

How can today's actions create sustainable value for tomorrow?

EY Value Realized
2023 US progress report



The better the question. The better the answer. The better the world works.



Building a better
working world

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Message from Julie Boland

With emerging technologies and external forces shaping the market landscape at an unprecedented pace, operating with resilience and agility is now more important than ever. By keeping our purpose of building a better working world at the heart of our strategy, the EY organization continues to lead our clients through increasingly complex challenges around the globe, while also providing exceptional experiences for all our people.

We remain committed to addressing the evolving needs of our clients, people, industry and society, grounded in our relentless focus on integrity, quality and living our values. I, along with our EY US leadership, am proud of our ability to create long-term value for all our stakeholders and make a positive impact in the communities where we live and work.

Continuous innovation and value for our clients

Across all our service lines, we are creating value with 20,000 clients every single day. EY US revenues grew 12% from FY22, with total revenues at \$21.5 billion in FY23 as our multidisciplinary teams delivered more than 165,000 engagements. We continued to lead in foundational services across Tax and Assurance, with growth across Consulting and Strategy and Transactions. We also expanded our capabilities and investments in our alliances and technologies to better support our clients, with a critical focus on the market and capitalizing on opportunities that emerge amid changing dynamics.

We understand the enormous trust that is placed in us as independent auditors, and we embrace our responsibility to perform audits that promote confidence in financial reporting

and help make the US capital markets the most trusted in the world. We continue to focus on simplifying, improving and standardizing our audit approach, building centralized teams to provide audit support on various topics and embedding a mindset of continuous improvement within our culture. We are also investing in innovative technologies to continually enhance audit quality and build capabilities across our organization.

Over the past year, we brought together our artificial intelligence (AI) innovation and development efforts under one platform, **EY.ai**. This unified platform, combined with a global \$10 billion three-year investment that started in 2021, has fueled new AI capabilities and offerings that will help enable clients to efficiently access the benefits of AI at every stage of their journeys. Our goal is to increase transparency, trust and confidence in AI and use these new capabilities to serve the broader interests of society and contribute to a more inclusive, equitable future for all.

A better working world for our people

Our people deliver exceptional client service. We are proud to support them from the time they join the EY organization and throughout their career journey. It is an honor to be recognized in the Fortune 100 Best Companies to Work For® list for the 25th consecutive year and in Fair360's Top 50 Companies Hall of Fame. In line with our purpose, we are committed to fostering an inclusive work environment that supports learning, growth and balance for all our people.

“ I’m proud of the value our people and organization created — from the development of new professional upskilling opportunities, to volunteering with nonprofits and supporting clients on their transformation journeys.



A commitment to lifelong learning is a core pillar of our people strategy. We have invested more than \$385 million globally in learning and development opportunities, of which \$110 million is exclusively for our people in the US. These investments support mentoring programs, online learning, annual in-person events for important milestones and three EY-funded master's degree offerings. This year, I want to congratulate the 28 people in the US who achieved a master's degree from our degree offerings, including the inaugural class of Master of Sustainability graduates!

We also recognize the importance of wellbeing for our people and offer benefits to support emotional, physical, social and financial wellbeing, including our expanded Wellbeing Fund, which now covers everything from physical fitness to vacation getaways, and includes 25 no-cost counseling and mental health coaching sessions per year. As we move through FY24, we are learning from our employees how to create more sustainable hybrid work opportunities, where people connect in person for the moments that matter, while preserving the flexibility to work around life events.

Our EY US leadership sets clear expectations for the quality of work our professionals deliver each day, and we are committed to continuous improvement and fostering an environment in which all our people can thrive. To underscore this commitment, we recently appointed a Chief Ethics and Compliance Officer who reports directly to me and is focused on ensuring all our people understand the importance of doing the right thing in every circumstance.

An ambitious vision for our society and planet

Along with supporting our people and clients, we recognize the importance of reducing our environmental footprint and making a positive impact in the communities where we live and work. We are on track to achieve our 2025 climate ambition and continue to create long-term value for society through our corporate responsibility program, EY Ripples. This year, we impacted more than 10.5 million lives across the US through EY Ripples flagship programs, such as Earthwatch and the EY College MAP program, and through new partnerships with local nonprofits across the country.

For the third year in a row, we offset emissions associated with our office electricity through virtual power purchase agreements from two wind farms in Texas. The biggest part of our footprint, our business travel, saw an expected increase as we have been reconnecting with clients and colleagues in person more frequently. We have adapted our ways of working with enhanced guidance that provides clarity on why, when and how we travel to best support the current needs of our business, while also continuing to invest in new technology to make connecting remotely easier. We are also piloting collaboration with clients across industries to jointly decrease carbon emissions associated with our work. We are excited to be on a decarbonization journey with our clients and look forward to capturing more opportunities for innovation and impact.

An impactful year and a look ahead

With these pillars at the core of our strategy, I am excited to share our EY Value Realized: 2023 US progress report, which provides an in-depth review of our accomplishments over the last year as well as our vision for the future. I'm proud of the impact our organization and 57,000 people across the US have delivered – from the value we create through our work with clients, to the development of new learning and professional upskilling opportunities and volunteering with local nonprofits in our communities.

Looking ahead, we are transforming our business based on our learnings from key internal and external discussions, including accelerated opportunities for innovation and collaboration with clients and updated ways of working. I am also pleased to share that our partners and principals recently approved a modernized governance model that will drive accountability and trust in the way we govern and manage our US firm now and into the future.

I am optimistic about the path ahead and look forward to working with the new global CEO-elect, Janet Truncale, as she drives our global ambitions. Together, we will embark upon another year of creating long-term, sustainable value for all our stakeholders, continuing to grow and evolve our business with collaboration and connectivity at the center.



Julie Boland,
EY US Chair and Managing Partner
and Americas Managing Partner

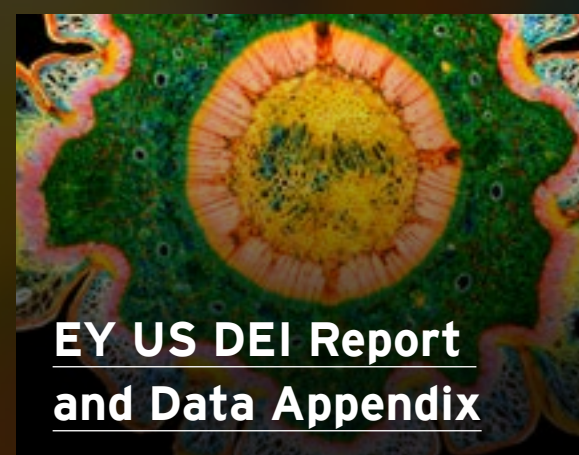
About this report

The EY Value Realized: 2023 US progress report provides an in-depth look at how Ernst & Young LLP (EY US, the US firm or we) supports the global EY organization's commitment and progress toward creating sustainable long-term value for our people, society and clients.

The EY global network comprises independent professional services practices conducted by separate legal entities throughout the world. These legal entities are members of Ernst & Young Global Limited, a UK company. Unless otherwise stated, the information and data presented in this report cover the 2023 fiscal year (July 1, 2022 to June 30, 2023) for EY US, the US-based member firm of the global EY organization.

This report includes references in the appendix to the United Nations (UN) Sustainable Development Goals (SDGs) as well as the World Economic Forum's International Business Council (WEF-IBC) Stakeholder Capitalism Metrics. The appendix also includes a suite of indicators that highlight EY US progress in creating long-term value for our stakeholders. To learn more about the EY global network progress toward aligning our strategy and operations with the UN Global Compact Ten Principles as part of our signatory commitments as a global organization and our global commitments and progress made toward the Net Zero Financial Services Providers Alliance (NZFSPA), please see the [EY Global Value Realized Report](#).

Related reports





OVERVIEW

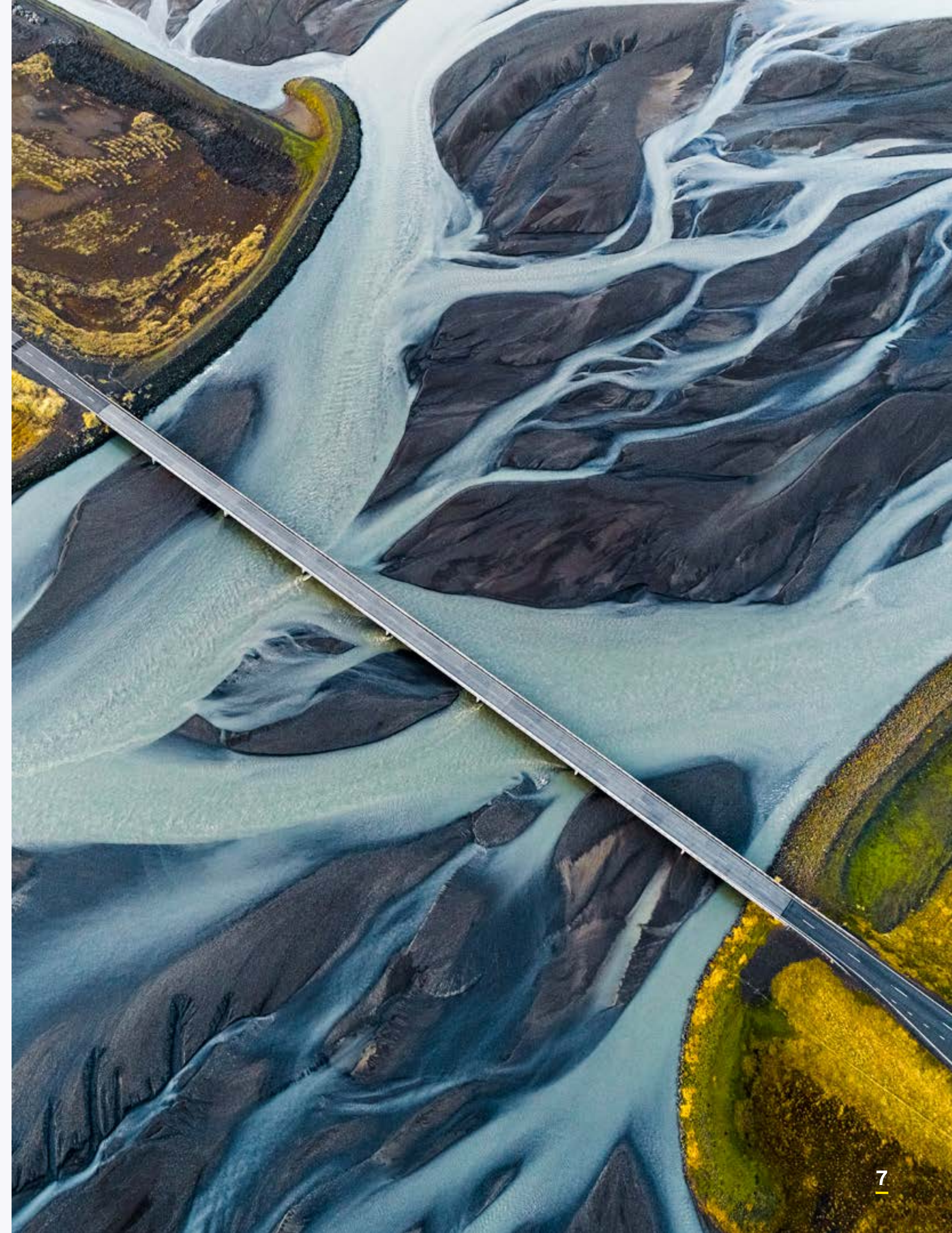
Our purpose and commitment to creating long-term value

At EY, we are committed to creating long-term, sustainable value for our stakeholders. Guided by our purpose of building a better working world, we use our global network of people, services, insights and resources to address the complex challenges of our clients across the private and public sectors. We also recognize our responsibility to all of our stakeholders, and we have set ambitious commitments to support our people, serve our communities and protect our planet.

Creating a sustainable future takes time and stakeholder collaboration. We continue to evaluate our priorities, the impacts of our activities and the effectiveness of our collaborations as we work toward a better working world for all. We invest in the wellbeing and development of our people, partner with nonprofits to support local communities, and reduce our environmental footprint.

Our four service lines, combined with deep sector knowledge, allow us to support our clients and enable value creation:

- ▶ **Assurance:** serving the public interest by building trust and confidence in business and the capital markets
- ▶ **Consulting:** driving business transformation through the power of people, technology and innovation
- ▶ **Strategy and Transactions:** helping clients reimagine their ecosystems, reshape their portfolios and reinvent themselves for a better future
- ▶ **Tax:** enabling business decisions through insights on tax, government policy and regulatory obligations



Our purpose

Building a better working world

Our values

People who demonstrate integrity, respect, teaming and inclusiveness

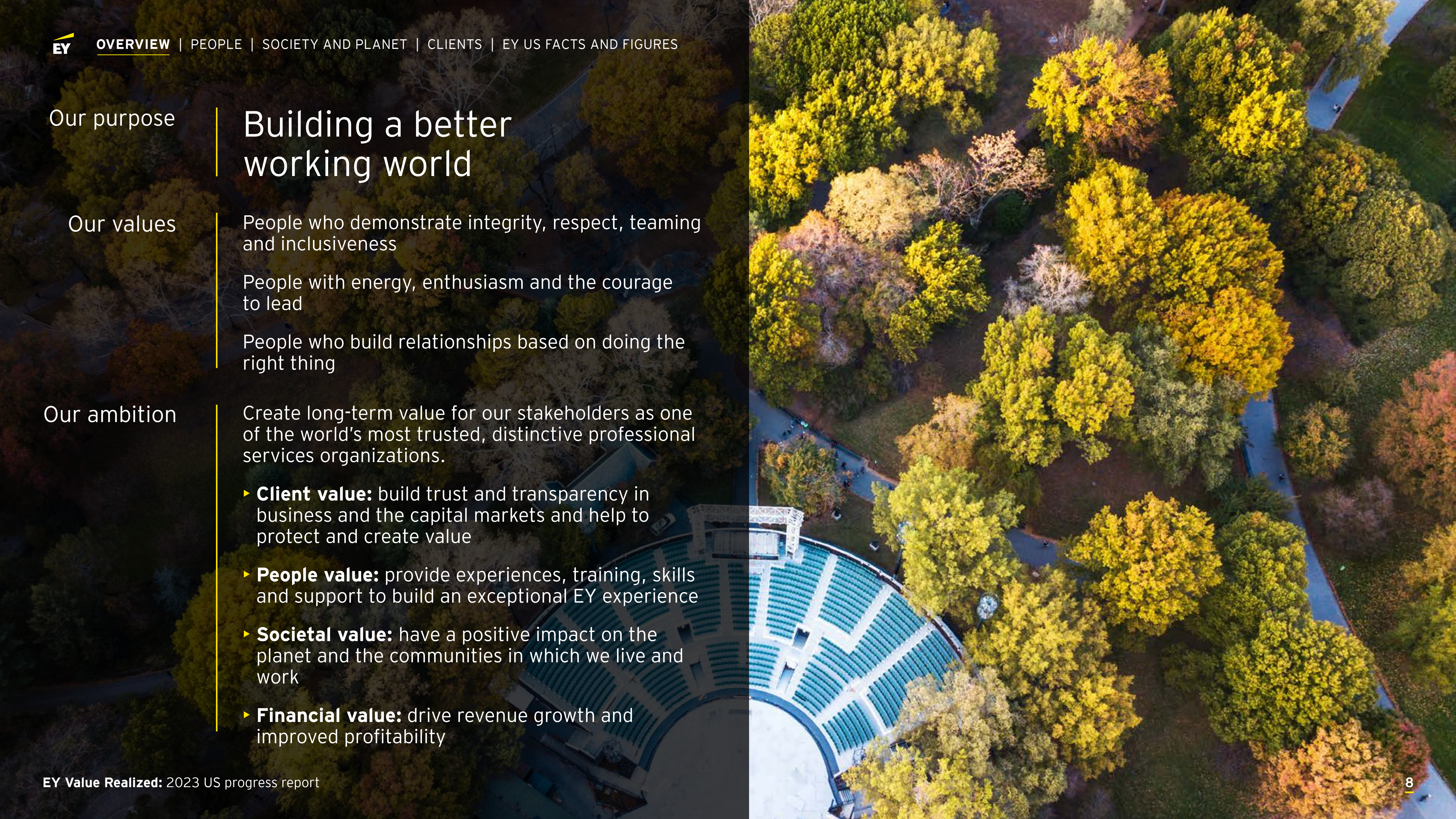
People with energy, enthusiasm and the courage to lead

People who build relationships based on doing the right thing

Our ambition

Create long-term value for our stakeholders as one of the world's most trusted, distinctive professional services organizations.

- ▶ **Client value:** build trust and transparency in business and the capital markets and help to protect and create value
- ▶ **People value:** provide experiences, training, skills and support to build an exceptional EY experience
- ▶ **Societal value:** have a positive impact on the planet and the communities in which we live and work
- ▶ **Financial value:** drive revenue growth and improved profitability



FY23 year in review

PEOPLE



25

Consecutive years on Fortune 100 Best Companies to Work For® list

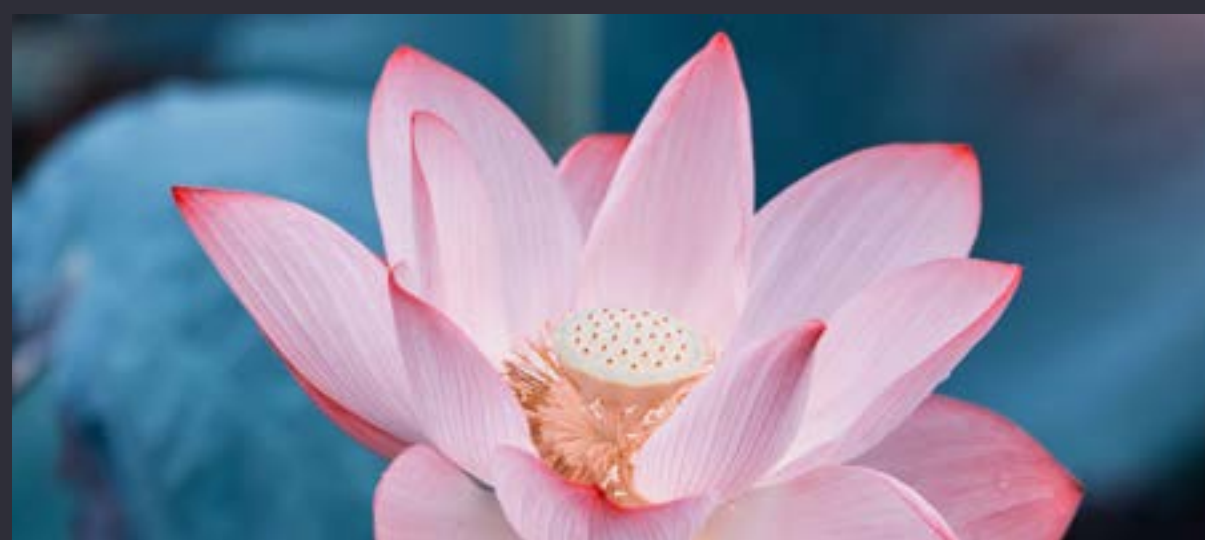
57k+ employees, partners and principals across the US

40+ benefit programs to support physical, emotional, financial and social wellbeing

328k+ job applications and 7.8k+ new hires

76% of our people indicated their EY experience was exceptional

FINANCIAL



\$21.5 BILLION

In total revenues

Approximately 12% growth from prior year (FY22)

SOCIETY



100%

Renewable energy for all EY offices

34k volunteers in EY Ripples initiatives for over 234k hours of investment

10.5 million lives positively impacted through EY Ripples programs

750+ members in the Eco-Innovators employee network

46 LEED-certified and 6 WELL-certified offices

CLIENT



No.1

Favorite brand among professional services firms*

20k clients served, and over 165k engagements delivered

Preferred auditor to take companies public since 2012, according to **Audit Analytics**

2 years in a row named sustainability leader by independent research firm Verdantix

*Based on Global Brand Survey

Operating with integrity

Operating with integrity provides the foundation of our culture and is a priority across the EY organization. EY US leadership sets the tone from the top and ensures we make the necessary commitments and investments to operate with integrity across the organization. Through a mix of formal training and informal on-the-job learning, EY people understand that quality and professional responsibility starts with them. Our shared values, which inspire EY people to do the right thing, and our commitment to quality are embedded in who we are and in everything we do.

Dedication to continuous improvement

The US firm is committed to adapting and evolving; operating with integrity remains a consistent focus as we evolve our structure and governance. We regularly assess and update our policies, communication, training, learning and development. During FY23, we established a new executive role, the US Chief Ethics and Compliance Officer (CECO). Reporting directly to the US Chair and Managing Partner, our CECO is

responsible for developing and maintaining our ethics and compliance programs in support of a culture of compliance and focus on integrity. Our CECO oversees our risk management processes and chairs the US Ethics Oversight Committee and the Americas Ethics Oversight Board (AEOB). The US Ethics Oversight Committee comprises the EY US members of the AEOB and one US Partner/Principal Council (PPC) representative. It was established at the direction of the US Management Committee to promote fairness, consistency and best practices within EY US regarding investigations and disciplinary actions under the EY Global Code of Conduct and other ethical standards applicable to EY US. To further our unwavering commitment to quality and integrity, we also hired a new director with deep regulatory and legal experience to support the CECO's efforts in enhancing our ethics and compliance programming. Senior leadership reinforces the importance of performing quality work, complying with professional standards, adhering to EY policies and leading by example.

Ongoing efforts also include more regular meetings with commissioners of the US Securities and Exchange Commission (SEC) and leadership of the Public Company Accounting Oversight Board (PCAOB); collaborating with the Ethics & Compliance Initiative (ECI) to conduct executive ethics training for the US Management Committee; creating the Ethics Center to consolidate ethics and compliance policies and thought leadership into one site to make them more easily accessible to our people; and engaging an international firm specializing in ethics to conduct research and provide guidance on strengthening our culture.

100% of EY employees are required to complete an annual declaration affirming they have read, understand and will act in accordance with the Global Code of Conduct.*

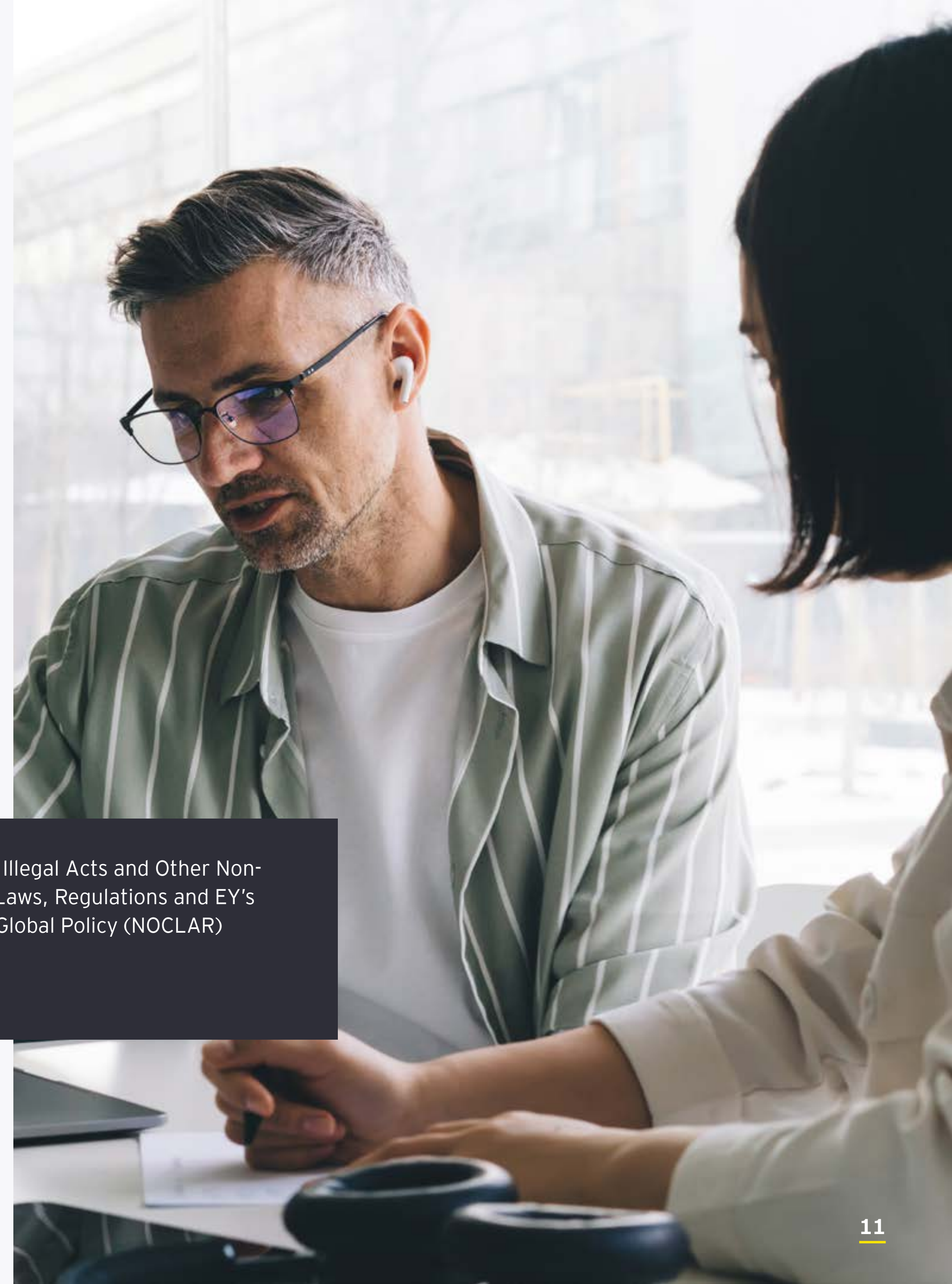
*Due to our ever-changing workforce, some EY people may not have completed trainings or the annual Code declaration prior to our reporting, as those requirements may not have been due yet, resulting in statistics that may show marginally under 100%.



Code of Conduct and addressing ethical concerns

Our **Global Code of Conduct** (the Code) sets the standard for how EY people are expected to behave and interact in the workplace, how relationships are built with colleagues and clients, how services are delivered, and how we at EY US preserve our strong reputation. The Code and additional ethics-related policies are essential to the way we operate and enable us to understand and maintain integrity, independence, accountability and transparency in everything we do. We expect all EY personnel to understand and abide by the Code and all ethics-related policies, including completing related learnings in a timely and appropriate manner.

100% of EY employees are required annually to complete trainings in several critical ethics and compliance areas, including – but not limited to – a Code of Conduct refresher and a financial crimes course.



Ethics-related policies*:

1. Anti-Bribery Global Policy
2. Competition and Anti-Trust Law Compliance Global Policy
3. Conflict of Interest Global Policy
4. Equal Employment Opportunity, Non-discrimination and Anti-harassment Policy
5. Hospitality and Gifts Global Policy
6. Insider Trading Global Policy
7. Reporting Fraud, Illegal Acts and Other Non-Compliance with Laws, Regulations and EY's Code of Conduct Global Policy (NOCLAR)

*The EY organization has numerous policies on a wide variety of topics, many of which have some relation to ethics. The above are a sample of the main policies.

As outlined in the Code and the NOCLAR policy, EY personnel have a responsibility to speak up when they observe behavior that does not comply with the Code. The [EY/Ethics Hotline](#) provides EY people, clients and other third parties a means to report confidentially or anonymously any activity or concern that may involve illegal or unethical behavior that is inconsistent with the Code. Reports can be made either online in one of nine languages or via the global telephone hotline, which provides interpreters in several languages. All reports received are given careful attention and addressed in a timely manner. If potential ethical breaches are identified, appropriate corrective actions are taken. Any EY person across the global organization who fails to live up to our high standard of ethics, integrity and honesty is subject to discipline, up to and including termination.

As a professional services organization, EY US considers not only whether we can perform an engagement but whether we should perform that engagement through a rigorous client and engagement acceptance process, including independence analysis. We seek to understand how EY services, and the clients receiving them, align with our goals around supporting the public interest, human rights and the planet. At EY US, no client is more important than the firm's professional reputation and the reputation of each of our professionals.

Protecting your data

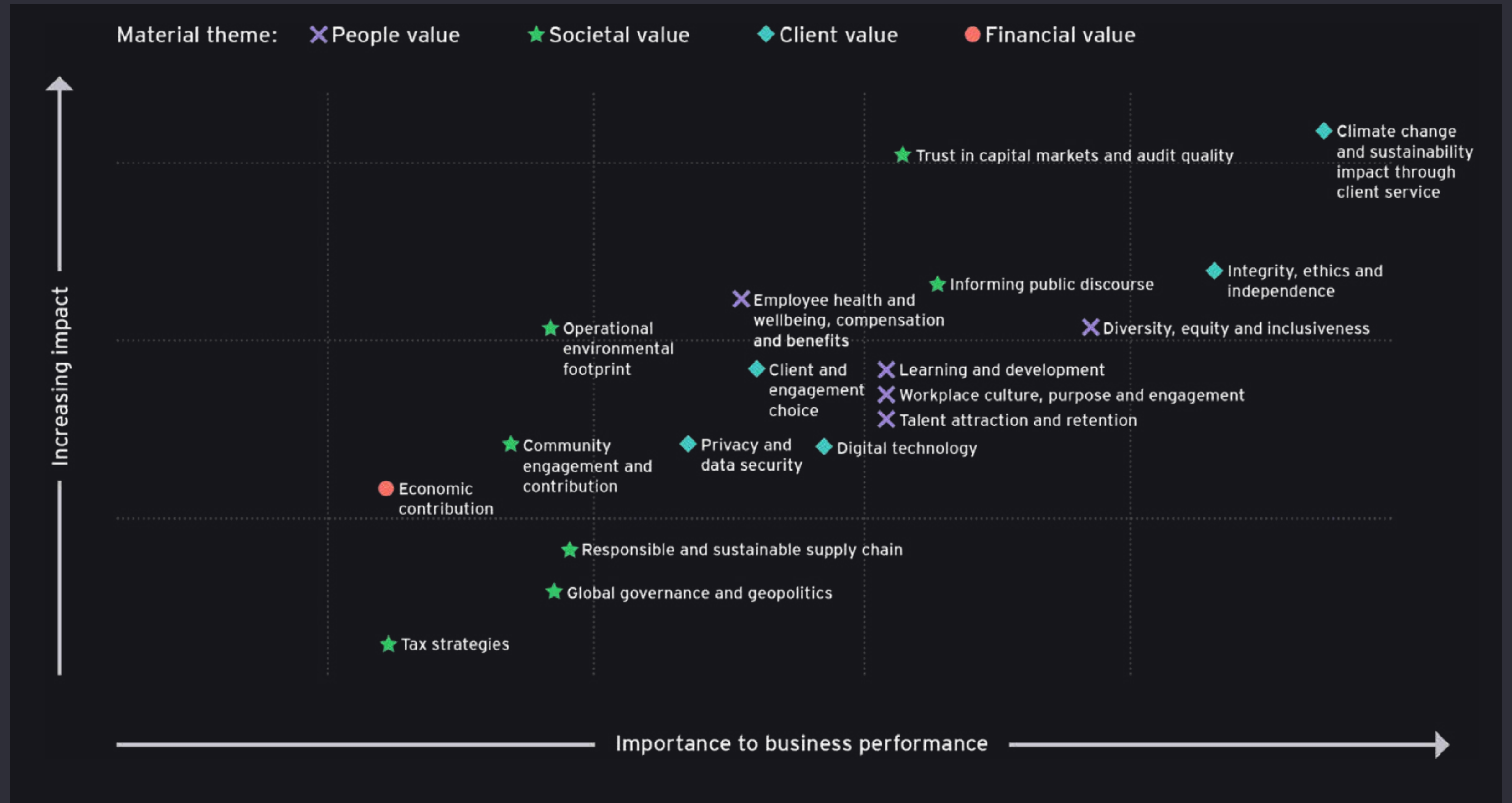
We believe that a strong business reputation depends on a robust data protection and information security program. The EY Global Data Protection network and Global Information Security organization follow the principles set forth by the EU General Data Protection Regulation (GDPR) to protect information assets, personal data and client information. See the global EY organization's brochure on the [approach to data protection and information security](#).



Stakeholder expectations

Understanding the needs and expectations of our stakeholders is essential for our organization to create and deliver long-term value. The global EY organization conducts periodic materiality assessments to identify and prioritize the sustainability topics that matter most to our stakeholders and areas where we have the greatest opportunity to have a positive impact for our stakeholders. The most recent global assessment in FY22 identified 18 material topics, presented in the matrix, that guide our strategic priorities and reporting and influence our governance models and enterprise risk processes.

For more information on the results of the EY global materiality assessment and more details on each topic, please refer to the [EY Global Value Realized Report](#).



Engaging our key stakeholders

We also engage routinely with internal and external stakeholders to gather insights that inform our strategy, ambition and sustainability practices.



EY leaders

We solicit formal and informal input on strategic priorities from EY leaders through regular leadership surveys and forums for specific topics and activities, and various committees and councils, including:

- ▶ US Management Committee
- ▶ Partner Advisory Forum
- ▶ US Partner/Principal Council



EY professionals

We provide formal and informal channels to engage with our people to understand what is important to them. These include:

- ▶ Regularly scheduled all-hands calls
- ▶ The triannual EY People Pulse survey
- ▶ The Americas People Advisory Forum
- ▶ Employee resource groups
- ▶ Recruiting and alumni teams that connect with prospective candidates and former employees



Clients

We regularly connect with clients through:

- ▶ Direct feedback requests
- ▶ Engagement and proposal work
- ▶ Industry-specific discussions
- ▶ Formal survey and interview mechanisms



Communities

Our Corporate Responsibility teams fosters communication with local communities through:

- ▶ Engagement with various community and nonprofit organizations
- ▶ Employee volunteer efforts through EY Ripples programs



Suppliers

We maintain a supply chain services database where we can:

- ▶ Communicate with suppliers
- ▶ Collaborate on carbon reduction strategies
- ▶ Engage with and support diverse suppliers



Federal and local governments

We engage in the local and federal governance processes through:

- ▶ Contributions to emerging regulations and standards
- ▶ Participation in industry and sector collaboration
- ▶ Development of thought leadership to inform public debate
- ▶ Engagement with policymakers, regulators and other government stakeholders to share our insights and advance public discussion



Industry associations and standard setters

We actively participate in many of the leading sustainability organizations and standard setters such as:

- ▶ American Institute of Certified Public Accountants (AICPA)
- ▶ World Business Council for Sustainable Development (WBCSD)
- ▶ Sustainable Markets Initiative (SMI)
- ▶ International Sustainability Standards Board (ISSB)
- ▶ Global Reporting Initiative (GRI)
- ▶ Sustainability Accounting Standards Board (SASB)

Sustainability governance structure

The **Americas Operating Executive (AOE)**, the senior management body in the Americas Area, focuses on strategy, execution and operations. AOE members represent all of the organization's service lines, regions, functions and subcommittees. The AOE members based in the United States comprise the **US Management Committee (USMC)**. The USMC along with the US Governing Board (which will be elected by our US partners and principals and is expected to be seated for the first time in July 2024) are the management and governance bodies that make decisions specific to the US firm.

We have two committees to assist the AOE and USMC in decision-making related to EY Americas' sustainability priorities and build alignment across the organization. These committees strengthen our capacity to integrate sustainability priorities across our business and increase our ambition to drive long-term value for our stakeholders:

- ▶ **Americas Corporate Sustainability Steering Committee:** Chaired by **Monica Dimitracopoulos**, EY Americas Sustainability Leader, and sponsored by **Sam Johnson**, EY Americas Vice Chair of Accounts, this committee comprises service line, region and function leaders who are responsible for the implementation of components of our internal sustainability strategy. The committee meets quarterly.
- ▶ **Americas Sustainability Markets Operating Committee:** Co-chaired by Monica Dimitracopoulos and **Velislava Ivanova**, EY Americas Chief Sustainability Officer and EY Americas Climate Change and Sustainability Services Leader, this committee meets twice a month with the goal of driving cross-service line collaboration on sustainability solutions for clients. It comprises leaders from each service line, region and sector.

EY Americas' sustainability efforts are guided and supported by the organization's global sustainability teams led by EY Global Vice Chair of Sustainability **Amy Brachio**. Read more about our global governance in the **[EY Global Value Realized Report](#)**.



PEOPLE

EY US is committed to providing experiences, training, skills and support to build an exceptional EY experience.

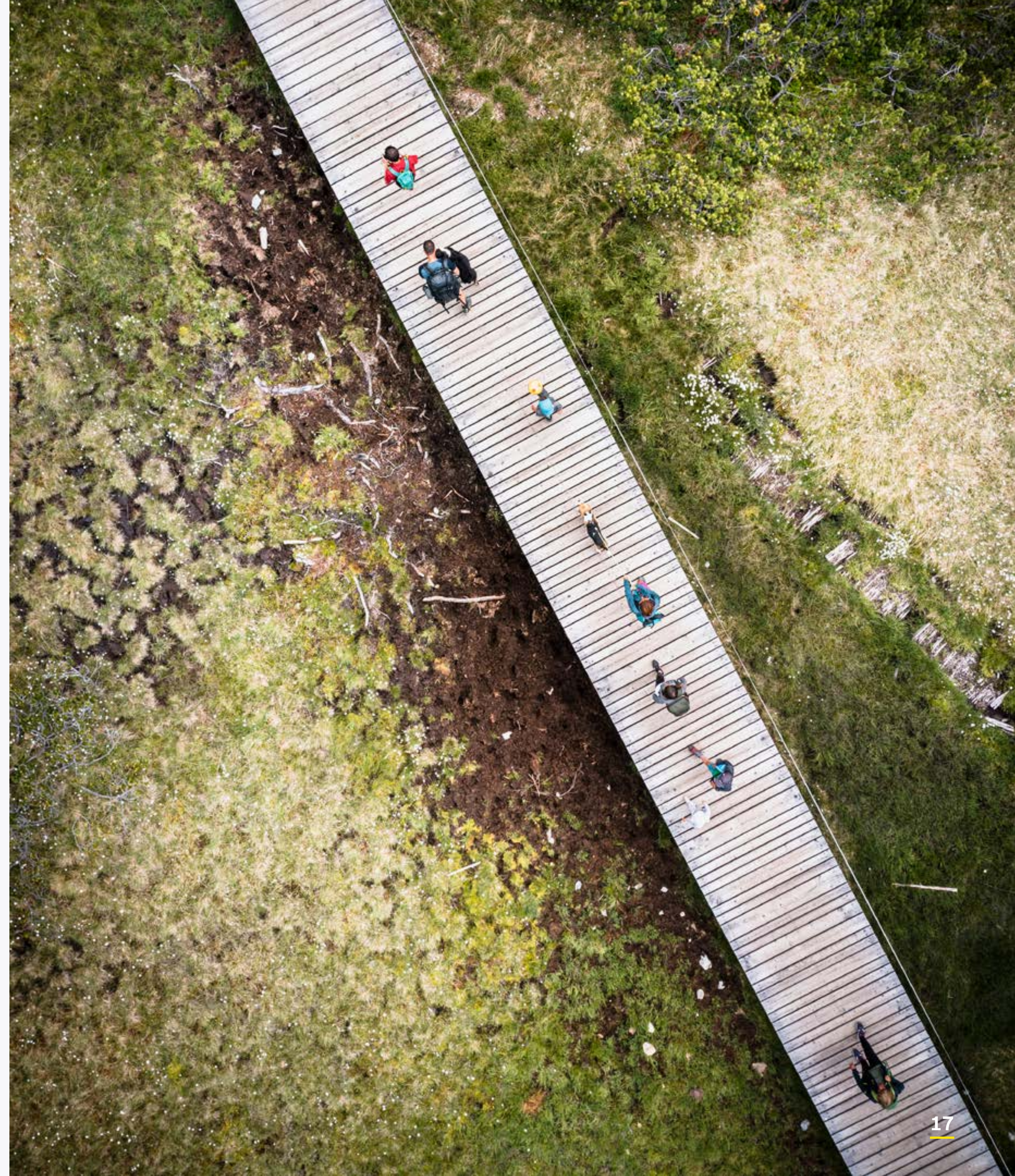


Our people are paramount to how we build a better working world. To continue creating long-term value for our stakeholders, we first must take care of our people. Year after year, day after day, we are committed to creating exceptional experiences for them.

Our people strategy focuses on attracting and engaging talent, supporting our people's holistic wellbeing, and cultivating a culture of care where all our people can belong and thrive. Our Talent team hires and onboards our people, provides them with opportunities to learn and grow, and develops resources that support them personally and professionally. EY Americas Vice Chair of Talent **Ginnie Carlier** leads these efforts.

Over the past year, we've earned the following **accolades**, which are a testament to our commitment to supporting our people:

- ▶ Fortune 100 Best Companies to Work For®: 25 consecutive years
- ▶ PEOPLE's 100 Companies That Care
- ▶ Fair360's Top 50 Companies Hall of Fame
- ▶ Disability Equality Index's Best Places to Work for Disability Inclusion for ninth consecutive year
- ▶ Seramount's 100 Best Companies, Best Companies for Multicultural Women, and Top Companies for Executive Women
- ▶ Great Place to Work® *Fortune* Best Workplaces in Consulting & Professional Services™ for the seventh year in a row
- ▶ LinkedIn Top Companies in the US for the fifth year in a row
- ▶ Human Rights Campaign Foundation's Corporate Equality Index: 100% score every year since 2005
- ▶ Business Group on Health's Best Employers: Excellence in Health, Well-being and Mental Health
- ▶ Military Times' Best for Vets: Employers for the fourth consecutive year



Attracting and engaging talent

The better working world we envision starts with the more than 54,000 employees and 3,000 partners and principals across EY US who are helping to build it every day. We value the experience and expertise that a diverse and inclusive workforce brings to our organization, clients and communities. We are committed to providing exceptional career development experiences for our people, which in turn helps us recruit and retain top talent.

Building diverse teams that represent the best thinkers, collaborators and innovators is a priority for EY US. Our holistic approach to recruiting includes a multifaceted sourcing strategy to build strong talent pipelines from college and university campuses up to the partner level. In FY23, EY US had over 328,000 job applications and over 7,800 new hires.

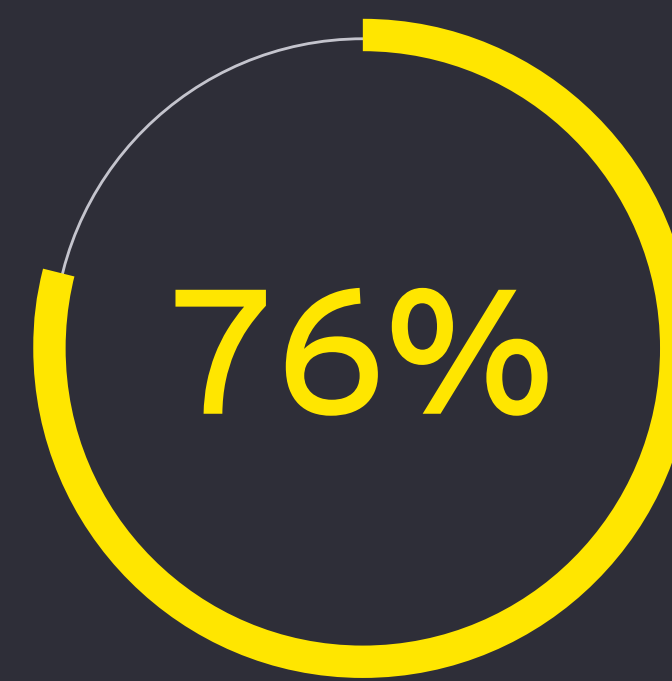
We begin engaging with talent early in their professional journeys. Programs like **Expedition EY** were created to help college students develop job skills and prepare them for the workforce. The program provides education, mentorship and networking opportunities well before graduation. Participants are also eligible for scholarship prizes. The **Launch Internship Program** is our exploratory internship experience for college sophomores or juniors and is designed to increase participants' understanding of professional services careers by providing exposure to our

business and culture and opportunities to begin developing their networks within EY US.

Maintaining a dialogue with our people across all levels of leadership helps inform the experiences, resources and support we offer. The EY People Pulse survey is conducted three times a year, enabling our people to share their work experience and voice their opinions on what matters most to them. This feedback helps us refresh programs on a regular basis to address our peoples' expectations of our environment and culture. In the July 2023 survey, over 76% of our people indicated their EY experience was exceptional. Our continuous People Listening and Experience program helps us know where to invest further to drive long-term value for our people.

This year, our Government and Public Sector (GPS) practice and the EY recruiting team hosted their inaugural GPS Historically Black Colleges and Universities (HBCU) Innovation Challenge, where students from Norfolk State University and Hampton University acted as consultants to solve a real-life government issue. Each team was assigned a GPS senior manager as a mentor to help create a solution to a public health concern.

The People Advisory Forums (Forums) serve as the voice for our people in issues related to workforce engagement and people strategy. The Forums include representatives across ranks and service lines, who meet regularly with local and service line leaders. They provide constructive and meaningful feedback to make a positive difference on issues of importance to EY teams, achieve the vision and mission of our service lines, and drive changes to enhance the office experience. We strive to create a work culture where people feel seen, heard and valued – a culture where all our people can fully participate. We will continue to identify opportunities that empower our people to feel represented and contribute to building our culture.



indicated their EY experience is exceptional

Source: July 2023 People Pulse survey





INVESTED
\$385
MILLION

Providing learning and development opportunities

Our ability to innovate and improve the quality of services we provide to clients is intimately connected to the growth of our people. We are committed to creating an environment that promotes continuous learning and career development because we know that these experiences create a workforce of action-oriented and agile individuals. At each stage in our people's tenure, we provide apprenticeship, formal learning and personalized skill-building opportunities. In FY23, we invested \$385 million globally in learning, of which \$110 million is exclusively for our people in the US.

Through our apprenticeship model, we provide on-the-job learning and resources to empower our people to develop the skills they need to support clients today and the skills they will need to succeed in the future. Our people are encouraged to have regular conversations with one another, leverage their past experiences and use internal tools to help them be their best. Additionally, our people are encouraged to connect with peers through our Professional Networks, what we call our employee resource groups, and build and continue relationships beyond their time at EY through our **alumni connections**.

We also provide a robust formal learning program comprising EY Badges, our global advanced-degree program with Hult International Business School, service line technical learning, online courses, and in-person and hybrid learning. EY US client-facing professionals are required to complete 40 hours of continuing professional education (CPE) each year, and our learning platform and events offer a wide range of CPE-eligible learnings. For instance, IGNITE:Learning is a multiday virtual and in-person learning and development event available to all EY Americas people. It covers topics from foundational communication skills to new technologies, bringing in internal and external experts and providing opportunities to learn new skills and brush up on existing skills. Our FutureHack hackathon invites EY people from across the Americas to participate in an experiential and collaborative journey of brainstorming, prototyping and, ultimately, developing solutions to solve real-world challenges faced by businesses across industries, such as this year's topic of generative AI (GenAI).



Pathway to Purpose

The EY US award-winning Pathway to Purpose experience is available to all people and provides the tools and activities to help them better understand what most fulfills them. This allows them to find meaning in, and connection to, their everyday work. Pathway to Purpose helps shift perspectives so that participants can feel more engaged and inspired both at work and in their personal lives.

EY Badges program

The EY Badges program combines learning with practical application, enhancing participants' ability to deliver services to clients and coach colleagues. This year, the global EY organization offered 227 Badges on topics such as AI and sustainability across three main pillars: technology, business and leadership.

MBA and advanced-degree programs

All EY people have the opportunity to enroll in our global advanced-degree programs with Hult International Business School. In FY23, in the US, our people earned Tech MBAs, EY Masters in Sustainability and EY Masters in Data Analytics.

SuccessFactors

SuccessFactors is the integrated global talent platform where EY manages learning and provides other core HR services to our people. All EY learning opportunities can be accessed through this platform, which, in addition to EY Badges and advanced degrees, offers users over 20,000 career-related virtual courses in 26 fields of study. For instance, EY Master Class is a curated catalog of award-winning learning with courses presented virtually and from a live instructor.





We are committed to providing learning aimed at developing and building inclusivity skills, as well as other continuous professional education resources. For instance, our *Inclusive Leadership for All* learning, rolled out in 2021, is a voluntary web-based, mobile-enabled virtual learning program available to all EY people, focused on the foundational behaviors of inclusive leadership. Our people can supplement that course with the more in-depth Inclusion and Belonging Badge.

Our library of learnings is constantly refreshed to stay relevant and applicable for our people. To find out more about our learning and development opportunities, please [see our personalized career development insights](#).

84%

of our US people favorably report that our firm provides them with learning opportunities that build the skills they need to be successful.

Source: March 2023 People Pulse survey



Supporting health and wellbeing

Our priority is the wellbeing of our people. We regularly evaluate our benefits, programs and resources to ensure they are meeting our people's needs and fostering a culture of care. Led by our EY Americas Chief Wellbeing Officer, **Frank Giampietro**, we provide a suite of over 40 benefits that support physical, emotional, financial and social wellbeing. To learn more about our benefits and wellbeing programs, visit **Better You**.

As part of the US firm's commitment to wellbeing, we encourage predictable flexibility and working in a hybrid environment so our people can connect and collaborate more easily. We also provide flexible time off and annual weeklong winter and summer breaks for the entire US firm. In FY24, we will be enriching our hybrid way of working, providing new tools and resources for our people and teams to come together for moments that matter, while also continuing to have flexibility in where and how they work.

Supporting wellbeing in the office

Wellbeing is one of our core pillars when designing our offices. Our Atlanta, Houston and Tysons offices all achieved WELL Certification at the Gold level in March 2023. These offices join our already certified Los Angeles, Hoboken and One Manhattan West offices. The WELL Building Standard® is a performance-based system that recognizes buildings that are designed with a focus on air, water, nourishment, community, thermal comfort, lighting, movement, sound, mind, materials and innovation.

Wellbeing as a team sport with EY Fit to Perform

We recognize that wellbeing is a team effort. That is why we launched the EY Fit to Perform experience: a four-week, virtual, team-based program that guides participants through one of four distinct tracks – purpose, focus, resiliency or growth. Participants follow a series of activities to help form positive daily habits, set goals and hold each other accountable through friendly competition.

40+

benefit programs provide our people with physical, emotional, financial and social wellbeing support.



Physical wellbeing

Resources to help our people to reach and maintain physical health:

- ▶ Health, vision and dental insurance and care for all eligible employees (>95% of our workforce)
- ▶ A reimbursement of up to \$1,000 per calendar year for wellness-related purchases (e.g., vacation lodging and travel, fitness club memberships, sporting and athletic equipment, mattresses, meal delivery services, gaming consoles)
- ▶ Support for families, including adoption, surrogacy and fertility assistance; 16 weeks of fully paid parental leave for all new parents whether welcoming a child through birth, surrogacy, adoption or legal guardianship; monetary support for dependent care and more

Financial wellbeing

Financial support to help our people plan for the future:

- ▶ Retirement options including 401(k) matching plans and a pension fund for all qualified employees
- ▶ Free access to a financial advisor
- ▶ Legal assistance to support financial wellbeing

Emotional wellbeing

Emotional support and daily life resources to help our people manage their personal lives and build resiliency:

- ▶ Through our employee assistance program EY Assist, up to 25 no-cost counseling and mental health coaching sessions per year for our people and each family member in their household
- ▶ Programming that encourages mindful collaboration and leadership across our organization, including access to daily mindfulness drop-in sessions
- ▶ EY Assist specialists to help our people tackle their daily life responsibilities

Social wellbeing

Social impact programs to help our people connect with communities and each other:

- ▶ Opportunities for skills-based volunteerism through our EY Ripples corporate responsibility program
- ▶ Our Professional Networks, an avenue for members to connect with each other, EY leadership and the communities in which we live
- ▶ Our EY Way of Working Fund, which provides up to \$800 of reimbursement to cover commuting costs, dependent care costs and pet care costs to help remove barriers to work together in person





Strengthening our inclusive culture

Building a more diverse, equitable and inclusive workplace is ultimately the responsibility of all of our people and is core to our purpose, values, and how we work and live.

Diverse perspectives, combined with an inclusive culture and equitable opportunities, drive better decision-making, stimulate innovation, increase organizational agility and strengthen resilience to disruption. At EY US, we support our organization's commitment to an inclusive culture that embeds equitable talent and business practices across firms through the help of our DEI Center of Excellence, led by **Leslie Patterson**, the EY Americas and US Diversity, Equity and Inclusiveness Leader.

Our business strategy and working culture are reinforced by a foundation of leadership accountability and explicit in our three diversity, equity and inclusiveness priorities, which align our focus and drive our strategic execution and investments.

Below are some highlights of our efforts. Read more about our priorities and DEI initiatives in our [US DEI report](#).

1

Continue to build a workforce that reflects diversity across a broad range of differences at all levels.

2

Cultivate an inclusive culture where all differences are valued, practices are equitable, and everyone experiences a sense of belonging.

3

Foster an environment where our people are inspired and equipped to team and lead inclusively in their interactions every day.

Diversity is about differences

At EY US, 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 and technical skills. These include social identities defined in ethnic, racial, color and cultural terms.

There are also differences according to service line, sector and function.

We believe valuing our collective differences gives us an advantage through leading and teaming inclusively, which allows us to achieve better business results.

Encouraging self-ID

We launched a campaign to strengthen understanding and encourage our people to voluntarily self-identify across a range of dimensions, including race, ethnicity, disability, veteran status, military spouse, gender, gender identity and sexual orientation. Offering our people the opportunity to provide more information about who they are is foundational to understanding their experiences and enables us to take actions to strengthen inclusiveness and drive greater equity in career development. This initiative more than doubled completion of responses of newer questions that are now making our data more robust for Talent analysis purposes.

Standing against hate in our communities

EY US has publicly reaffirmed our commitment to stand against all forms of antisemitism, racism, hate and violence, and continues to support understanding, respect and unity across our communities. We allocated \$1 million in FY23 to be directed to causes that offer support, resources and allyship in the fight against violence and hate and their tragic consequences.

Committing to pay equity

EY US conducts a rigorous annual compensation planning process that provides salary increases and informs internal market adjustments based on role, market analysis, performance, internal pay equity and affordability. Equity in compensation is a business imperative, and we promote fair practices for all our people.

Expanding benefits

We regularly evolve and expand our benefits to meet the needs of our people. To help our people gain access to and maintain their current health care options, we expanded our coverage for out-of-area travel and lodging when a medical procedure covered by our medical plans – including, but not limited to, reproductive health services, transplants and gender affirmation surgeries – isn't available within 50 miles of an employee's home.

Reverse mentoring

Our unique reverse mentorship program pairs client-serving seniors with principals, partners and managing directors (PPMDs). Seniors lead the conversations with PPMDs on technology, innovation, best leadership practices and career growth. The program creates an informal flow of communication between the two groups while helping seniors create new leadership connections, enhance career growth opportunities and increase confidence to lead conversations; this helps our PPMDs gain valuable insight into the senior role, increase engagement with teams and enhance knowledge of new technologies.



SOCIETY AND PLANET



EY US is committed to having a positive impact on the planet and the communities in which we live and work.

With offices across the United States, we have a significant opportunity to have a positive impact in the communities where we live and work and to improve our environmental footprint. By reducing our carbon emissions, engaging our people on innovative environmental solutions, partnering with suppliers and investing in our local communities, we can drive positive change and operate in a way that creates long-term value for our society and planet.

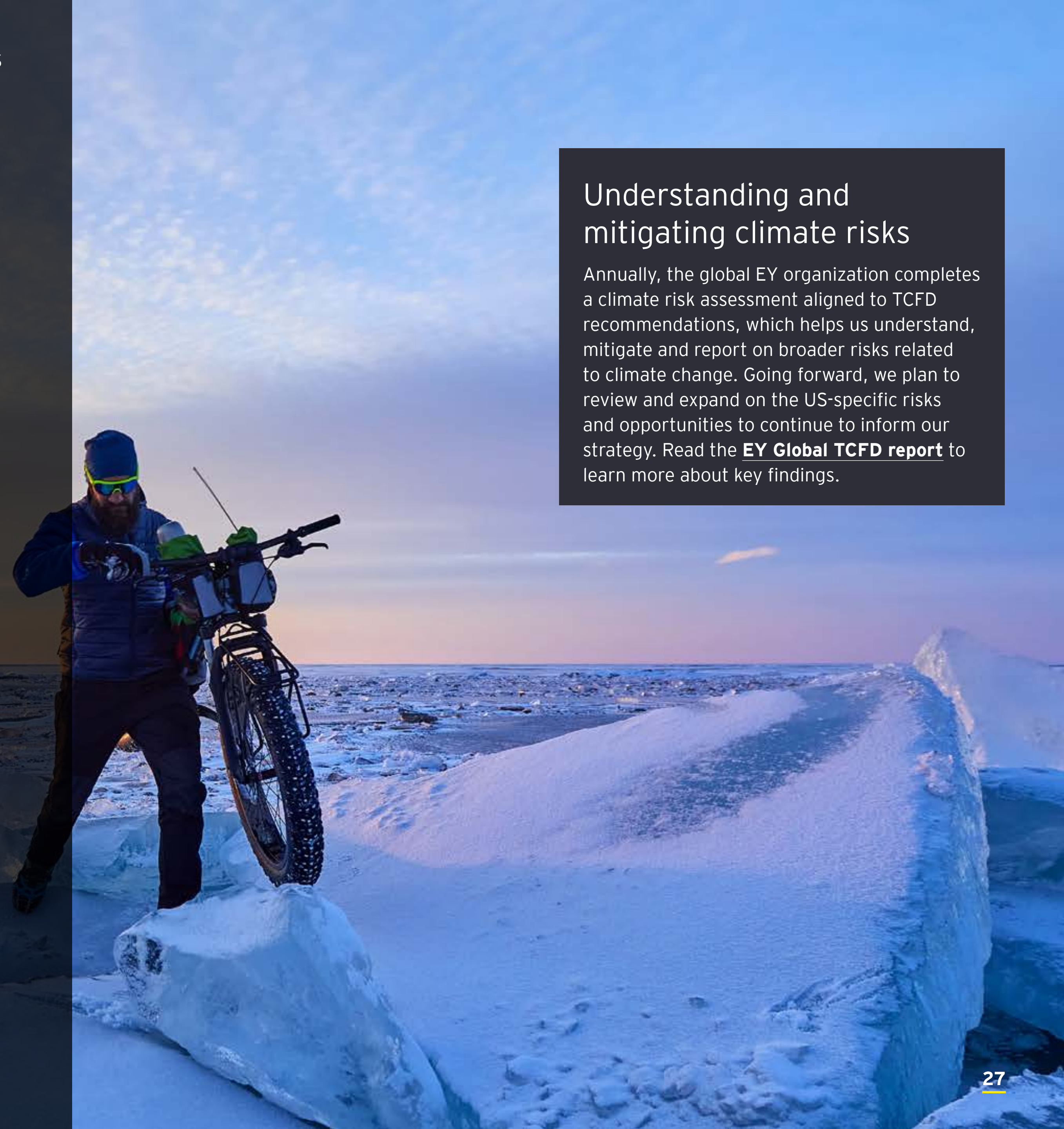
Reducing our carbon footprint

At EY US, we work together across organizational boundaries to reduce our carbon footprint, accelerate our path to net zero and mitigate the impacts of the climate crisis. Our environmental actions are underpinned and guided by the **EY global environmental statement**, which outlines our commitments, governance, key areas of operational focus and global carbon ambition.

At the beginning of 2021, the global EY organization committed to reaching net zero by eliminating avoidable greenhouse gas (GHG) emissions and reducing the rest through carbon offsets. To further this ambition, we set a science-based target (SBT) to reduce our absolute Scope 1, 2 and 3 emissions by 40% by 2025 compared to an FY19 baseline across the global EY organization. At the end of 2021, following the actions set forth by our seven-point plan, our global organization became carbon negative. We continue to aim toward becoming net zero and achieving our 2025 SBTi-validated goal of reducing our GHG emissions in line with a 1.5°C pathway target. Read more about our global progress in our **EY Global Value Realized Report**.

Understanding and mitigating climate risks

Annually, the global EY organization completes a climate risk assessment aligned to TCFD recommendations, which helps us understand, mitigate and report on broader risks related to climate change. Going forward, we plan to review and expand on the US-specific risks and opportunities to continue to inform our strategy. Read the **EY Global TCFD report** to learn more about key findings.



To support our global ambition, in the US, we have focused our efforts on reducing our business travel emissions and advancing office-level improvements. Teams across the organization, including our Corporate Sustainability, Real Estate and Workplace Services teams, have helped pilot and scale new approaches and engage our people in the change. We also work with clients and suppliers to reduce our carbon footprint across the value chain. See our US progress across each action below:

Reduce our business travel emissions, with a target to achieve a 35% reduction by 2025 against our FY19 baseline.

Business travel is a necessary element of client service since it enables us to build relationships with our clients and teams. Yet, we recognize that it is also a significant contributor to our carbon footprint. In FY23, our GHG emissions related to travel were 151,000 mtCO₂e, a decrease of 43% from our baseline of FY19. We continue to take a variety of actions to stay on track to support the global EY target of a 35% reduction in travel by 2025 from FY19.

As we continue to reconnect coming out of the global pandemic, we have developed guidance that provides clarity on how, when and why we travel for client engagement delivery, business development and internal activities. We have updated our US travel policy to encourage less emissions-intensive travel decisions, for instance, encouraging our people to choose rail over air travel where possible. We also provide traveler dashboards, which show individual flights and associated emissions, so individuals can monitor their impact on our overall footprint. And in spring FY23, we launched the Americas Net Zero Challenge, inviting our people to share their innovative ideas to reduce our emissions and help us reach our goals. Read more about the challenge in [Engaging our people on sustainability](#).

Decrease our overall office electricity usage and procure 100% renewable energy for our remaining needs, earning RE100 membership by FY25. Structure electricity supply contracts through virtual power purchase agreements (VPPAs) to introduce more renewable electricity than we consume into national grids.

Our Scope 1 and 2 emissions derive from the energy usage across EY US offices. To decrease our emissions, the Real Estate Services (RES) team focuses on programs that reduce our overall office electricity consumption, improve heating and cooling efficiency, and create renewable energy. For instance, when selecting new leases, RES looks for opportunities to lease in LEED-certified buildings. LEED-certified buildings are more energy efficient, have lower GHG emissions and provide healthier built environments for people. Currently, 46 EY US offices are located within LEED-certified buildings (over 75% of our leased square footage).

For the remaining electricity, we retire renewable energy credits (RECs) equivalent to 100% of our estimated consumption, generated by two wind farms in Texas, with which we have renewable energy VPPAs. Our portion of the wind farm projects added 383,900+ MWh of renewable energy to the grid in Texas during FY23, more than double our entire electricity footprint. This amount of renewable energy is enough to power 52,900+ homes' electricity use for one year. These VPPAs support our global commitment to RE100, a global corporate renewable energy initiative bringing together hundreds of large and ambitious businesses committed to achieving 100% renewable electricity over time.

Use nature-based solutions and carbon-reduction technologies to remove or offset more carbon from the atmosphere than we emit every year.

To offset the emissions we have not yet eliminated, the global EY organization continues to invest in a carbon offset portfolio with leading project developers and global climate solutions providers. All projects meet our criteria for quality offsets and have demonstrated that they are independently verified; are additional, permanent and not used for other purposes; will not result in leakage; and have a positive impact on the community. Projects include forest protection, renewable energy, clean cookstoves, peatland protection, regenerative agriculture, blue carbon, biochar and construction material. Read more about our projects in the [EY Global TCFD report](#).

Require 75% of our suppliers, by spend, to set SBTs by no later than FY25.

Our carbon ambition expands beyond our operations to include the carbon footprints of our suppliers. We are proud to support our suppliers on their sustainability journeys. As of FY23, 58% of suppliers in the US, by spend, have committed to SBTs. Read more about our work with our suppliers in the [Working with our suppliers](#) section.

Provide all client project teams with tools that enable them to calculate, then work to reduce, the amount of carbon emitted during client engagements.

To achieve our carbon ambition, it is critical that we have equipped our project teams with the tools and knowledge to work with clients to reduce our joint carbon impacts. We provide our people with a carbon estimator tool that calculates the travel emissions for client projects or internal teams. The results of the calculator are used in discussions with clients to agree the right amount of travel needed to deliver excellent service while supporting each other's environmental ambitions. Additionally, we have equipped leaders with the ability to monitor emissions associated with travel against annual limits using the Business Travel GHG Emissions dashboard and make decisions related to travel accordingly. These two tools can inform future business travel decisions to be more sustainable by providing our people with deeper insights into the impacts that come with each travel option.

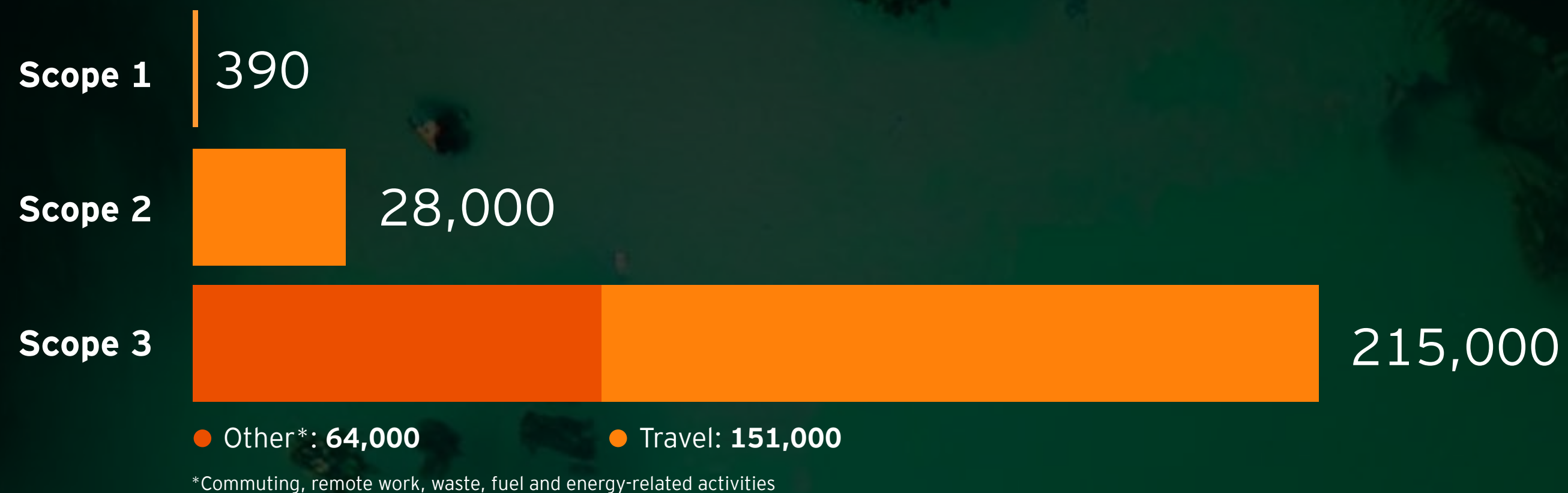
We also recognize that we need to and can work with clients from before a project begins to minimize the carbon footprint of our work. Leveraging insights from our carbon tools, in FY23, we launched an initiative to engage our largest clients in an effort to jointly reduce carbon emissions related to business travel and expect to scale this over time. We remain committed to finding new ways to engage our clients in these conversations and implement the necessary changes to deliver our services under a low-carbon model.

Invest in EY services and solutions that help clients profitably decarbonize their businesses and provide solutions to other sustainability challenges and opportunities.

We continue to invest in upskilling our people and developing services and solutions to support our clients on their decarbonization journeys. Our innovative solutions and technologies address the top sustainability issues for organizations and their sectors. This includes collaboration with alliance partners to develop technology, products and services to help our clients. Read more about our activities supporting clients in the [Clients section](#).

Our net zero target is ambitious, and we know we cannot achieve it without the collaboration of our clients, suppliers and the support of our people. We have developed an integrated approach on climate change action to validate that we have the right governance to change the way we work, to engage clients and suppliers, and to improve our data and reporting.

EY US carbon footprint for FY23 in metric tons of carbon dioxide equivalent (mtCO₂e)



Engaging our people on sustainability

When looking for ways to reduce our environmental footprint, the collective actions of our people are just as important as our policies and investments. We have developed a strategy to positively influence the behaviors of our people so that sustainability becomes part of our culture. Our engagement strategy is focused on four pillars:

Crowdsourcing innovation and new ideas

We have created opportunities for EY people to get involved in making sustainability changes in their own lives, for EY and for our planet through the **Americas Eco-Challenge**, **Americas Net Zero Challenge** and the **Global Open Science Data Challenge**.

Learning and development opportunities

We provide learning and development programs that allow our people to develop new expertise and insights through our Sustainability Now eLearning, **Sustainability Badges**, **Sustainability Masters**, and Sustainability and ESG Virtual Series.

Community involvement

We have a community of professionals focused on addressing sustainability challenges through the **Eco-Innovators** team, our **EY Ripples** programming, and the Sustainability@EY community.

Client engagement and solution development

We empower our people to develop new, and evolve existing, solutions for our clients that support their sustainability journey, such as **ESG reporting**, **Decarbonization** and more.





1,100lbs

of electronics diverted from landfills and recycled in 2023

The Eco-Innovators network plays a critical role in engaging our employees across our offices and driving change. Launched in the US in FY22, the 750+ members encourage fresh thinking and innovative ways to address a variety of environmental challenges. Through programming and campaigns, the group aims to make the global EY organization the leading professional services organization for equitable climate and environmental action.

In FY23, local Eco-Innovators from 12 US offices completed a project in which they assessed the practices of local EY offices. From the assessment, certain practices that were evaluated resulted in recommendations for improvements into our everyday work life. This included incorporating and addressing composting, recycling, green roofs, water usage, food waste and more. We now have two additional offices that have installed composting on-site, and we continue to focus on reducing paper waste as we transition to electronic records and document storage. As a professional services organization, we have historically used a significant amount of paper in our day-to-day business, but we have taken steps to continue to reduce usage. Where we cannot reduce, we securely shred and recycle – securely recycling nearly 800 tons of paper across our offices from January through December 2023. This number is up from last year, as a subset of offices reduced their real estate footprint this year, transitioning existing physical document storage to off-site storage or secure disposal. The environmental benefits realized through these efforts are equivalent to nearly 5,000 trash bags of solid waste diverted from landfills or the carbon emissions of over 800 gas-powered cars avoided. Where we cannot repurpose electronics, we also look to securely recycle, diverting nearly 1,100 pounds of electronics from landfills in 2023.

Tapping into the innovative ideas of EY people is key to driving larger-scale behavioral change. As we look ahead, we are excited to continue to engage our people and create more sustainable offices, events and communities.

Americas Net Zero Challenge

In FY23, the Americas launched the Americas Net Zero Challenge – an open invitation to all our EY Americas people to share their ideas to help the EY organization reduce our collective carbon footprint and meet our net zero goals while staying connected to each other and our clients. The Challenge received over 100 innovative ideas, and teams are working to implement programs that leverage the collective ideas of our people to reduce our business travel emissions and help us reach our goals.



Working with our suppliers

Our values and ambition to build a better working world extend to our suppliers. Our global Supply Chain Services team drives responsible, inclusive and sustainable procurement, connecting the global EY organization to leading suppliers with a focus on ethical and diverse sourcing and minimizing environmental impacts throughout our supply chain. Within our global Supply Chain Services team, our Environmental Social Governance Services (ESGS) team drives our work to improve the environmental and social standards in our supply chain through our global supplier diversity program, emissions reduction program, supplier due diligence, and learning and engagement. The team is led by the EY Global ESGS Leader **Theresa Harrison**.

The **EY Supplier Code of Conduct** sets the expectations for our suppliers on ethics and integrity, environmental sustainability, human rights, diversity, and anti-discrimination. All suppliers are asked to verify their adherence to the standards at the request-for-information (RFI) or request-for-proposal (RFP) stage and again at the time of contract execution. Responses to environmental and social sustainability questions at the RFI or RFP stage are scored and weighted to influence supplier selection.

We deliver annual training to both key suppliers and our Supply Chain Services professionals on key sustainability topics, such as modern slavery, emerging trends, the role of due diligence, SBTs and leading-practice examples. We delivered additional training to the top-spend and high-risk suppliers who participated in the EY Global FY22 ESG Pilot Assessment on the

topics of modern slavery and human rights. We offer an array of sustainable procurement training, from voluntary in-person and online training refreshers annually, to onboarding materials. During our 2023 annual ESG Week nearly half of our Supply Chain Services professionals joined virtual sessions, and all of our Travel Meetings and Events team participated in an in-person sustainability training in January 2023. Because of these opportunities, and access to all prior trainings via recordings, 100%* of our Supply Chain Services professionals have received training on ESG topics.

As part of our supplier due diligence, we completed our FY22 ESG Pilot Assessment, an in-depth survey to understand the policies, processes and programs suppliers have in place, and communicated results and improvement areas to the 70 suppliers that took part in the assessment. We will be expanding this assessment to more suppliers in 2024. All newly onboarded suppliers must now go through social and environmental checks, including sharing documentation of their measures to protect against modern slavery and their own vendor due diligence processes. These responses will inform our deeper-dive assessment of key suppliers next year.

* Due to our growing workforce, some newly hired EY people may not have had the chance to complete trainings prior to our reporting, so the total is marginally under 100%.

Supporting and developing diverse suppliers

Supplier diversity is just as important to us as diversity is throughout our workforce. The global EY organization has a supplier diversity program that seeks suppliers that are 51% or more owned, operated and controlled by women, racially and ethnically diverse people, veterans, people with disabilities and/or LGBT+ individuals. Globally, we invest in developing suppliers through mentoring, education, networking and scholarship programs to accelerate their growth and development. In FY23, 39% of our addressable spend in the US was with diverse-owned and small businesses (24% with diverse-owned businesses and 15% with small businesses). To enable diverse representation among suppliers, we have implemented several policy and program changes. For instance, our global supply chain service policy states that at a certain dollar threshold, the ESGS team must provide approval to move forward with an RFP if no suppliers meeting the diversity characteristics above are involved.

Teaming across our organization and with our stakeholders is crucial to achieving our net zero ambition. Because of this, we have set a global goal of requiring 75% of our suppliers by spend to set an SBT no later than 2025. As of FY23, 58% of suppliers in the US, by spend, have committed to SBTs. We have targeted an additional 25% of our global top-spend suppliers to engage in discussions about sustainable initiatives and plans for an SBT. Training on SBTs has been uploaded to the public **Environmental Social Governance Services** webpage for all suppliers to access at their convenience. The same site includes more information about our supply chain approach.

In the US in FY23:

32

learning events facilitated

18

advocacy organizations supported through corporate membership, sponsorships, mentor programs and training

900+

training hours delivered to 2.8k+ diverse businesses



Delivered programs to support UN SDGs 5 and 10 around gender equality and reduced inequalities, respectively



Informing public discourse

The EY organization's global network serves the public interest and understands the importance of engaging in the policy process as part of our efforts to promote transparency, foster trust in markets and help build a better working world. We are committed to driving lasting, positive change by informing and contributing to emerging legislation and standards, participating in industry and sector collaboration, and developing thought leadership to inform public debate.

EY public policy leaders, with insights from subject-matter resources across the organization, engage with policymakers and other stakeholders on important capital markets and corporate governance issues as well as contribute to constructive policy debates in other policy areas. Below are a few examples of the work we've done in this space in the last year:

- ▶ Outlined the **top priorities of the SEC rulemaking agenda** for the coming year
- ▶ Highlighted **Americas board priorities for 2023** and the importance of increased business resiliency and board engagement in a new era of uncertainty
- ▶ Produced an overview of **artificial intelligence (AI) considerations** and eight key policy issues for capital markets, the economy and society

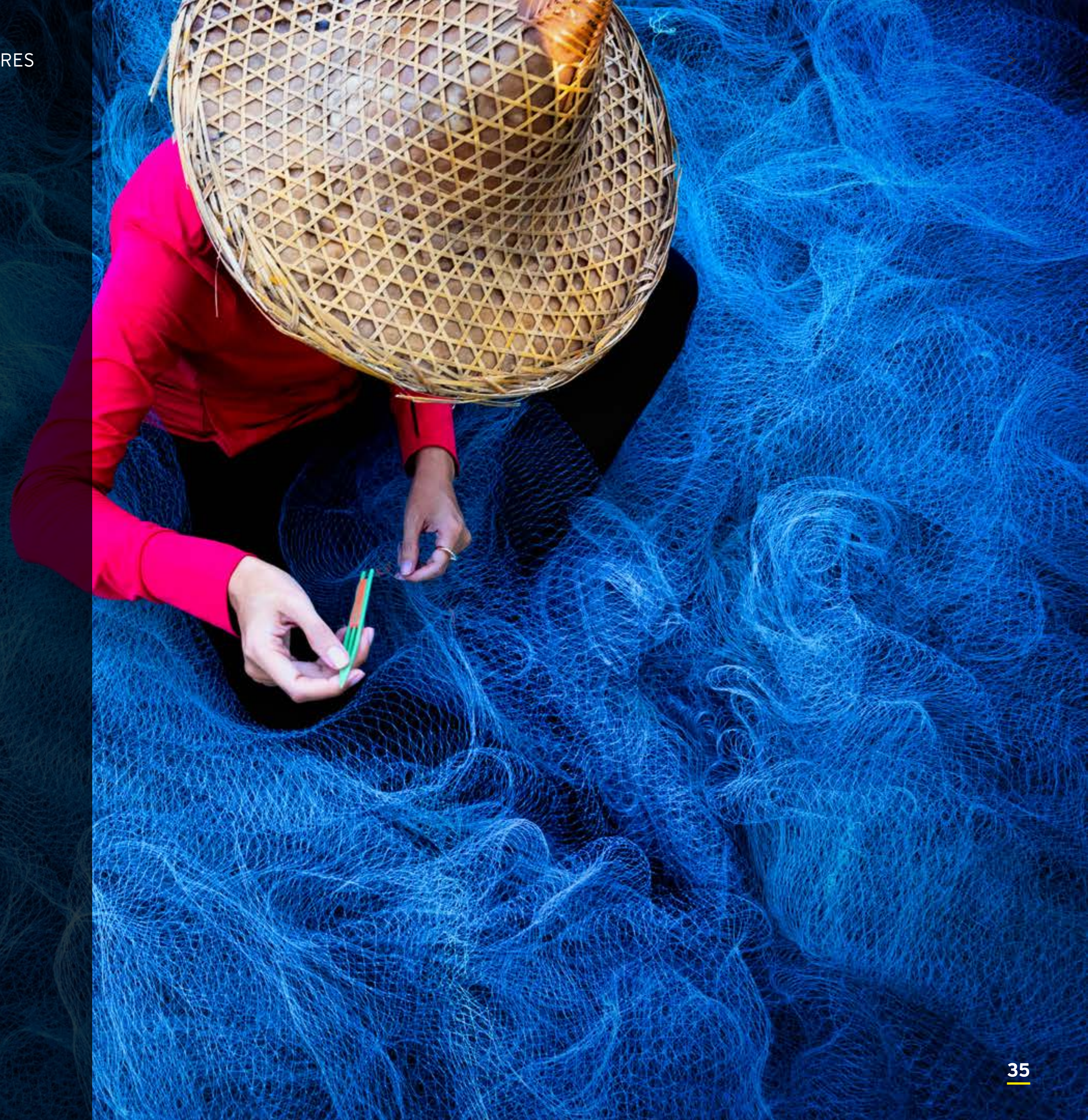


Advancing human rights

As a champion of human rights, the EY global organization is a participant in the United Nations Global Compact (UNGC) and is actively committed to advancing the UN's SDGs, and to aligning our strategy and operations with the UNGC Ten Principles. Following guidance from those organizations, our commitment to upholding human rights is described in detail in the [EY Global Human Rights Statement](#). This statement builds on the EY Global Code of Conduct to reflect our global organization's beliefs around the fundamental rights of all people and our commitment to promoting respect for those rights.

The aforementioned human rights commitments extend to client engagements, where we strive to understand how EY services, and the clients receiving them, align with our goals around supporting human rights and the public interest at an individual and systemic level. To that end, we decline client engagements where such practices that violate our commitments may be involved.

Similarly, we expect our suppliers to uphold human rights across our supply chain. In accordance with the [EY Supplier Code of Conduct](#), this includes taking steps to understand the risks of human rights violations in our supply chain, validating our assessment through supplier engagement, and supporting suppliers to reduce risk and remediate adverse human rights impacts.





Creating a positive impact in our communities

At EY, we know that through hard work and action, we can better the lives of individuals in the communities we serve. As a leading professional services organization, we tap into our relationships, knowledge, experience, tools and resources to help enrich the communities where we live and work and, in turn, enrich our people's working experience.

EY Ripples, our global corporate responsibility program, enables EY people to accelerate progress in delivering against the UN SDGs with the global ambition of positively impacting 1 billion lives by 2030. This global strategy is implemented by each geographic area, where Area and Region teams activate the work within the US at a national, regional and office level. The approach to achieving our goal prioritizes three areas:

- 1. Supporting the next generation.** The EY organization extends its talent development knowledge to help young people and underserved groups to build the mindsets and skills needed to succeed in an era of unprecedented change.
- 2. Working with impact entrepreneurs.** The EY organization provides strategic and tactical support to impactful enterprises that are driving progress toward the UN SDGs through activities including refining business plans, brainstorming innovative solutions and providing affordable access to full-time professional support.
- 3. Accelerating environmental sustainability.** The EY organization extends the value of its knowledge and experience to help accelerate adoption of new models, technologies and behaviors that protect and regenerate the environment.

These focus areas represent the intersection between our organizational competencies, our business strategy and societal need. In FY23, EY US surpassed both participation and lives impacted targets set for the year, with over 34,000 participants and over 10.5 million lives impacted. Our professionals also invested a total of approximately 234,000 volunteer hours supporting third-party collaborators (such as nonprofit organizations and impact entrepreneurs). To read more about our impact on our communities, planet and society, please read our [Americas Corporate Responsibility FY23 Social Impact Report](#).

Accelerating environmental sustainability through hands-on learning and action

Through our ongoing collaboration with the Earthwatch Institute, high-achieving EY Americas professionals are rewarded with the unique opportunity to embark on weeklong environmental expeditions. During these expeditions, Ambassadors conduct hands-on research with leading scientists and provide pro bono consulting services to local organizations. Since 2009, we have successfully facilitated 48 expeditions, mobilizing 406 dedicated EY Ambassadors hailing from across the Americas, logging an impressive total of 27,000 volunteer hours dedicated to the efforts of local organizations, researchers and scientists. Last year's expeditions took 30 EY Ambassadors to the diverse ecosystems of Maine, Arizona and New Mexico. The EY organization's collaboration with Earthwatch is a testament to our commitment to actively and sustainably address environmental challenges, while also providing invaluable growth experiences for our professionals. Learn more about our impactful [EY-Earthwatch programs](#).

48

Expeditions

406

Mobilized EY Ambassadors

27,000

Volunteer hours dedicated to the efforts of local organizations, researchers and scientists





CLIENTS

EY US is committed to building trust and transparency in business and the capital markets, and helping to create, optimize and protect value.

Every day, the EY organization is building a better working world through our work with clients to help them create long-term value. Across our four integrated service lines – Assurance, Consulting, Strategy and Transactions, and Tax – we bring together deep technical skills and industry-specific insights to drive sustainable growth.

At EY US, we appreciate that the needs of our clients are continuously evolving to match market demands, and we invest in our people, solutions and resources to improve our capabilities and support their journeys. Our multidisciplinary teams across our service lines, sectors and **EY Partner Ecosystem** served approximately 20,000 clients and delivered over 165,000 engagements in FY23. Supporting broad-based change requires deep experience and innovation. Through our **industry-specific approach**, we have built innovative solutions across the nine industries we serve to address some of the most pressing issues our clients face across their value chains.

We also drive sustainability progress by helping clients on their sustainability journeys and acting as a convener and thought leader. We are actively teaming with our clients and investing in multi-sector alliances to drive sustainability strategy and business transformation, and ultimately help us all create a better working world.

165k

client engagements delivered in FY23



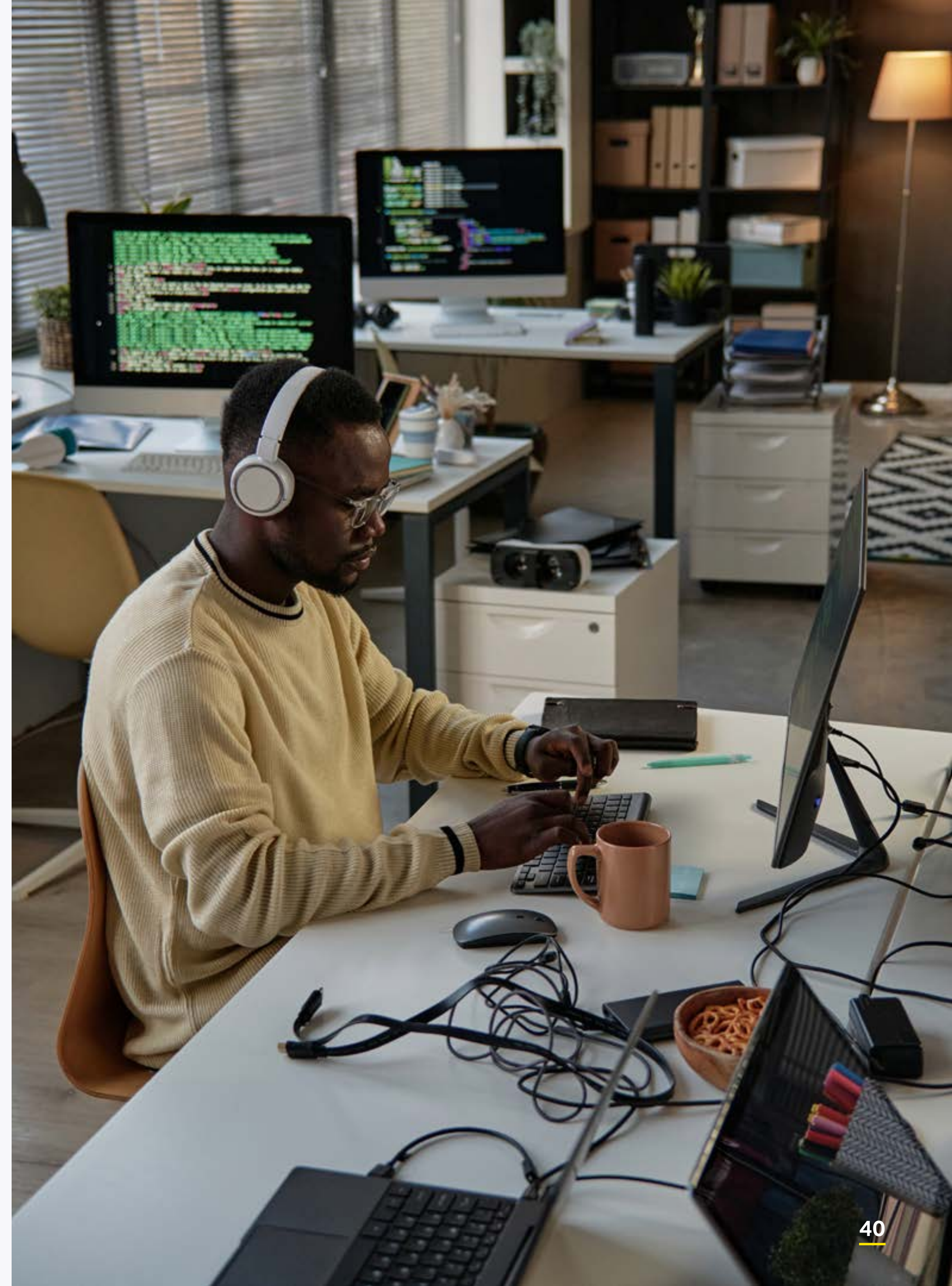
Promoting trust in the capital markets

At EY US, we understand the enormous trust that is placed in us as independent auditors, and we embrace our responsibility to perform audits that promote confidence in financial reporting and help make the US capital markets some of the most trusted in the world. As today's business leaders increasingly need to balance managing both short-term and long-term business performance, we're helping them meet evolving stakeholder expectations.

We are taking actions to improve the consistency of our audit execution and reinforce for all our people the cornerstones of our culture – being independent and objective, acting with integrity, and being accountable for the quality of our work. Our audit teams are multidisciplinary with professionals from Tax, Valuations and Technology Risk providing specialized skills and knowledge. Along with our audits, we provide technical EY US accounting guidance and financial reporting thought leadership, including publications on ESG reporting, for clients and other stakeholders through EY **AccountingLink** and the US Week in Review newsletter, which distributes to nearly 28,000 external subscribers. We are focused on providing guidance and thought leadership on areas of growing concern to shareholders and boards, including assurance of nonfinancial disclosures, climate related-disclosures, cybersecurity and AI.

We are exploring both how new advances in AI technology can support our audit team efforts and how we need to address the use of AI within financial reporting in our audits. In May 2023, we enacted and shared governance for the global EY organization on processes related to AI. The AI Assurance Framework was developed because no current auditing standards existed specific to the auditor's responsibilities for AI-supported financial reporting processes. The framework supplements our EY Global Audit Methodology guidance and highlights the importance of understanding the use of AI applications and management's controls expected to address the risks of material misstatement as it relates to AI.

The Forensic and Integrity Services team continues to provide perspectives on key ESG topics through a forensic lens. In 2023 we released a two-part series on the "S" in ESG, including addressing **human rights violations** in the supply chain and performing a **human rights risk assessment**.



For more than two decades, our **Climate Change and Sustainability Services (CCaSS) practice**, the nucleus of our ESG and sustainability services, has guided companies across sectors to embed sustainability into their organizations – from designing sustainability strategies, implementing sustainability programs, and managing the risk and opportunities arising from sustainability issues, to improving performance and disclosing progress to stakeholders. In FY23, EY CCaSS teams in the US delivered over 600 client engagements for nearly 300 clients.

600+

engagements delivered by EY US
CCaSS teams in FY23

Our recognition for sustainability and ESG leadership in the market

- ▶ EY Americas Chief Sustainability Officer and Climate Change and Sustainability Services Leader **Velislava Ivanova** has been named to **Sustainability magazine's top 100 women for 2023** – she earned the No. 7 spot on the list for her significant contributions to the EY organization's sustainability efforts and her proven track record helping EY clients achieve their bold ambitions for ESG.
- ▶ EY is No. 1 in Climate Change Consulting in the **Verdantix** Green quadrant for Climate Change Consulting 2023.
- ▶ EY was awarded Global Sustainability Changemaker Partner of the Year by Microsoft.





In November 2023, the EY organization announced an **alliance with Aspen Technology** to support clients' sustainability initiatives, improve manufacturing operations and modernize utility grids. The alliance combines EY technology and services with AspenTech's solutions for optimizing supply chains, improving asset lifecycles, tax capabilities, managing emissions reduction and energy efficiency, and supporting utility grid orchestration. With this full suite of capabilities, organizations can quickly and effectively navigate the energy transition and embrace the rise of renewable energy, while increasing operational profitability, modernizing grid management and reducing their carbon footprint.

Business-led, technology-enabled transformation with humans at the center

To help organizations navigate the complexities of today's world, including pressures across social, environmental, regulatory and competitive market forces, our Consulting service line delivers leading-class services focused on the customer, supply chain, finance, risk and technology. Backed by alliances and innovative products, the ecosystem of EY Consulting brings the power of transformation to the heart of our clients' organizations.

Leveraging our **Transformation Realized™** approach, we create sustainable value for our clients by offsetting overall cost with future readiness and supporting transformations that deliver **technology@speed**, **innovation@scale** and **keep humans@center**. Our consulting teams supported 68 companies on the Fortune 100 list with their **enterprise digital business transformations** in FY23.

As part of the EY Global three-year, \$10 billion commitment, in FY23 we continued our investment in capability improvements to help our clients scale innovation, embed technology across their organization and business ecosystems, and upskill their people. In addition, we have continued to activate our alliance ecosystems with our key partners to bring additional speed to value and innovative products to the market. We help our clients stay ahead of disruption, evolving their business to meet their customers, suppliers, employees and other stakeholders where they are.

Companies are increasingly looking for opportunities to maximize their investments by integrating sustainability into their business operations, especially in the areas of supply chain, product development, reporting, carbon measurement and reduction. An example of this work includes an engagement where various EY teams are working closely with a large global consumer products and retail company on a multiyear business transformation. We are helping to operationalize sustainability into end-to-end business processes enabled by data and technology with a strong focus on solution architecture and user experience. This will help our client reduce its environmental footprint, streamline operations to achieve cost savings and efficiency gains, and build sustainable business practices for enduring success.

Reimagining, reshaping and reinventing business

We believe how organizations manage their capital today will define their competitive position tomorrow. Our Strategy and Transactions (SaT) teams help clients create social and economic value by empowering them to make informed decisions about strategically managing capital and transactions. With the recent volatility of the market, our Connected Capital Solutions play a major role in reimagining clients' ecosystems – helping them reshape their portfolios and reinvent themselves for a better future. It is through innovation around our core SaT services – whether from accelerated speed in delivery of **due diligence by leveraging AI** to embedding sustainability strategies into our offerings – we are consistently empowering our clients to drive long-term value.

Our **Enterprise Reimagined** methodology – a differentiated approach that drives large-scale company reinventions, bringing together capital, resources and focused execution – is infused into our work across our restructuring and performance improvement teams and M&A advisory teams. In 2023, as the deal market normalized and stabilized to pre-pandemic levels amid economic pressures and rising interest rates, our acquirer clients spent more time on up-front analysis to ensure deal values could be fully realized. Accordingly, we supported this focus on pre-sign and pre-close diligence by aligning our strategy, due diligence and integration teams to ensure close collaboration. As a result, EY US was the lead integration advisor on five of the 20 largest announced deals in 2023, a testament to the success of our approach to transactions.

Over the past year, strategies around disruptive technologies have been at the forefront for our clients in a race to outpace the competition. For example, our teams have supported our clients' GenAI strategies, with particular emphasis on productivity and efficiency. EY-Parthenon teams have helped clients build digital businesses that can outpace the competition and drive concerted P&L impact and total shareholder return. These digital businesses are accretive whether an organization is creating a breakthrough digital venture or evolving into a digital-native enterprise. Across these efforts, SaT brings EY professionals' deep sector knowledge and breadth of capabilities to drive unparalleled value for our clients.

Getting divestment right has never been more critical, as research from our divestment advisory team reinforces. In collaboration with Goldman Sachs, EY US published **an article outlining strategies for successful corporate separations**. The report's key finding was that a successful separation can lead to an excess blended return of roughly 6% over two years post-close versus an enterprise's respective sector indices.





Our professionals help create long-term sustainability through strategy, M&A, capital allocation, due diligence and portfolio optimization. In 2023, we further strengthened our investment in sector-centric teams, and we provided strategic advice to clients on close to 400 sustainability projects spanning such critical areas as energy transition, net zero transformation, sustainable agriculture, health equity, circular economy, green infrastructure and climate modeling. We also continue to expand our transaction-driven ESG offerings, including our support to corporate and private equity investors through our ESG due diligence, post-close value creation, and integration/separation teams.

Our client-specific successes illustrate the breadth and depth of our ESG capabilities. Examples include:

- ▶ Advising a large upstream exploration, development and production company in preacquisition operational diligence of a carbon capture, utilization and storage (CCUS) target
- ▶ Devising a comprehensive plan to transition a power and utilities company fleet to zero-emission vehicles (ZEVs)
- ▶ Developing an implementation plan for EV infrastructure rollout for a state's Department of Transportation
- ▶ Conducting a joint impact assessment and ESG due diligence on a target company for our client's sustainable investment fund
- ▶ Performing a strategic assessment for a county to evaluate health equity needs and challenges through its post-COVID-19 recovery



Navigating complex regulations and driving economic progress

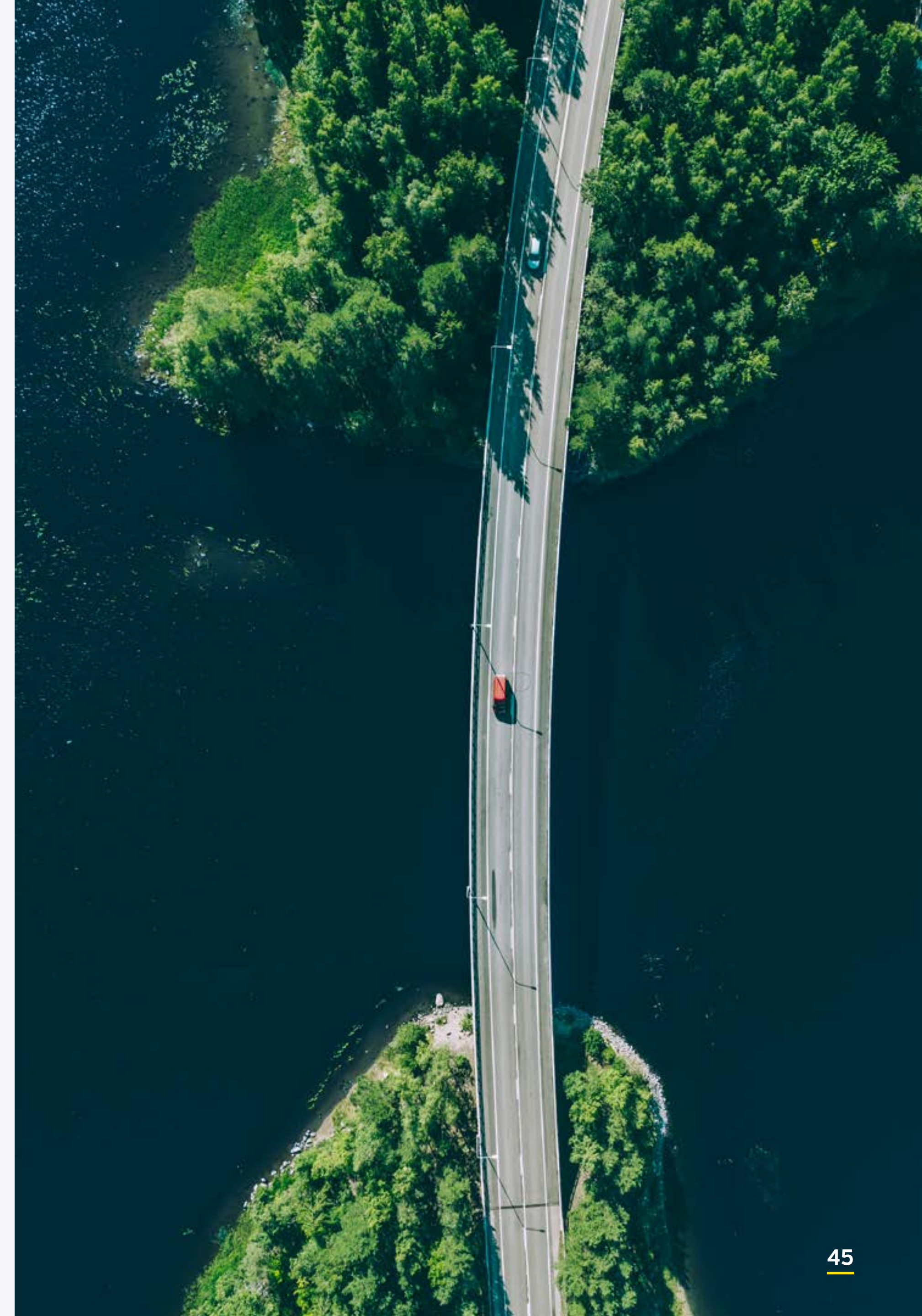
At the EY organization, we understand the complexity companies face when operating globally and managing the adherence of various regulations across borders. Our Tax teams in areas such as Business Tax, Global Compliance and Reporting, Indirect Tax, International Tax and Transactions, and Tax Technology Transformation employ cutting-edge technologies and methodologies to help our clients meet regulatory requirements, develop effective tax strategies, and drive economic progress in the communities they serve. We continually enhance our approaches to assist clients in anticipating tax changes and other regulatory developments. As part of our commitment to sustainability, we provide guidance on various issues, including funding the shift to renewable energy and navigating eco-friendly incentives.

We invest in new technologies and capabilities to provide the best services to our clients. This year the global organization launched **EY Tax Copilot** to help EY Tax professionals deliver services and provide value to clients while responsibly using Microsoft's AI-enabled capabilities in accordance with the EY Global Code of Conduct, policies, professional standards and regulatory requirements. EY Tax Copilot is just one of the ways we provide EY people with advanced technology skills; others include programs like the EY Tech MBA – the first of its kind fully accredited corporate MBA with a future-focused curriculum based on emerging and disruptive technologies.

Tax policies are now playing a crucial role in sustainability initiatives, with governments worldwide utilizing policies to drive sustainable targets and investments. Over 4,000 green taxes have been implemented or proposed globally, including carbon taxes and behavioral taxes, such as those on plastic, meat and sugar. Alongside these taxes, governments also offer incentives such as grants, tax rebates and other benefits to promote sustainable investments and encourage innovation in clean energy. Moreover, stakeholders are now demanding greater transparency regarding companies' social and governance-related tax responsibilities. As a response, **EY Tax teams are expanding their services** to assist clients in meeting the challenges of sustainability while staying compliant with tax regulations.

Growing alliances to help our clients tackle complex tax challenges in an evolving market

In addition to enhancing our tax services, the global EY organization is continuously seeking alliances that can deliver exceptional value to our clients. To that end, the global EY organization joined forces with Microsoft, leveraging its cutting-edge technology capabilities, coupled with our extensive knowledge in tax and finance. Through this alliance we support clients to modernize their tax back-office operations, thereby improving efficiency and effectiveness, and generating more insightful data and analytics.



Supporting all entrepreneurs

The EY organization has championed pioneering entrepreneurs worldwide for nearly four decades, stemming back to the creation of Entrepreneur Of The Year® in 1986. We recognize the outsized impact entrepreneurs have on the dynamism and health of our economy and believe that the opportunity available to any entrepreneur should be available to every entrepreneur. That viewpoint gave rise to the EY Entrepreneurial Winning Women™ program in 2008 and the Entrepreneurs Access Network in 2021, which support women and Black and Latino founders, respectively.

Entrepreneur Of The Year 2023



Through Entrepreneur Of The Year, EY US has honored more than 10,000 unstoppable US business leaders who are the heart of the innovation economy. As a group, the 2023 US regional Entrepreneur Of The Year winners generated aggregate revenue of \$73b in 2022 at a growth rate of 135%. Together they employ more than 236,000 workers with a 58% annual job growth rate.

Entrepreneurial Winning Women



The Entrepreneurial Winning Women program annually identifies ambitious women entrepreneurs and provides them with the advice, resources and access they need to scale their companies to full potential. Twenty-three founders from 20 US and Canadian companies, generating \$306.5m in aggregate revenue and employing 825 people, joined this evergreen global community of women founders in 2023. To date, three US Winning Women have reached unicorn status and 19 have become Entrepreneurs Of The Year in the US, and more than 30 have exited.

Entrepreneurs Access Network



EY Entrepreneurs Access Network (EAN) helps Black- and Latino-owned companies address the disparity gap for greater growth. The 2023 EAN cohort included 70 US-based founders with 49 Black founders and 21 Latino/Hispanic founders whose companies generated an aggregate revenue of nearly \$400m and employed nearly 3,000 workers. Numerous EAN founders have received external funding and contracts resulting from their program participation and the associated visibility.

Strategic Growth Forum™



These remarkable entrepreneurial communities convene annually at the Strategic Growth Forum US, the country's most prestigious gathering of CEOs, high-growth entrepreneurs, C-suite executives representing global market leaders and professional investment fund managers. The authors of the future gather for inspiring keynotes, thought-provoking panels, one-to-one meetings and high-value networking to fuel economic growth. More than 140 of these meetings in 2023 were held in the Money Market, democratizing access to capital for entrepreneurs looking to scale through outside investment.

Investing in alliances

Every year we continue to grow our EY US capabilities, tools and alliances to match market demand and help our clients reach their goals. Our biggest impacts come from our collaborations, and we are actively investing in and expanding several partnerships to drive sustainable value:

- ▶ With the Microsoft alliance we design and deliver transformative cloud solutions to help our clients solve their toughest issues. We generate long-term value by unlocking the power of data and combining business ingenuity, industry expertise and intelligent technology. Together, we help the world work better and achieve more. Through our EY-Microsoft social impact initiatives, we have jointly impacted the lives of over 750,000 people and been awarded Microsoft Advisory Partner of the Year four times running. We've also been honored as Microsoft's FY23 Sustainability Changemaker Partner of the year, recognized for our innovation and impact in driving long term value.
- ▶ The IBM alliance helps clients drive sustainability performance management, streamline ESG reporting, identify asset and infrastructure efficiency opportunities and inform business strategy with IBM Envizi, Maximo and TRIRIGA.
- ▶ Our alliance with Enablon allows us to bring the latest technology for ESG management, sustainability and performance, and health and safety to our clients.
- ▶ The SAP global collaboration will enable clients to align carbon footprint and financial data for streamlined reporting and enhanced operational performance, as well as to navigate rapidly changing tax regulations and leverage incentive opportunities. Our work with SAP has resulted in winning the SAP Pinnacle award 15 times.
- ▶ The ServiceNow alliance follows a human-centered and experience-driven approach to innovation. Leveraging the agility of the NOW® platform and incorporating the power of AI and automation, we help modernize and link workflows to deliver intuitive and frictionless experiences across organizations. We have been awarded 20 ServiceNow Partner of the Year honors since 2016.

In 2023, the global EY organization was recognized with three 2023 Microsoft Partner of the Year Awards:

- ▶ Global Advisory Services Partner of the Year for the fourth consecutive year
- ▶ Global Sustainability Changemaker Partner of the Year
- ▶ Global Cloud-Native App Developer Partner of the Year

The Microsoft Partner of the Year Awards recognize Microsoft collaborators that have developed and delivered outstanding Microsoft-based applications, services and devices during the past year. [Read more about the awards and our work with Microsoft.](#)

Convening stakeholders

We host and moderate various events, webcasts and other activities to share our sustainability insights with the market, and open conversation with our clients and industry peers. In FY23, some of the key events we participated in included:

COP27

At the 2022 UN climate change conference, EY took part in events hosted by the UN, alliance partners and the **Sustainable Markets Initiative Terra Carta Action Forum**. EY attendees also spent time meeting with members of the S30, a forum cofounded by EY convening chief sustainability officers (CSOs) from some of the world's most influential companies.

GreenBiz 2023

EY has participated in GreenBiz for 10+ years and in FY23, we moderated two different panels: "**Choosing and Navigating ESG Data Systems**" and "**Delivering and Measuring Social Impact in a Climate-Focused World**."

ESG-focused podcasts

Our two ESG-focused podcasts, **Better Finance** and **Sustainability Matters**, offer insights into the changing dynamics of the business world for finance leaders and leading trends and practical advice on sustainability, respectively.

Climate Week NYC

EY US continues to play a prominent role at the annual Climate Week in NYC by hosting events with clients that included luncheons, panel discussions and bilateral meetings. Climate Week also saw the launch of the EY **Climate Risk Barometer**.

Fortune 100 Corporate Controller/CAO Leadership Network (CCLN)

We have been the convener of the CCLN for nine years. As the finance function role in ESG continues to evolve, we've established the ESG Subcommittee of the CCLN, comprising a network of ESG Controllers and those in similar roles that come together to exchange points of view, experiences and practical ideas.



EY US FACTS AND FIGURES

We define our success broadly, measuring the value we create for our stakeholders (people, society and clients) together with our financial performance.

People

We are committed to delivering on our promise to help all EY people build an exceptional EY experience. We do that by providing the support, experiences and opportunities they need to accelerate their career development both within EY US and beyond.

Workforce data*	FY22	FY23
Total workforce	54,127	53,532
By service line		
Assurance	11,806	11,965
Tax	10,908	10,878
Consulting	19,388	18,972
Strategy and Transactions	4,322	4,118
Practice support/CBS	7,703	7,599

* All ranks, excluding partners and principals, interns and contractors as of August 31, 2023.

Formal learning and engagement	FY22	FY23
Total learning hours delivered	3.1m	3.5m
Average learning hours per person	57	58
Total investment in learning	\$105.2m	\$111.8m
Total per full-time employee (including travel)*	\$2,100	\$2,000
% of employees completing annual review process**	86%	88%

* All ranks, excluding interns and contractors, accounting for employee length of time at company in FY23.

** All ranks, excluding interns and contractors. The percentage is lower than our target of 100% participation due in part to ongoing hiring, transitions, mobility and leave-of-absence plans.

Promotions	FY22	FY23
Total promotions*	17,000	8,500
Promotions to partner or principal	259	200

* All ranks from staff to managing director, excluding employees in San Juan, Puerto Rico, interns and contractors.

US hires and turnover*	FY22	FY23
Total job applications*	388,000	328,000
New employee hires**	15,000	7,800
Employee turnover rate***	17%	10%

* All ranks, excluding executives and contractors

** All ranks, excluding interns and contractors

***Rolling 12-month turnover calculated based on total voluntary separations over the average headcount for the 12-month period (FY22: August 2021-August 2022; FY23: August 2022-August 2023).

Society and planet

We aim to drive a positive impact from a community, environmental and economic perspective.

GHG emissions*	FY22	FY23
Scope 1 GHG protocol (mtCO ₂ e)	260	390
Scope 2 GHG protocol (mtCO ₂ e) - location-based	32,000	28,000
Scope 2 GHG protocol (mtCO ₂ e) - market-based		640
Scope 3 GHG protocol (mtCO ₂ e)	145,000	215,000
Scope 3 travel emissions (mtCO ₂ e)	82,000	151,000
Scope 3 other emissions (mtCO ₂ e)	62,000	64,000

* GHG emissions are calculated in line with the EY global carbon footprint methodology as described in the **EY Value Realized 2023 global report**. Scope 2 emissions are calculated using the location-based methodology for FY22 and FY23. Scope 2 market-based emissions are calculated and shared for the first time for FY23. The Scope 3 emissions categories included in the EY US footprint are business travel, commuting, remote work, waste, and fuel- and energy-related activities.

Energy	FY22	FY23
Grid electricity consumption (kWh)	82.3m	87.1m
Heat usage from combined heat and power (kWh)*	2.5m	54,000
Chilled water usage from combined heat and power (kWh)	920,000	1.4m
Diesel fuel usage (L)	1,600	1,400
Natural gas usage (m2)	127,000	192,000

*As we continue to improve data collection, we collected actual data in FY23 compared to estimates calculated in FY22.

Office sustainability	FY22	FY23
Number of leased offices in LEED-certified buildings*	43	46
Number of Eco-Innovators	>900	>750

* Four are Platinum, 25 are Gold, nine are Silver, five are Certified, and three are pending.

Lives impacted*	FY22	FY23
Total	4.0m	10.5m+
By Sustainable Development Goal (SDG)		
SDG 1: No poverty	25,000	106,000
SDG 2: Zero hunger	7,000	2,000
SDG 3: Good health and wellbeing	8,000	66,000
SDG 4: Quality education	1.8m	4m
SDG 5: Gender equality	13,000	849,000
SDG 6: Clean water and sanitation	47,000	16,000
SDG 7: Affordable and clean energy	-	30,000
SDG 8: Decent work and economic growth	1.1m	1.5m
SDG 9: Industry, innovation and infrastructure	36,000	-
SDG 10: Reduced inequalities	139,000	682,000
SDG 11: Sustainable cities and communities	218,000	197,000
SDG 12: Responsible consumption and production	242,000	94,000
SDG 13: Climate action	131,000	80,000
SDG 14: Life below water	8,000	-
SDG 15: Life of land	55,000	30,000
SDG 16: Peace, justice and strong institutions	6,000	30,000
SDG 17: Partnerships for the goals	165,000	2.9m
By EY Ripples Pillars		
Supporting the Next Generation	2.0m	5.5m+
Working with Impact Entrepreneurs	1.6m	4.7m+
Accelerating Environmental Sustainability	400,000	228,000+

* "Lives impacted" figures encompass evaluation of both direct and indirect beneficiaries of EY Ripples initiatives (e.g., both the leaders of impact enterprises and the customer base they serve) and are weighted according to the depth and breadth of impact that can be attributed to EY support. The impact of each initiative is also mapped to the most relevant SDG, based on ultimate impact.



Community contributions	FY22	FY23
Hours invested by EY people*	211,000	234,000
Total participants at EY Ripples volunteering initiatives**	20,000	34,000+
Value of time contributions***	\$18.6m	\$21.4m
Cash contributions	\$54.4m	\$60.1m
Total contributions	\$80m	\$81.5m

Hours reported include time contributions from and beyond EY Ripples (e.g., other skilled and traditional volunteering activities and pro bono activities).

“Value of time contributions” represents the translated monetary value of hours invested by EY people.

* Corporate responsibility team staff hours are now no longer classified in “hours invested by EY people.” We have updated our FY22 numbers to reflect that change.

**Total participants include the number of participants for each event (i.e., some people attended multiple events so are counted multiple times in this figure).

***Corporate responsibility team staff hours are now no longer classified in “hours invested by EY people” and therefore are no longer reflected in “value of time contributions.” We have updated our FY22 numbers to reflect that change.

Supplier diversity and engagement	FY22	FY23
Percentage of addressable spend with small and diverse-owned businesses	35%	39%
Percentage of addressable spend with suppliers who have committed to SBTs	54%	58%
Percentage of buyers across all locations who have received training on sustainable procurement*	100%	100%

* Due to our growing workforce, some newly hired EY people may not have had the chance to complete trainings prior to our reporting, so the total is marginally under 100%.

Clients

EY teams help clients grow, optimize and protect value.

Client engagements	FY22*	FY23
Number of clients served	19,000	20,000
Number of engagements delivered	160,000	165,000

* FY22 figures have been restated to reflect clients served and engagements delivered by EY US people.

Finance

Our sustained financial success allows us to continue to be competitive in the market.

Revenues*	FY22	FY23
Total revenue	\$19.2b	\$21.5b

* This includes all revenue generated by EY US people.

WEF-IBC summary tables

Principles of governance

Theme	Metric	EY US disclosure
Governing purpose	1. Setting purpose	The EY organization exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets. For more information on how our purpose guides our US strategy, see the Overview section.
Quality of governing body	2. Governance body composition	See the EY US Transparency Report and refer to the Sustainability governance structure section for more information on our governance.
Stakeholder engagement	3. Material issues impacting stakeholders	Our global approach to material issues can be found in the Convening stakeholders section and in our EY Global Value Realized Report . This report demonstrates how we engage with stakeholders on material issues at a US level.
Risk and opportunity oversight	4. Integrating risk and opportunity	Refer to the EY Global Value Realized Report for more information on our risk and opportunity oversight.
Ethical behavior	5. Anti-corruption	<p>In addition to the annual training on the EY Code of Conduct, the EY organization has a suite of policies and guidance to address conflicts of interest and financial crime, including the Anti-Bribery Global Policy and the Hospitality and Gifts Global Policy, supported by a robust training and communications program. Annual Financial Crime learning is mandatory for all EY people.</p> <p>The EY organization also has a global policy codifying the requirement that EY people report any concerns about corruption or other behavior that does not comply with the EY Global Code of Conduct or applicable laws and regulations (i.e., the NOCLAR policy).</p> <p>Additional information about EY US anti-corruption policies and procedures in place is included in the EY US Transparency Report.</p>
	6. Protected ethics advice and reporting mechanisms	<p>The EY organization provides mandatory annual training on the EY Global Code of Conduct and its associated ethics program, supported by communications throughout the EY network of member firms.</p> <p>The global EY organization has a dedicated ethics hotline for our people, our clients and others to confidentially seek advice or report any activity or concern that may involve unethical or illegal behavior that is inconsistent with the EY Global Code of Conduct. Read more about our ethics hotline and reporting mechanisms in Operating with integrity.</p>

Planet

Theme	Metric	EY US disclosure
Climate change	7. GHG emissions	<p>EY US Scope 1, 2 and 3 combined emissions increased by 37% in FY23 compared to FY22. Details on the EY carbon ambition and emission disclosures can be found in Reducing our carbon footprint.</p> <p>To reflect the increasing proportion of electricity that is procured from renewable sources, in FY23 we have reported Scope 2 purchased electricity GHG emissions using a market-based method. This method includes consideration of contractual arrangements under which the EY organization procures electricity from specific suppliers or sources, such as renewable energy.</p>
	8. TCFD implementation	<p>Read more on our TCFD analysis and implementation in the EY Global TCFD report.</p>
Nature loss	9. Land use and ecological sensitivity	<p>Annually, the global EY organization conducts an analysis to review all EY office locations to understand whether they are in or adjacent to key biodiversity areas. This year's analysis used the internally developed EY NAT tool to conduct the assessment, which is a geospatial tool that collates data from more than 35 nature-related maps to automate the identification of biodiversity and nature-related impacts.</p> <p>The analysis determined that two EY US office locations, representing approximately 2% of EY US office locations and approximately 1% of the EY US headcount, are within the buffer zone of key biodiversity areas (KBAs).</p> <p>As a global network of member firms, EY locations are predominantly in major urban and business centers. The location selection process is driven by proximity to EY clients, talent pool and business case; key selection criteria include a Class A office building that is well located within the city and will meet the needs of clients, internal governance and enablement of the workforce.</p> <p>We are pleased that the recent KBA mapping analysis confirmed that most offices are not in or adjacent to KBAs. Land use management action plans are under development and the location selection processes continue to align with EY sustainability efforts.</p>
Fresh water availability	10. Water consumption	<p>The EY organization conducts an annual assessment of water risk. This year's analysis used the internally developed EY NAT tool and covered all EY offices globally. In FY23 14% of EY US office locations, representing 12% of EY US headcount, were deemed to be in high or extremely high baseline water stress areas.</p> <p>A data management system is in the process of being implemented in the US to track and report water usage. Water management action plans will be developed to reduce our own consumption, further reduce water-related risks and support the local communities in which we operate, especially those in areas of high or extremely high baseline water stress.</p>
Solid waste	11. Impact of solid waste disposal	<p>We aim to minimize waste generated from our offices and recycle where possible. For example, at EY US we have implemented paperless technology solutions to reduce paper waste across our value chain.</p> <p>A data management system is in the process of being implemented in the US to track waste disposal.</p>

People

Theme	Metric	EY US disclosure
Dignity and equality	12. Pay equality	EY US is committed to pay equity for our partners and people. We have developed processes and policies that promote and enable pay equity. We also employ consultants to conduct annual pay gap analyses across our US employee population that informs internal market adjustments. Our salary increases for all employees are modeled with a consistent approach across all genders, races and ethnicities.
	13. Wage level	An entry-level wage assessment was performed and confirmed that 100% of EY employees are paid above the applicable jurisdiction's minimum wage.
	14. Diversity, equity and inclusion	Refer to Strengthening our inclusive culture for our DEI commitments and data on workforce diversity. For more detail on our commitments and progress to date, see the EY US DEI report and data appendix .
	15. Risks for incidents of child, forced or compulsory labor	Following the first EY Global Human Rights Statement in 2021, teams were engaged across the EY organization to identify initiatives across EY people, clients, suppliers and communities that would reinforce the EY commitment to respect and uphold human rights. Refer to the Advancing human rights section and EY Global Value Realized Report for more information on our human rights efforts.
Health and wellbeing	16. Health and safety	The health and safety of EY people is paramount, and globally, there are policies and procedures in place to provide workplace safety. EY US is in compliance with all US Occupational Safety and Health Administration reporting requirements as a low-hazard industry. We offer a suite of benefits to support the physical, emotional, financial and social wellness of our people. See Supporting health and wellbeing for more detail.
Skills for the future	17. Training provided	The global EY organization is investing in its people's development so they can build the transformative mindsets and tech skill sets needed to deliver exceptional client service and thrive. EY Badges give our people the opportunity to develop and obtain credentials in future-focused skills, while increasing career value and professional visibility. See more information on EY US training and development in Providing learning and development opportunities .

Prosperity

Theme	Metric	EY US disclosure
Employment and wealth generation	18. Absolute number and rate of employment	The absolute number and rate of employment data are available in the Facts and figures section.
	19. Economic contribution	In FY23, EY US revenues were \$21.5 billion, and total community investment was over \$81.5 million. Refer to Finance data and Creating a positive impact in our communities for more information on financial performance and community investments. The EY organization does not currently report payments to providers of capital and governments, and financial assistance received from governments, since it does not significantly demonstrate our economic contributions.
	20. Financial investment contribution	Capital expenditures for EY US in FY23 amounted to \$244 million, which includes property additions and cash paid for acquisitions. Share buybacks and dividend payments are not recorded at EY US, given that the organization is a private partnership.
Innovation of better products and services	21. Total R&D expenses	EY Innovation and EY wavespace™ teams drive our research and innovation impacts. In FY22, the global EY organization invested \$3.2 billion as part of a three-year, \$10 billion commitment to audit quality, innovation, technology and people. Refer to the EY Global Value Realized Report for more information on our innovation focus and efforts.
Community and social vitality	22. Total tax paid	Due to the EY ownership structure, a significant component of the taxes related to revenue is paid by the individual owners of the business and not directly by the US member firm. The EY organization does not have access to the personal information regarding the income taxes paid by these individual owners of the US member firm.



EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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