



Deloitte Foundation

2025 Annual Report



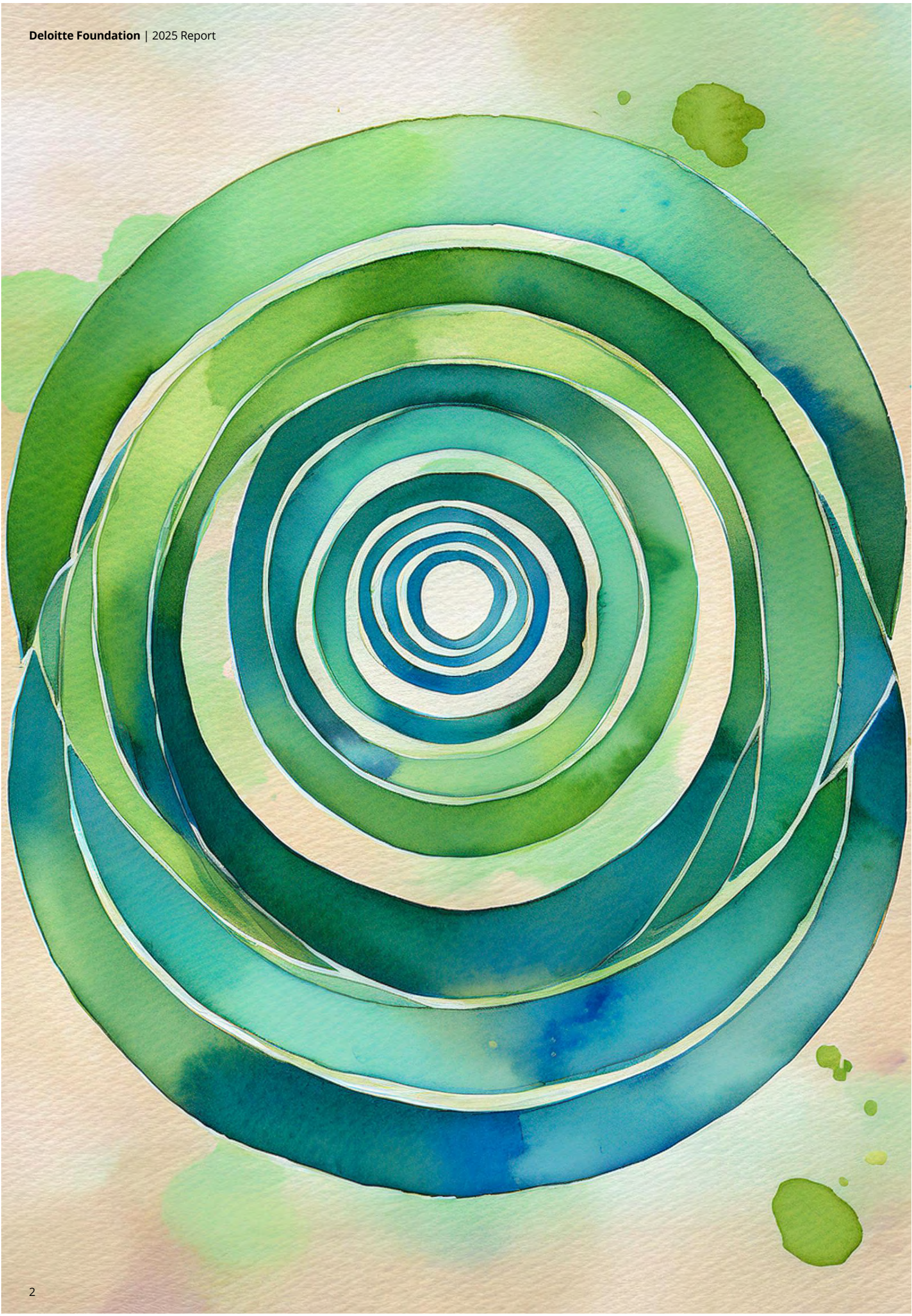


Table of contents

A few words by our Chair	04
Foundation overview	07
Our mission and vision	08
Foundation leadership and governance	09
Our approach to impact	11
Our commitment to societal issues	12
Funding sources and allocations	12
How we measure impact	12
How we select projects	13
Projects selection approach	13
Program and project highlights	16
Funded projects	18
Key figures and financial management	18
Deloitte Foundation donations committed and distributed (as of 31 May 2025)	20
Strategic budget allocation	21
Financial governance and transparency	21
Funded projects with a local impact	22
Funded projects with an international impact	30
Other funded projects	40
Be there	42
Volunteering Missions	42
Key Figures	44
NGOs with a local impact	45
Outlook	51

A few words by our Chair

After a period of preparation, set up and organisation in its early years, the Deloitte Foundation is now reaching a stage of sustained maturity in its development. Within the same objectives and values that have guided us from the outset, this has been a remarkable year. We strengthened our two principal pillars of donations and volunteering, met our allocation targets and supported projects across six UN Sustainable Development Goals (SDGs).

We also introduced our new volunteering system, designed to centralise, streamline and enhance participation. This corporate social responsibility platform allows colleagues to join initiatives that matter to them, encourages teamwork and fosters a workplace that is more sustainable, socially responsible, fair and inclusive, while continuing to deliver positive impact across our community.

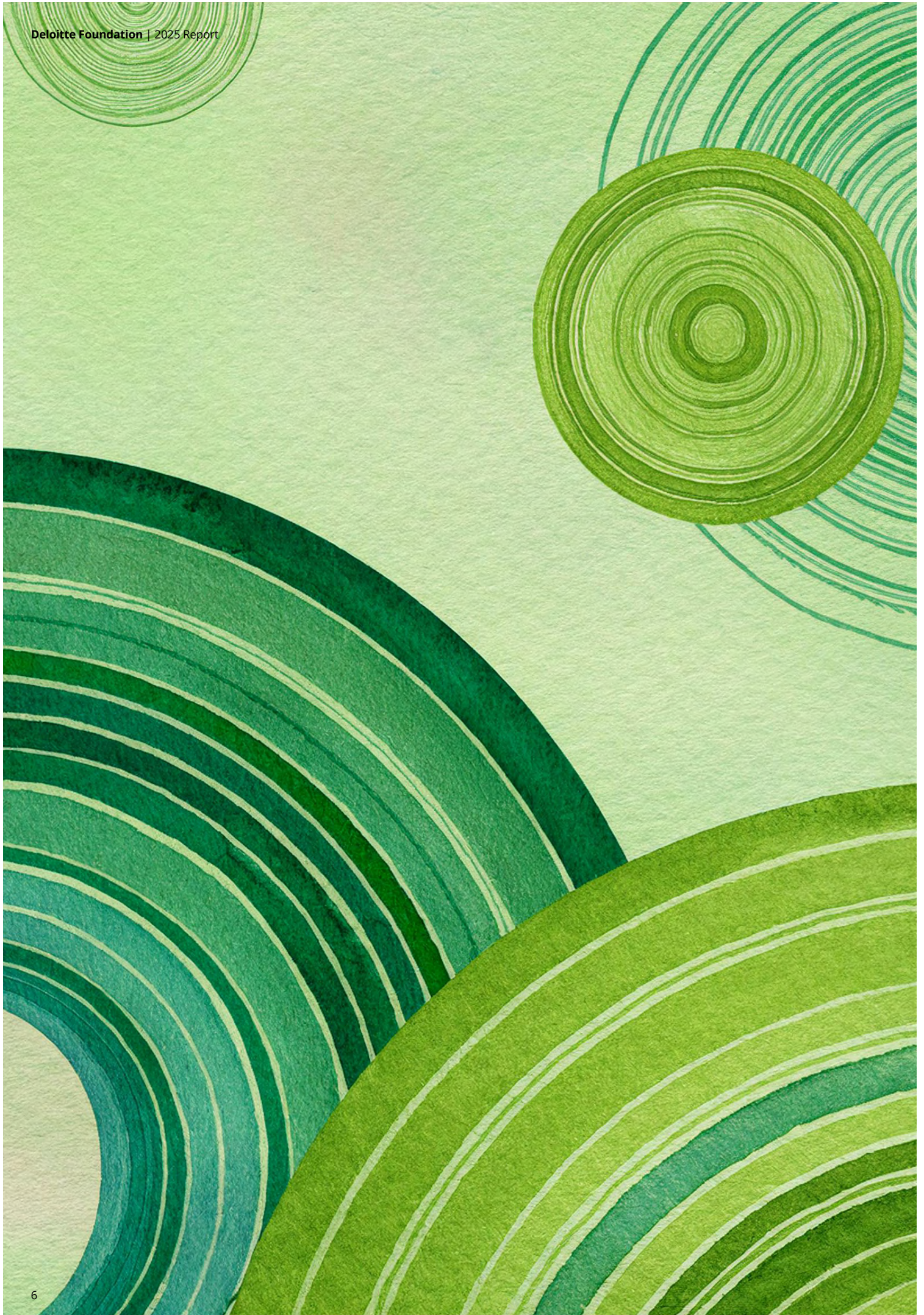
In 2025, we proudly celebrated 75 years of Deloitte in Luxembourg. Marking such a milestone invites both reflection and resolve. As we honour our history, we look ahead with the same sense of responsibility and purpose that shaped our beginnings. Supporting our local community remains central to what it means to belong.

On behalf of the Board of Directors, I would like to express my gratitude to our task force, to all our partner NGOs and to every Deloitte colleague whose commitment makes our work possible. In 2026, we will continue to build a legacy of discipline, probity and steadiness while supporting our society and turning possibility into purpose.



John Psaila

15 December 2025



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 harmonisation 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.

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)

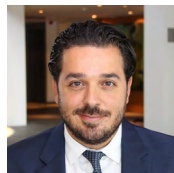
- A **Taskforce**, charged with the Foundation's activities on a day-to-day basis, aligned to the strategic direction provided by the Board of Directors.



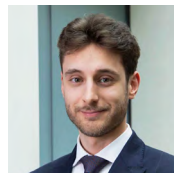
**Fabrice
Delcourt**



**Catherine
Maréchal**



**Frederic
Sabban**



**Giorgio
Consoli**



**Charlotte
Koch**



**Ines
Teixeira**



**Elodie
Vandepoorter**



Our approach to impact

The Deloitte Foundation program of activities is based on either **monetary contributions**, made by the Foundation or the identification of projects where Deloitte employees can dedicate time and **serve as volunteers**.

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), foundations and non-governmental organisations (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 centralised fundraising receptacle of Deloitte Luxembourg's internal initiatives, most often driven by employees 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 direct recipients of a program.

• Indirect impact:

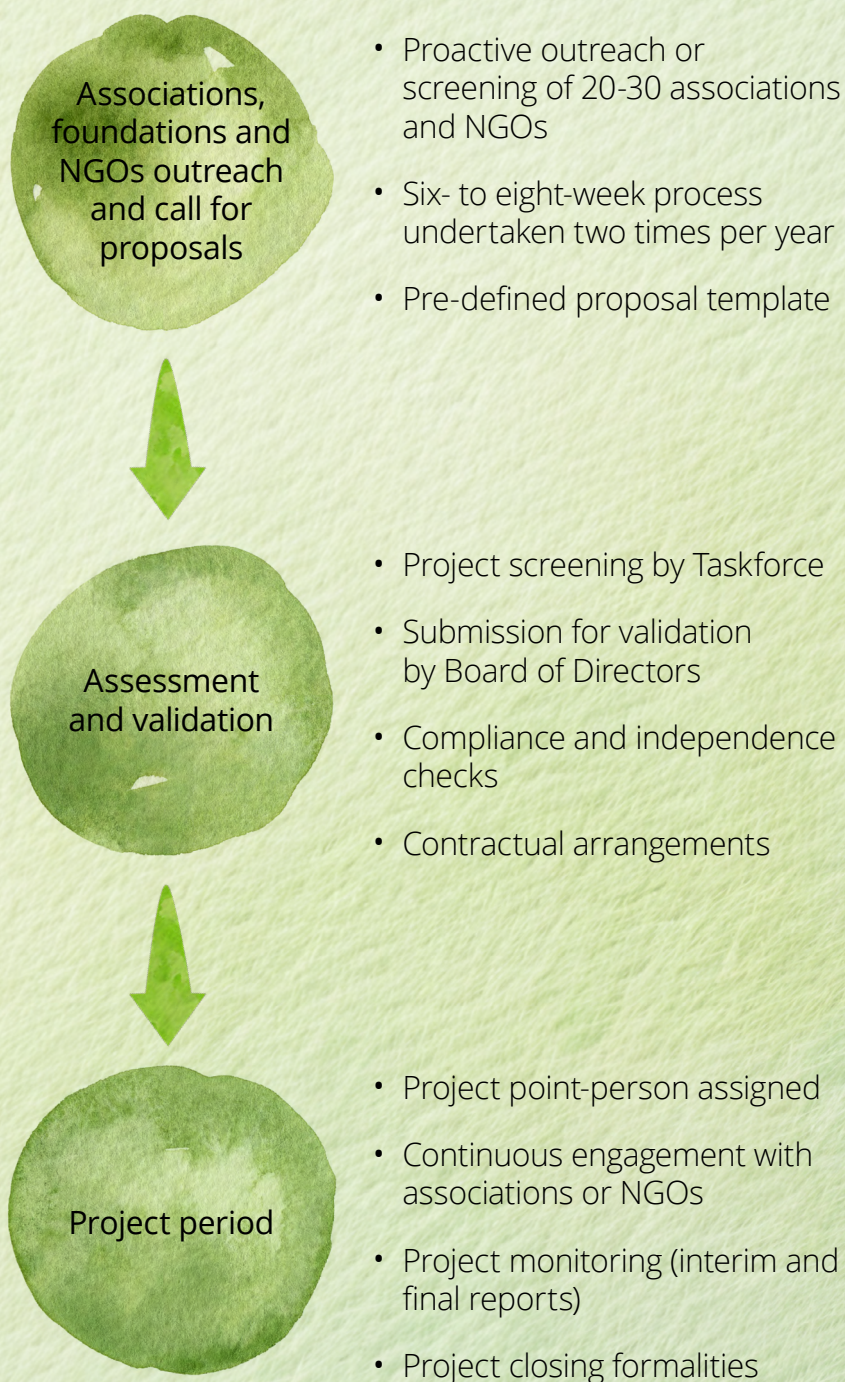
Defined as the number of individuals who benefit indirectly from support provided by the Deloitte Foundation and who are the intended recipients of a program. This type of impact is typically delivered through pro bono services or operational support that build additional organisational capacity, so that organisations 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 analysing 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 Greater Region.**
- Those organisations 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, foundations and NGOs are required to **specify their needs**, including the **type and amount of support** required for each project.
- The Foundation evaluates and prioritises 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, or case-by-case support.

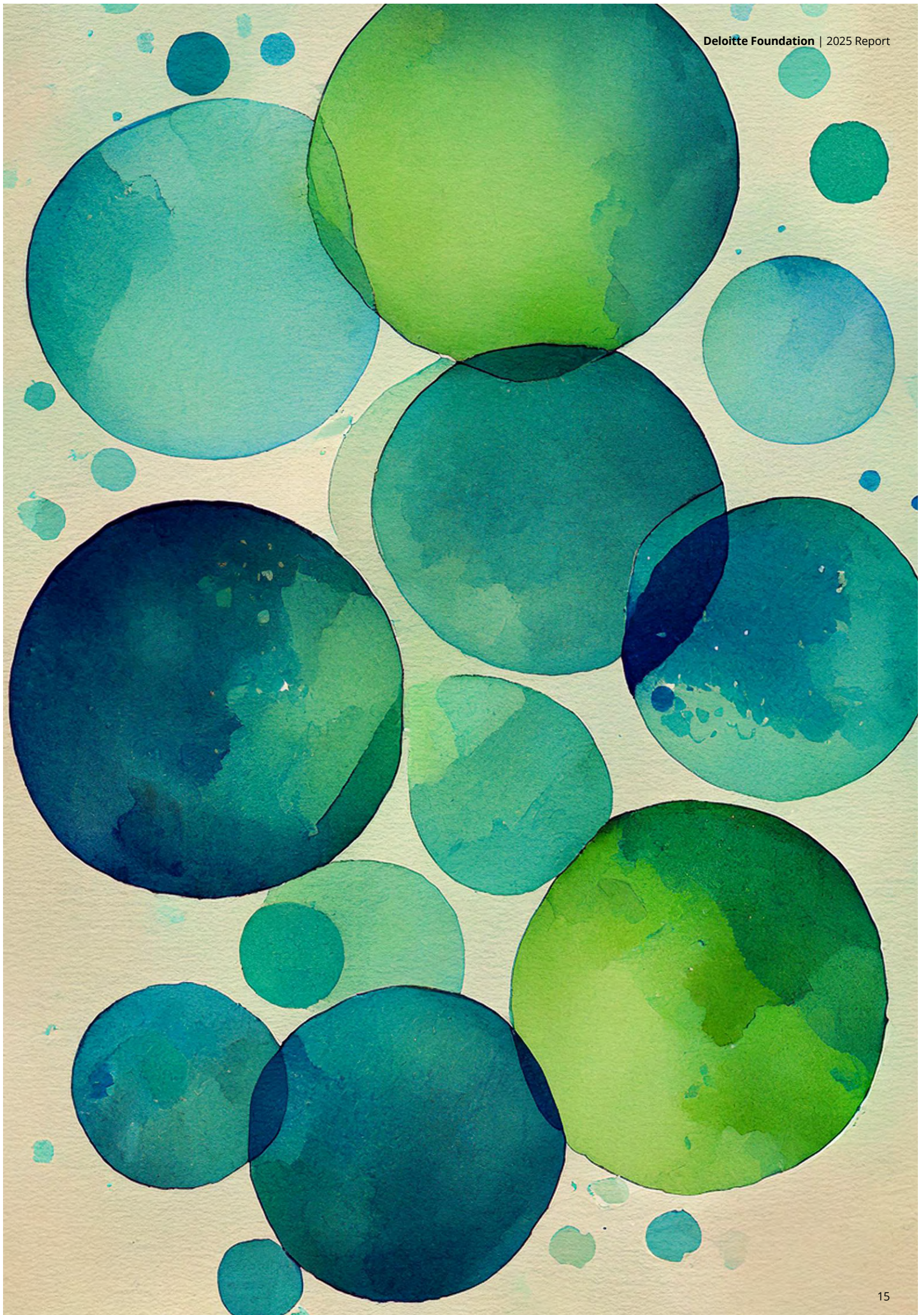
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Budget

- 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 maximise impact.

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

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



Program and project highlights

197k€

committed to multi-year projects
(FY26 and FY27)

750

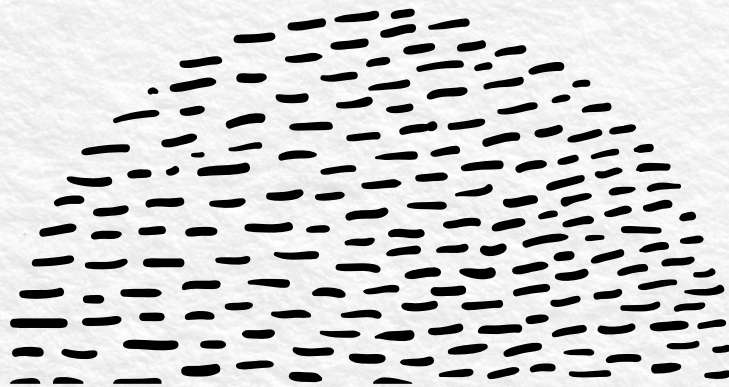
volunteering hours

30

projects submitted
and screened

17

projects and associations
supported in FY25



9

geographies

4,000

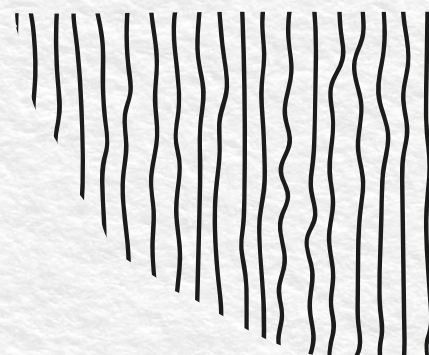
beneficiaries

2

emergency responses,
Mayotte and Valencia

€300,000

monetary contributions in FY25 (circa)



Funded projects

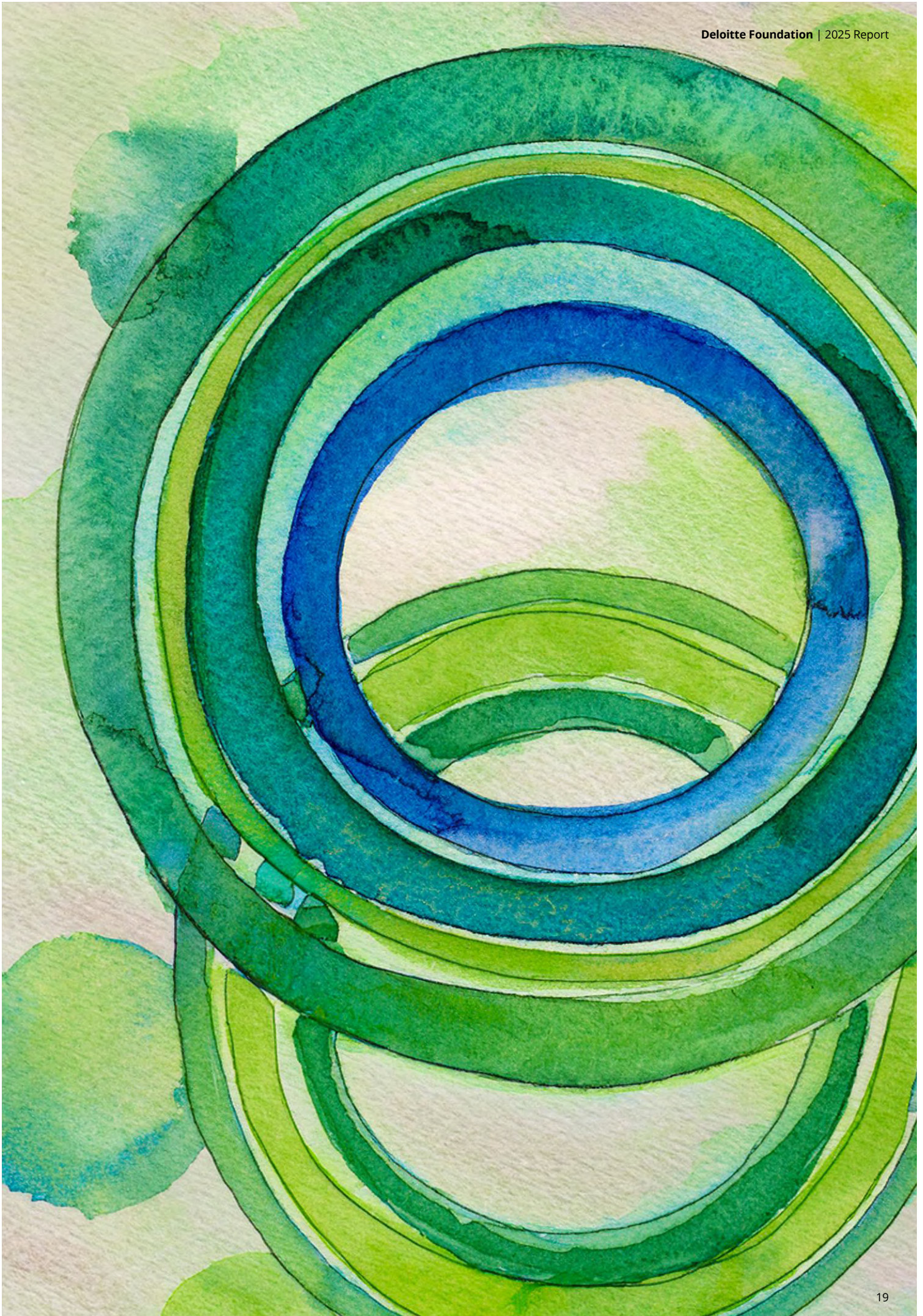
Key figures and financial management

For the fiscal year ended on 31 May 2025, the budget allocations were divided into two rounds of project funding, either with a local or international footprint.

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

In addition to the donations, the Foundation promotes volunteering activities fostering the participation of Deloitte employees to "Be There projects".

In this section of the Foundation Report, you will discover a selection of the Be There initiatives, along with testimonials from Deloitte employees who have taken part in these efforts.

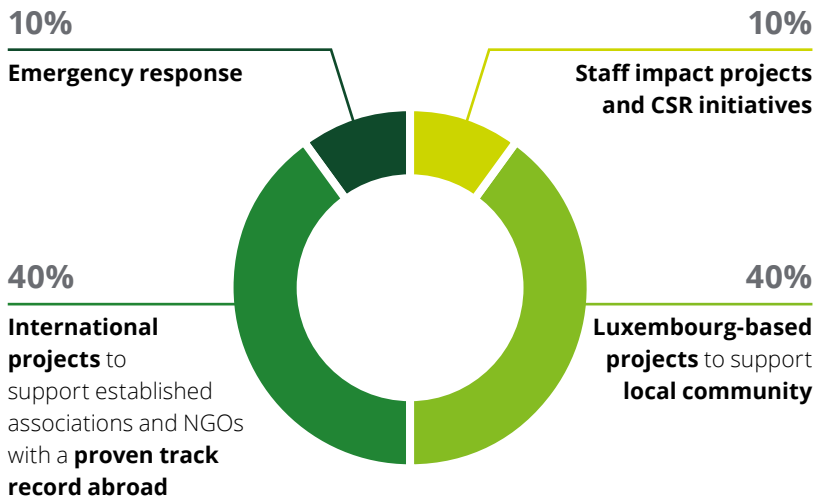


Deloitte Foundation donations committed and distributed

(as of 31 May 2025)

Row	EUR	Category	Length of project
Funded projects with a 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
University of Luxembourg	37,000	NGO funding	One-year support
ASTI	10,000	NGO funding	One-year support
Plooschter Projet a.s.b.l.	20,000	NGO funding	One-year support
Garisart Therapie Programme	7,000	NGO funding	One-year support
Funded projects with an international impact			
2care2share	10,000	NGO funding	Multi-year support
Handicap International Luxembourg	25,000	NGO funding	Multi-year support
Iles de Paix Luxembourg	10,238	NGO funding	Multi-year support
Life Project 4 Youth (LP4Y)	15,000	NGO funding	Multi-year support
UNICEF Luxembourg	33,376	NGO funding	Multi-year support
Graine de Vie	25,000	NGO funding	Multi-year support
Emergency response			
Red Cross Spain <i>Assistance to the population after floodings in Valencia region</i>	12,000	Emergency response	
La Voix de l'Enfant (la maison d'Eva), Mayotte <i>Donation to support the population after the devastation caused by cyclone Chido</i>	8,000	Emergency response	
Other funded projects			
Cycling for hope	1,500	NGO funding	One-time grant
Fondation Cancer - Trophées de l'espoir	20,000	NGO funding	One-time grant
We Forest	22,300	NGO funding	One-time grant
TOTAL	294,494		

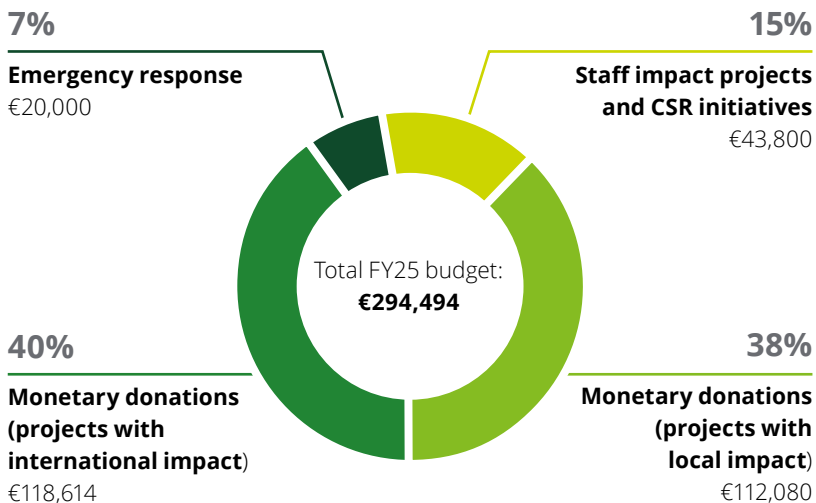
Strategic budget allocation



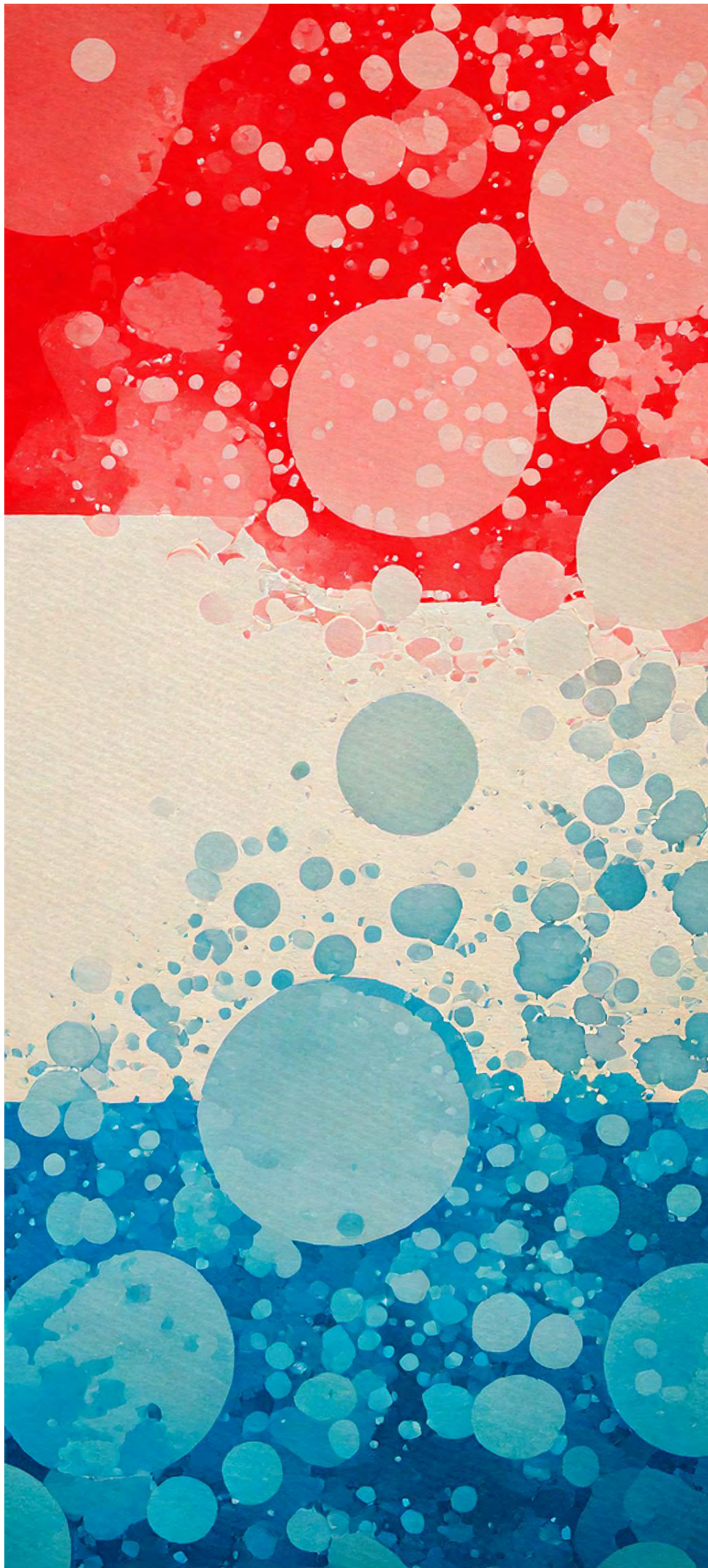
Financial governance and transparency

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.

FY25 budget allocation



Funded projects with a local impact





Banque Alimentaire Luxembourg

Deloitte Foundation
contractual agreement:

Multi-year support

Donation amount for
FY25 project:

€17,000

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 8,100 to 20,000 per week



Increase **distribution of non-perishable food** per week from 600 to 1,000 parcels per week



Increase **non-perishable food collected** from 155 to 220 tons of per year



Increase **surplus food collected from department stores** from 2.1 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)

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.

In addition, some Deloitte employees have participated to food collection (see page 45 for more information)



Fondation Hëllef fir d'Natur

Deloitte Foundation
contractual agreement:

Multi-year support

Donation amount for
FY25 project:

€21,080

UN SDGs the project fulfills:

#13 Climate Action

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 rehabilitate local land and strengthen local biodiversity.

In the first six months of the project in 2024, the Fondation Hëllef fir d'Natur already achieved several milestones. To restore the meadow, it was necessary to clear and remove shrubs and bushes. Working together with Forum pour l'Emploi, Fondation Hëllef fir d'Natur's teams cleared the meadow from January to March 2024. In total, an area of 94.38 hectares was cleared.

In June and July 2024, a new fence was constructed around the site. While the initial planning assessment estimated approximately 700 meters, the final fence length was 680 meters. At the same time, the Fondation launched the search for a new operator for the land, which is intended to be used for grazing.

By mid-2024, a new tenant was identified, and a lease agreement was signed. Grazing of the meadow with cows started in August 2024. In November 2024, *Forum pour l'Emploi* mowed and cleaned the area again to keep new shrub growth at a low level and maintain the open-land character of the site.

During summer 2024, the Fondation carried out vegetation monitoring and recorded 63 plant species, which already represents an encouraging observation for the recovering habitat.

The further steps planned for 2025 include the conclusion of a biodiversity contract with the tenant, as well as the management of existing fruit trees and the planting of new trees to further enhance habitat quality and biodiversity. The Fondation also intends to mobilize volunteers to support the ongoing management of the reserve.

Impact summary:

- 94.38 hectares cleared of shrubs that displace characteristic species of open land
- 680 meters of new fencing installed to protect and manage the reserve
- Grazing initiated with cows under a signed lease agreement with a new tenant
- Area mowed and cleaned again in November 2024 to control shrub regrowth
- 63 plant species identified during vegetation monitoring in summer 2024
- Next steps: biodiversity contract with the tenant, and management and planting of fruit trees in 2025

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.



University of Luxembourg

Deloitte Foundation
contractual agreement:

One-year support

Donation amount for
FY25 project:

€37,000

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

Investigating environmental influences on Parkinson's disease

Project description:

Environmental exposure to various pollutants is increasingly recognised as a risk factor for the development of diseases such as Parkinson's disease. This project explores small molecules found in environmental and biological samples from people with or without the LRRK2 gene variant, the most common genetic cause of Parkinson's disease. Since not everyone with this variant develops the disease, environmental factors may play an important role in determining who is at risk. Using advanced chemical analysis (high resolution mass spectrometry), the Environmental Cheminformatics team at the Luxembourg Centre for Systems Biomedicine (LCSB) analyzes samples such as household dust, blood, and stool to identify chemicals that might influence Parkinson's disease risk.

This project builds on an earlier study, which identified significant associations between specific chemicals in dust samples — such as bisphenol S, a substitute for bisphenol A — and an increased likelihood of developing Parkinson's disease in individuals with a pre-existing genetic predisposition.

Expected impact:

Parkinson's disease is the second most common neurodegenerative disorder, affecting over 7 million people worldwide, including around 4,000 in Luxembourg. These numbers are expected to double by 2050, placing an increasing burden on affected individuals, their families, healthcare systems, and society. This project aims to identify chemicals that may act as potential risk factors, supporting improved monitoring and prevention efforts, uncovering new biomarkers for earlier diagnosis, and contributing to more personalised treatment strategies.

About the Environmental Cheminformatics group:

The Environmental Cheminformatics group at the LCSB, led by Professor Emma Schymanski, develops fair and open methods to identify unknown chemicals and their effects on human health. Their goal is to gain a deeper understanding of the biological processes that lead to diseases — such as Parkinson's — using exposomics approaches.

The LCSB is an interdisciplinary research centre at the University of Luxembourg, bringing together experts from diverse fields to unravel the complex biological and environmental mechanisms underlying brain disorders.





ASTI

Support for various linguistic projects aimed at helping migrants and refugees with language learning.

Deloitte Foundation
contractual agreement:

One-year support

Donation amount for
FY25 project:

€10,000

UN SDGs the project fulfills:

#4 Quality Education

#10 Reduced Inequalities

Project description:

The Foundation supported this initiative by providing general financial assistance to volunteer-led linguistic projects that promote language learning and community engagement. The programme focuses on practical needs to ensure the effective delivery of activities. Physical resources are provided for volunteers and apprentices to use during language cafés and practice sessions. Rooms are booked to hold volunteer training sessions, with refreshments and light food offered during these events. New materials are acquired to ensure project managers have the necessary resources to operate effectively.

The programme continues to equip language cafés and practice sessions, schedule regular volunteer trainings, and replenish materials and supplies to support consistent participation. The team also intends to involve additional volunteers and apprentices as capacity expands.

Impact summary:

- Direct beneficiaries: 500 participants in language cafés, and 200 participants in language practice sessions.
- Indirect beneficiaries: Families of participants, who experience greater socioeconomic integration within their communities.

About ASTI:

ASTI a.s.b.l. has as a purpose to protect and promote the rights of migrants and refugees in Luxembourg. They combine political activism with field projects in favor of living-together of all populations in Luxembourg. They organize different projects in order to support migrants and refugees with language learning and their job search in Luxembourg. They also work through our projects against discrimination and racism.



Data reported at the moment of the
signature of the partnership.



Plooschter Projet a.s.b.l.

Awareness-raising projects about leukemia and stem cell donation

Deloitte Foundation
contractual agreement:

One-year support

Donation amount for
FY25 project:

€20,000

UN SDGs the project fulfills:

#3 Good Health & Well Being

Context:

Every year, leukemia claims over 300,000 lives worldwide. It is the most common cancer affecting children. The disease is treatable through conventional therapies such as chemotherapy, innovative medications, or, as a last resort, stem cell transplantation. Unfortunately, one in three patients dies because a suitable donor cannot be found. The likelihood of finding a genetic match or "genetic twin" is approximately one in 1,000,000. The more people who register in the global donor database, the higher the chances for patients to find a compatible donor.

Project description:

This project aims to increase the number of potential stem cell donors for individuals diagnosed with leukemia by organising awareness campaigns and registration drives at universities and public events. In Luxembourg, more than 80% of potential donors have been registered through initiatives led by Plooschter.

The objective is to grow the number of registered donors in Luxembourg by 50% over the next three years, from 22,000 at the end of 2024 to 33,000 by the end of 2027.

About the Plooschter Projet:

Plooschter Projet regularly conducts awareness and registration campaigns to educate the public about leukemia and encourage stem cell donation.

In 2018 and 2022, the organisation launched the campaigns "Become a stem cell donor – Save a Life" and "The fight against Leukemia is a team sport", which inform the Luxembourgish public about the importance of stem cell donation.

Since its founding in 2014, Plooschter Projet has registered over 20,000 donors at its events. As of 14 March 2025, 96 registered donors have successfully donated stem cells, giving patients a chance at a new life. The organisation hosts more than 40 events annually, significantly increasing the number of registered donors in Luxembourg.

All nurses involved with Plooschter Projet are qualified and either actively practicing or listed in the Ministry of Health's Register of Health Professions. The team includes over 60 dedicated volunteers.





Deloitte Foundation
contractual agreement:

One-year support

Donation amount for
FY25 project:

€7,000

UN SDGs the project fulfills:

#3 Good Health & Well Being

#10 Reduced Inequalities

Garisart Thérapie Programme a.s.b.l

Partially funds tennis classes for people with disabilities.

Project description:

The objective is to partially cover the costs of running a one-year programme comprising 33 weeks of lessons, including court hire and the purchase of suitable equipment.

GATP was allocated EUR 7,000 to support the delivery of tennis classes for people with disabilities, which included:

- Collective lessons: Two sessions per week over 33 weeks, with approximately eight participants and two instructors per session.
- Individual lessons: Three sessions per week over 33 weeks, with one participant and one instructor per session.
- Wheelchair lessons: One session per week over 33 weeks, with one participant and one instructor per session.

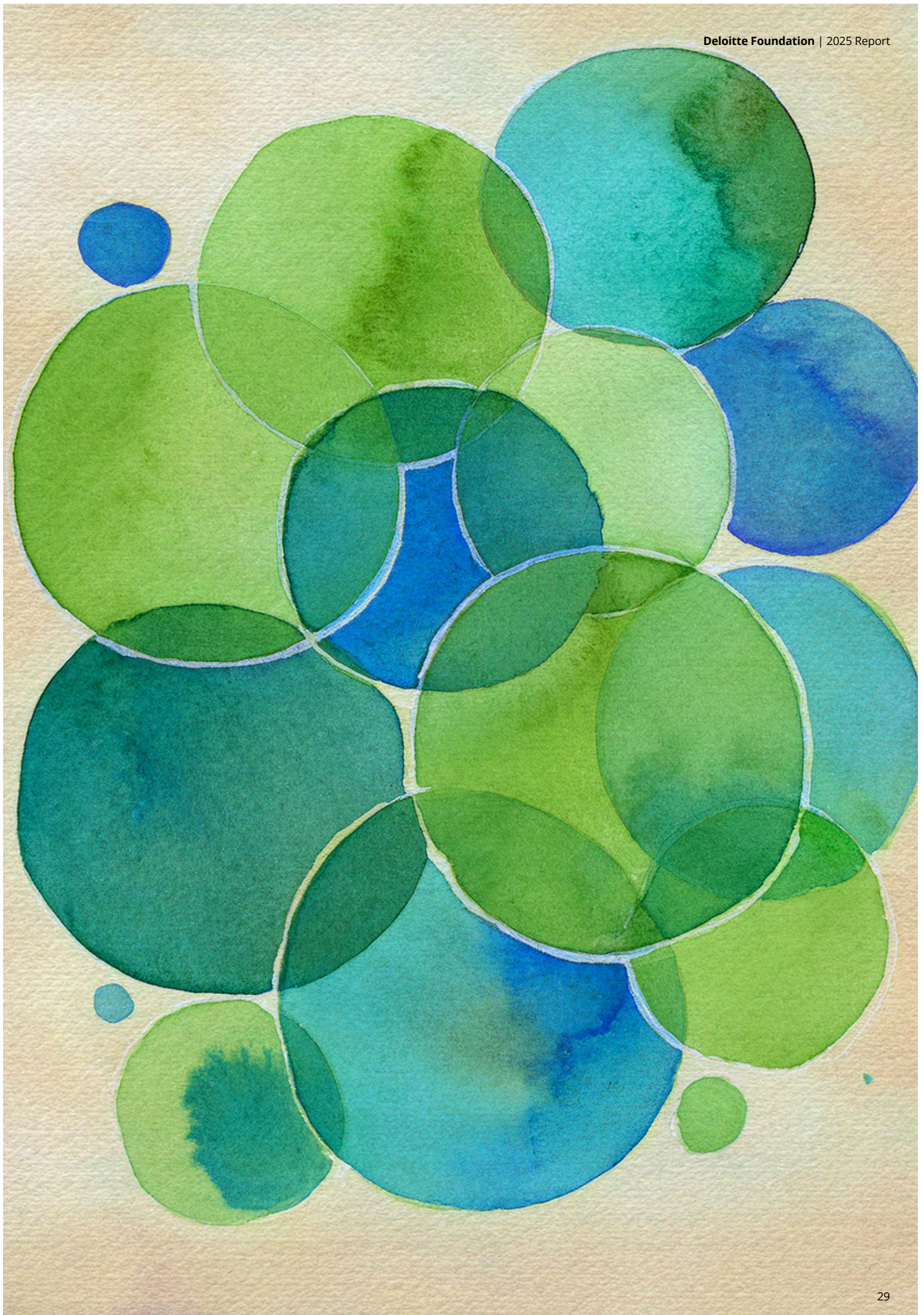
Impact summary:

This funding enabled individuals with motor and mental disabilities to participate in structured tennis lessons, promoting their physical and mental development, boosting self-confidence, and fostering social inclusion.

About Garisart Thérapie Programme a.s.b.l (GATP):

Garisart Thérapie Programme a.s.b.l (GATP) organises tennis classes for individuals with motor and mental disabilities. The association develops personalised programmes by setting specific goals tailored to each participant. By using tennis as a therapeutic and developmental tool, GATP aims to enhance self-esteem, improve physical and mental abilities, and foster a greater understanding of one's place in society.





Funded projects with an international impact





2care2share

Providing care and education for orphans in Tanzania

Deloitte Foundation
contractual agreement:

Multi-year support

Donation amount for
FY25 project:

€10,000

UN SDGs the project fulfills:

#4 Quality Education

#5 Gender Equality

#10 Reduced Inequalities

Project description:

The Deloitte Foundation supports a project that provides holistic education for children by enrolling them at Arusha Meru International School, which offers strong academic programmes based on the Cambridge curriculum. The project includes after-school support, access to school laboratories, and extended learning during long holidays.

To ensure well-rounded development, the project also offers sports and cultural events, as well as sponsor visits with engaging activities. Volunteers assist with tutoring and mentoring, while regular dental and healthcare services are provided. Emphasising core values, the programme instils a sense of responsibility and duty, preparing children to become well-rounded, responsible individuals with strong academic and personal foundations.

Impact summary:

The organisation supports 20 orphans, helping to build a brighter future through high-quality education. The grant will allow the programme to operate over three years, delivering the following activities and expected outcomes:

- Managing local relationships: Regular meetings with school management and local staff to ensure alignment on educational goals and child welfare, and liaising with local auditors.
- After-school support and activities: Coordination of after-school tutoring, sports events, and cultural activities.
- Volunteer coordination: Recruitment and management of volunteers for tutoring, mentoring, and organising activities.

About 2care2share:

The sole purpose of 2care2share a.s.b.l. is to finance 2care2share Trust in Tanzania. The roles of the two organisations are defined by a formal agreement, which emphasises that future projects must be locally driven, ensuring sustainability and community ownership.





Handicap International

Deloitte Foundation
contractual agreement:

Multi-year support

Donation amount for
FY25 project:

€25,000

UN SDGs the project fulfills:

#3 Good Health & Well Being

#4 Quality Education

#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 Foundation's grant is part of a project aligned with Luxembourg's Ministry of Foreign Affairs running from 2023 to 2027. 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), West Bank, Governorates of Hebron and Bethlehem. The strategy of this project prioritises the holistic development of young children from birth until the age of five.

Handicap International's (HI) 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 Foundation's 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.

Despite the challenging political and operational context in the West Bank, significant progress has been achieved

since the project's launch in January 2023. The ongoing identification of children, community-based training, and development of the new ECD strategy demonstrate steady advancement toward more inclusive and sustainable early childhood services.

Deloitte Foundation is actively communicating with Handicap International about difficulties the organisation faces due to the situation in the region. It also plans to start training community-based rehabilitation workers, Disabled People Organization (DPOs) 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 mobilised to guarantee improved access for all to inclusive rehabilitation and education services

Actions carried out in the identification and awareness campaigns:

- The identification/assessment of children is ongoing.
- The testing of the Blue Box is in progress, involving 11 children before revisions (including translations).
- The training of trainers (identified within communities) has been completed
- The second round of the media campaign has been postponed to the beginning of next year.

Access to infrastructures:

- 83 facilities have been assessed to improve their physical accessibility, but funding is insufficient to cover all needs. Priority needs are being targeted, with locally developed solutions.
- Training of staff in 5 nurseries has been completed. Two others were not included, as their municipalities did not consider it a priority.

Education strategy:

- This has been the main focus over the past few months. At the request of the National Committee for Early Childhood Development (ECD), HI conducted a review of the national ECD strategy (2017-2022) to develop a new strategy that is more realistic and adapted to the current context (report attached).

**About Handicap International:**

Handicap International is an independent and impartial aid organisation 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

Donation amount for
FY25 project:

€10,238

UN SDGs the project fulfills:

#5 Achieve gender equality
& empower all women
and girls

#8 Decent Work and
Economic Growth

#10 Reduced Inequalities

#13 Climate Action

Empowering farming families in Arusha through agroecology

Project description:

The Deloitte Foundation's grant supports a programme aimed at improving the environmental and economic resilience of 700 farming families in Arusha, Tanzania. These families face multiple challenges, including soil erosion, irregular rainfall, low market prices, and malnutrition. The project provides farmers with training in agro-ecological techniques, diversifies farms through initiatives such as beekeeping, and revitalises local seed systems.

The programme also supports the installation of water storage infrastructure and provides training in the rational use of water. To strengthen the processing and marketing of local produce, the project supports small businesses that promote the agroecological transition and short channels. Additionally, the creation of school gardens raises awareness of food biodiversity and access to healthy food.

The primary beneficiaries include farming families, individual farmers, schools (teachers and pupils), and farming organisations. Micro and small private enterprises with the potential to contribute to sustainable and resilient food systems will also be supported. Consumers will benefit through information campaigns promoting local, healthy, and responsible food choices. Economically, the programme improves the resilience and financial security of farmers and small enterprises.

Impact summary:

Examples of the project's outcomes include:



Characterisation of **nine new seeds** in collaboration with the National Plant Genetic Resources Centre (NPGRC).



Capacity building for 17 small and medium-sized enterprises in business practices, marketing, record keeping, and financial management.



Establishment of nutrition clubs in 11 schools, involving 50 pupils (25 boys and 25 girls).



Training of 42 farmers in stingless beekeeping activities.

On the social front, the programme enables farmers to live with greater dignity and provide their children with access to education, healthcare, and a better living environment. Emphasis on equity in training and small-scale investments, as well as the inclusion of women and young farmers, ensures that the most vulnerable benefit fully from the programme's results.



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

Donation amount for
FY25 project:

€10,000

UN SDGs the project fulfills:

- #4** Quality Education
- #5** Achieve gender equality
& empower all women
and girls
- #8** Decent Work and
Economic Growth
- #10** Reduced Inequalities

Life Project 4 Youth (LP4Y)

Accompany 432 excluded young women from rural areas coming from extreme poverty in the North of Bangladesh

Project description:

The Foundation supports this initiative to accompany excluded young women from rural areas living in extreme poverty toward social and professional integration, in the North of Bangladesh. The program delivers an intensive three-month residential curriculum, operating six days per week for eight hours per day. Participants build and develop hard and soft skills, receive personal and professional guidance, and access decent employment opportunities through partnerships and collaborations with local organizations. Each year, up to 200 young women acquire the tools needed for employability and impact positively their communities.

Impact summary:

- Direct beneficiaries:
 - 432 young women for the 2 years (17 to 24 years old; with low education background, without regular employment and living below the extreme poverty threshold)
 - 2,100 community members impacted through training and awareness initiatives
- Indirect beneficiaries: 3,456 persons positively impacted (entourage of the young women)

About Life Project 4 Youth's (LP4Y) Luxembourg:

Since 2009, the international movement Life Project 4 Youth (LP4Y) support the professional and social integration of excluded young adults (17 to 24) facing extreme poverty in Asia and the Middle East. In Luxembourg, LP4Y is a ONGD, funds projects and raises awareness about Youth Inclusion and amplifies excluded young voices through initiatives like Agora4 Youth, fostering collaboration and sharing global best practices or LP4Y Ecoles, empowering the next generation.



UNICEF Luxembourg

Deloitte Foundation
contractual agreement:

Multi-year support

Donation amount for
FY25 project:

€33,375

UN SDGs the project fulfills:

#3 Good Health & Well Being

#5 Achieve gender equality
& empower all women
and girls

Health, education and social protection professionals awareness through targeted training

Project description:

“Strengthening Prevention and Response to Female Genital Mutilation (FGM) in Cape Verde” is the first national initiative designed to address the occurrence of FGM within specific population groups. While the practice has not been historically documented in Cape Verde, recent studies indicate isolated cases, underscoring the need for enhanced prevention and response mechanisms.

The project seeks to strengthen the national system’s capacity to prevent, identify, and respond to FGM. It provides targeted training for professionals in the health, education, and social protection sectors while promoting community engagement and awareness. Key activities include professional training, educational sessions for students, and community dialogue initiatives to promote understanding and prevention of FGM.

Implementation is scheduled across multiple municipalities on Cape Verde’s islands from the third quarter of 2025 through the end of 2026. Strategic partners include the Ministry of Health, the Ministry of Education, the Institute for Gender Equality, the University of Cape Verde (UNICV), civil society organisations such as Verdefam, and the United Nations Children’s Fund (UNICEF). UNICEF coordinates the project through the UN Joint Office in Praia, in collaboration with the United Nations Development Programme (UNDP), and the United Nations Population Fund (UNFPA), ensuring alignment with national development priorities.

Impact summary:

- Strengthened capacity of health, education, and social protection professionals to prevent and respond to FGM.
- Increased awareness and understanding of FGM prevention among students, educators and community members.
- Enhanced engagement with communities to promote protective practices and support for affected individuals.
- Evidence-based approaches contribute to policy development and long-term preventive strategies.
- Broad geographic coverage ensures inclusion and access across multiple islands and municipalities.

About UNICEF – Luxembourg:

UNICEF, the United Nations agency for children, works in over 190 countries and territories to protect the rights of every child, especially the most disadvantaged, and to help children survive, thrive and fulfil their potential through education, health, nutrition, protection and humanitarian action.

UNICEF Luxembourg, funded entirely by voluntary contributions, supports these efforts internationally through fundraising and partnerships, and works nationally to advance children’s rights, particularly in the areas of child poverty, mental health and access to justice.

UNICEF has a long-standing presence in Cape Verde, working through the UN Joint Office in Praia with UNDP and UNFPA to support inclusive social policies, quality basic services and youth empowerment, ensuring that no child is left behind.



Graine de Vie

Sustainable reforestation, agroforestry, biodiversity conservation, and community-based land stewardship projects

Deloitte Foundation contractual agreement:

Multi-year support

Donation amount for FY25 project:

€25,000

UN SDGs the project fulfills:

#8 Decent Work and Economic Growth

#10 Reduced Inequalities

#13 Climate Action

Project description:

“Reviving Forests with Communities” is an extension of the ongoing Mayo-Banyo programme in Cameroon, co-financed by the Ministry of Foreign and European Affairs Luxembourg. This extension focuses on restoring the degraded forest habitats of the forest of Somié in the communes of Bankim, located within the Mayo-Banyo department in the Adamawa region of northern-central Cameroon. The project also aims to enhance local biodiversity, supporting endangered species such as chimpanzees and giant pangolins.

Key activities include the establishment of community-run tree nurseries with native and naturalised species, the restoration of degraded forest patches through seedling planting and direct seeding, and the mobilisation of forest guardians to ensure the protection of restored areas. The extension will also be included under the existing third-party audit framework of the broader Mayo-Banyo project.

Graine de Vie Luxembourg applies an integrated approach combining sustainable reforestation, agroforestry, biodiversity conservation, and community-based land stewardship to strengthen ecosystem resilience and support improved livelihoods for local communities.

Impact summary:

- Restoration of degraded forest habitats across three communes in Mayo-Banyo.
- Improved biodiversity conditions for endangered wildlife species (e.g. chimpanzees and giant pangolins).
- Active community involvement, with local residents participating as co-designers and custodians of restored areas.
- Long-term sustainability supported by future Plan Vivo carbon credit eligibility.

About Graine de Vie Luxembourg:

Graine de Vie Luxembourg is an NGO recognised by the Ministry of Foreign and European Affairs since 2021. With over 11 years of experience in Madagascar, Cameroon and Benin, the organisation focuses on reforestation, habitat restoration and sustainable resource management in rural African communities. It works closely with local associations and forms part of a wider network of seven NGOs across Europe and Africa.

Its initiatives aim to mitigate climate change, address biodiversity loss and strengthen the resilience of local ecosystems while supporting community livelihoods. Activities are implemented through nature-based solutions and collaborative partnerships designed to promote long-term environmental and social impact.



Other funded projects



Cycling for hope

Cycle for Hope is an initiative originating from "Run for Hope," an organisation dedicated to improving the daily lives of children battling cancer. Its commitment is reflected in its support for families, funding of child development programs, and providing medical equipment and pain-relief initiatives—all with the aim of creating a lasting, meaningful impact.

As part of the King Baudouin Foundation, Run for Hope (Cycle for Hope) is a Belgian volunteer group focused on supporting children with cancer and their families. Through collective fundraising efforts, the organisation works to enhance the overall well-being of young patients during and after their treatment journey.

In addition to supporting patients, Cycle for Hope extends assistance to parents and siblings, including support during times of grief. The initiative also allocates funds for child development programmes and acquires essential medical equipment to address pain relief and treatment needs not covered by social security.

The money collected was used to buy toys for the pediatric department of the Hospital De La Citadelle (CHR) in Liège, Belgium.

Fondation Cancer - Trophées de l'espoir

Founded in 1994 in Luxembourg, the Fondation Cancer has been working tirelessly in the fight against cancer for over 25 years. In addition to providing information on prevention, screening and living with cancer, one of its core missions is to support patients and their loved ones. A third key mission of the Fondation Cancer is funding cancer research projects, including the organisation of its flagship solidarity event, Relais pour la vie, held annually.

Relais pour la vie is a major event organised by Fondation Cancer Luxembourg to support patients and their families. During this 24-hour walk or run—held at the Coque or virtually—teams raise funds for cancer research and prevention initiatives. The event symbolises solidarity and hope, featuring powerful moments such as the survivors' lap of honour and the candle ceremony.

This year, the Foundation's financial contribution amounted to 20,000 EUR.

WeForest

European Deloitte firms have established the DCE Climate Fund to drive meaningful climate action by investing in projects focused on CO₂e avoidance and removal, as well as the restoration of nature and biodiversity. In this context, Deloitte has partnered with WeForest to lead transformative, on-the-ground initiatives. The partnership between Deloitte DCE and WeForest officially began in 2024, with the expectation that initial results from the first year of support will provide valuable insights and lay a strong foundation for scaling the project further.

The early stages of the partnership have already fostered stronger alignment within Deloitte around the importance of integrated climate action, significantly motivating and engaging internal staff. The ongoing collaboration with WeForest is expected to deliver measurable environmental impacts, reinforcing Deloitte's credibility and leadership in the sustainability space while meeting the high expectations of its talent, clients and stakeholders.

The Foundation granted an amount of 22,300 EUR with a view to participate to the offsetting of the carbon emissions.

Be There

Volunteering Missions

The second pillar of the Deloitte Foundation's action is dedicated to solidarity initiatives led by the Foundation Task Force, driven by the active engagement and participation of Deloitte employees.

Guided by its purpose, the Deloitte Foundation encourages Deloitte professionals to transform their time, skills and passion into meaningful action, helping to foster inclusive communities and create positive, lasting impact. In this spirit, Be There, its volunteering initiative, connects practitioners with opportunities to contribute their time and expertise in the communities where we live and work.

Volunteering through Be There not only supports local communities; it also provides valuable opportunities for personal growth, skills development, and meaningful connection. In Luxembourg, every Deloitte professional is encouraged to take part in Be There volunteering activities for four hours of paid work time per year, reinforcing our collective commitment to societal impact.

In this section of the Foundation Report, you will discover a selection of the Be There initiatives, along with testimonials from Deloitte employees who have taken part in these efforts.



Be There Volunteering Mission Figures

FY25

NGO - Event	Project	Period	Total number of volunteers	Number of Volunteering Hours
Jonk Entrepreneuren	My First enterprise / Fit for Life	All year long	24	110,00
Banque Alimentaire Luxembourg	Food Collect @ Auchan Cloche D'Or	Feb-25	16	40,00
Charity Cake Contest	Charity Cake Committees + Bakers	Dec-24	126	234,00
Operation Shoebox	Preparation + Distribution	June-July 24	25	100,00
St Nicolas Gift Bags	Preparation + St Nicolas Events	Dec-24	33	154,00
Relais pour la Vie	Walkers / Runners / Team Leaders	Mar-25	94	124,00
TOTAL FY25*			318	762,00

* Total of hours include working hours as well as other volunteering hours performed by the employees in their own time.

Total number of volunteers



Number of volunteering hours





Jonk Entrepreneuren Luxembourg

Empowering young entrepreneurs (coordinated by the Deloitte Foundation)

The Deloitte Foundation continues to inspire the next generation of business leaders through its support to Jonk Entrepreneuren Luxembourg (JEL) and initiatives such as the My First Enterprise programme. Over the years, Deloitte has helped young people take their first steps into entrepreneurship, equipping them with practical business skills and real-world experience. Beyond My First Enterprise, the Foundation also supports programmes such as Fit for Life and Entreprises d'Entraînement, offering students diverse learning that bridge education and the professional world.

Within the My First Enterprise program, students work in teams to develop and manage their own small business projects over several weeks. They engage in activities such as buying and selling products, offering services, or producing items, while learning to take initiative, make decisions, and experience the entrepreneurial process firsthand. Teachers provide ongoing guidance, complemented by Deloitte Foundation volunteers who deliver hands-on training, mentorship, and practical advice, helping participants overcome challenges and build confidence in managing real projects.

The programme culminates in a national competition where finalist teams present their projects to a jury of business experts. Students demonstrate creativity, initiative, and professionalism as they transform their ideas into tangible business experiences. Beyond the competitive aspect, the

programme strengthens teamwork, problem-solving abilities, and financial literacy, equipping students with skills that extend well beyond entrepreneurship.

Through initiatives like My First Enterprise, the Deloitte Foundation empowers young people to explore entrepreneurship, develop leadership and management capabilities, and gain a deeper understanding of how businesses operate. By supporting students throughout these journeys, the Deloitte Foundation helps shape the leaders of tomorrow, fostering a culture of innovation, creativity, and self-confidence.

"Working with Jonk Entrepreneuren Luxembourg gives us the chance to stand alongside young people as they turn ideas into real projects. By giving them room to try, to fail, and to try again, we help them build the confidence, creativity, and perseverance that tomorrow's leaders will need to tackle the complex challenges facing our society."

Georgio Consoli, Deloitte employee, Consultant, Advisory & Consulting



Relais pour la Vie

Walking or Running Together for a Good Cause

The Deloitte Foundation continues to demonstrate its commitment to community impact through its participation in Relais pour la Vie, organised by Fondation Cancer. This annual event is a symbolic relay during which teams walk or run for 24 hours to raise funds for cancer research and patient support, combining physical effort with a deeply meaningful cause. Whether a long-standing tradition or a first-time experience, the event brings volunteers together, fostering pride, unity, and a shared sense of purpose.

This year, almost 100 Deloitte volunteers took part under the coordination of the Foundation, walking, running, and supporting one another throughout the day and night in aid of cancer research. Their involvement goes beyond participation: volunteers also help organise teams, coordinate activities, and provide guidance to ensure that everyone can take part safely and meaningfully. By combining personal commitment with collective action, they embody the Foundation's mission of turning individual engagement into tangible social impact.

Through initiatives like Relais pour la Vie, the Deloitte Foundation empowers its people to create lasting social impact. By dedicating their time, energy, and support, volunteers contribute to vital cancer research while fostering a culture of engagement, pride, and purpose—making a real difference in the community.

In total, more than 200 dedicated employees, together with their families and friends, raised EUR 3,650, complemented by a Deloitte Foundation donation of EUR 20,000. Thanks to this total contribution of EUR 23,650, Deloitte was awarded **second place** at the **Trophées de l'espoir 2025** in the **"Grande Entreprise"** category.



"When I was first invited to take part in Relais pour la Vie and to spend the night welcoming our Deloitte volunteers, I accepted with great enthusiasm. It was only by living the experience that I truly understood why Relais pour la Vie is regarded as one of the most meaningful charity events in Luxembourg. The emotions shared during the opening ceremony, and the respect and strength shown to survivors during the survivor tour, create a profound sense of unity — for a moment, you feel that everyone present is part of the same family. These are moments you carry with you. After that, walking or running through the night becomes a way to stand beside all those affected by illness, to show courage, compassion, and the reassurance of our presence."

Georgia Ham, Deloitte employee, Personal Assistant, Audit

"The remarkable energy and strong sense of togetherness at the Relais pour la Vie remind me how powerful solidarity and shared responsibility can be when facing major challenges. Being present and united for 24 hours for those who need us most is a powerful source of strength and encouragement for people fighting illness."

Markus Schwamborn, Deloitte employee, Director, Advisory & Consulting



Banque Alimentaire Luxembourg

Volunteering participation in food collection

As part of its ongoing commitment to solidarity, Deloitte Luxembourg partnered with Banque Alimentaire to support a food collection initiative aimed at helping people facing food insecurity. The collection took place at Auchan Cloche d'Or, alongside parallel actions in other stores, with the aim of gathering essential dry food items.

The initiative was made possible thanks to the strong engagement of nearly twenty volunteers, coordinated by the Deloitte Foundation, who dedicated their time and energy to welcoming customers, explaining the initiative, and collecting donations throughout the day.

This collective effort delivered tangible results, with four pallets of food collected. For Banque Alimentaire, this support came at a critical time, as food stocks were particularly low following the holiday period. Beyond the figures, the initiative highlighted how close collaboration between Banque Alimentaire and the Deloitte's volunteers can translate into direct, meaningful social impact.

"Participating in the food collection reminded me how small gestures, when combined, can make a real difference. It was inspiring to see so many people come together for a shared cause."

Barbara Picard, Deloitte employee, Officer, HR





St Nicolas Gift Bags Donation

Organized by the Deloitte Foundation

For more than a decade, Deloitte employees and their families have had the opportunity to meet St Nicolas and kick off the holiday season together. Each invitation from the employee delegation comes a meaningful choice: employees may select a gift for their own child or donate the equivalent value to a child in need. Through this initiative, employees give back to the community by dedicating their time and

resources to provide gifts for children facing challenging circumstances, including those from underprivileged backgrounds, living in unsafe environments, or experiencing homelessness.

In December 2024, Deloitte Luxembourg employees' generosity was particularly remarkable, with 1,149 gift bags donated to children across 45 shelters in Luxembourg.



Fondation Maison de la Porte Ouverte's Shelter

Organized by the Deloitte Foundation

In the same spirit of solidarity, and with the support of the Deloitte Foundation's volunteering task force, the Advisory & Consulting EU team organised a St Nicolas party for children living in a shelter for women in distress managed by Fondation Maison de la Porte Ouverte (FMPO). This team-building initiative, combining social impact with employee engagement, brought colleagues together to create a special and joyful moment for the children.

Team members contributed in various ways: some dressed up as St Nicolas, others wrapped and distributed gifts, baked cakes, or entertained the children through face painting and games. Each contribution helped turn an ordinary day into a festive and reassuring experience for the children and their families.

"Taking part in the Saint Nicolas with an impact at the FMPO shelter was a moving reminder of how small gestures can matter. In

just a few hours, we went from polite distance to shared games, stories and laughter with children and parents from migrant and refugee families. It felt as if we were not just celebrating a tradition but rather creating a moment of belonging and connection that crossed languages and cultures. Together, we truly have the power to build bridges."

Martina Bo, Deloitte Employee, Senior Consultant, ACG

"The donation of gift bags and the St Nicolas celebration at the FMPO shelter gave a human face to situations we often only hear about and showed how meaningful it is to be present for those going through difficult times. Especially during the holiday season, these moments are a strong reminder to be grateful for what we have and to actively look for ways to share, support, and stand beside those who need it most."

Frédéric Sabban, Deloitte Employee, CSR Senior Manager, Operations



Operation shoebox

More than 10 years of essential items collected by Deloitte employees to be distributed for those in need

Operation Shoebox has a simple yet powerful mission: to deliver shoeboxes filled with essential hygiene products to those who need them most.

In December 2024, a festive Charity Cake and Pie Contest—relaunched by the Deloitte Foundation in 2023—helped raise the funds required to purchase these essential items. More than nine contests were organised across various service lines and sub-service floors at D.Square, creating a lively and engaging atmosphere around the initiative.

Different Deloitte (sub-)business function of Deloitte—including Audit, Tax, IT, National Quality, Risk, and Security (NQRS), Operations and Advisory and Consulting Operate—each formed their own Charity Cake Committee to lead the effort. These committees encouraged colleagues to showcase their culinary skills and evaluated the dishes based on tasting feedback.

In total, 95 dishes were generously entered into the competition, and more than 450 employees contributed by purchasing tasting portions. Through this successful initiative, EUR 2,305 was raised to support the purchase of hygiene products.

Thanks to last year's contests and the continued support of the Deloitte Foundation, more than 1,250 shoeboxes were assembled and donated to the Red Cross and Stämm vun der Strooss. With over 10,000 products purchased, additional helping hands were needed: more than 25 dedicated Deloitte employees volunteered one to two hours of their time to help pack the shoeboxes.

The initiative aims to improve living conditions for some of Luxembourg's most vulnerable communities, including people

experiencing homelessness, refugees, asylum seekers, and young people facing hardship. Each shoebox contains essential items such as cotton buds, toothbrushes, toothpaste, cotton pads, shower gel, shampoo, soap, and deodorant.



"I had the pleasure of helping to organise one of the charity cake contests in the audit department, and it was a wonderful experience. We achieved a great result, with more than 25 cakes prepared and a generous amount of money raised to fund as many shoeboxes as possible. It was really rewarding to see how many people we managed to motivate, to discover the amazing baking talent of my colleagues, and, in the end, to see employees enjoying the cakes for a good cause. This initiative showed how much we can do together when we combine generosity, creativity, and a bit of fun. I am really proud of what we accomplished as a team and grateful to everyone who contributed."

Claire Petrement, Deloitte employee, PM Assistant, Audit

"I was delighted to help, together with many of my colleagues from the Finance department, to prepare a large number of shoeboxes during this Be There Moment. All of us worked side by side, packing products into the bags, hoping they will bring some joy to the future beneficiaries."

Bastien Serasset, Deloitte employee, Assistant Manager, Finance



Outlook

Our commitment to growing the Foundation

Looking ahead, the Deloitte Foundation remains committed to expanding and accelerating its impact through strategic initiatives that actively engage our community, both internally and externally.

- **Deloitte Luxembourg employee participation and volunteering activities:** This year, the Foundation launched a new platform to facilitate employee engagement. In 2026, Deloitte Luxembourg employees will be encouraged to actively participate in volunteer activities that align with their passions and professional skills.
- **Identification of new projects:** The Foundation commits to multi-year projects but 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, and develop initiatives aimed at promoting its work, raising awareness of its goals, and encouraging greater involvement from Deloitte Luxembourg colleagues. It also intends to further enhance its communication channels, building on the strategy initiated in 2025.

For more information regarding the Deloitte Foundation's initiatives, please visit:
<http://www.deloitte.com/lu/deloitte-foundation>



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