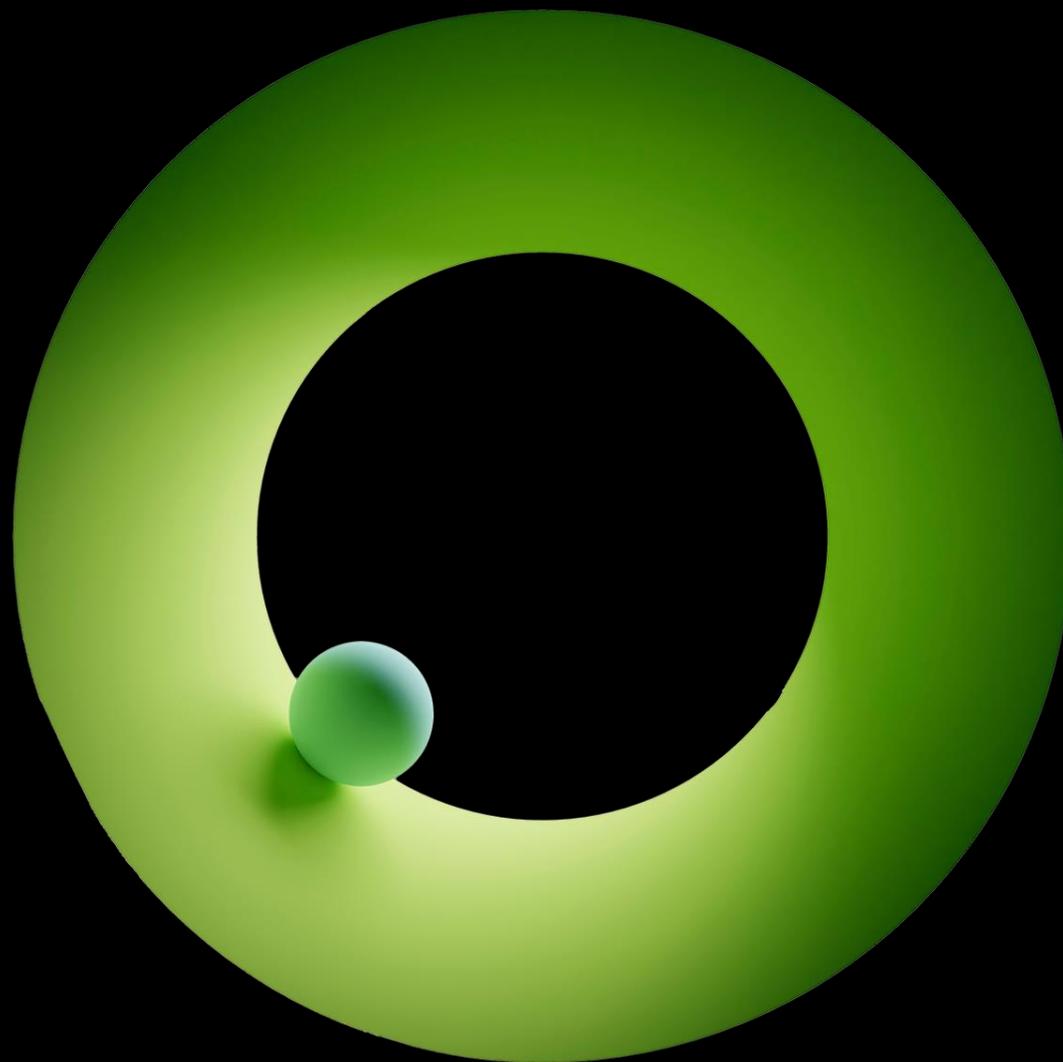


**Deloitte.**



Discover  
your impact

FY24





# A story that matters

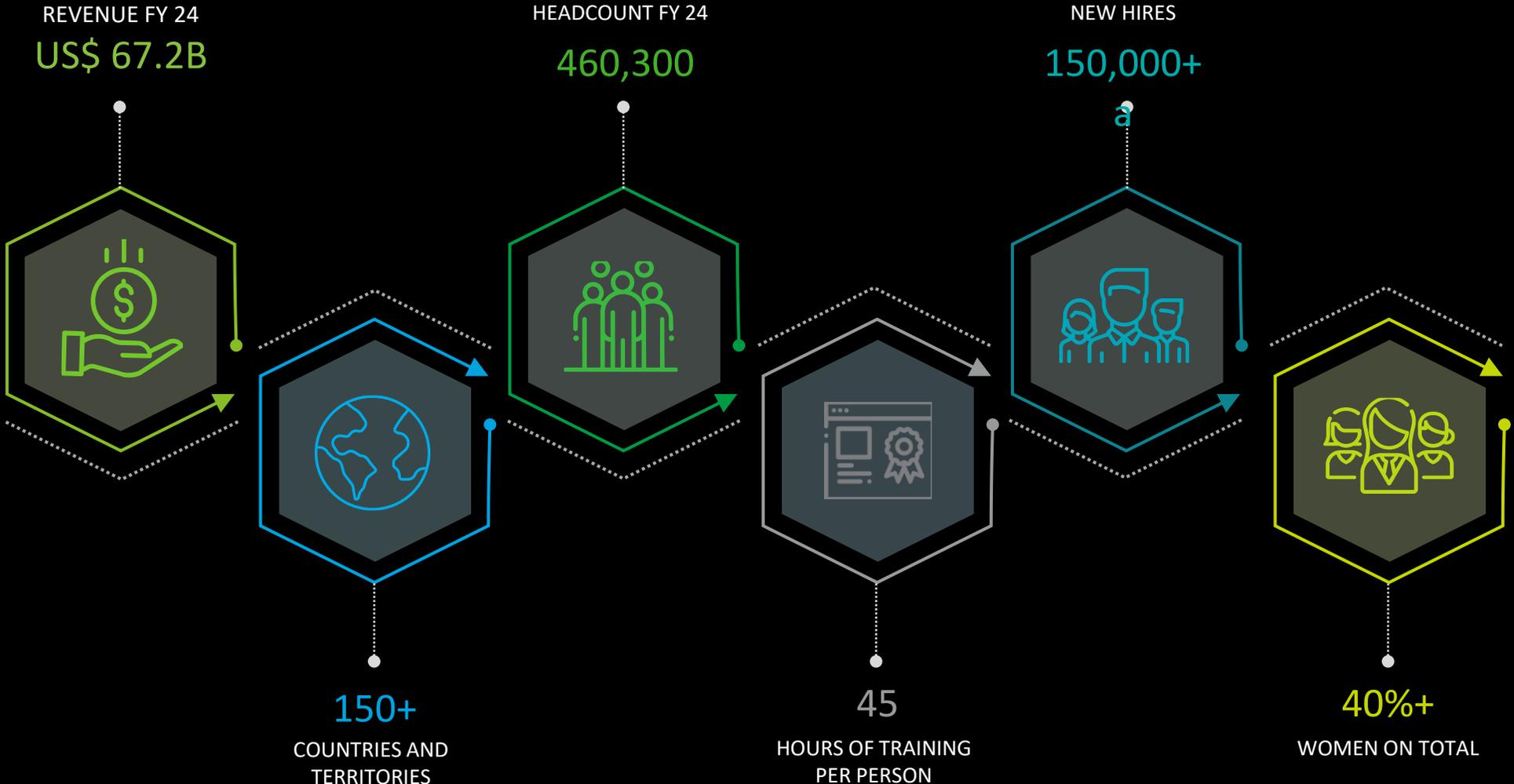
We believe that our value is measured by the concrete contribution we are able to make in every area in which we operate.

The results we have achieved, our history and our presence on the market testify the excellence of our work. Making a difference for our people, our clients and society is what defines who we are.

We are not content with the successes we achieve, we want to do more and better: to enhance the talent of our people, help our clients realize their aspirations, make a positive contribution to society.

This is what differentiates us and what guides our daily commitment.

# Our network in digits



# Our service areas

## TECHNOLOGY & TRANSFORMANTION

- Cyber
- Customer
- Engineering, AI & Data
- Human Capital
- Enterprise Technology & Performance

## STRATEGY, RISK & TRANSACTIONS ADVISORY

- Strategy & Transactions
- Risk, Regulatory & Forensic

## AUDIT & ASSURANCE

- Audit Services
- Assurance Services

## TAX & LEGAL

- Tax
- Global Employer Services
- Business Process Solutions
- Legal

Note  
The above list of services is a representative sampling of Deloitte business capabilities. Deloitte offers many services, not all of which are available from every Deloitte member firm and not all of which are permissible for audit clients under various professional and regulatory standards.

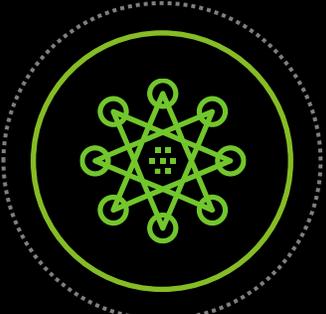
# Industries we serve



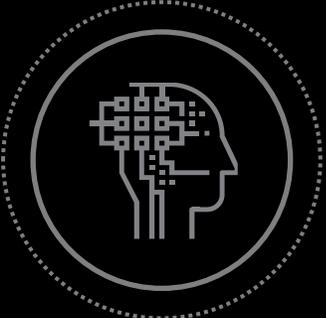
CONSUMER



FINANCIAL SERVICES



GOVERNMENT & PUBLIC SERVICES



TECHNOLOGY, MEDIA & TELECOMMUNICATIONS



LIFE SCIENCES & HEALTH CARE



ENERGY, RESOURCES & INDUSTRIAL

# Deloitte Italy

# Italy | Our numbers



**~ €1.5 Mld**  
Revenue FY24



**13,400**  
People



**~11,700**  
Client



**42%**  
Women  
on total



**51%**  
People under  
30 years old



**543,277**  
Education hours



**24**  
Cities

- Ancona
- Bari
- Bergamo
- Bologna
- Brescia
- Cagliari
- Catania
- Chiavenna
- Firenze
- Genova
- Lecce
- Milano
- Napoli
- Padova
- Palermo
- Parma
- Perugia
- Roma
- Torino
- Treviso
- Udine
- Varese
- Verona
- Vicenza

# Life as a consultant

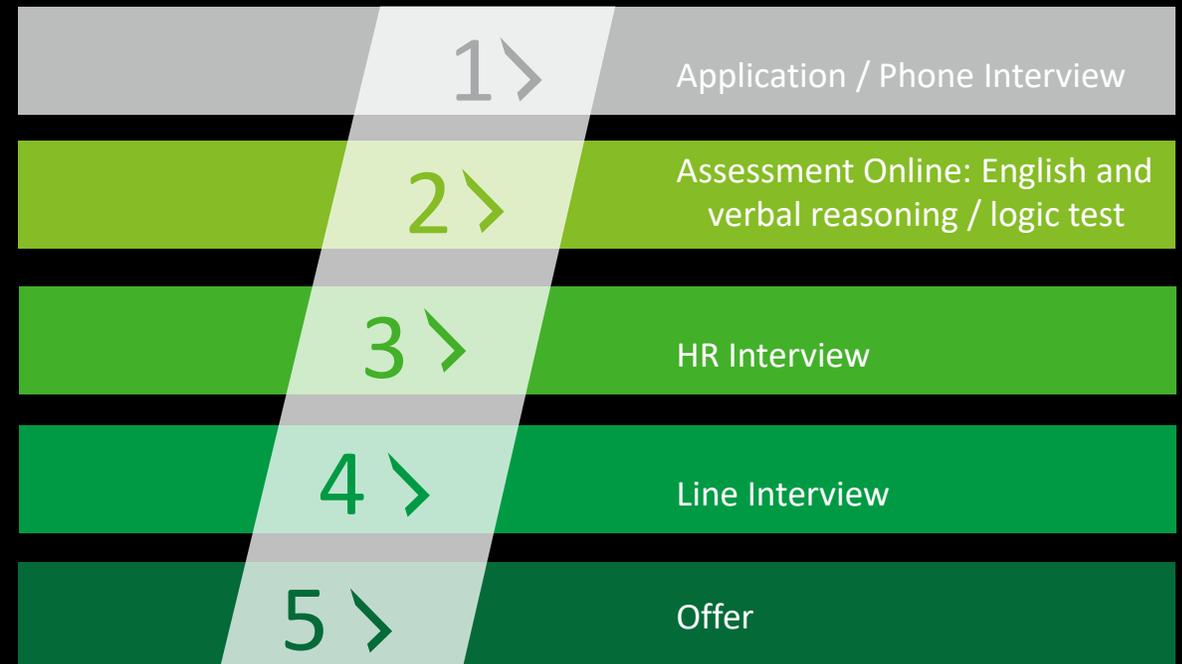
# Welcome in Deloitte

## Skills & Recruitment Process

Skills HR



Ready? Join us!



# Performance path

From technical-functional learning to the development of business leadership skills



- Leadership Skills
- Sales and customer experience
- Deloitte experience
- Functional and technical training

- Local / virtual training
- Promotions
- Central training

# Business background @ Deloitte



## Finance/Financial intermediaries/Risk Management

- Strategy & Business Design
- M&A
- Sustainability
- Operations Transformation
- Organization Transformation
- Finance Transformation
- SAP / Oracle / Emerging ERP Solutions
- Accounting & Internal Control
- Financial Industry Risk
- Enterprise Risk
- Financial Industry Regulatory
- Regulatory & Financial Risk
- Infrastructure & Real Estate
- Restructuring, Turnaround & Cost Transformation
- Forensic and Financial Crime
- Valuation & Modelling



## Business administration/management

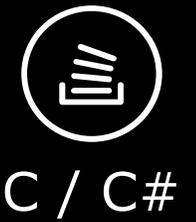
- Strategy & Business Design
- M&A
- Operations Transformation
- HR Transformation
- Workforce Transformation
- Technology Strategy & Transformation
- Accounting & Internal Control CPP

# Tech background @ Deloitte



**Computer Engineering / Computer Science /  
Physics / Mathematics / Biomedical  
Engineering / Data Science / Electronic  
Engineering / Cybersecurity /  
Telecommunications Engineering / Economics**

- Strategy & Business Design
- Analytics & Cognitive
- Cyber Risk
- Mobile Development
- Digital Marketing
- eCommerce
- Digital Developer
- Cloud Engineering
- Application Maintenance
- Technology Strategy & Transformation
- SAP / Oracle / Emerging ERP Solutions
- Digital / AI Controls / Algorithms



## International Mobility

Deloitte member firms recognize the value of having individuals with global skill sets and work to provide opportunities for our people to develop through international experiences. Assignments vary **from short-term client service projects to longer-term strategic roles.**

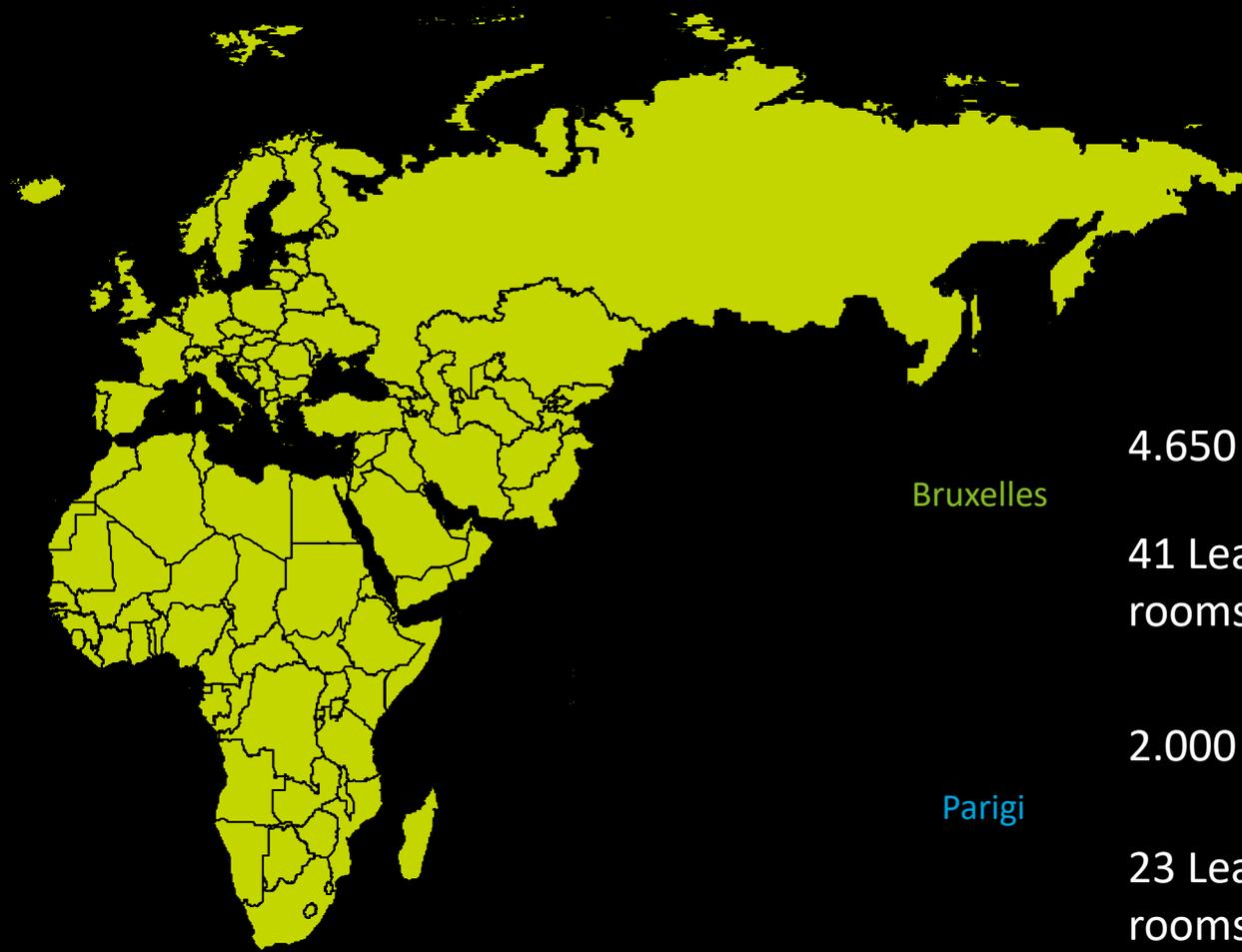
They will provide you with an opportunity to enhance your global knowledge and skill sets, build cross-cultural capabilities, and develop leadership competencies.

Through working with colleagues all over the world, your career will thrive.



# Deloitte University EMEA

Two campuses serving practitioners in 77 countries



65 programmes  
900 senior facilitators  
7.000 participants

Bruxelles

4.650 sqm

41 Learning rooms



Parigi

2.000 sqm

23 Learning rooms



# Corporate Sustainability

## Well-being

### Well-being

A focused mind, an energetic body and a sense of community. With this holistic approach, we strive for our people to be energized, confident and aware in all aspects of their lives.

A culture based on flexibility, free choice and mutual support.

A focused mind, an energetic body and a sense of belonging to the community are the elements that, working synergistically, enable an individual to reach his or her fullest potential while keeping professional and personal life in balance.

#### An engaged mind:

Flexibility, awareness, stress management and creativity to learn, grow and respond to challenges.

#### An energized body:

Movement, rest and proper nutrition to be stronger and full of vital energy.

#### A sense of purpose:

Depth of thought, gratitude and decision-making skills to leave a mark with colleagues, friends, family and in society.

### Programs for your well-being



Physical activity: championships, wellness breaks, running



Nutrition: healthy options in vending, nutrition



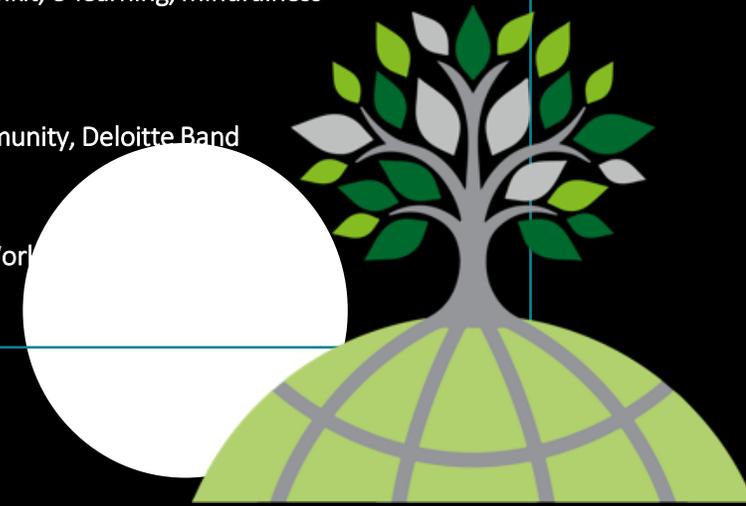
Mental Health: Toolkit, e-learning, mindfulness



Engagement: community, Deloitte Band



Flexibility: Smart Work



# WorldImpact

Our organisation is committed to making the society in which we live more equitable and sustainable. *WorldImpact* is the portfolio of initiatives through which we want to have a positive impact on people, customers, the environment and communities that need more support.



## WorldClass

Empowering 100 million people.

The Deloitte network launched the *WorldClass* strategy with the goal of expanding access to education and employment opportunities for 100 million people by 2030.



## WorldClimate

Climate change is not a choice. It's a billions of them.

*WorldClimate* is our strategy to drive responsible choices that have less impact on climate change, inside and outside our organisation.



## ALL IN

At Deloitte, we want everyone to feel they can be themselves and to thrive at work - in every country, in everything we do, every day.

With *ALL IN*, our priority is to create a working environment where everyone can feel included, without discrimination of any kind, and where diversity is an added and strategic value that generates a tangible impact on people and business.



## Impact Every Day

Our commitment to communities.

The *Impact Every Day* project gives our colleagues around the world the opportunity to contribute to supporting local communities every day.

# Fondazione Deloitte

Fondazione Deloitte was established in February 2016 to fulfill the desire to be more responsible and careful in front of the society.

## **Our dream. Our commitment**

Fondazione Deloitte has a dream: improve the world through beauty, progress and support of those in need.

## **Sustainable and targeted activities. Our commitment areas**

Fondazione Deloitte is sure that it can make a difference in its three commitment areas



CULTURE AND HERITAGE



EDUCATION AND RESEARCH



NATIONAL AND INTERNATIONAL EMERGENCIES

## **Our people. The value of blending**

One of Fondazione Deloitte's goals is to help our people develop their social commitment. Internal projects, individual and group, allow them to give a direct contribution. Fondazione Deloitte is aware of the value of blending. It knows that the approximately 7,700 people working at Deloitte Italy can spread our word to our approximately 8,900 clients.



**Dreaming of a better world.  
Turn it into a purpose.  
Make it real.**

# Corporate Sustainability

## WorldClimate

### WorldClimate

WorldClimate is Deloitte's global environmental sustainability strategy. It represents a concrete commitment to help achieve the goals of the Paris Agreement by integrating environmental sustainability objectives within the company's business model. Our WorldClimate strategy has four goals.

#### Becoming a Net Zero organization

Deloitte is committed to becoming a Net Zero organization with science-based emission reduction goals.

#### Operating in a sustainable manner

We integrate climate and sustainability aspects into our strategy, governance and operating procedures, working on improving reporting and transparency.

#### Empowering people

With a view to making positive and responsible choices, Deloitte engages and educates people in the network about the major impacts of climate change.

#### Engaging stakeholders

Central to Deloitte's strategy is collaboration with the entire network of clients, partners, nongovernmental organizations, businesses across sectors, suppliers, and other ecosystems to address climate change at the systemic and operational levels.

#### Our Net Zero Goals

- Reduce direct (Scope 1) and indirect (Scope 2) emissions by 70% by 2030, compared to 2019 values.
- Decrease emissions from business travel by 50% per person by 2030, compared to 2019 values.
- Work with key network suppliers to have 67% of them adopt science-based emissions targets by 2025.
- Invest in innovative market solutions for offsetting residual emissions.
- Sourcing 100% from renewable electricity sources for all network buildings.
- Convert 100% of the car fleet to hybrid/electric models.

WorldClimate is in line with the Sustainable Development Goals (SDGs)



**Take the quiz to find out your environmental footprint #iAct movement**

# Milano Cortina 2026

Together for the Italian Olympic and Paralympic Games

Fondazione Milano Cortina 2026 and Deloitte Italia, partner in the professional services of Milano Cortina 2026, have signed a four-year partnership to mark the path that will lead our country to host the next Olympic and Paralympic Winter Games.

The partnership follows the ten-year one already announced between Deloitte Global and the International Olympic Committee, which will last until 2032 and will cover five editions of the Olympic and Paralympic Games, both summer and winter.

It is a 'partnership with purpose', an opportunity to address some of the most pressing issues of our time such as environmental, social and economic sustainability through the benefits associated with the most important of sporting events globally.

[www.deloitte.com/milanocortina2026](http://www.deloitte.com/milanocortina2026)



**Deloitte.**

OLYMPIC AND PARALYMPIC PARTNER  
OF MILANO CORTINA 2026



# Deloitte e Universum

Deloitte è tra gli employer più attrattivi del 2023



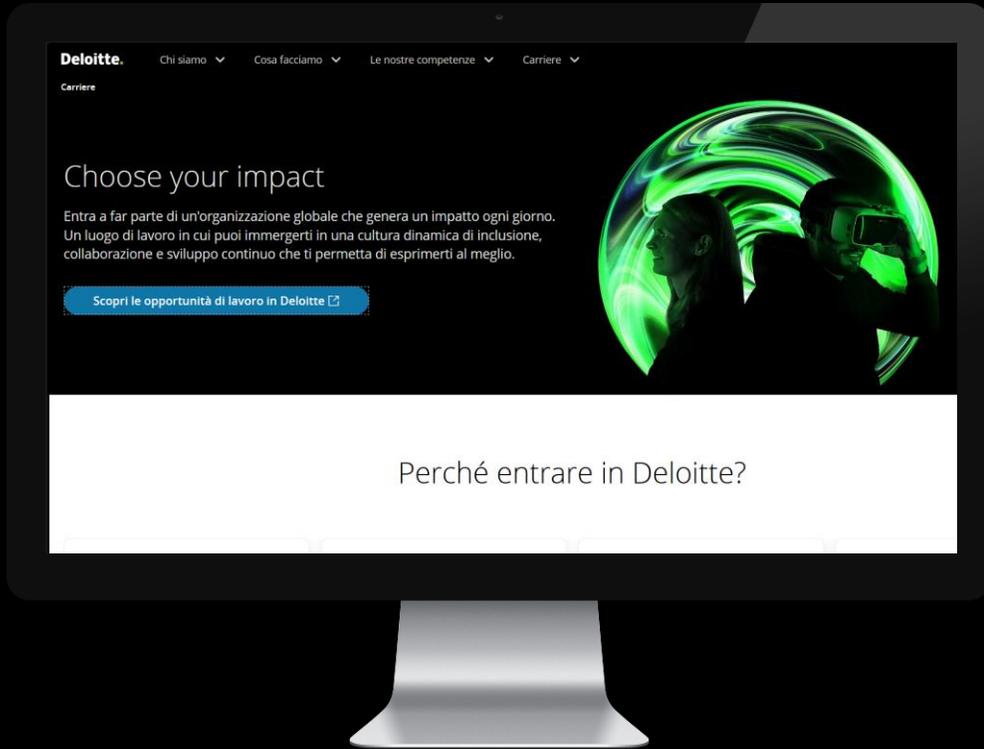
Also this year, for the fifth consecutive year, we had the honor of being awarded and included in the "Most Attractive Employers" rankings compiled by Universum.

Deloitte Italy ranks in the Top 25 for students and Young Business and Top 100 for both Young and STEM student profiles.

The analysis conducted on an audience of about 40,000 people makes us proud and honored, underscoring our ongoing commitment and the concretization of our #ImpactThatMatters.

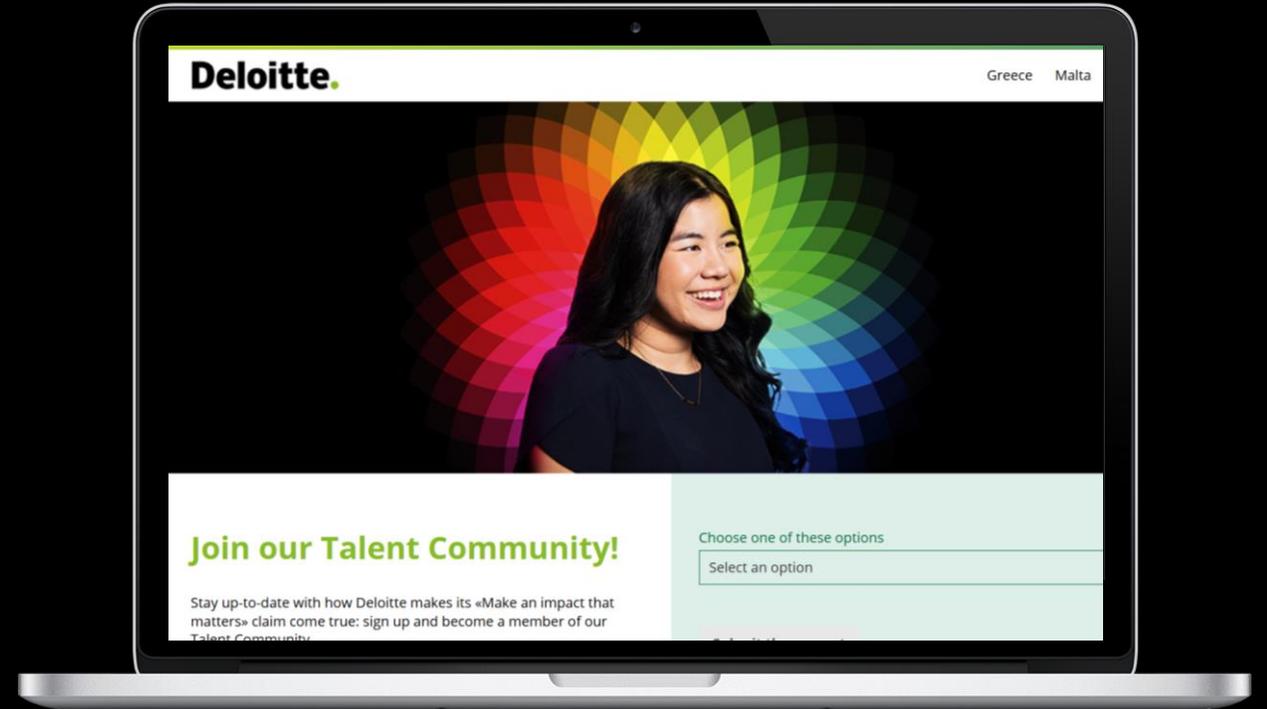


Access to the website to find out about us and explore job opportunities



[www.deloitte.it](http://www.deloitte.it)

Scan the QR code and sign up for our Talent Community to stay in touch by getting our newsletter!



<https://deloittecm.avature.net/deloittecmlandingpage>





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