



Building a more equitable working world

EY US Diversity, Equity
and Inclusion report

2022 release –
data appendix

EY
Building a better
working world

EY US LEADERSHIP | US EXECUTIVE COMMITTEE (USEC)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	13%	13%	75%	0%	0%	0%
2020	6%	6%	87%	0%	–	0%
2019	6%	6%	87%	0%	–	0%

Data as of 11/1/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

Women	Men
38%	63%
38%	62%
31%	69%

Data as of 11/1/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

EY US LEADERSHIP | EY EXTENDED US LEADERSHIP TEAM*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	9%	13%	78%	0%	0%	0%
2020	5%	10%	85%	0%	–	0%
2019	5%	10%	85%	0%	–	0%

Data as of 11/01/2021, 10/01/2020 and 06/30/2019. *EY US Extended Leadership Team: extended leadership team for the US member firm inclusive of regional, service line, functional and specialized teams such as brand, marketing and communications, markets, and our innovation teams.

Women	Men
43%	57%
40%	60%
35%	65%

Data as of 11/01/2021, 10/01/2020 and 06/30/2019.

EY US LEADERSHIP | US PARTNER/PRINCIPAL COUNCIL (PPC)*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	4%	21%	63%	8%	0%	4%
2020	8%	17%	63%	8%	–	4%
2019	8%	13%	67%	8%	–	4%

Data as of 08/01/2021, 07/01/2020 and 06/30/2019. *US Partner/Principal Council (PPC): approves certain governance decisions, such as leadership appointments by the USEC, material transactions and any matter brought before the partners for voting. The PPC also serves in an advisory role to the USEC on matters under the purview of the USEC upon request.

Women	Men
46%	54%
46%	54%
46%	54%

Data as of 08/01/2021, 07/01/2020 and 06/30/2019.

EY US LEADERSHIP | AMERICAS INCLUSIVENESS ADVISORY COUNCIL (IAC)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	23%	11%	49%	14%	0%	3%
2020	22%	8%	53%	14%	–	3%
2019	18%	12%	56%	15%	–	0%

Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US only subset of IAC. Due to rounding, data may not equal 100% in all cases.

Women	Men
46%	54%
50%	50%
47%	53%

Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US-only subset of IAC.

EY US LEADERSHIP | EY US DISTRIBUTED LEADERSHIP TEAM*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	5%	8%	80%	6%	0%	1%
2020	4%	9%	82%	4%	–	0%
2019	4%	6%	83%	4%	–	2%

Data as of 10/1/2021, 10/1/2020 and 10/1/2019. Due to rounding, data may not equal 100% in all cases. *EY US Distributed leadership team: EY US office managing partners, service line and account managing partners, and market segment leaders.

Women	Men
34%	66%
31%	69%
35%	65%

Data as of 10/1/2021, 10/1/2020 and 10/1/2019.

EY US LEADERSHIP | PARTNER/PRINCIPAL (P/P) HEADCOUNT | FY21 HEADCOUNT: 3,648

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	2%	10%	81%	4%	0%	1%	1%
FY20	2%	9%	84%	3%	–	1%	–
FY19	2%	8%	85%	3%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

Women	Men	Undisclosed
26%	73%	0%
25%	75%	–
24%	76%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US LEADERSHIP | PARTNER/PRINCIPAL, MANAGING DIRECTOR AND DIRECTOR (PPMDD) HEADCOUNT | FY21 HEADCOUNT: 6,013

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	3%	12%	79%	4%	0%	1%	1%
FY20	2%	10%	83%	4%	–	1%	–
FY19	2%	9%	84%	3%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	30%	69%	0%
FY20	29%	71%	–
FY19	28%	72%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE | EMPLOYEE WORKFORCE HEADCOUNT | FY21 HEADCOUNT: 47,527

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	24%	57%	7%	0%	3%	3%
FY20	7%	24%	59%	8%	–	2%	–
FY19	6%	24%	60%	8%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	47%	52%	1%
FY20	47%	53%	–
FY19	46%	54%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | SENIOR MANAGER | FY21 HEADCOUNT: 6,018

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	4%	25%	62%	5%	0%	1%	2%
FY20	4%	25%	65%	5%	–	1%	–
FY19	4%	24%	66%	5%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	38%	62%	0%
FY20	37%	63%	–
FY19	37%	63%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | MANAGER | FY21 HEADCOUNT: 8,472

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	32%	53%	6%	0%	2%	2%
FY20	5%	33%	54%	7%	–	1%	–
FY19	5%	32%	55%	6%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	41%	58%	1%
FY20	41%	59%	–
FY19	39%	61%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | SENIOR | FY21 HEADCOUNT: 12,437

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	7%	28%	51%	7%	0%	3%	3%
FY20	6%	29%	54%	8%	–	2%	–
FY19	6%	30%	54%	8%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	46%	53%	1%
FY20	45%	55%	–
FY19	44%	56%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | STAFF | FY21 HEADCOUNT: 10,803

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	21%	55%	9%	0%	5%	4%
FY20	6%	21%	59%	11%	–	3%	–
FY19	6%	22%	60%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	47%	52%	1%
FY20	48%	52%	–
FY19	48%	52%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | CBS – TOTAL HEADCOUNT | FY21 HEADCOUNT: 7,958

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	11%	12%	64%	8%	0%	2%	1%
FY20	13%	12%	64%	9%	–	2%	–
FY19	13%	11%	65%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	65%	35%	1%
FY20	64%	36%	–
FY19	64%	36%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSOCIATE DIRECTOR | FY21 HEADCOUNT: 1,753

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	12%	76%	4%	0%	1%	1%
FY20	5%	11%	78%	5%	–	1%	–
FY19	5%	10%	79%	5%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	57%	43%	0%
FY20	57%	43%	–
FY19	57%	43%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSISTANT DIRECTOR | FY21 HEADCOUNT: 2,103

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	9%	17%	64%	6%	0%	2%	1%
FY20	9%	17%	64%	6%	–	2%	–
FY19	10%	17%	65%	6%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	61%	38%	1%
FY20	61%	39%	–
FY19	59%	41%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | SUPERVISING ASSOCIATE | FY21 HEADCOUNT: 1,032

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	12%	14%	60%	9%	0%	3%	2%
FY20	12%	15%	61%	9%	–	2%	–
FY19	12%	15%	63%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	69%	30%	0%
FY20	67%	33%	–
FY19	69%	31%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | SENIOR ASSOCIATE | FY21 HEADCOUNT: 824

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	15%	11%	60%	9%	0%	3%	1%
FY20	14%	10%	62%	10%	–	3%	–
FY19	14%	13%	61%	9%	–	3%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	64%	35%	1%
FY20	61%	39%	–
FY19	62%	38%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSOCIATE | FY21 HEADCOUNT: 405

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	18%	12%	49%	17%	0%	2%	2%
FY20	19%	12%	50%	17%	–	2%	–
FY19	17%	14%	50%	16%	–	3%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	59%	41%	0%
FY20	57%	43%	–
FY19	58%	42%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ADMINISTRATIVE ROLES | FY21 HEADCOUNT: 1,315

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY21	23%	6%	52%	15%	0%	3%	1%	86%	13%	0%
FY20	25%	5%	52%	16%	–	2%	–	81%	19%	–
FY19	24%	5%	52%	16%	–	2%	–	81%	19%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US LEADERSHIP PROMOTIONS | PROMOTIONS TO PARTNER/PRINCIPAL (P/P)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Women	Men
2021	7%	21%	65%	4%	0%	3%	37%	63%
2020	8%	21%	66%	5%	–	0%	40%	60%
2019	3%	16%	74%	6%	–	1%	33%	67%

Data as of 07/01/2021, 10/01/2020 and 07/01/2019. Calendar years correspond to FY promotion cycles (2021 = FY22, 2020 = FY21 and 2019 = FY20).

Data as of 07/01/2021, 10/01/2020, 07/01/2019 and 07/01/2018.

EY US LEADERSHIP PROMOTIONS | PROMOTIONS TO PARTNER/PRINCIPAL, MANAGING DIRECTOR AND DIRECTOR (PPMDD)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Women	Men
2021	5%	22%	67%	4%	0%	2%	37%	63%
2020	5%	21%	67%	7%	–	0%	38%	62%
2019	3%	17%	72%	7%	–	1%	36%	64%

Data as of 07/01/2021, 10/01/2020 and 07/01/2019. Calendar years correspond to FY promotion cycles (2021 = FY22, 2020 = FY21 and 2019 = FY20).

Data as of 07/01/2021, 10/01/2020, 07/01/2019 and 07/01/2018.

EY US RECRUITING | EXPERIENCED HIRE

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	13%	23%	31%	7%	0%	8%	16%
FY20	9%	30%	43%	8%	–	2%	–
FY19	10%	26%	44%	8%	–	2%	–

Data as of 06/30/2021, 06/30/2020 and 6/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. Excludes Partner/Principal, Managing Director and Director experienced hires.

	Women	Men	Undisclosed
	40%	55%	5%
	41%	59%	–
	41%	59%	–

Data as of 06/30/2021, 06/30/2020 and 6/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US RECRUITING | CAMPUS HIRE

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	22%	56%	10%	0%	4%	2%
FY20	5%	24%	57%	11%	–	–	–
FY19	5%	23%	61%	11%	–	–	–

Data as of 6/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	48%	52%	0%
	48%	52%	–
	48%	52%	–

Data as of 6/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US INTERNSHIPS | CLIENT-SERVING INTERNS (EXCLUDING LAUNCH PROGRAM)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	20%	58%	8%	0%	5%	3%
FY20	6%	22%	58%	11%	–	–	–
FY19	6%	21%	61%	11%	–	–	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	49%	51%	0%
	50%	50%	–
	51%	49%	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US INTERNSHIPS | LAUNCH INTERNS

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	35%	7%	3%	36%	0%	17%	1%
FY20	41%	7%	9%	42%	–	–	–
FY19	45%	1%	3%	51%	–	–	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	54%	46%	0%
	60%*	40%*	–
	54%*	46%*	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. *Women and Men percentages were transposed in 2021 EY DEI transparency report: pathways to progress and are correctly restated here.



EY | Building a better working world

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ED None

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