

# Asia-Pacific Operating Executive Diversity, Equity and Inclusiveness Statement



Shape the future  
with confidence

Diversity, equity, and inclusiveness (DE&I) are core to who we are, how we work and how we live our values. We hold a collective commitment to continue to drive an environment where all differences are valued, practices are equitable and everyone can experience a sense of belonging — where people are inspired to team and lead inclusively in their interactions every day.

## About this statement

The EY Asia-Pacific Area Operating Executive (AOE) has signed this statement to demonstrate our commitment to leading inclusively and elevate our focus and accountability around diversity, equity and inclusiveness (DE&I). DE&I are key to the EY ambition and strategy to shape the future with confidence, together.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teams. Including varying points of view in our decision-making, operations and actions is fundamental to creating new value for EY people, clients and stakeholders. This helps us to live our values and fulfil the EY purpose of building a better working world. Together through this, we demonstrate our organization's distinctiveness in navigating clients' most complex challenges, build trusted relationships across differences, enable equitable experiences for EY people that support their future needs and career expectations, and help deliver positive impact in our communities.

Diversity is about differences. At EY, we think about differences broadly, across a wide range of dimensions, such as nationality, language, education, gender and gender identity/expression, sexual orientation (as outlined in the LGBTQ+ principles), generation, age, socio-economic background, religious background, abilities and disabilities, as well as identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to working and thinking styles, experiences, career paths, technical skills, geography, service line, sector and function.

Equity is about recognizing that everyone has different starting points and different needs. Based on their backgrounds and identities, everyone faces different levels of structural and systemic advantages and disadvantages that impact access to resources, perception and evaluation, and sense of belonging in and out of the workplace. At EY, we have a specific commitment to advancing social equity. This includes working to remove barriers that impede equal outcomes across different backgrounds and identities – and proactively, continually addressing environments that do not support an inclusive experience for everyone. EY is committed to providing the tools, resources and environment that all EY professionals need to be successful and build meaningful careers.

Inclusiveness is about leveraging our differences, where everyone can experience a sense of belonging and feels safe to surface many aspects of who they are and bring forward their perspectives and ideas.

The AOE is committed to driving the strategy, policies and accountability to build and sustain a diverse global workforce, equitable processes and systems, and an inclusive environment where everyone can contribute

their best in every encounter. This includes the executive leadership level. As such, the AOE will strive to ensure that the broad range of differences across EY are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the AOE.

## APAC AOE FY25

Diversity and inclusiveness are core to who we are and how we work. We hold a collective commitment to foster an environment where all differences are valued, practices are equitable, and everyone experiences a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teaming. Including varying points of view in our decision-making, operations and actions is fundamental to establishing long-term value for EY people, as well as long-term client, social and financial value. This helps us to fulfill the EY purpose of Building a Better Working World. Through this, we demonstrate our organization's distinctiveness, drive innovation, build trusted relationships, enable equitable and exceptional experiences for EY people and deliver the best approaches for clients. Diversity and inclusiveness are core to how we live our values. They are priorities for the Asia-Pacific Area Operating Executive (AOE) and command attention and investment from executive leadership.

Diversity is about differences. At EY, we think broadly about differences, such as nationality, language, education, gender and gender identity/expression, sexual orientation, generation, age, socioeconomic background, working and thinking styles, religious background, abilities and disabilities, experiences, career paths, technical skills and identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to geography, service line, sector and function.

Inclusiveness is about leveraging these differences to create an environment where all EY people feel, and are valued, for who they are, have a sense of belonging, and are inspired to contribute their personal best in every encounter.

The Asia-Pacific AOE is committed to holding the strategy, policies and accountability in place to build and sustain a diverse workforce, equitable processes and systems, and an inclusive environment. This includes the executive leadership level. As such, the Asia-Pacific AOE will strive to ensure that the broad range of differences across EY in Asia-Pacific are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the Asia-Pacific AOE.

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