



Building a better working world

CEO Pay Ratio FY23

March 2024

For the FY23 financial year*, EY's pay ratios are as follows

25th percentile

Median

75th percentile

Ratio

81:1

52:1

32:1

(FY22 was 86:1)

(FY22 was 54:1)

(FY22 was 32:1)

Pay ratios indicate what the 'CEO' earns in comparison to workers at different points within their organisation, namely compared to the 75th, median and 25th percentile (i.e., those at the top quarter, the middle and bottom quarter of earners in their organisation). Hywel Ball is EY's CEO equivalent for reporting at FY23.

EY operates a partnership structure and therefore does not fall under the scope of the regulations, but the firm has chosen to publish the data nonetheless.

This move is in keeping with EY's commitment to maintain a fair, equitable and transparent approach to pay. We have published this data because, although it is not a requirement, we feel it is important to hold ourselves to account.

We want all our people, from all backgrounds, to have access to and understand this data, as part of helping them to make informed choices about their career paths. We want them to have transparency throughout their career journey and therefore greater ability to access the route to becoming a Partner if this is what they aspire to.

*Our figures have been determined based on those with the firm as at the end of June 23

EY | Building a better working world

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