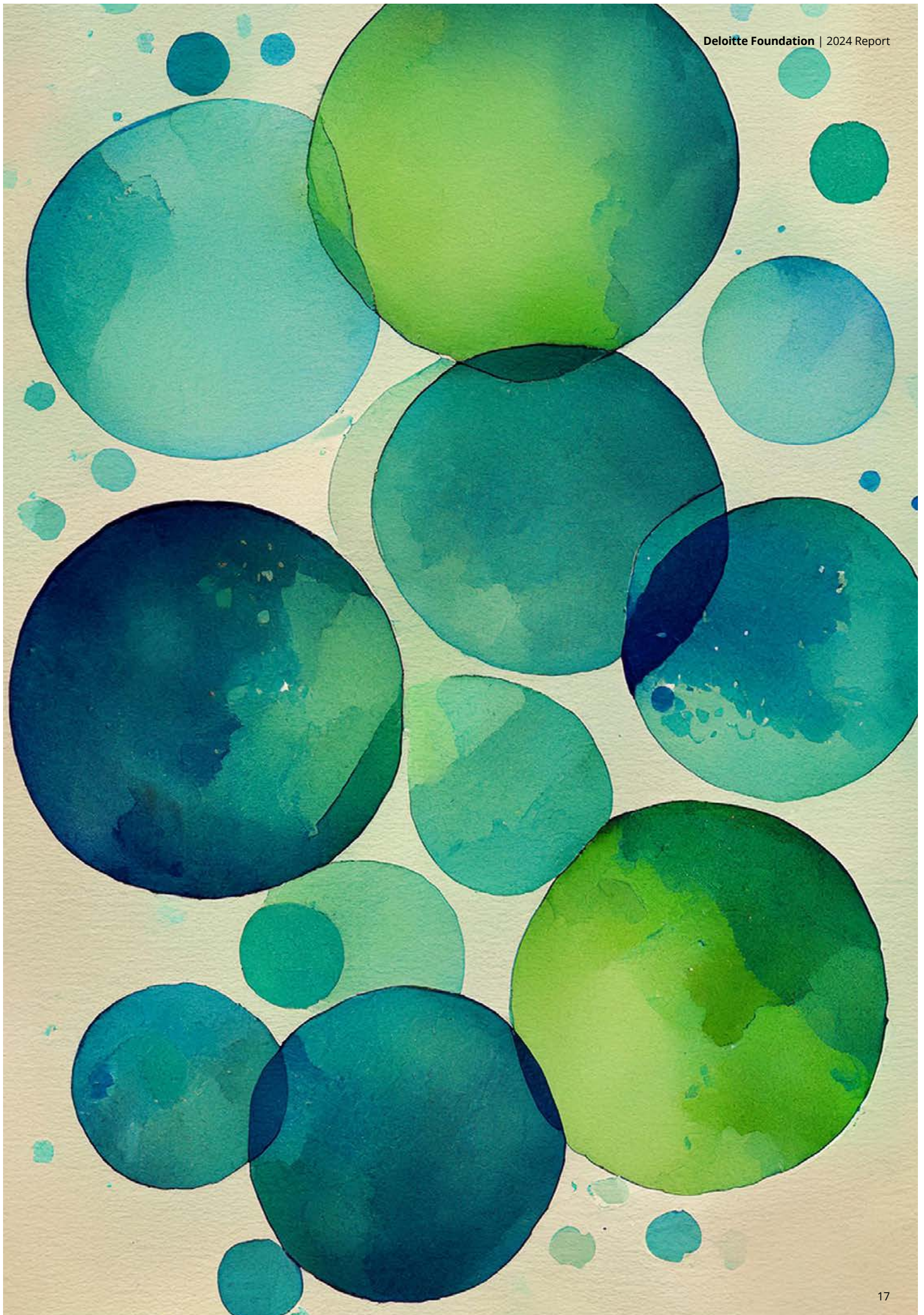
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Budget

- Project selection considers the **varying budgetary needs** of projects.
- The Foundation considers the specific **financial requirements of each project**, ensuring that the appropriate level of support can be allocated to maximize impact and sustainability.

The final selection of projects also depends upon Deloitte Luxembourg's procedures of Independence, Reputation & Risk and Anti-Corruption. This control process will be conducted in parallel with project evaluation.

Please note: Project selection is not applicable to Emergency Response initiative that the Foundation may support in alignment with our Global Deloitte network geographies.

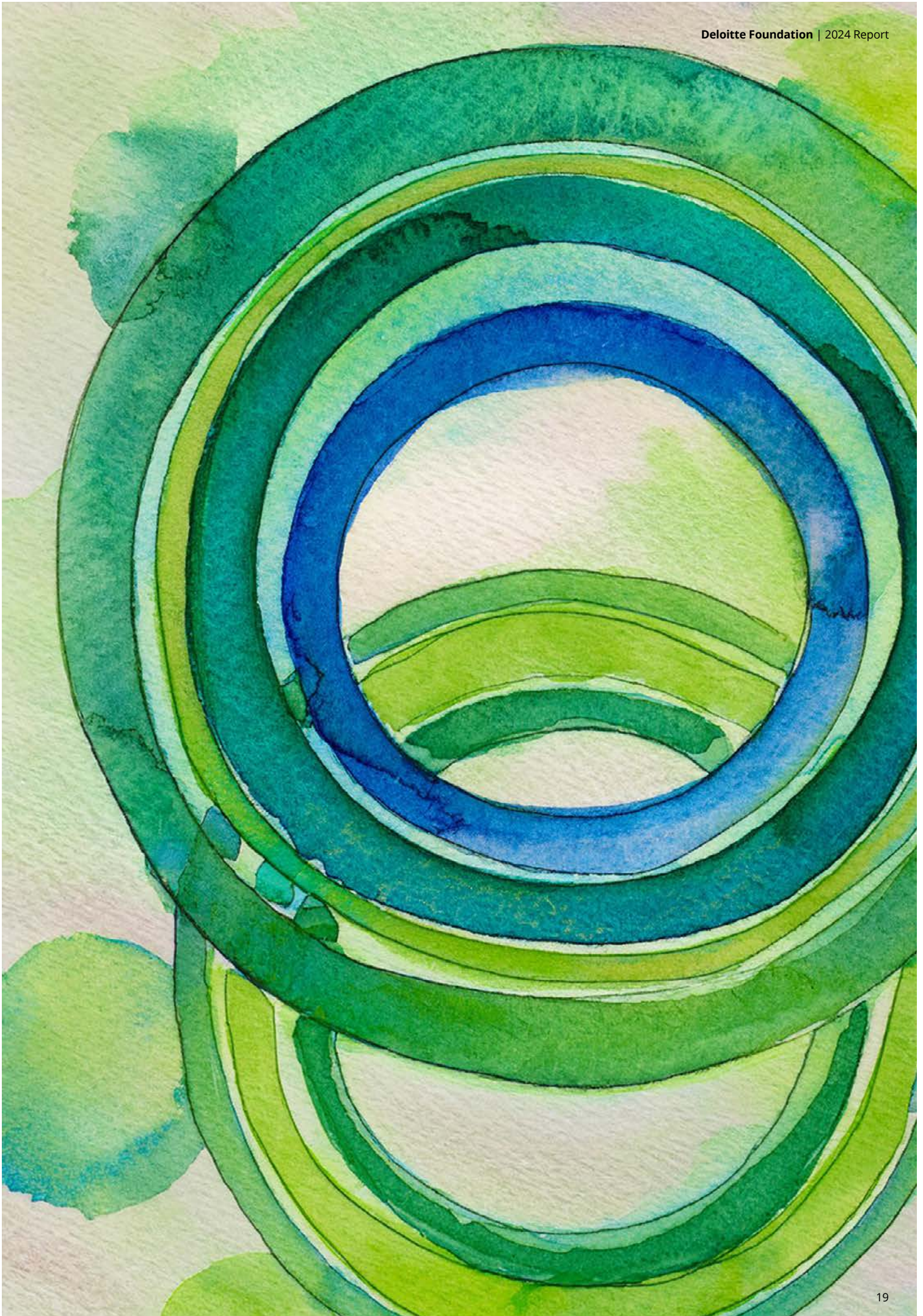


Key figures and financial management

Project support

For the fiscal year ending on 31 May 2024, the budget allocations were divided into two rounds of project funding, either with a local footprint or international footprint.

Additional contributions were targeted toward immediate relief efforts. Lastly, the Deloitte Foundation also served as the centralized fundraising receptacle for several staff-driven CSR initiatives.

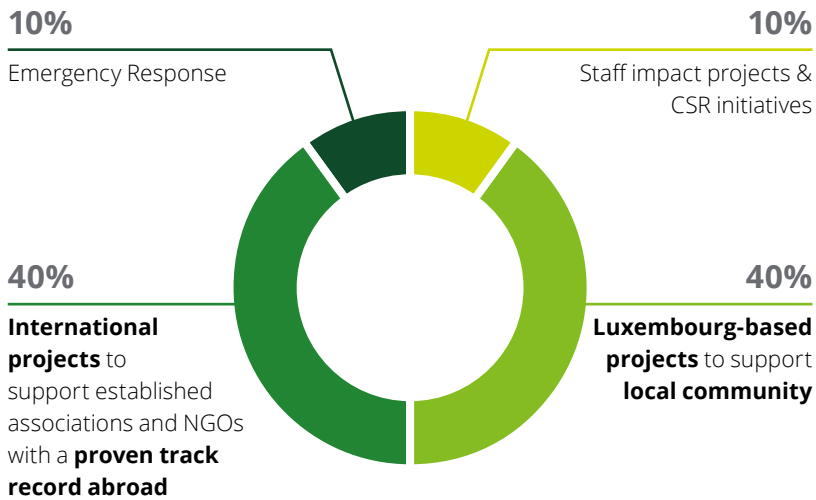


Deloitte Foundation donations committed and distributed

(as of 31 May 2024)

Row	EUR	Category	Length of project
Projects with local impact			
Banque alimentaire du Luxembourg	17,000	NGO funding	Multi-year support
Fondation Hëllef fir d'Natur	21,080	NGO funding	Multi-year support
Iles aux clowns	15,000	NGO funding	1-year support
Nyki	9,180	NGO funding	1-year support
Serve the City Luxembourg	10,000	NGO funding	1-year support
Projects with international impact			
CARE Luxembourg	8,229	NGO funding	1-year support
Fondation Follereau Luxembourg	11,950	NGO funding	1-year support
Handicap International Luxembourg	20,000	NGO funding	Multi-year support
Iles de Paix Luxembourg	10,338	NGO funding	Multi-year support
Médecins Sans Frontières Luxembourg	11,874	NGO funding	1-year support
Emergency response			
Croix-Rouge Luxembourgeoise <i>Assistance to population in Turkey and Syria after the February 2023 earthquake</i>	29,615	Emergency response	
Special fund of the "Trésorerie Générale du Royaume" <i>Assistance to population in Morocco after the September 2023 earthquake</i>	25,575	Emergency response	
Staff impact projects & CSR initiatives			
Dress for Success	906	Projects/initiatives CSR	One-time grant
Fondation Cancer - Relais Pour La Vie	7,252	Projects/initiatives CSR	One-time grant
Foundatioun Kriibskrank Kanner	10,850	Projects/initiatives CSR	One-time grant
Life Project for Youth	5,125	Projects/initiatives CSR	One-time grant
Miscellaneous		4,309	
TOTAL		218,283	

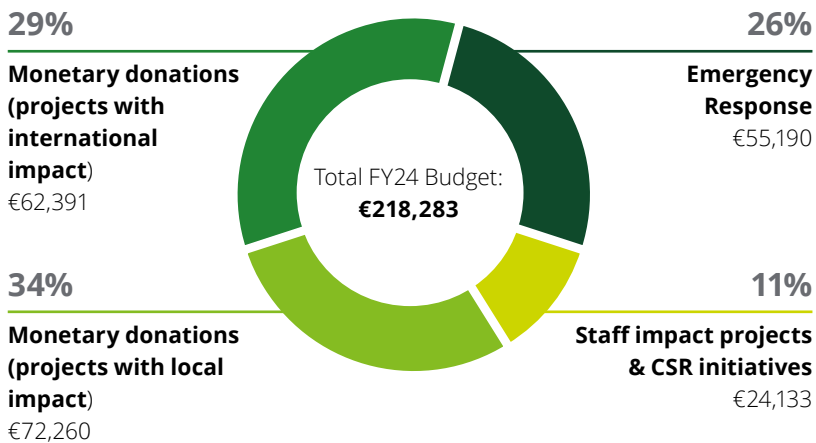
Strategic budget allocation



Financial governance and transparency

The Board of Directors regularly oversees the Foundation's budget. Financial statements are subject to external audit to ensure transparency and accountability. Through its governance, the Deloitte Foundation ensures that its contributions not only meet immediate needs of our beneficiaries, but also foster long-term societal benefits across a spectrum of critical areas.

FY24 budget allocation



Program and project highlights

44

NGOs and associations contacted



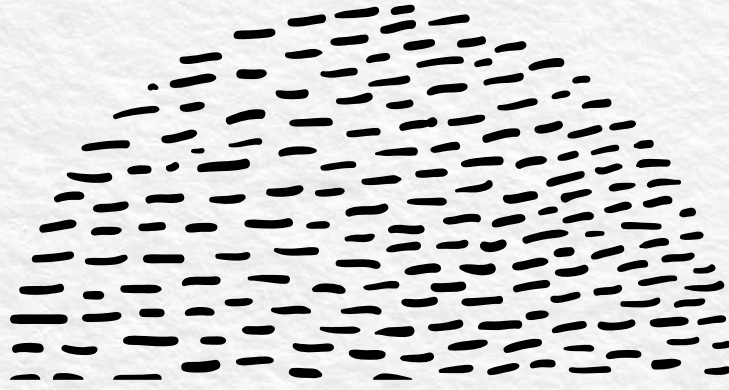
33

Individual projects submitted
and screened



10

Projects selected by
the Board of Directors



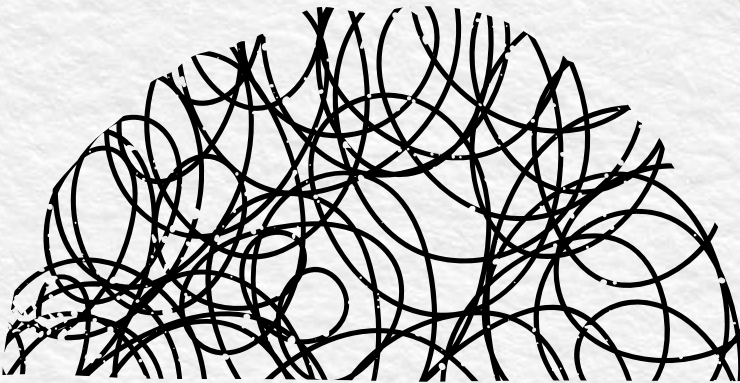
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Geographies impacted
by projects and contributions

4,200

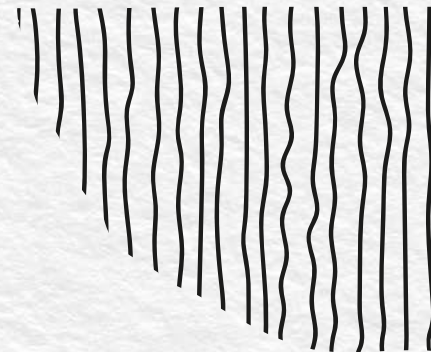
beneficiaries

- 2,500 direct
- 1,700 indirect

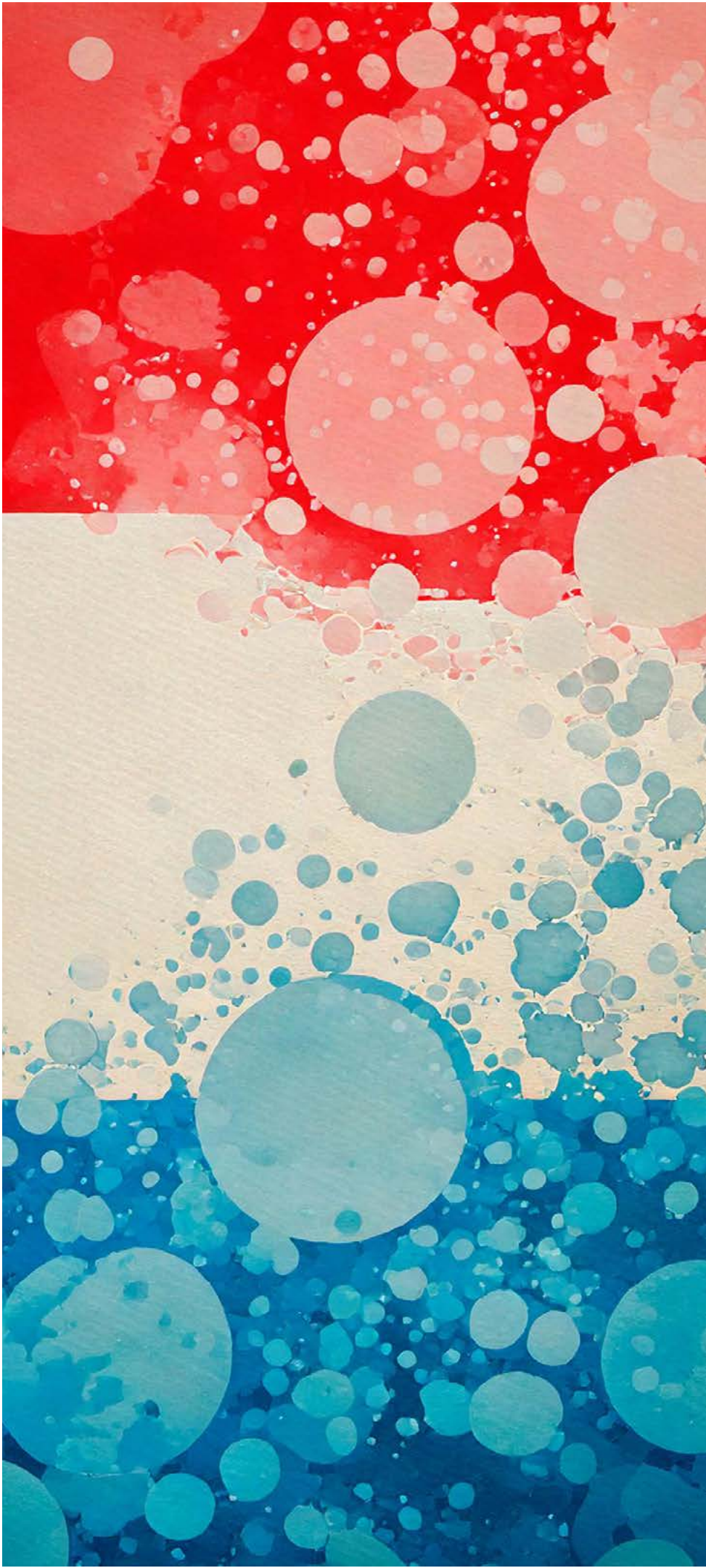


€218,283

Funds committed and contributed for FY24



Projects with
a local footprint





Banque Alimentaire Luxembourg

Deloitte Foundation
contractual agreement:

Multi-year support

FY24 project donation amount:
€17,000

Direct impact:

70,000 people helped per year (increase from 44,000)

UN SDGs the project fulfills:

#3 Good Health & Well Being

#10 Reduced Inequalities

Target 500 project

Project Description:

Target 500 aims to significantly increase the collection of food to 500 tons over five years (fresh and dry combined). New partnership agreements will enable Banque Alimentaire to rapidly add a further 100 tons of fresh food to the +/-200 tons of dry and fresh food already collected and distributed in 2023. At the same time, Banque Alimentaire is setting up an online food ordering platform, facilitated by a new CMS for approved partners and online registration for volunteers.

Target 500's primary KPIs are to:



Increase **distribution of hot meals and sandwiches** provided per week from 6,820 to 20,000 per week



Increase **distribution of non-perishable food** per week from 450 to 1,000 parcels per week



Increase **non-perishable food collected** from 150 to 220 tons of per year



Increase **surplus food collected from department stores** from 1,3 to 5.5 tons per week

Impact Summary:

- Expected that 70,000 people in-need will have been helped at end of 2024 (66% increase over 2023)
- No KPIs specific to the Foundation contribution impact disclosed at this stage

About Banque Alimentaire Luxembourg:

Hunger is one of the first and most painful consequences of the cycle of poverty. Food banks aim to provide everyone with access to sufficient and balanced food by fighting against waste and calling for solidarity. The Banque Alimentaire Luxembourg, a member of the European Federation of Food Banks, aims to coordinate this action in the Grand Duchy.



Deloitte Foundation
contractual agreement:

Multi-year support

FY24 project donation amount:
€21,080

UN SDGs the project fulfills:
#3 Good Health & Well Being
#4 Quality Education
#13 Climate Action

Foundation Hëllef fir d'Natur

Development of nature reserve “Auf der Mecher” in Alscheid and acquisition, management, development, and layout of the reserve.

Project Description:

The Deloitte Foundation supported this project to support the rehabilitation of local land in support of local biodiversity. In the first six months of the project, the Fondation Hëllef fir d'Natur already achieved some milestones. First, to restore the meadow, it was necessary to clear and remove shrubs and bushes. Working together with Forum pour l'emploi, Fondation Hëllef's teams cleared the meadow from January to March 2024. In total, a surface of 94.38 hectares has been cleared. In June and July, a new fence of nearly 700 meters was installed. At the same time, the Fondation began to find a new operator for the land, which is to be used for grazing.

In the next six months, the fence will be finalized and the Fondation will sign a future tenant with a lease agreement and biodiversity contract. The aim is to start grazing the meadow in August. In the winter months, Forum pour l'emploi will mow and clear the reserve again in order

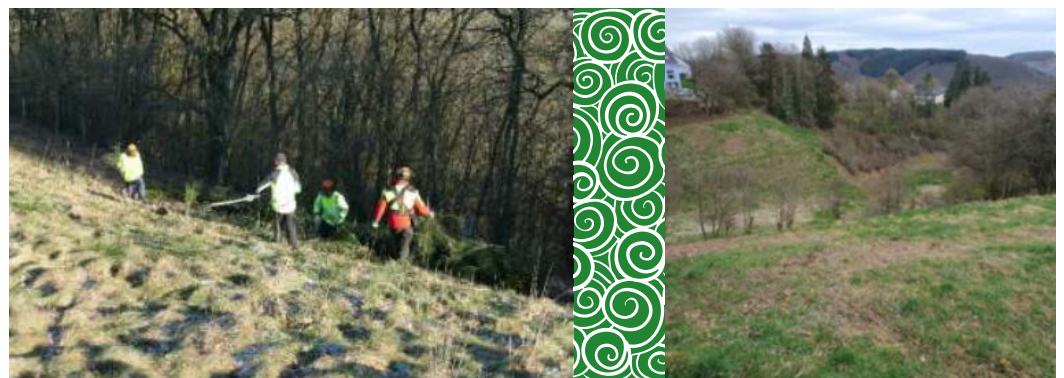
to prevent the recurrence of bushes and shrubs. The Fondation hopes also to still activate volunteers on this project.

Impact Summary:

- 94.38 hectares has been cleared of shrubs (which displace characteristic species of the open land)
- A new fence of nearly 700 meters was installed
- Next steps are to sign the biodiversity contract with the future tenant

About Fondation Hëllef fir d'Natur:

Fondation Hëllef fir d'Natur's main mission is to safeguard natural heritage. The Fondation's main areas of activity are the acquisition and management of nature reserves, to protect nature and biodiversity, forest conservation, and the implementation of national, inter-regional and European projects with the primary aim of preserving and restoring the natural environment.



ILE AUX CLOWNS

Deloitte Foundation
contractual agreement:

One-year support

FY24 project donation amount:
€15,000

Direct impact:

Estimated 160 children

UN SDGs the project fulfills:
#3 Good Health & Well Being

Ile aux clowns

Bring a smile to the face of children in the hospital

Project Description:

Twice a week, a team of two healthcare clowns visits children staying at the CHL Kannerklinik, Luxembourg. On an average visit, they connect with 35 sick children. They restore energy and joy, which contributes to improving children's healing and emotional outlook.

Impact Summary:

- Between 31 May and 31 July 2024, Ile aux Clowns team has offered 18 free visits to more than 800 children hospitalized at the CHL Kannerklinik.
- Deloitte Foundation's support covers 20% of the total cost of the visits made by Ile aux Clowns at the CHL Kannerklinik. Therefore, as of September 2024 Deloitte Foundation support has enabled between three and four clown visits and offered happy moments to an estimated 160 children hospitalized at the CHL Kannerklinik.

About Ile aux Clowns:

The mission of Ile aux Clowns is to help improve the quality of life, the well-being and the physical and mental health situation of children and adults staying in hospitals, centers, homes and shelters.

The team of healthcare clowns offers free visits to children and adults in difficult situations in order to give them support, listening and moments of joy and relief.





Deloitte Foundation contractual agreement:
One-year support

FY24 project donation amount:
€9,180

Direct impact:
**13 children receiving
354 hours of tutoring**

Indirect impact:
39 beneficiaries

UN SDGs the project fulfills:
#4 Quality Education
#10 Reduced Inequalities

Nyki

Financing education for underprivileged families

Project Description:

The Deloitte Foundation covered all social activity expenses from January to June 2024, providing 13 children with discounted/free tutoring for a total of 354 hours.

Through Deloitte's sponsorship, Nyki can add 39 more indirect beneficiaries (as approximated by three indirect beneficiaries for every direct one). These indirect beneficiaries include:



Parents/families: School can be a highly sensitive topic when students face difficulties, resulting in a damaged bond between parent and child.



Students' closest friends: Very often, students proudly share what Nyki taught them with their best friend because they found it so helpful, and then their friends use the same method or mnemonic device. Nyki thus also indirectly helps these children and teenagers to improve their grades and overall academic performance.

Looking ahead, Nyki seeks to increase the volume of discounted/free lessons by growing the volume of lessons taught at standard price with the help of financial sponsors like the Deloitte Foundation. In addition, they are launching a new project, the Learn'box, an educational tool to help students better understand their learning profile and build a learning method that suits them.

Impact Summary:

- From January to June 2024, 13 children received discounted tutoring, amounting to a total of 354 hours of tutoring over the period.
- Following an end-of-year survey conducted in June, parents gave an average grade of 4.8/5, showing great satisfaction with the results of the work with participating children.

About Nyki:

Nyki makes school tutoring accessible to children in Luxembourg, offering sliding scale discounts from 10% to 100% based on family income, so all parents can afford to support their children's academic needs.



Deloitte Foundation
contractual agreement:

One-year support

FY24 project donation amount:
€10,000

UN SDGs the project fulfills:

#3 Good Health & Well Being

#10 Reduced Inequalities

#13 Climate Action

Serve the City

Unrestricted grant for operational activities

Project Description:

The Foundation's unrestricted grant to Serve the City supported general operating activities and helped to facilitate the 130 volunteering opportunities, which activated 1,000 volunteers.

Impact Summary:

- Serve the City doubled the number of their activities in the first half of 2024, compared to 2023, as reflected in the sharp increase in the number of projects aimed at the homeless and children in refugee homes.

About Serve the City:

Serve the City creates events that mobilize volunteers to serve in simple ways, through sports, music, arts and crafts, meals, friendship and more and aims to further develop the culture of volunteering

in Luxembourg to tackle the social and environmental challenges that our cities are facing. Serve the City makes it easy to volunteer with short-term projects and is accessible to everyone independent of language and skills. Serving the homeless, organizing activities with kids in the shelters, organizing awareness, cleaning the city, etc. – the possibilities are endless to make a difference together.

Serve the City's signature activities include:

- Food outreach program
- Clean-up days
- Awareness campaign

In part through the Foundation's support, 2024 is set to be a record year for Serve the City's project activity and volunteer activation in Luxembourg.



Projects with an international footprint





CARE Luxembourg

Deloitte Foundation
contractual agreement:

One-year support

FY24 project donation amount:
€8,229

UN SDGs the project fulfills:
#3 Good Health & Well Being
#8 Decent Work and
 Economic Growth
#10 Reduced Inequalities

Improving maternal health and supporting empowerment of women in remote communities in Laos

Project Description:

The Deloitte Foundation sponsored a project to improve maternal health and support women's empowerment in **Laos**. The project focuses on strengthening health volunteers, midwives and health center staff's capacity while facilitating access to improved quality health and nutrition services for mothers and children. Beyond that, CARE's interventions will include a community focus in understanding and analyzing maternal and child health issues and seeking strategies to address these. CARE provides successful and sustainable economic opportunities and solutions to women and girls. To improve and sustain their impact, CARE looks at the entire package of social construction working toward global societal change where every member is equal.

Impact Summary:

- The Foundation covered 11% of the total project budget for year one.
- By the end of the project, our contribution is expected to reach 495 women, men and children (of the total estimated 4,500 beneficiaries) through the delivery of financial trainings to women and gender negotiation trainings to couples.

About CARE Luxembourg:

CARE is one of the world's leading organizations in the fight against social injustice and poverty. Among its priorities, CARE supports the primary education of children, improves the level of health of young mothers and young children, helps women and families to establish their economic activities, delivers emergency aid during conflicts and natural disasters, and aims to increase access to drinking water and to mitigate the effects of climate change.



"I didn't really know about the rights of women, but now I do, and I will be active in telling others about this. It is important that women know!"

Nurse in Dak Chueng District, Sekong Province



Deloitte Foundation
contractual agreement:

One-year support

FY24 project donation amount:
€11,950

Direct impact:

**10 girls (ages 14-25 years
old) at the Vocational
Training Center**

UN SDGs the project fulfills:

#3 Good Health & Well Being

#4 Quality Education

#5 Achieve gender equality
& empower all women
and girls

#8 Decent Work and
Economic Growth

#10 Reduced Inequalities

Fondation Follereau

Vocational Training Center in Kaloukro, Ivory Coast

Project Description:

The vocational training center located in Kaloukro, **Ivory Coast**, aims at improving the quality of life of vulnerable girls and women through socio-professional integration and empowerment. The project has a dual approach, curative and preventive, to tackle the underlying issues of women's vulnerability from different angles.

The Deloitte Foundation supports a project promoting the socio-professional integration of young girls in Kaloukro. Through education and vocational training, this project aims to provide vulnerable teenage girls and young women with opportunities for a better future, financial autonomy and empowerment in a positive, inclusive and sustainable manner. By working with local partners and stakeholders, the project tackles the underlying issues of UN SDGs that are common to the Deloitte Foundation.

The direct beneficiaries of this project are the teenage girls and young women who enroll in the vocational training programs. In total, the Kaloukro center has the capacity to train 45 girls per school year, from the age of 14 to 25 years old, who are living in vulnerable conditions (such as young mothers, unschooled girls and girls coming from destitute families).

The families of the direct beneficiaries, as well as the entire community of Kaloukro and its surroundings, are considered indirect beneficiaries, as improving the girls' living conditions positively impacts their families while benefitting the social and economic environment. The center is the reference structure for Kaloukro and 10 surrounding villages, accounting for around 10,000 inhabitants.

The project has been implemented for several years with a stable team and impactful results. This allows Fondation Follereau and its local partner team to focus on the employability and empowerment of the project beneficiaries, such as improving training courses with further internships and entrepreneurship classes, as well as strengthening awareness campaigns among local communities. Furthermore, the center will look into pursuing and developing income-generating activities to improve its financial autonomy.

Impact Summary:

- The average cost of total care for one girl at the center, which includes girls training, medical/psychological care, nutritional care, educational staff training, kindergarten, income-generating revenues, is equal to €1,109.46 in 2024.
- The Foundation contribution is expected to cover training and care costs for 10 to 11 girls at the center in 2024.

About Fondation Follereau:

The Follereau Foundation is a Luxembourg-based NGO that promotes and reinforces the quality of life of the most vulnerable African communities. Its role is to build local capacities, reinforce infrastructures and raise awareness in the fields of healthcare, education and protection in Africa.





Handicap International

Deloitte Foundation
contractual agreement:

Multi-year support

FY24 project donation amount:
€20,000

UN SDGs the project fulfills:

#3 Good Health & Well Being

#4 Quality Education

#5 Achieve gender equality
& empower all women
and girls

#8 Decent Work and
Economic Growth

#10 Reduced Inequalities

Early Childhood Development (ECD) program to provide comprehensive support to children with developmental delays and disabilities in the occupied Palestinian territory (oPt)

Project Description:

Deloitte's grant is part of a project aligned with Luxembourg's Ministry of Foreign Affairs. The state sponsors 80% of the project, while private donors, such as the Deloitte Foundation, help to cover 20% of necessary funding. This project supports an inclusive Early Childhood Development (ECD) program to provide comprehensive support to children with developmental delays and disabilities in the **occupied Palestinian territory (oPt)**. The Strategy of this project prioritizes the holistic development of young children from birth until the age of five.

Handicap International's holistic approach informs ECD's multisector approach: education, functional rehabilitation, gender equity and even climate. To get positive results, HI deploys concrete actions, such as early detection among children, stimulation therapy and other rehabilitation methods. HI is part of a group with UNICEF and national partners to ensure inclusive education.

Deloitte impact:

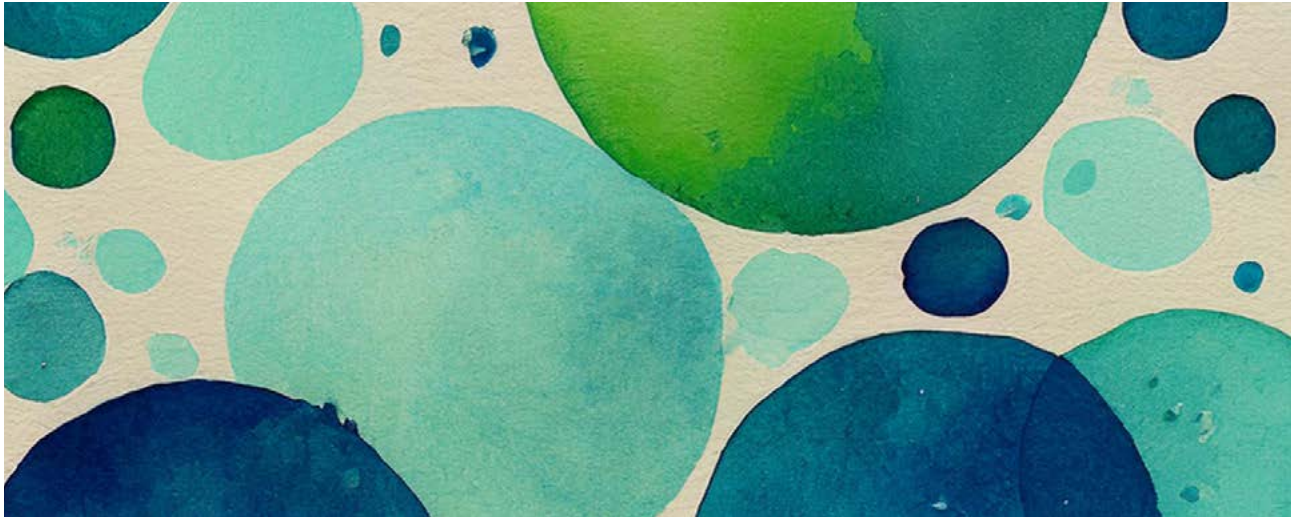
Deloitte funding helped to raise awareness about early detection with out-of-home, radio, and social media campaigns. Forty children with developmental delays and disabilities were identified. Training materials for early stimulation intervention were prepared, and six specialists received training in Amman.

The Deloitte Foundation is actively communicating with Handicap International about difficulties the organization faces due to the situation in the region. The project aims to continue the media campaign

and the identification of vulnerable families until December 2027. It also plans to start training community-based rehabilitation workers, DPOs (Disabled People Organization) and other regional ECD specialists to improve the quality of rehabilitation and education services in the region.

Impact Summary:

- Children with disabilities aged 0-8 and their families/caregivers empowered and mobilized to guarantee improved access for all to inclusive rehabilitation and education services
- Quality of rehabilitation and education services provided sustainably improved
- No KPIs specific to the Foundation contribution impact disclosed at this stage



Samar, 10, lives in a refugee camp in the West Bank.

She has multiple disabilities. Even in normal times, attending school is a challenge for her. The escalation of violence since October has made it even more difficult.

Samar has a developmental delay. Her thinking and everyday skills are those of a 6- to 7-year-old. She also has seizures and takes medicine that makes her drowsy. At school, she struggles with reading and writing.

HI has organized recreational activities at Nur Shams Girls School to distract Samar and her classmates from the escalating violence and help relieve their anxiety, but Samar needs more help with her learning and someone to monitor her progress than is available in the current unstable situation. Despite the odd mornings when she feels down and prefers to stay at home, Samar enjoys going to school and doing her lessons. She loves drawing designs for clothes, and her dream is to become a fashion designer or the owner of a clothing factory.



About Handicap International:

Handicap International is an independent and impartial aid organization working in situations of poverty and exclusion, conflict and disaster, working alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Handicap International's holistic approach helps beneficiaries access multiple interventions, such as rehabilitation, inclusive education and economic inclusion with the goal to guide them in different aspects of life to support their ability to live independently.



Iles de Paix Luxembourg

Deloitte Foundation
contractual agreement:
Multi-year support

FY24 project donation amount:
€10,338

Direct impact:
**700 farming families,
500 pupils and 10 teachers**

Indirect impact:
1,250 additional farmers

UN SDGs the project fulfills:
#3 Good Health & Well Being
#5 Achieve gender equality
& empower all women
and girls
#8 Decent Work and
Economic Growth
#10 Reduced Inequalities
#13 Climate Action

Program Kilimo Endelevu Arusha+ - Tanzanie

Project Description:

The Deloitte Foundation’s grant supports a program to improve the environmental and economic resilience of 700 farming families in Arusha, **Tanzania** who are facing numerous constraints (soil erosion, irregular rainfall, unremunerative prices, malnutrition), the project supports farmers by providing training in agro-ecological techniques, diversifying farms with the introduction of beekeeping or revitalizing farmers' seed systems. It supports the installation of water storage infrastructures and training in the rational use of water. To strengthen the processing and marketing of local produce, the project supports small businesses that promote the agro-ecological transition and short channels. Finally, it supports the creation of school gardens to raise awareness of food biodiversity and access to food.

Farming families, farmers, schools and their teachers and pupils, and farming organizations are the primary targets, but micro and/or small private sector enterprises recognized as having the potential to contribute to more sustainable and resilient food systems, will be supported. Consumers will benefit from the information campaigns on local, healthy and responsible food issues. In economic terms, farmers and small enterprises will improve their resilience and financial security.

Impact Summary:

- No KPIs specific to the Foundation contribution impact disclosed at this stage



700 farming families and groups (including young people and women) will benefit directly from the project.



With the dissemination approach, over **1,250 additional farmers** will be indirectly impacted.



500 pupils and 10 teachers from five schools (primary and secondary) will be trained in agro-ecological production methods.



4 farmers' organizations will be supported.

On the social front, farmers will be able to live with more dignity and to provide their children with access to education, healthcare and a better living environment. The attention paid to equity in access to training and small-scale investments and the inclusion of women and young farmers should ensure that the most vulnerable benefit fully from the results of the program.



About Iles de Paix:

Iles de Paix's mission is to train and support rural populations struggling with hunger and malnutrition to provide them with decent work that leads to food security and improves their quality of life in a sustainable and autonomous way. Iles de Paix programs target families in the following regions: Burkina Faso, Benin, Tanzania, Uganda and Peru.



Deloitte Foundation
contractual agreement:

One-year support

FY24 project donation amount:
€11,874

Direct impact:
**65 learners graduating
from the Academy**

Indirect impact:
**204 active learners
enrolled in 2023,
164 learners enrolled
in 2024**

UN SDGs the project fulfills:
#3 Good Health & Well Being
#4 Quality Education

Médecins Sans Frontières (MSF)

MSF Academy for Healthcare in Central African Republic (CAR)

Project Description:

The Deloitte Foundation grant has helped to support one- to two-year in-person programs in **CAR** to strengthen the skills and competencies of the staff providing nursing or midwifery care. Over the last year, a total of 65 learners graduated in Bangassou (32), Bambari (15) and Bossangoa (18) completed the Academy's Basic Clinical Nursing Care (BCNC) program – the first graduation ceremonies to be celebrated by this program in Central African Republic.

Impact Summary:



Our contribution contributed to 2.5 months' salary for a clinical mentor in Central African Republic in 2024, **representing 2.2% of the MSF Academy program budget in CAR.**



164 learners enrolled in 2 active projects in CAR in 2024:

- Bangassou - University Regional Hospital: a second cohort of 81 learners is following the Basic Clinical Nursing Care program.
- Bangui, at the Community University Hospital (CHUC-Internal): a new Basic Clinical Nursing Care project is ongoing in the internal medicine ward with 83 learners since June 2023. The vast majority are Ministry of Health staff.



Upon learning companion training completion, ongoing training began in various hospitals supported by MSF in CAR. This testimonial gives an insight into on-the-job training, at the bedside, at the Sica hospital and the Castors maternity unit in Bangui.



Central African Republic - 04 April, 2023
MSF nurse Gilles Ayigoua is leading the "MSF Academy" programme in Bangassou, aiming to strengthen the skills of local medical staff, Bangassou, Mbomou prefecture, March 2023.

About Médecins Sans Frontières Academy:

The MSF Academy strengthens the skills and competencies of frontline healthcare workers to have a long-term impact on the quality of healthcare in the countries of intervention, such as Central African Republic (CAR). The locations in which the MSF Academy intervenes are low-income countries with great needs and disease burdens. These countries include Central African Republic (served since 2019) and five additional African countries and Yemen.

The MSF Academy for Healthcare aims to reinforce specific MSF professions in the medical and public health field through competency-based curriculums and work-based learning programs, with a strong focus on locally hired staff. The Academy achieves this by identifying and assessing the learning needs, developing competency frameworks, content and tools and implementing the programs in the field. The MSF Academy for Healthcare has created comprehensive programs to accompany the development of nursing, midwifery and clinical health workers, as well as coordinators of medical strategies. MSF Academy programs are delivered in the work environment, while participants carry on with their duties simultaneously. For each program, a specific assessment is developed for all participants to undertake, providing a baseline on the level of competencies among the structures' workforces. Once the program finishes, the participants are assessed again, which serves as an indicator of the effectiveness of the program.

The Academy develops and implements competency-based curriculums that are tailor-made to MSF's needs, using a learning cycle based on theoretical knowledge and workplace practice, accompanied by clinical mentoring and tutoring.

In 2024, the global MSF Academy program counts with more than 640 participants enrolled across 9 hospitals in 6 countries. By the end of 2024, the initiative should have reached an estimated 1,500 staff performing nursing or midwifery duties in over 15 MSF-supported hospitals.

Deloitte Luxembourg CSR Activities

The Foundation's program of activities is fueled by both monetary contributions and contributions in the form of time given by Deloitte Luxembourg employees working as volunteers to support initiatives.

Throughout the year, the Deloitte Foundation has facilitated the donations of staff-organized fundraising initiatives.

Dress for Success Luxembourg:

For Luxembourg's annual Diversity Day, Deloitte Luxembourg colleagues from across the world shared their favorite national dishes. Many more of our colleagues purchased tickets to enjoy international cuisine to raise funds, which were given to the Deloitte Foundation to make a €906 donation to Dress for Success Luxembourg, an organization helps unemployed and underemployed women achieve economic independence through no-fee programs, development tools and professional attire to thrive in work and in life.

Fondation Cancer through Relais pour la vie:

A huge outpouring of Deloitte Luxembourg employees and their relatives participated in the 24-hour running/walking relay and sought financial sponsorship to support awareness and donations to support cancer research and prevention. The Foundation gave €7,252 to Fondation Cancer.



Fondatioun Kriibskrank Kanner:

Some Deloitte Luxembourg employees elected to decline their 2023 Christmas gift in favor of donating to one of two organizations. Fondatioun Kriibskrank Kanner supports families of children with cancer by offering support from diagnosis to remission, administrative and financial services, psychological and social support, and educational and recreational activities. The Foundation gave €10,850 to Fondatioun Kriibskrank Kanner.

Life Project for Youth:

Some Deloitte Luxembourg employees elected to decline their 2023 Christmas gift in favor of donating to one of two organizations. Through youth intervention programs, Life Project 4 Youth supports initiatives for youth inclusion and instills entrepreneurial values in excluded young people and victims of poverty. The Foundation gave €5,125 to Life Project for Youth.

Giving our time and talent:

As a firm, Deloitte Luxembourg further supports the mission of the Deloitte Foundation through **pro-bono work**. This work, undertaken by the firm Deloitte Luxembourg, is first reviewed by the Foundation's Board of Directors to ensure that it is aligned to the Foundation's program of philanthropic contributions and actions.

In FY24, Deloitte Luxembourg employees dedicated pro-bono hours for two projects:

- **Banque de Luxembourg (BDL) – Greybox penetration testing of a CSR web application:** four employees dedicated 93.5 hours.
- **UNICEF – GDPR and HR Internal Audit:** seven employees dedicated 205.25 hours.

During fiscal year 2024, Deloitte Luxembourg employees across two tax teams completed a sponsored fitness challenge over a four-week period, raising €4,198 for **Banque Alimentaire de Luxembourg**, which will be reflected in the Foundation's fiscal year 2025 financials.

Finally, Deloitte Luxembourg, with the support of the Deloitte Foundation, recommitted its annual fundraising, volunteer and in-kind efforts in the form of providing hygiene products to those in need through our longtime **Operation Shoebox** effort. Deloitte Luxembourg employees supported this initiative in two ways:

- **Annual Bake-Off and Charity Cake and Pie Fundraiser:** Delicious desserts were crafted by talented colleagues, with many more paying to taste test.
- **Volunteering to compile shoeboxes:** As a final step, dedicated volunteers helped to assemble hygiene product kits that were donated in-kind to the **Red Cross** and **Stemm Vun der Stroos**.

Through these CSR initiatives, we not only foster a spirit of community and collaboration among Deloitte Luxembourg staff, but also make a tangible impact on the lives of those in need within our community.





Future outlook

Our commitment to growing the Foundation

Looking ahead beyond our first year, the Deloitte Foundation is committed to expanding and accelerating our impact through strategic initiatives designed to activate and engage our community, both internally and externally.

- **Deloitte Luxembourg employee participation and volunteering activities:** The Foundation will seek Deloitte Luxembourg employees to actively participate in volunteer activities that resonate with their passions and professional skills.
- **Identification of new projects:** The Foundation continuously seeks new projects and partnerships that align with our core mission. Identifying innovative and impactful projects will remain a cornerstone of our strategy to expand our reach and deepen our impact.
- **Creation of events:** The Foundation plans to host internal and external events designed to promote our work, increase awareness of our goals, and inspire more Deloitte Luxembourg colleagues to get involved.



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