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1. Introduction

1.1 Purpose

This document outlines how Deloitte compiles its social impact data published annually in Deloitte UK's Annual Review, Business & ESG Metrics report.

1.2 Social Impact strategy

Our UK Social Impact strategy, previously referred to as 5 Million Futures, is about making a meaningful and lasting impact on our people, clients, and society. By using our skills, capabilities and networks, we are dedicated to driving positive progress. For us, that means building better futures through a focus on digital inclusion, sustainability, and skills. And, together with our clients, we're taking tangible steps to help create a healthier, fairer planet and society through the work we do and the way we do it. We collaborate with charities, schools and society partners to create positive change, providing a blend of pro bono, volunteering, fundraising and donations.

1.3 Target

Globally, Deloitte has committed to invest US\$3bl over 10 years (FY2023-FY2032) in initiatives to help address systemic challenges in our local communities.

2. Scope of Reporting

2.1 Reporting period

Data is collected in annual periods, relating to Deloitte's 1 June to 31 May financial year.

2.2 Geographical/organisational boundary

Projects to be captured that are led, sponsored or facilitated by the Deloitte UK firm.

2.3 Types of interventions

All non-commercial activities and interventions supported by Deloitte with the potential to create positive outcomes. By bringing together our skills, capabilities and networks, we help create more inclusive and sustainable futures. This includes activities provided directly by Deloitte alongside those where it forms partnerships with or facilitates the involvement of other organisations.

2.4 Inclusions/exclusions

Interventions include but are not limited to:

- Social Impact programmes: incorporating fundraising, donations including laptops, volunteering and pro bono support with schools, charities and social impact organisations within the UK.
- Talent recruitment programmes: aspirational learning and hiring programmes led by Deloitte UK's Talent Acquisition team including apprenticeship, work experience, school leaver, student recruitment and outreach focussed on diversity and social mobility.

Interventions that are excluded from Social Impact measurement calculations include:

- Client engagements where Deloitte earns a full commercial fee for the delivery of social impact are out of scope as, although our work may deliver or enable Impact, that impact has been commissioned and paid for by a client, including commitments in successful client bids aligned to the UK Government's Social Value Model.

3. Definitions

3.1 Project

A Project is an activity or programme of activities that is delivering Interventions within the Scope of Reporting.

3.2 Intervention

Intervention is defined as all in-scope activities/programmes supported by Deloitte – either directly or indirectly - which contribute Social Impact.

3.3 “Future”

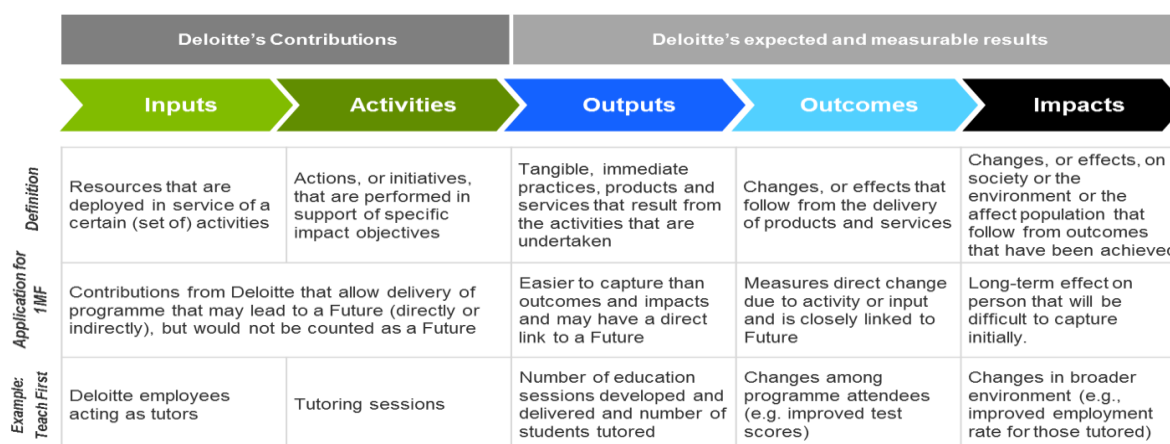
A “Future” is a life positively impacted by interventions supported by Deloitte that focus on education, skills development and access employment opportunities. Deloitte globally reached its target to impact 100 million Futures in FY25, therefore from FY26 “Futures”, or impact beneficiary, is no longer a reported metric.

3.4 Impact beneficiary

Individuals who are positively impacted through an education, skills development or employment focussed intervention supported by Deloitte, within the scope and boundaries defined in section 2. Also referred to as a Future. No longer reported in FY26.

3.5 Impact Model

The Impact Value Chain (illustrated below) provides the overarching framework to understand what contributes to and can help measure outputs/outcomes. It illustrates a process of change and requires the user to identify the inputs, outputs, outcomes, and impacts and identify the metrics and methods of capturing data.



For the purposes of Social Impact reporting the key stages of the process of change are defined as follows:

- **Inputs** - the actions and/or resources that Deloitte will commit to achieve the objectives
- **Outputs** - tangible, immediate practices, products and services that result from the activities that are undertaken
- **Outcomes** – changes, or effects that follow from the delivery of products and services
- **Impacts** - changes, or effects in the society, environment or population that follow from outcomes that have been achieved

5. Methodology and data governance

5.1 Data measurement methodology

Approaches for the measurement of outputs and outcomes across Deloitte supported interventions vary depending on several factors including the type and scale of activity. External society partner representatives and internal Project leaders complete an annual impact questionnaire.

5.2 Data collection methodology and frequency

Quantitative input data is collected by the Deloitte UK Social Impact team monthly via internal time and financial reports. Qualitative impact data is collected on a semi-annual basis using an impact survey. Annually, Impact measurement leads within the Deloitte Social Impact team compile quantitative and qualitative data for external reporting, alongside evidence of workings and variance analysis.

5.3 Data quality

The aim of our reporting is to provide data that is complete and accurate and that is not materially misstated.

It is recognised that the quality of data reported across Deloitte's various social impact interventions and partnerships will vary. For the purposes of materiality, we aim for the social impact data to be within a +/- 10% threshold of the true figure. There is no guidance as such for the social impact data threshold, however based on our judgement of data quality and materiality, we set 10%.

The data is subject to verification at the individual Project lead level (at the point of submission of the impact survey or data response) and annually by the Social Impact team at Deloitte. Notwithstanding our quality controls over the data provided to us, a reliance and trust in the integrity of submissions made to Deloitte is placed on our society partners.

5.4 Double-counting

Best endeavours have been made to remove and highlight the risk of double counting where possible.

5.5 Data assurance

Annual impact data is peer reviewed by within Deloitte UK, reviewed by Deloitte North and South Europe Social Impact and validated by Deloitte Global Social Impact teams. Data is signed off by the Head of Social Impact UK and the UK People and Purpose Partner.



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