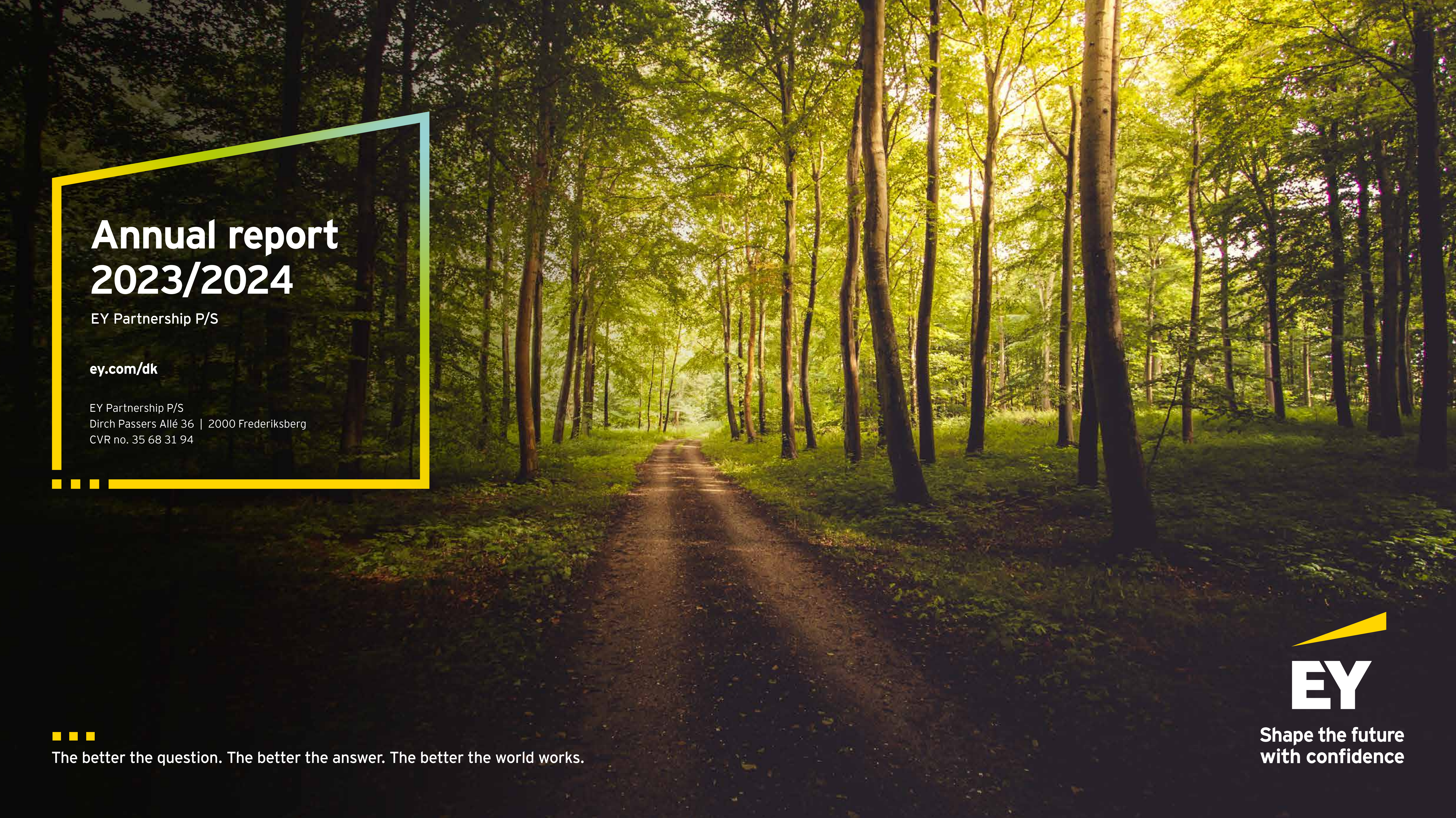

Annual report 2023/2024

EY Partnership P/S

ey.com/dk

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

Shape the future with confidence

Contents

Management review

Welcome to EY

Welcome to EY Denmark's annual report for the fiscal year 2023/24 (FY24). In this annual report, we present highlights and results on the impact and value we are creating – for our people, our clients, and the communities where we live and work.

Welcome to a record year

In FY24, EY reached a new milestone as we surpassed DKK 3 billion in revenue, ending the year at DKK 3,006 million. Adjusted for a number of strategic divestments of offices, revenue growth ends at 5% compared to FY23. Of the total revenue, Assurance accounted for DKK 1,156 million, while Consulting, Tax & Law, and Strategy and Transactions (SaT) accounted for DKK 1,850 million overall.

In Consulting, our focus on selected key accounts and industry insights has resulted in projects of a more transformative nature and even deeper client relationships. This strategic approach has allowed us to drive significant impact and foster robust partnerships with our clients.

The Tax & Law business has seen significant development, a journey we are proud to share. With this year's results, we aim to maintain our position as one of the largest Tax & Law businesses in Denmark. Our success is driven not only by an agile and highly adaptable team that understands the importance of a constant, strong market focus, but also by our ability to identify opportunities in even the most challenging markets. Having undergone a transformation in recent years, we are continuing this progress to ensure our future success.

Looking back on FY24, we've observed that the low M&A activity impacted our SaT business in the first half of the financial year. However, our strong account work with both private equities and large corporates has positively balanced our revenue. Our continued focus on increasing services per deal has minimized the direct link between the number of transactions and our overall performance. This, combined with our expansion of services in corporate strategy, AI value creation, and life sciences research, has established a solid foundation for continued growth in SaT.

Additionally, the financial sector remains a key area of focus across all our service lines, emphasizing our commitment to delivering comprehensive, innovative solutions tailored to the evolving needs of our clients within this vital industry.

In Assurance we have won several new audit clients and engagements. We have a strong and dedicated team in Denmark and a strong global setup ensuring efficiency and quality in our deliveries.

EY's revenue within audit of the PIE segment (Public Interest Entities) grew from DKK 213 million in the last financial year to DKK 237 million this year. Looking at Denmark's 100 largest companies, EY holds a clear second place as an auditor with a market share of 26%. In the C25 index, EY is the signing auditor for six companies, which makes EY the second-best represented audit firm within this segment in a Big4 context.

EY has gained several new large audit clients in recent years, and with our global setup, which enhances both the efficiency and high quality of our audit processes, we have a market position that provides us with some crucial advantages when large companies conduct tenders for audit assignments.

Welcome to a new strategy, where we are **All In**

Alongside our record result, EY also launched a new global strategy, **All In**. Our new strategy prepares us to create new value for EY people, clients, society, and stakeholders against the backdrop of a fast-changing world.

In short, **All In** is a commitment to each other. We are convinced that collaboration across the diverse expertise within EY enhances our ability to solve our clients' challenges successfully and make meaningful contributions to society.

The new strategy looks into a future with more complex and interconnected challenges than ever before and recognizes that the next 3 billion in revenue will come from areas other than those that generated the first 3 billion.

Danish and international companies are increasingly feeling the consequences of a world in massive change – from the accelerating technological development and the exponential use of AI to an increasingly unstable geopolitical situation and intensified societal and climate-related issues. We need to contribute even more to helping our clients solve these challenges.

Together with our people and clients, we will shape the future with confidence.

Welcome to a strengthened brand

In Berlingske's Image Analysis, we have climbed up the ladder on the list where we for many years have been ranked in the 50's.

EY has moved up 15 places in 2024, now achieving a significantly improved position as no. 36. This development is the result of a strategic shift, where we over the past nine months have redirected our focus to a targeted communications effort making EY more visible – with a clear view of what creates value for our clients and stakeholders.

We have also leveraged our strategic partnerships and initiatives such as Center for Strategic CSRD, EY Entrepreneur Of The Year and Sustainability Awards to a greater extent. Additionally, we have improved our ability to highlight our experts and spokespeople in external communications and PR efforts, strengthening our position as a thought leader across industries and areas.

And it doesn't stop here. We will continue these efforts – one position at the time – until we reach our goal.

Welcome to CSRD

This year, we have chosen to take the first steps towards aligning our sustainability report to the Corporate Sustainability Reporting Directive (CSRD) in FY26. We leverage EY's ESG expertise that we also share with our clients to ensure we report transparently and consistently.

While we are not where we want to be yet, we continue our journey to reduce greenhouse gas emissions aiming to meet our target in 2025. At the same time, we will update our environmental strategy, encompassing a science-aligned decarbonization plan, including near and long-term targets to ensure better alignment with impacts, risks, and opportunities identified in our double materiality assessment for this report.

Welcome to our people

EY Denmark's people are our greatest asset, and we work hard to ensure their wellbeing, development, and career satisfaction.

We make a promise to our employees to enable them to build an exceptional EY experience where they can grow both professionally and personally. We frequently ask how we are doing, and this year, 82% agree that their experience with EY is exceptional. Although this is a good result, we aim to improve further.

Simultaneously, we strive to create a workforce that is increasingly diverse and inclusive. We recognize the immense value of harnessing varied perspectives, abilities, backgrounds, and expertise in developing innovative solutions. Establishing an inclusive and gender-balanced organization at all levels is a business imperative for EY. While we have not yet achieved our desired state, we remain committed to enhancing our strategies for attracting and retaining top talent.

We continue to provide development and learning opportunities for our employees, such as virtual and in-person programs on a range of topics from AI, technology, sustainability, leadership, and much more. During FY24, EY also developed EYQ – our own AI tool designed to assist employees in finding information and assisting with certain tasks. EYQ has become a valued tool for our employees.

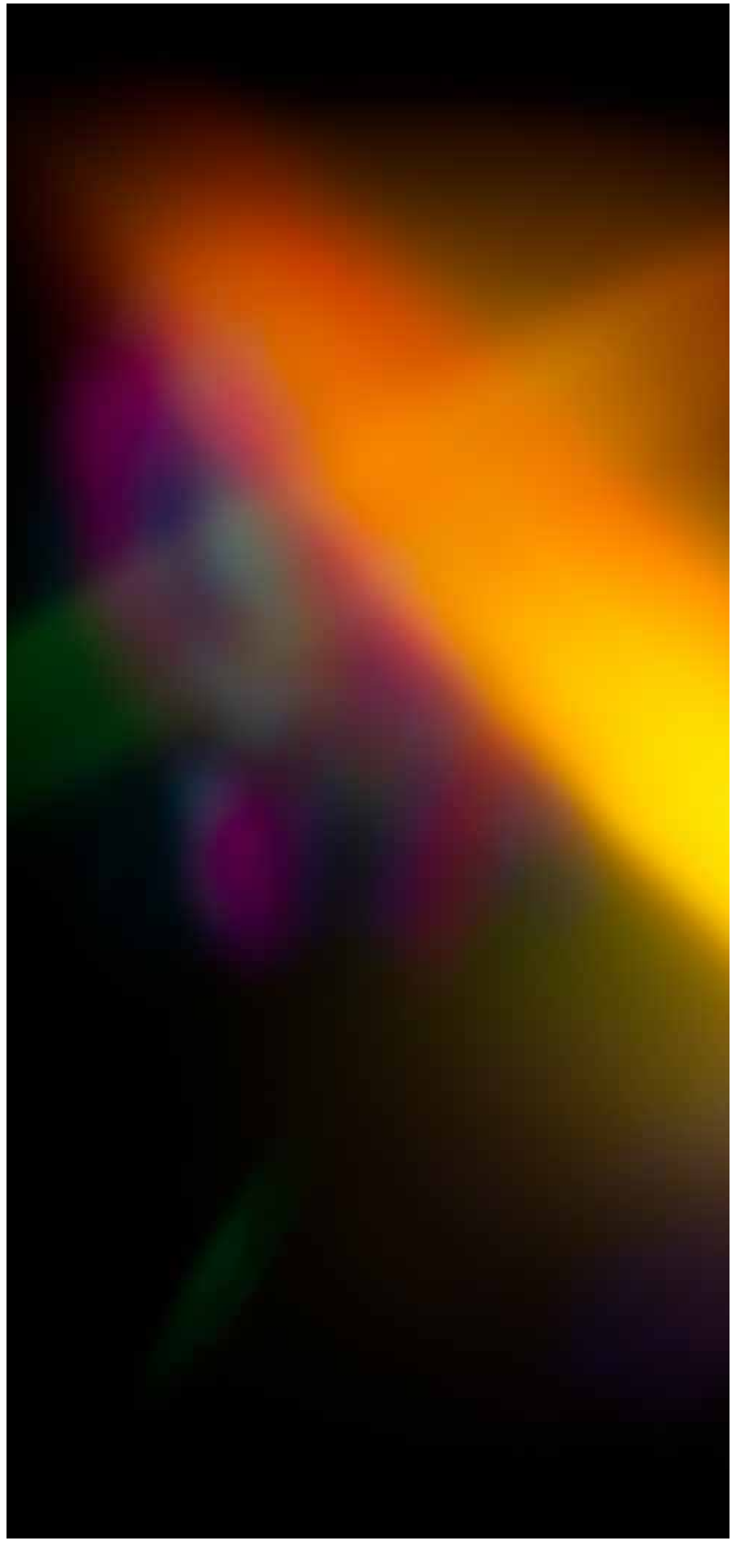
… and thank you

Our annual report summarizes our actions and achievements and gives us a solid foundation for continued sustainable growth. We look ahead as one unified EY as we are **All In** together to create long-term value for our people, clients, and society by Building a Better Working World.

Finally, I want to say a huge thank you to all of our amazing people and partners for their outstanding efforts and contributions in FY24 and to all our clients for trusting and selecting EY.

Welcome to EY!

Jan C. Olsen
CEO and Country Managing Partner



FY24 highlights

3,006 mDKK
FY24 revenue
(2,938 mDKK in FY23)

60%
women in Board of Directors
41% women in EY Denmark
33% women in leadership

27%
reduction of emissions
(target 40% in 2025)

11
Universum business ranking 2024
(13 in 2023)

1,914
people (-170 since FY23)

82%
of employees perceive their experience at EY as exceptional (82% in FY23)

91%
of employees agree that they feel free to be themselves at EY (91% i FY23)

26%
audit market share among Denmark's top 100 companies

100%/100%
completed Code of Conduct training/confirmation (target 100%/100%)

71%
recyclability of waste
(64% in FY23)

102
accredited sustainability assurance providers certified in EY

36
brand position among Danish companies
15 places increase
(Berlingske Image Analysis 2024)

EY Denmark | management and organization

EY Partnership P/S and EY Godkendt Revisionspartnerselskab are both member firms in the global EY network. EY is a global leader in assurance, tax, strategy and transactions and consulting services. Worldwide nearly 400,000 people in over 145 countries share a commitment to build a better working world, united by shared values and an unwavering commitment.

In Denmark, EY Godkendt Revisionspartnerselskab is the company where our Danish operations are carried out. The company is a wholly owned subsidiary of EY Partnership P/S, which is owned and controlled by the Danish Partners. A list of all Danish Partners is included in our FY24 Transparency Report.

EY Denmark is on a daily basis led by Jan C. Olsen who is country managing partner and a leader of each of our four service lines.

Jan C Olsen (born 1977) has been CEO and Country Managing Partner of EY Denmark since 2021. Jan is a state authorized public accountant and is certified sustainability assurance provider (Bæredygtighedsrevisor) according to the Danish Business Authority's requirements. Jan has been with EY for more than 20 years holding various leadership roles, including heading our Assurance service line and member of the Nordic coordination bodies, Regional Leadership Team and the Nordic Operational Executive. He also serves several large, international clients.

EY Denmark Board of Directors

The Board of Directors consist of 5 partners elected at the annual general meeting by the equity partners. 3 out of 5 board members are state authorised public accountants. All members of the Board of Directors are equity partners in EY Denmark and hence not independent. According to Danish legislation, the majority of the board is state authorised public accountants. As described, the members of the Board of Directors each have different leadership roles within EY Denmark, however, none of them are a part of the daily management registered with the Danish Central Business Register (centrale virksomhedsregister) (executives).

Carina Marie Korsgaard

Carina (born 1969) is Chair of the board and member since 2020. Carina holds a master's degree in Commercial Law and Finance and heads the Danish Transaction Tax Practice and has more than 25 years of experience in doing M&A for large private equity and corporate clients.

Mona Blønd

Mona (born 1963) is Vice Chair and has been member of the board since 2019. Mona is a state authorized public accountant. Mona has more than 40 years of experience as auditor and has held various leadership positions in Assurance in EY. Since 2019, Mona heads the Danish EY Professional Practice (Assurance Quality and Risk).

Morten Østergaard Koch

Morten (born 1984) has been board member since 2024. Morten is a state authorized public accountant and is certified sustainability assurance provider (Bæredygtighedsrevisor) according to the Danish Business Authority's requirements. Morten has more than 20 years of experience as auditor and currently combines his client facing role with leadership positions for certain offices in Jutland.

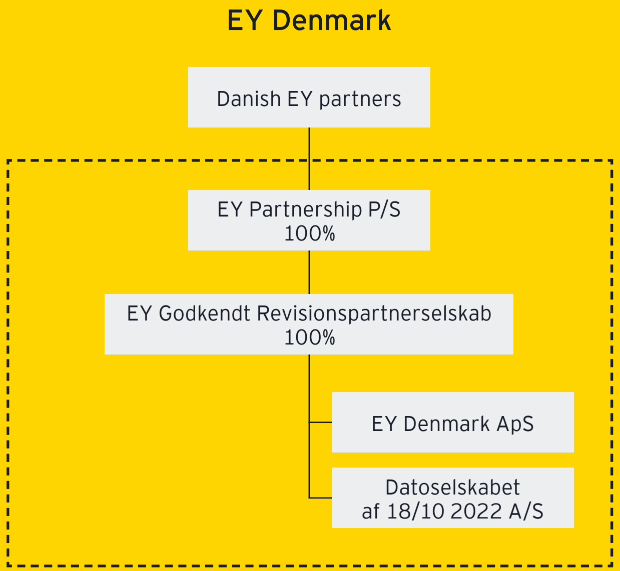
Mikkel Sthyr

Mikkel Sthyr (born 1970) has been board member since 2019. Mikkel is a state authorized public accountant and is certified sustainability assurance provider (Bæredygtighedsrevisor) according to the Danish Business Authority's requirements. Mikkel has more than 30 years of experience as an auditor. Mikkel further heads the Danish EY FAAS Department (Financial Accounting and Advisory Services).

Hanne Kærhøg

Hanne (born 1971) has been member of the board since 2021. Hanne holds a master's degree in international marketing and management and has over 25 years of experience in consulting focusing on technology transformation program management and driving valuable growth. Hanne focuses on the financial sector, including banking, insurance and pension. Today, Hanne is also part of the EY EMEIA Financial Services leadership team.

Organizational structure



EY Partnership P/S and EY Godkendt Revisionspartnerselskab are member firms of Ernst & Young Global Limited, a UK company limited by guarantee EY Global.

Find more information about EY's legal structure, ownership and responsibility in our Transparency Report FY24.

In this report, we refer to ourselves as "EY Denmark," "we," "us" or "our."

The daily management team for EY Denmark consists of the managers of our four service lines, Jan C. Olsen (Assurance), Jan M. Huusmann (Tax & Law), Michael J. Laursen (Consulting) and Søren P. Krejler (Strategy and Transactions). In addition, Mona Blønd heads the Danish EY Professional Practice (Assurance Quality and Risk). Our infrastructure (CBC) is headed by Lorenzo Congiu while Peter Haugaard heads our Talent area.

Our strategy, business model and value chain

How we create value

EY Denmark strives to create long-term value for our stakeholders. Enabled by data and technology, our services and solutions provide trust through assurance and help clients transform, grow and operate. Through our four integrated service lines – Assurance, Consulting, Strategy & Transactions and Tax & Law – we support organizations in creating value for their stakeholders too. We apply this lens to everything we do: to the way that we conduct financial and non-financial audits, help clients turn complex business challenges into competitive advantages, generate economic value, and support compliance with tax and regulatory requirements. In doing so, we aim to become the world's most trusted and distinctive professional services organization.

Our service lines

Assurance
912 people
mDKK 1,156 (-1.8%)

In Assurance, we serve the public interest by independently assessing risk and identifying opportunities to enhance trust in business and the capital markets, in support of sustainable, long-term value creation.

Tax and Law
354 people
mDKK 749 (+2.9%)

In Tax and Law, we provide our clients with information, insights, services and solutions to help enterprises navigate complexity and risks, drive better business decisions, understand global tax policies and laws, and comply with requirements and responsibilities.

Strategy and Transactions
209 people
mDKK 435 (+3.6%)

In Strategy and Transactions (SaT), we help our clients to reimagine ecosystems, reshape portfolios and reinvent themselves for a better future. How organizations manage their capital today will define their competitive position tomorrow.

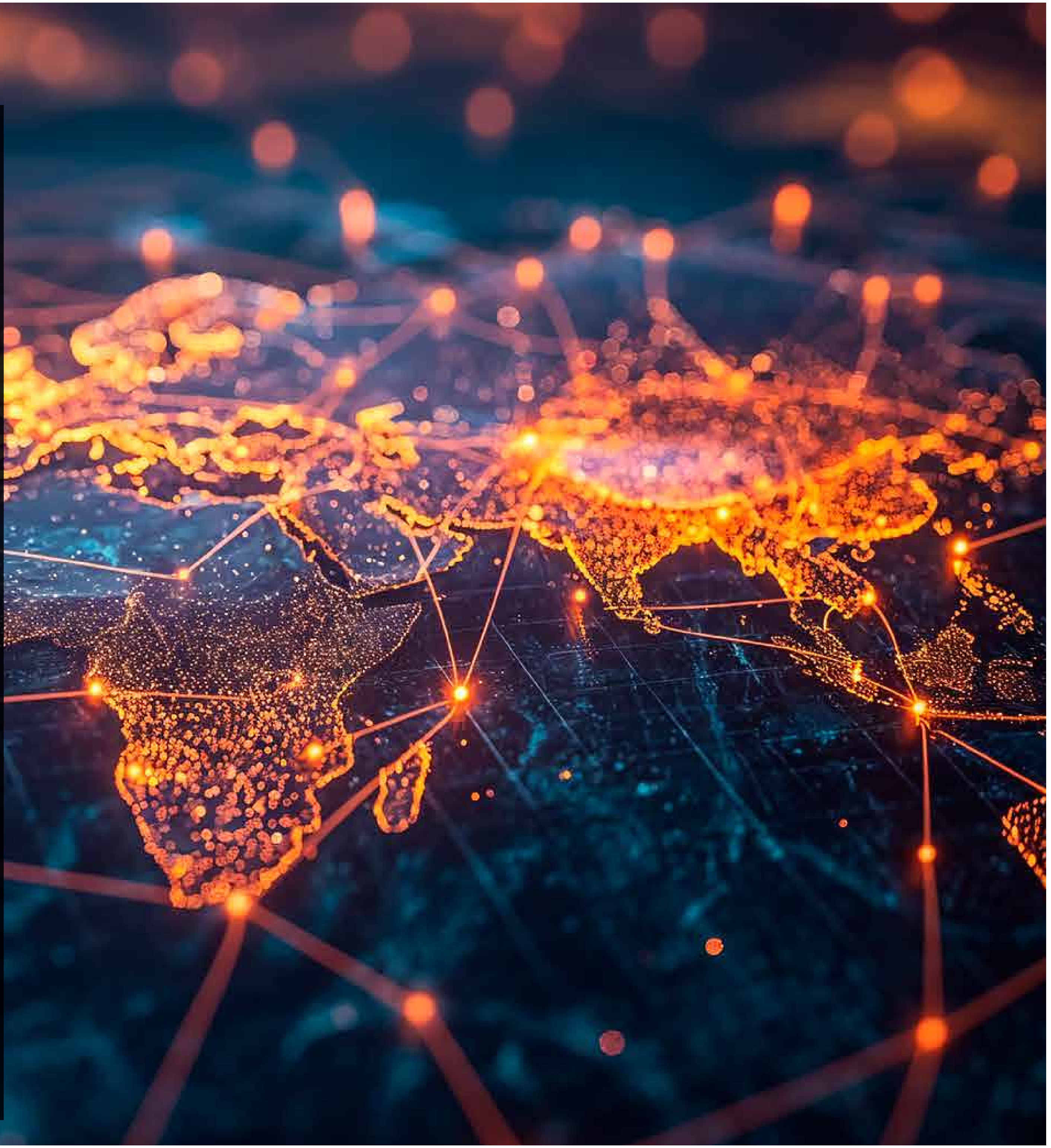
Consulting
306 people
mDKK 666 (+8.5%)

In Consulting, we are transforming businesses through the power of people, technology and innovation. By placing humans at the center, leveraging technology at speed and enabling innovation at scale, our clients are transforming to realize long-term value for people, businesses and society as a whole.

Read more about our services on ey.com/dk

In addition, we have our internal functions, our Core Business Services with 133 people. We are a creative, curious and consultative community of specialists helping our day-to-day business run efficiently and smoothly, eventually leading EY to business success.

Number of employees and partners	1,914
Revenue	mDKK 3,006 (100% of revenue generated in professional services sector)



Strategy

Who we are

EY is a global professional services network with approx. 400,000 people in more than 150 countries worldwide. EY Denmark has 1,914 employees and equity partners. We have nine offices across the country serving clients from the largest listed multinational companies to mid-size, SMEs and scale-ups across industries and sectors.

All EY people live by a set of shared values that define who we are.

These values are fundamental to our culture. They influence our actions and behavior in meetings with colleagues and clients, but also how we engage with our communities. The EY Values remain integral to EY. On 1 July 2024, we announced the new global EY strategy, called **All in**, which takes effect from FY25 and builds upon the NextWave strategy. The **All in** strategy recognizes the increasingly complex and interconnected issues facing organizations worldwide and outlines how EY will address these challenges to fulfill its purpose Building a better working world. The strategy also emphasizes the importance of working as one organization and being '**All in together**'. Key areas of focus include enhancing collaboration within the global EY network, investing in growth areas such as transformation, managed services and sustainability, and accelerating the adoption of AI.

We are

- People who demonstrate integrity, respect, teaming and inclusiveness
- People with energy, enthusiasm and the courage to lead
- People who build lasting relationships based on doing the right thing

Building a better working world

Our purpose

EY's purpose – "Building a better working world" has been the basis for our business model for many years. Building a better working world is a continuous task, there is always more to do, hence, EY is taking steps to renew our commitment to our purpose, ensuring that it reflects the aspirations of the next generation of EY people, clients and other stakeholders.

Through "Building a better working world" we strive to be the frontrunner in all aspects of what our stakeholders expect from us. Building trust and confidence in the capital markets, working together with our clients through challenging times, while running our business in line with our values, and ensuring that our employees are offered exceptional opportunities, are the key foundations of who we are and what we do.

EY believes that a better working world is one where economic growth is sustainable and inclusive. We recognize our social and environmental responsibility and wish to make a real difference supported by EY's global strategy.

Strategic ambition

NextWave has been our guiding strategy, shaping the foundation for creating long-term value as we strive to become the world's most trusted, distinctive professional services organization.

The world's organizations face more complex and inter-connected issues than ever before, from the rate of technological change and the accelerating use of AI to an increasingly volatile geopolitical environment. These factors are not necessarily new, but their impact has never been so intense or so far-reaching. EY's new strategy **All in** equips us to create new value for EY people, clients, society and stakeholders against this backdrop of a fast-changing world.

All in is not only a name but an attitude, one that demonstrates a commitment to each other. We are convinced that collaboration across the diverse expertise within our company enhances our ability to solve our clients' challenges successfully and make meaningful contributions to society.

We believe in this so much, that we have put the phrase "Shape the future with confidence" in front and center alongside our logo. It reflects our unwavering commitment to helping clients navigate emerging challenges and opportunities as distinctive journey partners. Which in turn will help us fulfill our purpose of Building a better working world.

Making sustainability everybody's business

Sustainability is a shared commitment to help shape a more promising business landscape. ESG-related services are key to our go-to-market strategy and how we conduct our business. EY has built extensive knowledge and expertise across the sustainability agenda globally, and we are delivering on the increasing market demands for these services. Thus, we have a large impact on how we help our clients and society to understand and navigate complex challenges via the services we deliver.

EY also aims to raise the bar for how we address sustainability matters in our own operation. With our sustainability efforts, we aim to contribute to a more sustainable society as well as the creation of long-term value for our people, clients and other stakeholders. We recognize that our responsibility to minimize the climate and environmental impact of EY's business operations extends to EY people and clients and to the wider communities in which we all live. Similarly, we have a fundamental responsibility to address sustainability issues in our own operation focusing on EY people and living up to our Code of Conduct, and in our supply chain, which is where our Supplier Code of Conduct plays a vital role.

Value Chain

Upstream, EY's value chain consists of the input that make our operation work. Our people, first and foremost, but also managing our talents, our offices, IT systems etc. delivered by key suppliers. Furthermore, it includes activities related to the sales and opportunity management of EY engagements and our service acceptance, covering contracts, independence and anti-money laundering processes etc.

Our own operation relates to the actual client work delivered by EY employees, sometimes in collaboration with EY alliance partners. This phase also includes quality reviews and other consultations and adhering to all regulatory requirements.

Downstream, we complete the delivery of our services to our clients who then implement and use our services. Once in use, our services may also impact the wider society.

Upstream		Our own operation		Downstream	
Suppliers	Talent pool	Core business services	Client services	Clients	End-users and society

Financial development in FY24 and outlook

DKKm	2023/24	2022/23	2021/22	2020/21	2019/20
Statement of comprehensive income					
Revenue	3,006	2,938	2,699	2,303	2,083
Operating profit/loss	117	88	73	99	41
Net financials	-25	-17	-1	-15	-6
Profit/loss before tax	92	71	72	84	35
Profit/loss for the year	92	70	71	83	33
Comprehensive income for the year	92	70	71	83	33
Balance sheet					
Non-current assets	495	539	423	442	404
Current assets	1,112	1,087	1,261	1,079	960
Total assets	1,607	1,626	1,684	1,521	1,364
Share capital	5	5	5	5	5
Equity	154	129	133	97	58
Non-current liabilities	506	580	458	327	343
Current liabilities	947	917	1,094	1,097	963
Cash flow					
Cash flows from operating activities	59	87	83	49	322
Cash flows from investing activities, net	-2	-82	-16	-35	-64
Amount relating to investments in property, plant and equipment	-25	-12	-24	-35	-58
Cash flows from financing activities	-66	-224	30	31	-150
Total cash flows	-9	-219	97	45	108
Financial ratios					
Current ratio	117.5	118.6	115.3	98.3	102.8
Solvency ratio	9.6	7.9	7.9	6.4	4.2
Solvency ratio adjusted for subordinated loans from partners	22.0	21.1	16.9	13.6	10.5
Return on equity	64.0	62.1	74.7	107.4	49.4
Number of employees (incl. equity partners):					
Average number of full-time employees	1,862	1,902	1,643	1,550	1,623
Number of full-time employees at year end	1,792	1,931	1,709	1,532	1,577
Number of employees at year end	1,914	2,084	1,878	1,634	1,690

Financial ratios are calculated in accordance with the definitions in note 1.

Financial development in FY24 and outlook

Principal activities

The EY Group's activities in Denmark comprise the entity EY Partnership P/S with the subsidiary EY Godkendt Revisionspartnerselskab.

The operating activities are carried out in EY Godkendt Revisionspartnerselskab, including its subsidiaries Datoselskabet af 18/10 2022 A/S and EY Denmark ApS (formerly EY Grønland Statsautoriseret Revisionsanpartsselskab). The Parent Company is a holding company without external activities. EY Partnership P/S is owned and controlled by the Danish partners.

The Group provides professional services in Denmark within our four service lines – Assurance, Consulting, Tax & Law and Strategy and Transformation. We refer to page 8 for a description of our service lines

The annual report covers the period 1 July 2023–30 June 2024. The annual report has been prepared in accordance with IFRS Accounting Standards as adopted by the EU and Danish disclosure requirements for large reporting class C companies under the Danish Financial Statements Act.

Financial performance

In the accounting period, the EY Group realised revenue totaling DKK 3,006 million compared to DKK 2,938 million in 2022/23. In 2023/24 have been a year of change. We have rightsized our audit practice by divesting part of our portfolio of smaller clients and concentrated our business on fewer but larger locations. We decided in autumn 2023 no longer to have an office in Greenland but serve relevant clients out of EY Godkendt Revisionspartnerselskab. We did during the second half-year of FY24 experience some delays in some large engagements and some headwind in the M&A market which means that we realized a growth of 2,3% which is below our outlook.

Other operating income, net amounts to DKK 36 million (2022/23: DKK 14 million). This includes items of secondary nature including canteen sales and gain on sale of activities in Assurance as mentioned above.

Operating expenses for the year, comprising other external expenses and staff costs, total DKK 2,874 million (2022/23: DKK 2,800 million). This includes staff costs totaling DKK 1,784 million (2021/22: DKK 1,766 million), which include partner remuneration. In accordance with the Danish Auditors Act, there are no external owners/investors, but all the Company's (ultimate) owners work in the Group.

The increase in external expenses can be mainly attributed to real estate cost.

The average number of employees (including partners) is 1,862 (2022/23: 1,902). The number of employees at year end is 1,914 (2022/23: 2,084). The lower number of employees is partly due to the divesting a part of portfolio of smaller clients as mentioned above.

Profit before tax amounts to DKK 92 million (2022/23: DKK 70 million) which is higher compared to expectations in last year's annual report and mainly due to the sale of activities. The development in profit is considered satisfactory under the market circumstances.

Cash flows for the year

Cash flows from operating activities for the year amount to DKK 59 million (2022/23: DKK 87 million) to increase in net working capital.

Balance sheet and capital structure

EY's total assets amount to DKK 1,607 million (2023: DKK 1,626 million), of which current assets amount to DKK 1,112 million (2023: DKK 1,087 million). Current assets primarily comprise trade receivables and contract assets as well as other receivables. The increase in current assets is mainly due to the increase in contract assets. Non-current assets totaling DKK 495 million (2023: DKK 539 million) mainly consist of intangible assets and right-of-use assets.

Non-current liabilities amount to DKK 513 million (2023: DKK 580 million), which include lease liabilities and subordinated loans from partners in 2023/24. The decrease is due to repayments of non-current liabilities.

Current liabilities amount to DKK 947 million (2023: DKK 917 million) and include primarilly credit institutions, and working items.

EY's equity amounts to DKK 154 million (2023:129 million). A part of the Group's financing comprises long term subordinated loans from the partners of the Company or payables secured by partners by means of absolute guarantees, we refer to note 21. The equity ratio including subordinated loans amount to 22% (2023: 21%).

Financial risks and the Group's risk management policy

Financial risks and the Group's risk management policy described in note 30 to the annual report. Due to our operations, investments and financing, the group is to a limited extent exposed to changes in exchange and interest rates and liquidity risks. Furthermore, the Group is exposed to credit risks related to clients.

The Group's financial risk management is centralized. Management continuously monitors the Group's risk concentration on clients.

It is the Groups policy not to engage in active speculation on financial risks. The Group's financial management is thus solely aimed at managing and reducing the financial risks directly attributable to the Group's operations, investments and financing.

Uncertainty relating to recognition and measurement

No special uncertainty has been identified relating to recognition and measurement. For significant accounting estimates and judgements, we refer to note 2.

Outlook

For the financial year 2024/25, we expect a revenue growth of 7–8%. Our outlook can, however, be subject to uncertainty due to the geopolitical situation and macroeconomic conditions.

Profit for the year 2024/25 is expected to be approx. DKK 70 million.

Parent Company

The Parent Company's activities comprise lease and sublease of equipment and the sublease of clients. All the Company's leased assets and clients are subleased to EY Godkendt Revisionspartnerselskab. The Parent Company receives lease and license fee from EY Godkendt Revisionspartnerselskab as payment for using them. Consequently, information re performance, risk etc. is the same as for the Group.

The Parent Company reported a profit of DKK 83 million for 2023/24 against a profit of DKK 67 million for 2022/23.

The results are affected by a gain from the sale of activities and consequently higher than expected. The results for the year are considered satisfactory.

Profit for the year in 2024/25 is expected to be approx. DKK 70 million.

Subsequent events

No significant events affecting the annual report have occurred after the balance sheet date.

Sustainability reporting

Approach to sustainability reporting FY24

This report contains information about EY Denmark's sustainability performance, risk, strategy and governance for the fiscal year 2024 (FY24), between 1 July 2023 and 30 June 2024. It comprises the consolidated sustainability report of EY Partnership P/S and its subsidiaries.

We hope with this report to ensure visibility and to report information which is significant for our impact, risk and opportunities in environmental and social aspects.

Since FY21, EY Denmark has reported on ESG according to the metrics and standards of the "Stakeholder capitalism Metrics" presented by the World Economic Forum's International Business Council (WEF-IBC).

We are aware that we will be subject to the EU Corporate Sustainability Reporting Directive (CSRD) from FY26 onwards. In the year under review, we initiated preparations for alignment with CSRD.

While not claiming full compliance, the FY24 sustainability report is a first step in our transition to CSRD. For FY24 we have aimed to adapt as much as possible of the fundamental structure of the standards and to integrate with other Danish requirements in the best way possible. In of FY24, we conducted a double materiality assessment (DMA) considering CSRD requirements as outlined in the European Sustainability Reporting Standards (ESRS) 1 and 2. As we anticipate the requirements of CSRD, we integrate elements that resonate with its objectives as we lean on the ESRS; this year covering ESRS2, E1, S1, S2, S4 and G1.

Following the DMA, we have initiated a strategy development process to build our roadmap towards change and compliance.

This sustainability report contains information regarding EY Denmark's sustainability initiatives, goals and results.

The sustainability reportning is assured externally with limited assurance based on ISAE3000. We refer to page 105

From WEF-IBC to CSRD

The Sustainability reporting for FY24 is thus organized in the four pillars from WEF-IBC – but in a CSRD context this way:

- **Principles of Governance** | Our responsibility to run our company to become the most trusted professional services firm – is embedded in **Governance**
- **Planet** | Our role in protecting the planet to support the needs of current and future generations – is embedded in **Environment**
- **People** | Our responsibility towards our people to create a diverse, equal and safe working environment – is embedded in **Social**
- **Prosperity** | Our responsibility to build a better working world in the communities we live and work – is embedded in **Social**

In the transition to CSRD, the sustainability section of this report still references core metrics and selected expanded metrics of the WEF-IBC.

Danish Financial Statement Act Disclosures

This sustainability report has been prepared in accordance with disclosure requirements of the Danish Financial Statements Act (DFSA).

The report also constitutes EY Denmark's statutory reporting on §99a, §99b and §99d.

Our reporting in compliance with §99a of the DFSA re corporate sustainability can be found on pages 8-10 and 15-71 and 73-77.

Our reporting in compliance with §99b of the DFSA re the under-represented gender can be found on page 48.

Our reporting in compliance with §99d of the DFSA on Data Ethics can be found on page 72.

Sustainability roadmap

In 2020, we set 2025 targets and defined focus areas for our sustainability work. The main themes and progress toward our targets are summarized in our sustainability roadmap:

Committing to the UN's sustainable development goals
At EY, we operate globally and serve global clients, and through our business activities, we directly or indirectly impact all the sustainable development goals (SDG). We recognize that we can address complex sustainability challenges by scaling up our efforts and collaborating with peers, industry bodies, clients, authorities, non-profit organizations and society in general.

For EY Denmark specifically, we have identified seven goals where we have a particular impact on our business, where we have set targets or work dedicated to reducing our impact, and where we can help improve conditions through our actions. EY Denmark focuses primarily on the following SDGs:

	Planet (Environment)			People (Social)		Prosperity (Social)		Principles of governance (Governance)	
High-level ambition	Protect the planet to support the needs of current and future generations			Empower EY people to build their own exceptional EY experiences		Build a better working world in the communities where we live and work		Become the most trusted professional services firm	
2025 targets & focus areas	Reduce absolute GHG emissions, -40% vs. FY19	Keep annual air travel emissions at 50% of FY19 level toward 2025	Recyclability of waste: 80%	Gender balance, 40% women at leadership level	Employee wellbeing and satisfaction measured by min. 90% perceive to have an 'Exceptional EY Experience'	Deliver exceptional client service	Contributing to EY Global's target of 1 billion lives impacted through EY Ripples*	Code of Conduct and independence training: 100% Code of Conduct and Independence Confirmation: 100%	Supplier Code of Conduct coverage: 100%
Actions towards 2025	Support the implementation of EY Global's seven-point action plan to reduce absolute GHG emissions by 40% in 2025 and continue the implementation of ISO 14001 Environmental Management System	Implement initiatives to reduce internal travel	Improve waste sorting in offices	Improve and increase efforts for better gender balance	Listening to our people to support employee wellbeing, engagement, retention and satisfaction	Invest US$10b in audit quality, innovation, tech & people as a 3-year commitment by EY Global*	Introduce initiatives to support local communities	Require annual training and confirmation from all EY people	Continue to strengthen our focus on Danish supply chain in cooperation with EY Global Supply Chain Services
Progress FY24	GHG emissions all scopes: -27% vs. FY19	Air travel emissions: -21% vs FY19	Share of recyclable waste: 71%	Gender balance, all employees: 41%/59% (w/m) Leadership level: 33%/67% (w/m)	82% of EY people agree that their experience at EY is exceptional	EY Global completed the three-year commitment to invest US$10b	Positively impacted, 116k lives through 211 participants in EY Denmark	Code of Conduct training/confirmation: 100%/100% Independence training/confirmation: 100%/100%	Followed up on Human Rights due diligence Continue to monitor supplier ESG compliance

*Initiatives driven by EY Global

Sustainability governance

It takes a unified approach in our company to drive the sustainability agenda. In Denmark, the corporate sustainability lead (CSL) is working closely with the other Nordic EY firms from a strategic and operational aspect in close cooperation with relevant function leaders like Talent (HR), Risk and Facility Management.

In EY Denmark, the CSL reports to the Danish Sustainability Steering Committee, which consists of Jan C. Olsen, CEO and Country Managing Partner; Margrethe Bergkvist, Associate Partner and Quality Leader for sustainability reporting and Peter Haugaard, Talent Director. The committee is responsible for evaluating the sustainability work and ensuring that it is performed in accordance with applicable laws and regulations and internal policies. Sustainability matters and target performance are discussed at bi-annual meetings.

The Board of Directors is ultimately responsible for our sustainability disclosures.

To structure our work on environmental topics EY firms in the Nordics have an Environmental Management System (EMS) certified according to the ISO 14001 standard in EY Denmark, Norway, Finland and Sweden. The Operational Executive for EY firms in the Nordics coordinates initiatives and goals and country leadership is responsible for setting the agenda and decision making for EY country specific targets and progress. The EMS is our system for structure of follow-up on climate transition.

Our system of governance allows leadership to evaluate the climate-related business requirements and integrate risks and opportunities into strategy and decision-making. Our internal reporting processes drive progress as we track our carbon ambition regularly to make any needed adjustments accordingly.

For EY Partnership P/S, our top management body is our Board of Directors and our CEO. The board consists of five EY partners who are diverse in backgrounds, competencies, experience, business focus, seniority with EY, gender and age. Two members of the board are accredited sustainability assurance providers (Bæredygtighedsrevisor) according to the Danish Business Authority's requirements. Our CEO is also an EY Partner, who is accredited sustainability assurance provider (Bæredygtighedsrevisor).

Risk management, quality control and due diligence

As we strive to be the leading professional services organization in our chosen markets, we take and manage risks to develop and deploy innovative services, expand into new markets and industries, engage in the right partnerships and alliances, and make the appropriate investments in infrastructure, acquisitions, resources and people. Managing relevant (potential) risks contributes to our success and competitiveness.

The complex and dynamic environment, such as (geo)political developments, a relatively weak economy, the ongoing shortages on the labor market, Artificial Intelligence (AI) and the sustainability landscape, continued to pose challenges to our organization. We continuously respond and turn these challenges into opportunities to the greatest extent possible.

We operate in a dynamic market. The continuously evolving business, regulatory and economic conditions not only present new opportunities but may also challenge the relevance of EY Denmark's services and may impact achieving our strategies, objectives and success of initiatives. Governing risks is key to ensuring we have sufficient oversight. By clearly articulating desired behaviors and related accountabilities, the governance structure helps to enable EY Denmark to identify relevant risks in a timely and consistent manner and allows for better coordinated and more effective responses. Our organizational structure aims to control our business operations within the risk appetite set on relevant risks, including integrity risks.

At EY we have established sound risk management and due diligence processes throughout our value chain. From the suppliers we engage with, to our entire client acceptance and service delivery model. Identifying and safe-guarding risks is at the core of what we do.

The main areas where EY Denmark conducts due diligence processes are linked to our business operations and ensuring high quality standards and adherence to legal requirements. The main steps include thorough internal processes and evaluation. Examples are:

International Standard on Quality Management (ISQM 1)

For all EY audit engagements covered by the assurance standard, EY Global and EY Denmark have a strict quality control system in the International Standard on Quality Management (ISQM 1).

The purpose of the system is to provide reasonable security to EY's clients and stakeholders that EY Denmark fulfils its responsibilities in accordance with the professional standards and applicable legal and regulatory requirements, and that reports issued by EY Denmark and our responsible Partners are appropriate to the circumstances. Read details about EY's quality control system and the conclusion of the audit in FY24 in EY's Transparency Report 2024.

Audit Quality Review

Every year, EY Global conducts reviews of a selection of completed audit assignments in EY Denmark, carried out as part of the global Audit Quality Review (AQR). This is a control activity in accordance with the requirements and guidelines of ISQM 1, and where necessary, the surveys are expanded to comply with EY Denmark's professional standards and regulatory requirements. The program also contributes to EY Denmark's ongoing work to identify areas where we can improve our services or strengthen our policies and procedures. Read more in EY's Transparency Report 2023/24.

Quality and Risk Management

EY's commitment to quality applies to all projects across the firm. The work to ensure quality in all service areas is part of our global Quality & Risk Management (Q&RM) system.

It encompasses a number of policies and procedures that are designed to ensure that we deliver quality services that reflect our expectations of EY's professional skills, which are appropriate to customers' specific problem and in accordance with the terms and conditions and cf. the terms of our engagement agreements. For each service area, a QRM manager has been appointed at the Nordic level who is responsible for annual project controls being carried out and the results followed up.

Due diligence process of accepting clients and engagements

The EY global policy on client and engagement acceptance sets out principles for member firms to determine whether to accept a new client, a new engagement with an existing client, or to continue with an existing client or engagement. Client and engagement acceptance is an important business enabler and integral in how EY effectively manages client and engagement risks. Client and engagement acceptance is performed and recorded in EY's global tool PACE (Process for Acceptance of Clients and Engagements)

The process for acceptance or continuance of clients and engagements includes consideration of the engagement team's assessment of risk factors across a broad range of categories such as industry, management's attitude, internal controls, audit complexity and related parties.

As part of this process, we carefully consider the risk characteristics of a prospective client or engagement, and the results of due diligence procedures.

Due diligence process of accepting business relationships

Business relationships might have an impact on EY's independence. Therefore, EY people are required to use Business Relationships Independence Data Gathering and Evaluation (BRIDGE) in many circumstances to identify, evaluate and obtain advance approval of a potential business relationship with an entity we audit, thereby supporting our compliance with independence requirements. BRIDGE is an example of a technological resource made available to EY Global member firms to drive consistency in the System of Quality Management.

Read more about EY Denmark's System of Quality Management, AQR program, PACE and Bridge in our Transparency Report FY24.

Human rights due diligence

Since FY23, EY Denmark together with the other Nordic EY companies conducted a human rights due diligence covering our own operation and our supply chain. The process is described under Governance.

Supply chain due diligence

Our supplier due diligence program is outsourced to Global Supply Chain Services (SCS) and covers three main areas:

- Supplier selection
- Supplier onboarding
- Deep-dive due diligence

We survey suppliers during the onboarding process to understand their goals, programs and policies. The outcome of this screening process is a shortlist of suppliers that qualify for a more extensive assessment. Responses are reviewed, scored and weighted using an automated system. See more in the section Workers in the value chain.

Internal controls over sustainability reporting

At EY Denmark we have established an internal control for how we gather data and develop our annual sustainability report. This has been established to ensure the quality of our data and to ensure oversight of our sustainability progress in our administrative, management and supervisory bodies. Our risk management and internal controls regarding the sustainability reporting is based on collaboration between different functions. The data that is needed for the sustainability report is provided from different functions in the organization such as finance, payroll, human resources, facility management, risk management, independence etc. Each function is responsible for the quality of the data provided. Our corporate sustainability lead (CSL) is reviewing all data that has been provided. Before the report is externally audited, management and the board of directors reads through and does the final checks for all parts of the report.

Double materiality assessment

In the spring 2024, EY Denmark updated our materiality assessment considering the principles outlined in the European Sustainability Reporting Standards (ESRS) and as a part of that, the requirements in the double materiality assessment.

A wide range of stakeholders have been involved in the analysis to ensure our DMA reflects the concerns and expectations of our stakeholdes. This process helps EY Denmark remain responsive to evolving risks, opportunities, and societal expectations. Moving forward, EY aims to engage stakeholders even more actively and regularly when identifying significant impact, risk, and opportunity areas.

EY Denmark's methodology for conducting a Double Materiality Assessment (DMA) is based on the principles outlined in ESRS. EY Denmark has engaged key stakeholders in the development of DMA. Engagement methods include peer reviews, desktop analysis and stakeholder interviews, which have been used to ensure that all relevant sustainability-related Impacts, Risks and Opportunities (IROs) have been identified across our value chain. EY Denmark's DMA follows the principle of double materiality as defined in the CSRD framework and the results disclose identified IROs that could affect EY's ability to operate sustainably and responsibly over time. This process included collecting the necessary data by conducting desk top analysis, sector reviews, stakeholder engagement, as well as collecting already existing results from internal due diligence and risk assessments. In parallel, we conducted the impact assessment (inside-out) of EY's operations, and the risk and opportunity assessment (outside-in), where EY dependencies where mapped. After conducting both the impact assessment and the risk and opportunity assessment, we consolidated the results of material IROs, which will be presented on the following pages. Five of the ten topical ESRS standards are deemed material in EY's double materiality assessment. The material subtopics under each standard are presented along with the material IROs in the tables on the following pages.

The table to the right illustrates the topics that are material to EY Denmark. In the following, we will describe these looking at the associated Impacts, Risks and Opportunitie.

	ESRS topics	Sub-topics
Environment	E1 Climate change	Climate change mitigation
		Climate change adaptation
Social	S1 Own workforce	Working conditions
		Equal treatment and opportunities for all
	S2 Workers in value chain	Working conditions
		Equal treatment and opportunities for all
		Other worker related rights – Human Rights
	S4 Consumers and end-users	Information related impact for consumers and/or end-users
Governance	G1 Business conduct	Corporate culture
		Corruption and bribery
		Protection of whistleblowers
		Management of suppliers and payment practices

E1 Climate change

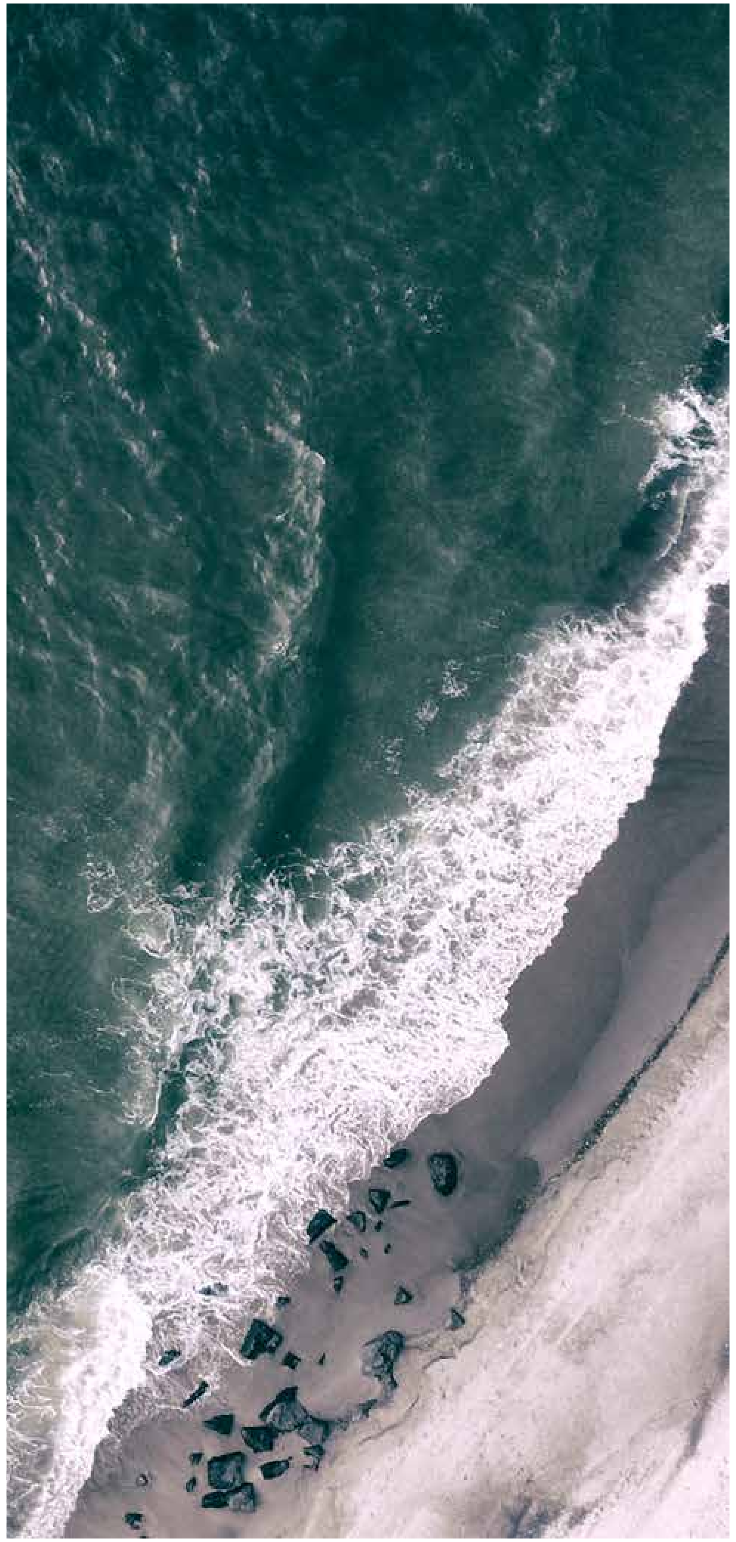
For EY, addressing environmental sustainability is crucial to our ambition and purpose of building a better working world, but also regarding our long-term resilience as a company. The area of climate change explores the environmental topics that directly affect our business and industry, including greenhouse gas emissions (GHG) from the goods and services we purchase, capital goods, our travelling especially by air, our employees commuting to and from work and the energy we consume in our offices.

In addition, climate change drives increased operational costs, from rising real estate and insurance expenses due to extreme weather events, to the higher prices of ethically sourced products. Moreover, EY may encounter financial and reputational risks from associating with environmentally negligent companies.

At the same time, this presents an opportunity for us to lead the sector by embedding sustainability in the core of our strategy and promoting climate-positive solutions across our operations and client engagements.

Environment | Climate change

Climate change mitigation		
Impact, risk or opportunity	**Description**	**Placement**
Impact	‣ EY has a negative environmental impact from activities and products which we depend on to deliver our services. E.g. greenhouse gas emissions from procurement of goods and services, business travel and energy consumption.	Upstream, Own operations
Opportunity	‣ EY has the opportunity to help our clients drive sustainable impact and reduce their carbon footprint through our Climate Change and Sustainability Services.	Downstream
Climate change adaptation		
Impact, risk or opportunity	**Description**	**Placement**
Risk	‣ EY may face increased operating costs from property, insurance and services due to climate change and extreme weather events.	Own operations
	‣ EY can also expect higher costs from certified and ethical goods and services.	Own operations
	‣ In addition, if EY is associated with clients that have a substantial negative impact on the environment and avoid their environmental responsibilities, this may affect EY's reputation and hence our revenue and market position.	Own operations, downstream
Opportunity	‣ The demand for certified, sustainability-related services is growing, which presents a financial opportunity for EY.	Downstream



S1 Own workforce

Our commitment to social sustainability focuses on key areas that impact our workforce and business. EY is our people, and our own workforce is EY's most valuable asset. With this in mind, prioritizing employee wellbeing through secure employment, flexible working conditions, and a focus on work-life balance is essential to maintaining a healthy and motivating workplace. We are dedicated to fostering an inclusive work environment by promoting gender balance, skills development, and equal career opportunities.

Gender equality and equal pay for work of equal value are important goals for EY.

Our own workforce is also a material topic for EY financially, seen from the outside-in perspective. As a large brand and the employer of many people, it is crucial for EY's financial resilience to maintain the working conditions, wellbeing and development of our employees. Potential risks include failing to meet legal requirements to address issues like discriminatory practices or diversity and inclusion, and employee rest and leisure law.

However, by investing time and effort into our employees, EY can have a positive impact as well as create financial opportunities for the company. Opportunities within own workforce may be seized by having a flexible and remote working model, leveraging control of working hours, focusing on work-life balance, and investing in innovative recruitment strategies and givning our people the best education and skills. By working towards setting a good example within social sustainability, we can create a more inclusive and adaptable workplace.

Social | Own workforce

Working Conditions

Impact, risk or opportunity	Description	Placement
Impact	High workload and work intensity can negatively impact employees' wellbeing, development and job satisfaction.	Own operation
	Offering secure employment and flexible working conditions can have a positive impact on EY, our employees and their families.	Own operation
Risk	EY would face a reputational and financial risk if we did not comply with legal requirements for employees' rest and leisure time.	Own operation
Opportunity	Focus on work-life balance and continuous follow-up on employees' workload and assignments strengthen reputation, inspire high performance and contribute to EY being perceived as a strong and attractive employer.	Own operation
	Offering employees flexibility through our hybrid working model, insurances and employee benefits is an opportunity for EY to strengthen our position as an attractive employer.	Own operation
	Strengthening employees' professional development, self-management skills and promoting good leadership can improve the attractiveness of EY to employees and clients.	Own operation

Equal treatment and opportunities for all

Impact, risk or opportunity	Description	Placement
Impact	By ensuring equal pay and equal opportunities for all, EY aims to create a positive impact on diversity, equity and inclusion, and empower more people to grow in leadership roles.	Own operation
	We recognize a potential negative impact from a lack of diversity at leadership level if we are unable to improve the current gender imbalance.	Own operation
	EY has a potential positive impact if we have a culture where everyone feels safe. We have a responsibility to ensure that all employees feel safe to raise concerns and report through our communication channels and voice their views even when different.	Own operation
	Training, competence and career development have a positive impact on EY and our people; At the same time, our strong focus on personal and skills development also positively impacts our clients and the market as a whole.	Own operation
Risk	If EY does not succeed in creating a diverse and inclusive culture, we may not be able to attract the right talent to create diverse and skilled teams that reflect clients' demands. This could result in reputational and financial risks.	Own operation
	Skills and training are absolutely necessary to meet the demands of clients and the market. Failing to provide this could jeopardize EY's high quality, financial growth and employee satisfaction.	Own operation
Opportunity	Ensuring leadership skills to embrace and support an inclusive environment including equal treatment for all, will drive organizational success.	Own operation
	Diverse teams are better equipped to develop innovative, high-quality solutions to clients. By investing in robust and innovative recruitment and retention strategies with focus on a highly skilled and diverse workforce, we can secure EY's future success as an inclusive workplace with equal opportunities for all and excellent career opportunities.	Own operation

S2 Workers in the value chain

Human capital in the form of knowledge, skills and experience is central for EY's operations. This is not only the case for EY's own workforce, but also the workers in our value chain. As a large company, EY is dependent on suppliers to provide us with the necessary products, equipment and services that we do not produce ourselves.

EY's delivery model is dependent on close cross-firm and cross-country collaboration to deliver excellence. This makes global colleagues from the EY family all over the world a vital part of EY Denmark's value chain, highlighting a responsibility that goes well beyond our own national operations. This responsibility extends all the way from our Danish offices to our cooperation with EY's Global Delivery Services (GDS) in India and colleagues in other EY offices across the world. Colleagues employed in other EY member firms are considered value chain workers.

Another important category of workers in EY's value chain, are the ones providing us with services like event facilitation, and facility management services in our offices. The latter is especially important due to EY's potential material direct impact on the workers facilitating our office premises in our day-to-day operations.

Social | Workers in the value chain

Working conditions		
Impact, risk or opportunity	**Description**	**Placement**
Impact	‣ By maintaining a strong relationship with suppliers, EY is able to influence decent working conditions and the wellbeing of workers in the value chain, and at the same time, reduce our risk of reputational damage.	Upstream
Risk	‣ Working in large global teams and in teams that include subcontractors and workers abroad increase the risk of EY not being able to ensure workers' wellbeing, health and security.	Upstream
Equal treatment and opportunities for all		
Impact, risk or opportunity	**Description**	**Placement**
Impact	‣ EY may impact suppliers through our requirements in policies and procedures and by encouraging safe dialogue.	Upstream
Other employment-related rights | Forced labour		
Impact, risk or opportunity	**Description**	**Placement**
Risk	‣ EY may face financial and reputational damage if we do not comply with laws and regulations that protect human rights in the value chain.	Upstream

S4 Consumers and end-users

At EY, we recognize that the core of our value proposition lies in the competency and quality of the information and services we provide. Our role as a trusted advisor places us at the heart of sustainability efforts, not only through the direct impact of our service offerings but also by ensuring the dissemination of accurate and reliable information to our clients.

This unique position, bolstered by EY's esteemed trustworthiness in society, presents an unparalleled opportunity for us to influence and drive competency and professional services across industries.

However, with great influence comes significant responsibility. There is an inherent risk of jeopardizing our standing as a leader in sustainability competency and in our general service offerings. This could result from the dissemination of misinformation, or the adoption of poor practices, which could mislead our clients and the broader community, also risking negative impacts.

In EY, we are dependent on access to our clients data and at the same time responsible for keeping it safe. If EY should experience a data leak or cyberattack, which would compromise confidentiality of clients' data, it would not only harm EY but potentially our clients as well. Hence, solid data protection measures are fundamental.

EY's responsibility is not merely to maintain our competitive edge or safeguarding our reputation; it is about harnessing our unique position to foster a sustainable future for our clients, our communities, and the world at large.

Social | Consumers & end-users

Information related to impact for consumers and/or end-users

Impact, risk or opportunity	Description	Placement
Impact	‣ Through our service delivery and expertise, we may have a major impact on clients, end-users and society as we promote sustainability for both the environment and people; and, not least, create confidence in quality information and in the capital market. This is our biggest potential impact.	Own operations, downstream
Risk	‣ Should EY deliver poor quality or misinformation on e.g. ESG topics, we could face both financial and reputational risks.	Own operations
	‣ The risk of disclosing personally identifiable information about customers due to cyberattacks or inadequate data protection.	Own operations, downstream
	‣ As leading sustainability advisors, EY may face reputational risk if we fail to integrate sustainability into the overall strategy, and which may lead to loss of business.	Own operations

G1 Business conduct

Business conduct is the foundation of EY as a company and the services we provide. EY is one of the world's leading audit and consulting networks, and with this comes a responsibility to always ensure ethical business conduct and a solid corporate culture.

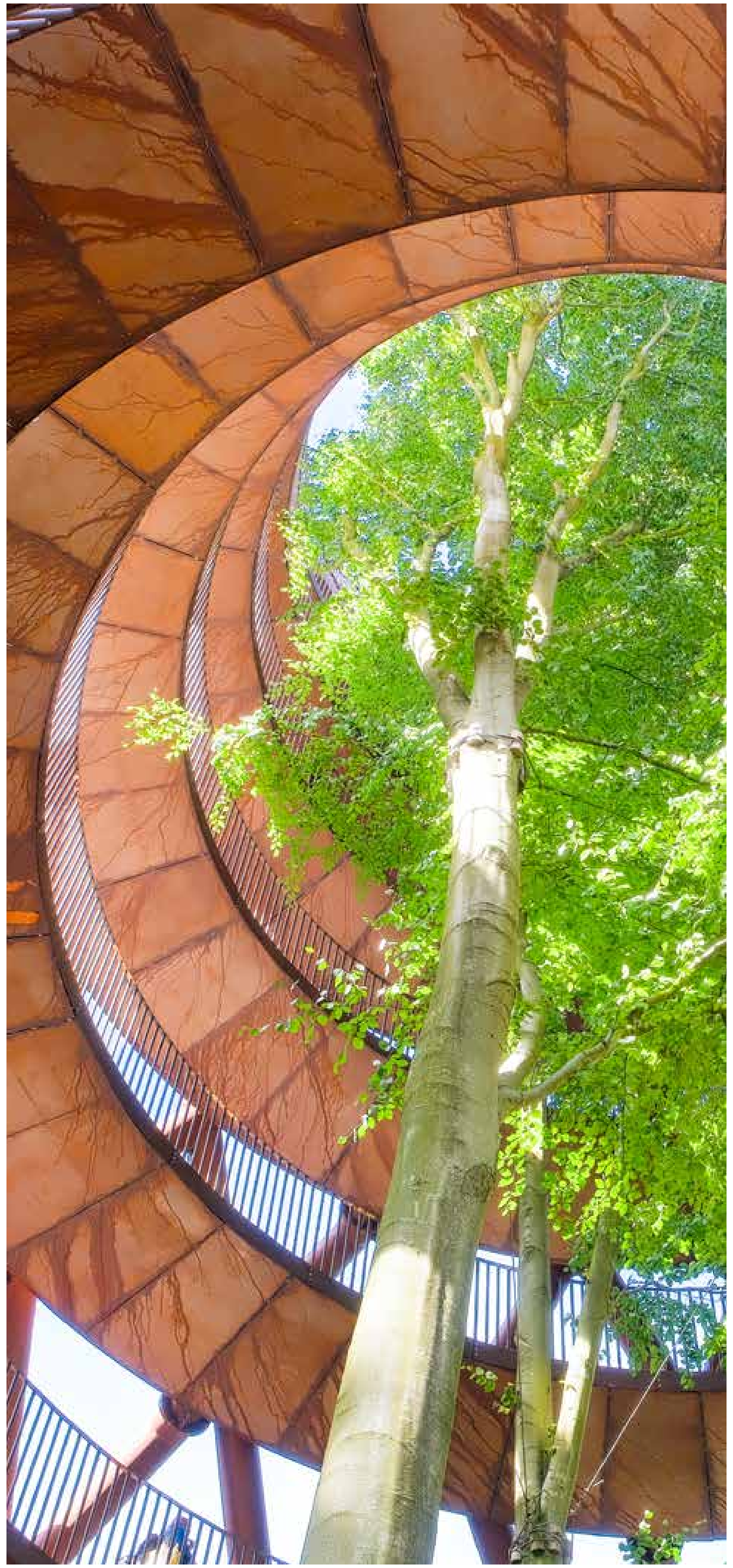
Within this topic lays the responsibility for a good corporate culture, strengthening openness and preventing corruption and bribery.

As a part of this, it is important to have an appropriate whistleblower system, which protects the whistleblower and uphold industry best practices in human rights due diligence within the supply chain.

Given the nature of EY's service provision, there will always be inherent risks related to several of the topics presented above, but they do however also present the opportunity to both have a positive impact on clients and society by building trust and ensuring quality information, as well as continuing to strengthen EY's position in the market over time.

Governance | Business conduct

Corporate culture		
Impact, risk or opportunity	**Description**	**Placement**
Impact	‣ Upholding a corporate culture of quality, compliance and ethics positively impacts our business, the industry and market.	Own operations, downstream
Risk	‣ Failure to work in accordance with EY's Code of Conduct can lead to reputational risks and, in the worst case, legal claims and sanctions. Not adhering to EY's ethical and quality standards may lead to the risk that we lose our authorization to perform audits.	Own operations
Corruption and bribery		
Impact, Risk or opportunity	**Description**	**Placement**
Risk	‣ There is a risk related to potential corruption incidents. These would seriously damage EY's operations and reputation, with exposure leading to potential legal claims and sanctions.	Upstream, own operations, downstream
Opportunity	‣ Proactively preventing corruption and money laundering can boost trust in EY's ethical standards and integrity. This is a financial opportunity for us and could protect ourselves against potential reputational damage and secure long-term business relationships.	Upstream, own operations, downstream
Protection of whistleblowers		
Impact, risk or opportunity	**Description**	**Placement**
Impact	‣ Accessible and trustworthy whistleblowing channels and effective whistleblower protection may increase trust and confidence in EY and have a positive impact for EY's employees and other stakeholders.	Upstream, own operations, downstream
Risk	‣ Failure to protect whistleblowers in a timely and proper manner can lead to mistrust among employees and other stakeholders and expose EY to both legal and reputational risk.	Upstream, own operations, downstream
Management of suppliers & payment practices		
Impact, risk or opportunity	**Description**	**Placement**
Risk	‣ EY faces potential financial risk if we do not uphold industry best practices in human rights due diligence within our supply chain.	Upstream



Double materiality assessment methodology

EY Denmark's DMA process is based on the requirements in ESRS 1 and guidance from the European Financial Reporting Advisory Group (EFRAG). This section describes the methodology used and assumptions made in the process of identifying and assessing material IROs.

EY Denmark has completed a comprehensive DMA for FY24. This evaluation was carried out in preparation for CSRD. This initiative underscores EY's commitment to transparency and sustainability, aligning our reporting practices with the evolving regulatory landscape.

The results of the DMA define topics that are material for EY, covering environment, social and governance topics.

Scope and boundaries

The scope includes the evaluation of actual and potential IROs relevant to EY Denmark, considering its context, such as employee numbers, sector engagement, market situation, and forecasts for risks and opportunities.

EY Denmark carried out peer assessment as a key part of our DMA process. This step was crucial for pinpointing the various IROs for our company. Our team investigated information about peer companies operating in the same market and sector as EY, focusing on their reports about the environment, human rights, and how they affect society. During this process, we gathered information on questions of sustainability goals, engagement with global initiatives and sustainability strategy. This careful analysis of our peers helped us ensure that our own DMA was thorough and in line with what is expected in our industry, and what readers of our sustainability report would expect EY to cover as a material topic.

In parallel, stakeholder engagement, including interviews with central stakeholders and People Pulse surveys, provided additional insights, which were then integrated into EY's DMA. This sheet served as the foundation for developing a preliminary list of potential IROs. The IRO list was refined through iterative revisions, drawing from the desktop assessment, stakeholder dialogues conducted by EY and the peer assessment to ensure the clarity and precision of the criteria for assessment and scoring. All IROs were assessed as inherent impacts, risks or opportunities not factoring mitigating actions into the scoring of 'scale' or 'scope'. Furthermore, all IROs have been classified as 'actual' or 'potential' and 'negative' or 'positive', as well as upstream, own operations or downstream IROs. A sustainability matter has been considered material if at least one IRO exceeded the overall materiality threshold on either impact materiality or financial materiality.

Immaterial topics

The identification of pollution-related impacts, risks and opportunities followed the same process as the identification of all IROs, namely through stakeholder engagement, peer reviews and desktop analysis. The topic was ultimately determined to be immaterial.

EY's upstream and downstream value chain is only to a limited extent relying on and impacting the physical environment, as the main activity is the delivery of consulting and auditing services to clients. Further, EY offices are located in cities and developed areas. Building on the above conclusions, for the purposes of conducting the double materiality assessment, no specific screening of assets and activities were conducted in relation to water and marine resources-related impacts, risk and opportunities, nor in relation to resource use and circular economy. Both topics were ultimately deemed immaterial.

In relation to biodiversity, it was assessed that there were no locations affecting biodiversity sensitive areas, and the identification of impacts, risks and opportunities followed the same methodology as for all other topics. Several impacts, risks and opportunities were identified, however there was no specific consideration of ecosystem services or risk type in terms of transition, physical or systemic, as this was not deemed necessary to perform the materiality assessment. The topic was ultimately deemed immaterial.

No topic-specific consultations were made, but our stakeholder engagement strategy included several insights from internal experts on all the sustainability topics within the ESRS.

Scoring criteria

Assessing materiality

In a DMA, material impacts are defined by assessing both negative and positive impacts using specific criteria.

For negative impacts, the score is calculated by considering the scale (severity of the impact), scope (how widespread it is), irremediability (how difficult it is to remediate the impact), and likelihood. For positive impacts, the score considers scale, scope and likelihood.

The methodology emphasizes the severity of potential negative impacts, in cases related to human rights and the environment, following ESRS 1 guidelines.

To assess risks and opportunities, these were scored on the two parameters of magnitude of financial effect as well as the likelihood of occurrence.

Time horizons

In addition to the scoring, IROs are mapped to a time horizon, discerning between short-term, within 1 year, medium-term, 2-5 years, and long-term, over 5 years.

Threshold setting

Thresholds were set at a reasonable level relative to the equation that resulted in the score. The IROs which got a final score above the threshold were deemed material for this report.

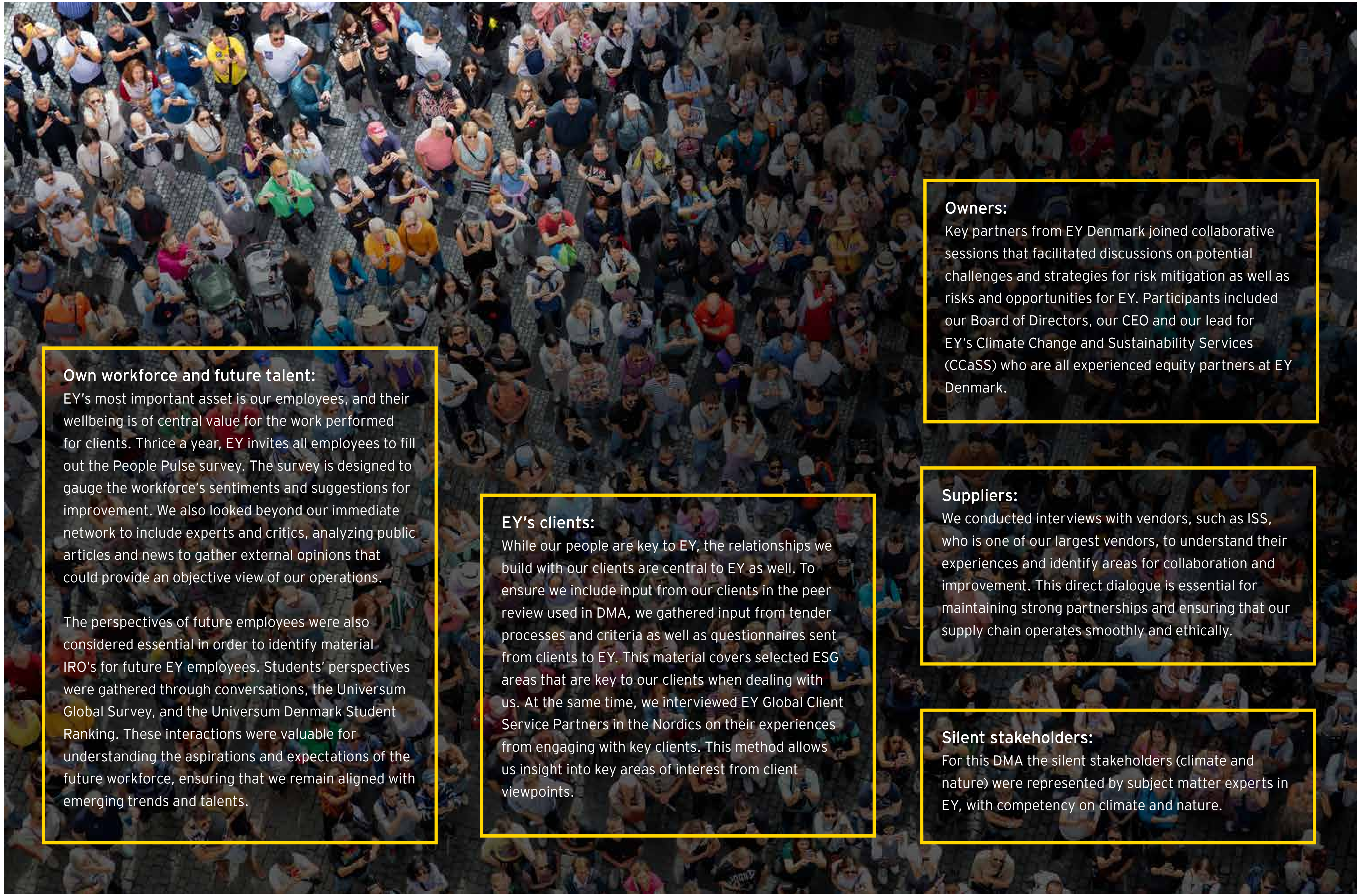
Stakeholder engagement

EY Denmark's DMA is a thorough process that identifies key issues by actively engaging a wide range of stakeholders, including employees, clients, owners, suppliers, and external experts.

This engagement ensures that EY's sustainability report reflect the concerns and expectations of our stakeholders. The assessment involves tailored dialogues to capture perspectives from various demographics, enhancing the understanding of how decisions impact different groups. This process helps EY Denmark remain responsive to evolving risks, opportunities, and societal expectations. Moving forward, EY aims to engage stakeholders more actively and regularly when identifying significant impact, risk, and opportunity areas.

EY Denmark' DMA process involves identifying and assessing material matters through engagement with relevant stakeholders to understand the severity, scale, scope, and irremediability of impacts. Stakeholder engagement helps determine which material topics EY Denmark needs to address through our business strategy and thereby which sustainability matters we should disclose in our sustainability report, ensuring that the assessment reflects the concerns and expectations of both internal and external stakeholders.

The variety of stakeholders we interviewed cover a wide spectrum of demographics and roles within the company. This diversity was intentional, aiming to capture different opinions from various departments, countries, genders, ages, roles, and levels of influence. The types of dialogues we conducted were tailored to the stakeholder group to maximize the relevance and effectiveness of the engagement.



Own workforce and future talent:
EY's most important asset is our employees, and their wellbeing is of central value for the work performed for clients. Thrice a year, EY invites all employees to fill out the People Pulse survey. The survey is designed to gauge the workforce's sentiments and suggestions for improvement. We also looked beyond our immediate network to include experts and critics, analyzing public articles and news to gather external opinions that could provide an objective view of our operations.

The perspectives of future employees were also considered essential in order to identify material IRO's for future EY employees. Students' perspectives were gathered through conversations, the Universum Global Survey, and the Universum Denmark Student Ranking. These interactions were valuable for understanding the aspirations and expectations of the future workforce, ensuring that we remain aligned with emerging trends and talents.

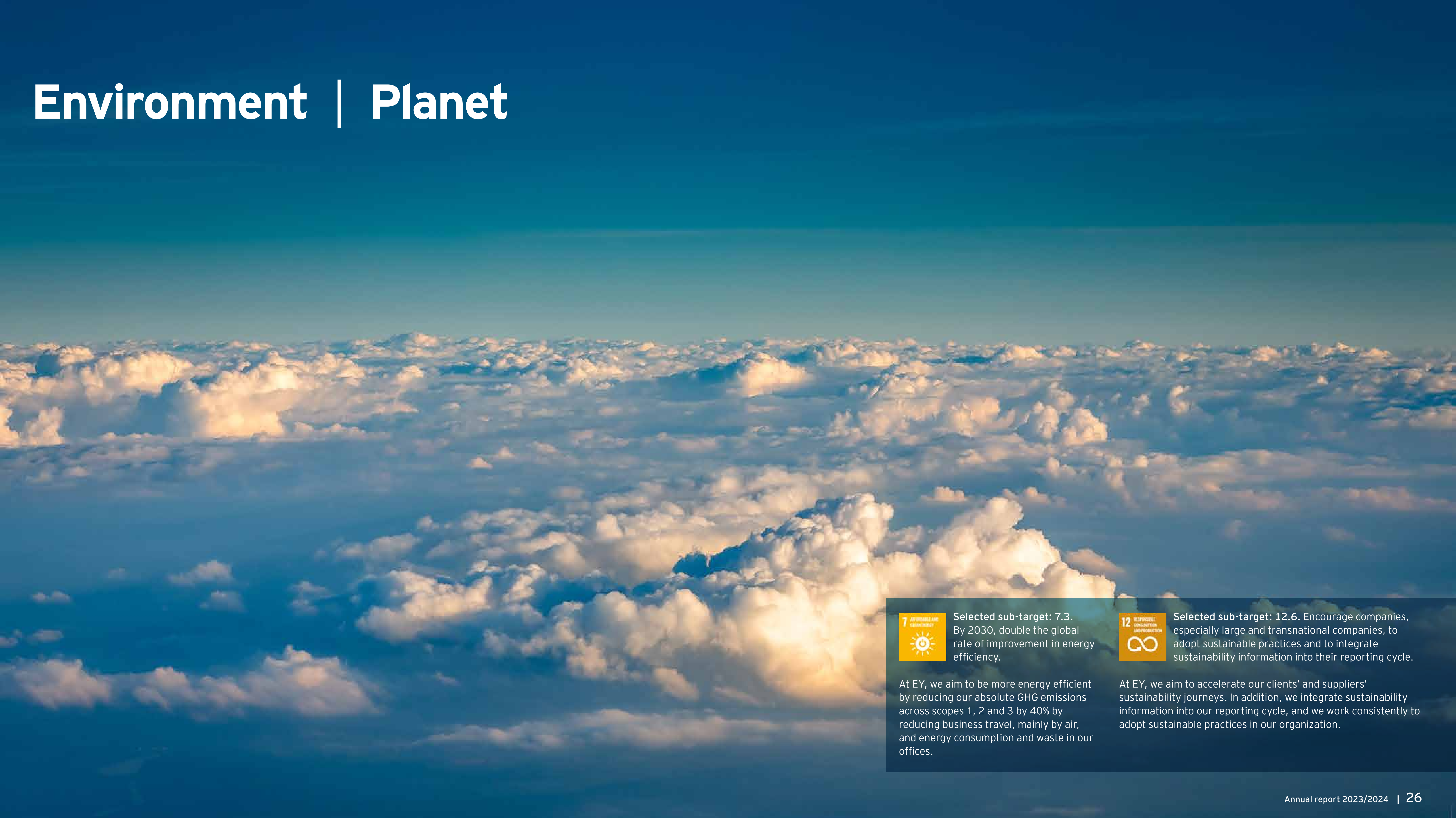
EY's clients:
While our people are key to EY, the relationships we build with our clients are central to EY as well. To ensure we include input from our clients in the peer review used in DMA, we gathered input from tender processes and criteria as well as questionnaires sent from clients to EY. This material covers selected ESG areas that are key to our clients when dealing with us. At the same time, we interviewed EY Global Client Service Partners in the Nordics on their experiences from engaging with key clients. This method allows us insight into key areas of interest from client viewpoints.

Owners:
Key partners from EY Denmark joined collaborative sessions that facilitated discussions on potential challenges and strategies for risk mitigation as well as risks and opportunities for EY. Participants included our Board of Directors, our CEO and our lead for EY's Climate Change and Sustainability Services (CCaSS) who are all experienced equity partners at EY Denmark.

Suppliers:
We conducted interviews with vendors, such as ISS, who is one of our largest vendors, to understand their experiences and identify areas for collaboration and improvement. This direct dialogue is essential for maintaining strong partnerships and ensuring that our supply chain operates smoothly and ethically.

Silent stakeholders:
For this DMA the silent stakeholders (climate and nature) were represented by subject matter experts in EY, with competency on climate and nature.

Environment | Planet



Selected sub-target: 7.3. By 2030, double the global rate of improvement in energy efficiency.

At EY, we aim to be more energy efficient by reducing our absolute GHG emissions across scopes 1, 2 and 3 by 40% by reducing business travel, mainly by air, and energy consumption and waste in our offices.

Selected sub-target: 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

At EY, we aim to accelerate our clients' and suppliers' sustainability journeys. In addition, we integrate sustainability information into our reporting cycle, and we work consistently to adopt sustainable practices in our organization.

Environment

Climate change | Overview

EY recognizes the profound threat that climate change poses to our planet and its inhabitants. As a leading audit and consulting firm, we are aware of our responsibility to address this global challenge. Our commitment to climate action is not limited to our own operations; we also empower our clients to make more sustainable choices, helping to build a better working world through our values-driven approach.

Our approach and policies

The EY Nordic Environmental Policy exemplifies our dedication to environmental stewardship, serving as a cornerstone of our efforts to combat climate change. This policy is designed to guide our operations and addresses key sustainability topics within the area of climate change mitigation, such as, managing emissions, optimizing energy use, responsible waste management, and scrutinizing value chain emission. It is supported by our Nordic Travel policy, guiding our travel behavior.

The Country Managing Partner bears the ultimate responsibility for the environmental work throughout the organization, and for the EY Nordic Environmental Policy. Annual reviews of audits, processes, and tools for managing the policy are completed, with involvement of either Nordic or Country Leadership.

(*scopes 1,2 and 3.5 and 3.6)

Our targets for change

Reduce absolute emissions by

40%

across scopes 1, 2 and 3* by 2025 against our FY19 baseline*

Reduce our air travel emissions, with a target to achieve a

50%

reduction by 2025 against our FY19 baseline*

Reduce our overall office electricity usage and procure

100%

renewable energy for our remaining needs via certificates

80%

Reduce our overall waste generation and increase recyclability of waste to 80% in 2025

Our progress and key actions

Reduced absolute emissions* from FY19-FY24 by

27%

Reduced absolute emissions from air travel by

21%

(28% per FTE) from FY19-FY24*

Reduced electricity usage by

69%

from FY19-FY24 and all remaining consumption is covered by renewable energy (Certificates of Origin)

Recyclability of waste is

71%

in FY24

- Refining strategies to achieve emission targets as defined in transition plan
- Continued optimisation of office buildings to reduce energy consumption
- Worked with EY functions on procurement to increase conscious purchasing

Material Impacts, Risks and Opportunities (IRO) in short

Impacts

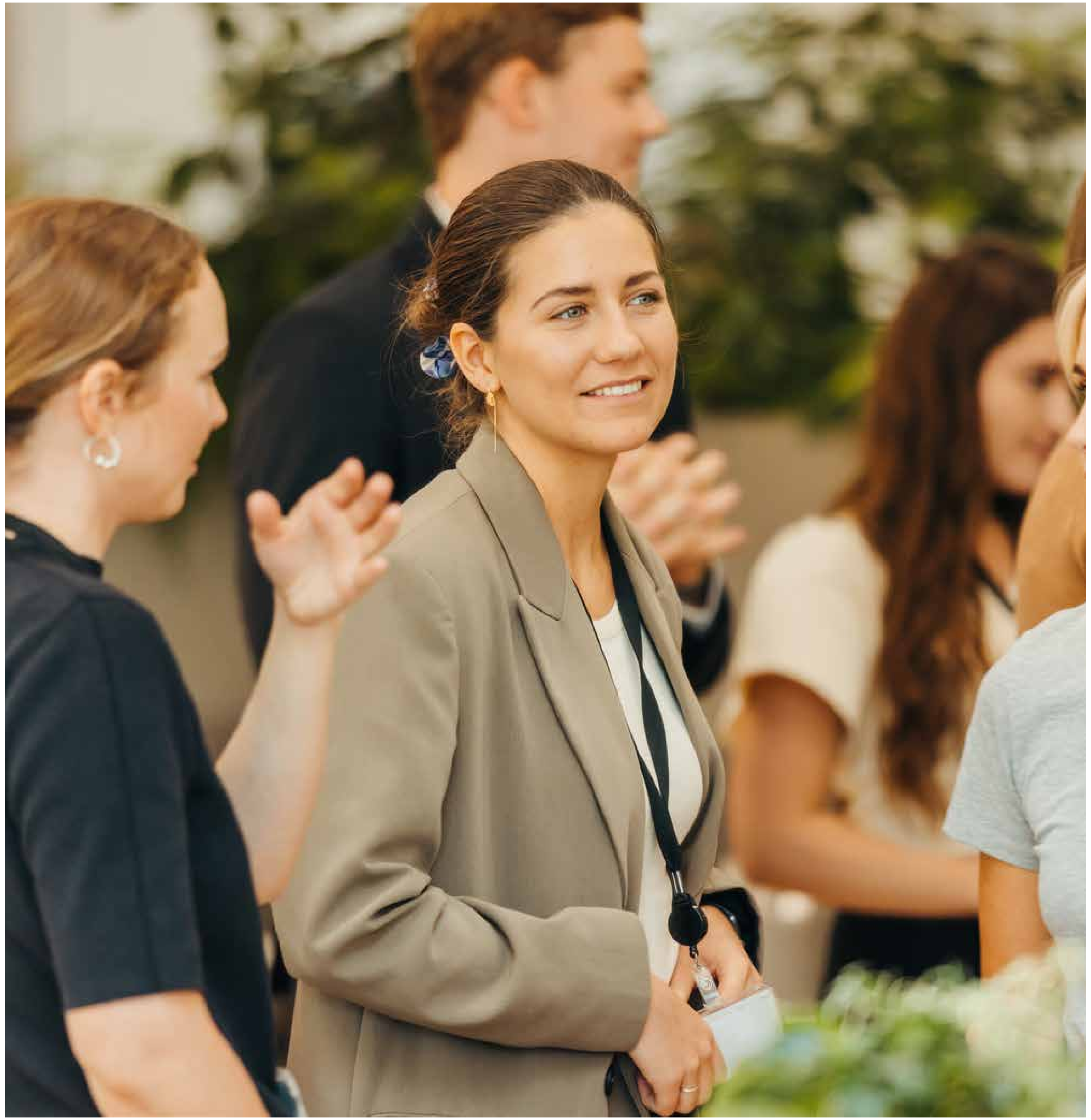
- Our environmental footprint

Risks

- Increased operational and product costs due to climate change
- Accepting revenue from eco-indifferent firms (reputation)

Opportunities

- Demand for sustainability-related services is growing
- Leverage expertise to drive sustainable impact for clients



Impacts, risks and opportunities

Climate change mitigation

Acknowledging the environmental impact that we have on the planet, we highlight our own environmental footprint from operational activities and service delivery products as the main material impact in E1. This impact is primarily linked to our upstream operations and related to GHG emissions from the following sources:

- Business travel
- Transportation of employees between their homes and their place of work (commuting)
- Purchased goods and services
- Capital goods

A comprehensive analysis of our GHG emissions, complete with specific emission values, is presented below in the GHG chapter.

On the other hand, EY has a unique opportunity to help our clients drive sustainable impact and reduce their carbon footprint through our Climate Change and Sustainability Services.

Climate change adaptation

The material risks we face in relation to the planet are tied to "Climate Change Adaptation" and span the entirety of our value chain operations. These risks have been identified in our DMA as:

- Increased operational costs from real estate, insurances, and facility services due to climate change and extreme weather events
- Increased costs from ethically sourced products and services
- EY's revenue and market position can depend on customers with substantial negative impact on the environment and who avoid their environmental responsibilities.

It is EY's ambition to contribute to a better working world by minimizing our impacts and addressing our material risks related to climate change. Still, we recognize that the inevitable need for societal adaption to climate change presents us with unique opportunity:

- The demand for certified, sustainability-related services is growing, which presents a financial opportunity for EY.

Our targets for change

EY Global launched its carbon ambition in January 2021: to reduce our absolute GHG emissions by 40% by 2025 across scopes 1, 2 (location-based) and 3 emissions against an FY19 baseline. The target was then approved by the Science Based Target initiative (SBTi) to be consistent with a 1.5°C reduction pathway.

For the fourth year in a row, EY Denmark is working to support this ambition, and we report progress against the EY Global target of reducing absolute emissions by 40%. In our transition plan, we base this target on scopes 1, 2 (location-based) and categories 5 and 6 (waste and business travel) of scope 3.

Standards, science, regulations, and reporting have all evolved since we set our first carbon ambition in 2021. At the same time, climate reporting has been a field under development, and in EY Denmark we have finalized our GHG inventory assessment in FY24 and have established a scope 3 climate account covering all significant categories for EY Denmark.

Hence, while our GHG reporting in EY Denmark from FY24 and beyond will include all significant scope 3 categories; 1, 2, 3, 5, 6 and 7, our reduction target of 40 % from FY19 to 2025 is covered by scopes 1, 2 and waste (category 5) and business travel (category 6) of scope 3 only, as these are the categories covered in our historic data from FY19.

These are the targets we have set in EY Denmark to reach our 40% emission reduction ambition by 2025 as part of our transition plan:

- Reduce our air travel emissions, with a target to achieve a 50% reduction in 2025 against our FY19 baseline.
- Reduce our overall office electricity usage and procure 100% renewable energy for our remaining needs via certificates.
- Reduce our overall waste generation and increase the share of recyclable material to 80 % and encourage reuse.

In FY24, EY Denmark reduced our combined emissions from scope 1, 2 and categories 5, waste and 6, business travel of scope 3 by 27% since baseline year FY19.

Hence, despite our efforts, EY Denmark is not on track to achieve the anticipated 40% reduction stated in our target. This shortfall is undoubtedly disappointing, and it prompts an evaluation of the underlying factors that have impeded our progress. While we reduced emissions for company vehicles, energy and waste consumption, air travel emissions alone were reduced by only 21% since FY19, which means we were not able to achieve the targeted 50% reduction in air travel emissions yet. It will require significant effort to reach our target in 2025.

In monitoring and reviewing our targets, we have identified the changing patterns with increased air travel following the pandemic and especially in FY24 as a main hindrance in effectively implementing actions to curb emissions stemming from business travel. Addressing air travel as a significant contributor to our environmental impact is not only a focal point of our sustainability efforts but also presents a considerable challenge. We are exploring more sustainable alternatives to reduce our reliance on air travel, thereby diminishing our carbon emissions.

Looking at EY Denmark's full climate account, purchased goods and services and capital goods are the primary contributors to our emissions, with business travel, employee commuting and to some extent energy consumption also representing significant impacts of our carbon footprint. Reducing air travel will be a key decarbonization lever going forward as well as purchased goods and services and capital goods, which we include in the climate account for the first time in FY24.

FY24 and beyond

Since our target was originally set, multiple changes have been made both internally at EY and with respect to the overall sustainability agenda. Overall, we have increased the number of FTEs in EY Denmark by approx. 13% from FY19 to FY24, and min. 60% of our people today has joined us after FY19. We have been through two years of Covid with partial closedowns, catch-up after the pandemic, onboarding and the introduction of our hybrid working model etc.

While developing the DMA for the FY24 report, it became clear, that while our current transition plan addresses several of the IROs we identified, in FY25 we will update and expand our transition plan to cover the full scope of EY's emissions and ensure better alignment with our DMA results and IROs.

In FY25, EY Global will update the EY Environmental Strategy, encompassing a science aligned decarbonization plan, including near and long-term targets.

As part of this process, EY Denmark will update our transition plan, and define new targets for our environmental ambition and mitigating actions in EY Denmark aiming to cover the full scope of our GHG inventory. This work has been initiated in parallel to developing this report, ensuring that our future targets are more closely aligned with the IROs that we have identified.

Sustainability resources

Sustainability is a priority in our corporate strategy. While our transition plan does not directly define a quantification of funding, the dedication of both financial and human resources, including earmarking investments to sustainability initiatives, leveraging our talents and in-house experts together with support from various EY functions, ensures that our transition plan is embedded in our business strategy and financial planning. With an ISO14001 certified EMS and investments beyond value chain mitigation in carbon offset portfolio, we prioritize our internal goals demonstrating our resolve towards a more sustainable future.

How we aim to reach our targets and the actions we take are described in the GHG section below.

Our progress and key actions

Our climate change targets serve as a guideline for action to address environmental impact. The practical steps we take, from optimizing energy use to enhancing virtual collaboration, are all aimed at making steady progress towards reducing our emissions.

EY Denmark's climate actions encompass our entire value chain, as collaborative efforts bring meaningful progress. We are in continuous dialogue with our partners and service providers to implement practical sustainability measures at every level of our operation.

A large part of our sustainability efforts is driven by the ingenuity and commitment of our people rather than by substantial monetary investments. Our internal Sustainability Lead leverages the expertise of specialists, including those from EY's Climate Change and Sustainability Services (CCaSS). The focus is on designing processes that are inherently more sustainable, and EY functions support the implementation of new and more sustainable solutions.

The following sections will delve deeper into our progress and the specific actions that EY Denmark has been working on throughout FY24.

Greenhouse Gas Emissions

Scope 1 emissions/Direct emissions

EY's direct emissions (scope 1) are limited to a small number of company cars leased through EY Godkendt Revisionspartnerselskab and EY Partnership P/S (on short-term, irrevocable contracts). In FY24, emissions from company cars were 160 tCO_2e, which is a decrease from 207 tCO_2e in FY23.

Along with a decrease in the number of cars in our lease program, we continue to electrify our vehicle fleet as a consequence of our policy that all new company cars leased from 1 January 2023 must be electric or plug-in hybrids.

Included in scope 1 is also emissions from the cooling systems in offices, which amount to less than 5 tCO_2e for FY24, which makes cooling immaterial to EY.

Scope 2 emissions/Indirect emissions

In FY24, our energy consumption remains stable compared to FY23 and decreased by 62% compared to FY19. Electricity consumption increased by 3% compared to last year and heating decreased by 5% compared to FY23. Looking at our energy consumption per FTE, it decreased from 1,075 kwh/FTE in FY23 to 1,038 kwh/FTE in FY24.

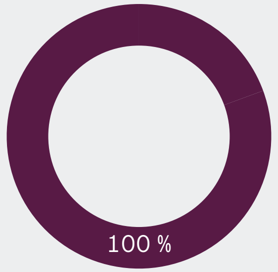
In FY24, we have gained access to more detailed data for our Copenhagen office consumption of heat and electricity. Similarly, we were able to get additional consumption data for our Odense office where we moved in during FY23 and for Aarhus. Hence, we have re-calculated FY23 consumption and emissions for comparison to FY24.

Energy consumption by source (MWh)

	FY19	FY20	FY21	FY22	FY23 (recalculated)	FY24
Total energy consumption	7,418	4,671	3,335	2,794	2,825	2,826
Renewable energy	0	892	1,634	1,469	1,737	1,795
Purchased electricity	0	892	1,634	1,469	1,737	1,795
District heating	0	0	0	0	0	0
Non-renewable energy	7,418	3,779	1,701	1,324	1,087	1,032
Purchased electricity	3,722	892	0	0	0	0
District heating	3,796	2,887	1,701	1,324	1,087	1,032

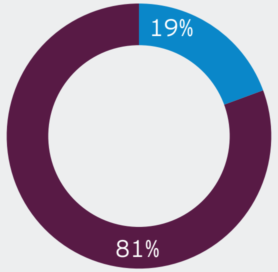
*The figures include estimates for the whole country based on the actual consumption of electricity and heating in our Copenhagen, Aarhus and Odense offices (61% of total sqm). Read more under Sustainability reporting principles.
Renewable: Energy with issued guarantees of origin (renewable energy certificates)
Non-renewable: Energy without guarantees of origin. Energy mix specified below for FY24.

For electricity, the energy mix we procure is renewable (market based).



We purchased renewable electricity from Danish wind to cover our full consumption in FY24. The electricity is covered by Guarantees of Origin (GoO) for renewable energy according to the EU Renewables Directive. The electricity production is certified according to the international European Energy Certificate System (EECS) standards and documented by the issue of GoO. The certificates have been cancelled on behalf of EY.

For heating, all EY offices in Denmark use district heating. The energy mix varies across regions. The actual energy mix of our energy consumption from heating in FY24 is*:



*calculation of actual energy mix is based on consumption in Copenhagen, Odense and Aarhus representing 61% of our total sqm.

At our Copenhagen office, we have solar panels installed on the roof. The solar panels contributed with 4% of the electricity consumption in our Copenhagen office and 2% of our total electricity consumption in EY Denmark in FY24.

We do not have self-generated non-fuel renewable energy in other offices.

Actions to reduce energy consumption

In Aarhus and Odense, consumption of heat went down in FY24. Additionally, in Aarhus we also managed to reduce electricity consumption due to several initiatives to upgrade and renovate the building's climate and ventilation system and other technologies ensuring reduced consumption.

While we maintained initiatives taken in Copenhagen in FY23, such as lower building temperature, night-time saving temperature and reduced or no building ventilation evenings and weekends and more, the rise in consumption is mainly attributable to more people coming into the office.

Our long-term strategy is also to optimize energy consumption by using our office space more efficiently while growing our company. During FY24, four of our smaller offices were combined to two and additionally, we divested two offices, reducing our office footprint from 12 to 9 offices in Denmark. Reducing our office footprint is expected to have a positive impact on our energy consumption going forward.

Through EY Real Estate, the EY function which focuses on developing our office portfolio, we continue to strengthen requirements for new locations and lease agreements as well as how we deal with refurbishments of current offices when needed.

We are building on these actions in FY25 and expect to continue to see reductions in energy consumption.

Scope 3 emissions/Value chain emissions

In FY24, we did a GHG emissions inventory analysis to determine all significant scope 3 categories for EY.

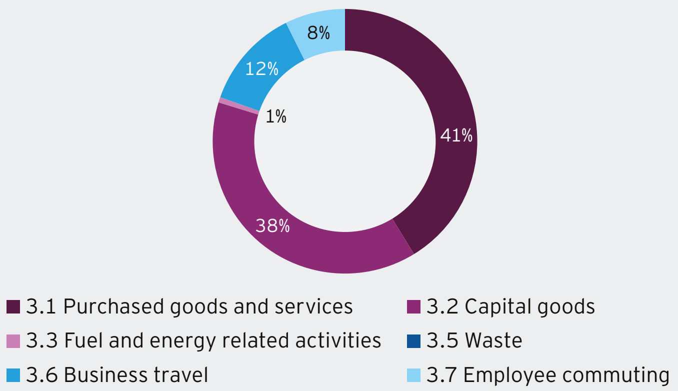
Relevant scope 3 emission categories for EY include:

- Purchased goods & services (category 1)
- Capital goods (category 2)
- Fuel & energy related activities (category 3)
- Waste (category 5)
- Business travel (category 6)
- Employee commuting (category 7)

Categories 5 and 6 (waste and business travel) is the scope 3 basis for our 40% emission reduction target from FY19-2025 as explained above. Since FY23, we also report on categories 3 and 7, and this year we include categories 1 and 2 to disclose our significant scope 3 emissions in FY24. Purchased goods and services, capital goods, business travel and commuting are the biggest sources of emissions for EY. Thus, our overall reduction initiatives are mainly directed at these areas, which have the largest reduction potential.

We will take the new categories into account as we adopt a new emission reduction target from EY Global in FY25.

EY Denmark's value chain emissions by share



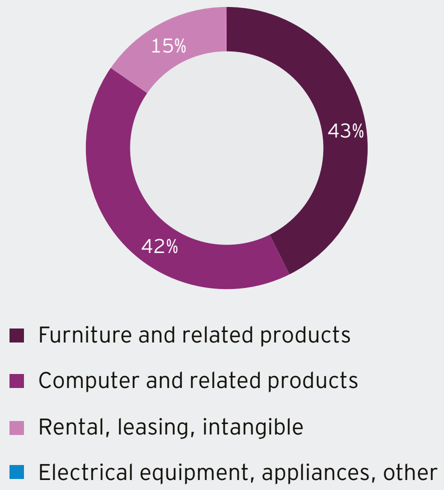
Capital goods

Capital goods represent the second highest share of EY Denmark's total emissions in FY24 accounting for 38%.

The biggest categories include furniture and related products which account for 43% of our capital goods and computer and electronic products at 42%.

Actions to reduce capital goods

We will continue to focus on sustainable choices in procurement of goods, especially in the categories furniture and computers. Prolonged life and increased reuse are important elements when we define levers to reduce capital goods going forward.

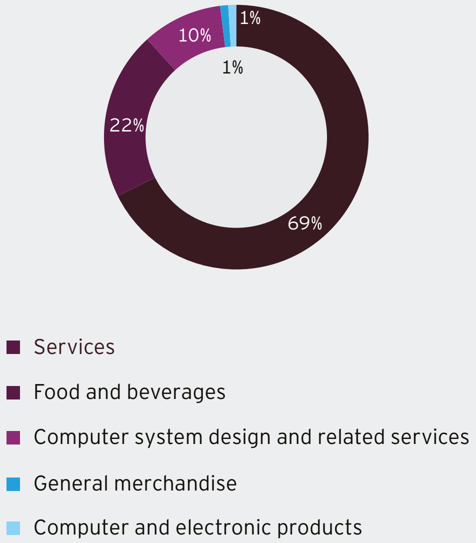


Purchased good and services

The biggest share of EY emissions comes from the goods and services that we purchase, representing 40% of our total FY24 emissions. The majority of our purchases are services from colleagues in other EY firms and Global Delivery Services (GDS) when working together on cross-border client projects driven by EY Denmark.

All purchases are currently estimated based on spend. We attempt a more activity-based approach going forward, which we expect will reduce emissions and give a more accurate picture of our emissions related to purchased goods and services.

While services represent the biggest share of this category (69%), food and beverages represent 22% of our purchased goods and services. Here, events including venues, meals etc. represent the biggest share followed by emissions connected with running our canteen. Computer system design and related services account for 10%.



Actions to reduce purchased goods and services

As stated in our Environmental policy, we strive to reduce our environmental impact including our consumption of natural resources. We aim to reflect this in the purchases we make and work with ISS as our in-house partner to make conscious choices when purchasing on our behalf.

An example of one purchase category that we have been working with during FY24 is coffee. EY Denmark entered into an agreement with a new coffee supplier to be able to account more specifically for the actual impact of our coffee consumption, which we will be able to take into account from FY25. The coffee is grown focusing on restoring the natural vegetation alongside other plant species and animals and thus grow coffee in natural surroundings, while also considering workers' rights and impact of transportation methods.

EY's Supplier CoC includes demands for suppliers to consider the environment and climate in their production and value chain.

Business travel

From FY19–FY24, we reduced absolute business travel emissions by 20% in EY Denmark. Looking at business travel emissions by FTE, we reduced by 28% compared to FY19. This means we are not yet on track to meet our target of 50% reduction in business travel emissions from FY19–FY25.

While we were on track to meet our overall 40% emission reduction target in previous years, with 49% reduction from FY19–FY23, business travel has increased from FY23 to FY24 by 57%, with air travel accounting for 76% of our total business travel emissions in FY24 (65% in FY23).

Travel that is linked to our internal activities is our biggest lever. We have taken large steps to reduce travel, especially air travel, related to internal events, meetings and trainings. These measures have resulted in a reduction in internal travel of 9% since FY23.

On the other hand, our challenge lies with balancing our travel with inherent client work, where we need to maintain our international character. Travel related to clients' activities and demands for our services increased by 20% in FY24 compared to FY23. Assurance, which is our biggest service line in EY Denmark, has also seen an increase in site visits that are required to perform mandatory processes, and this is also part of the reason for the increase.

Last but not least, the increase in air travel emissions is also attributable to an increase in DEFRA emission factors in 2024.

To reduce air travel emissions by 50% from FY19 to 2025, we will need to take extra measures, especially related to internal travel where we will take steps to reduce air travel even further. At the same time, we will need to choose train travel over air travel even more frequently and consider virtual interaction instead of physical to an even larger degree in close dialogue with our clients.

Actions to reduce business travel

Our travel policy stipulates travelling only when absolutely necessary, always consider public transport (train and bus) where and when possible and choosing economy class for flights under six hours.

We monitor travel patterns and report to leadership quarterly on business travel emissions and spend connected to business travel. We communicate frequently in various channels to remind our people to fly less, and we have introduced a tool allowing people to compare emissions from various travel modes.

We continue the positive trend to reduce internal air travel connected with internal meetings, trainings and learning events, as we choose venues closer to home and where the majority of participants can choose bus or train transportation.

We are closely monitoring and working on additional measures to reduce air travel. We continue to encourage people to use virtual collaboration tools, and we have equipped our offices with the technology needed for effective hybrid working and collaboration.

Going forward, reducing air travel will be a key element in our emission reduction plans.

Business travel

Travel emissions/tCO_2e	FY19	FY20	FY21	FY22	FY23	FY24
Total	**2,212**	**1,407**	**185**	**862**	**1,119**	**1,762**
Air	1,678	978	18	522	728	1,334
Car	534	429	167	321	329	300
Hotel	No data	No data	No data	19	61	111
Rail*	No data	No data	No data	No data	No data	17

*Although not significant, we have been able to include data on rail travel this year for the first time.

Business travel/FTE

Travel emissions/tCO_2e	FY19	FY19/FTE	FY24	FY24/FTE	FY19-FY24 %/FTE
Total	2,212	1.37	1,762	0.98	28
Air	1,678	1.04	1,334	0.74	28

Employee commuting

FY24 is the second year we report on employee commuting including home working. We gather information about commuting habits via a yearly survey sent to all EY Denmark's employees and partners in April with a 51% response rate.

Emissions linked to commuting to and from work is reduced by 20% compared to FY23.

While we saw a slight decrease in hours spent working from home, the reduction in commuting is mainly caused by applying more precise emission factors for cars where only average factors were possible to apply to the answers in the survey in FY23. When applying FY23 factors to this year's data for comparison, commuting alone would account for 1,058 tCO_2e.

For 53% of the kilometres travelled to work by our employees the travel mode was by car in FY24 (43% in FY23). 31% of the cars were electric or plug-in hybrids (21% last year).

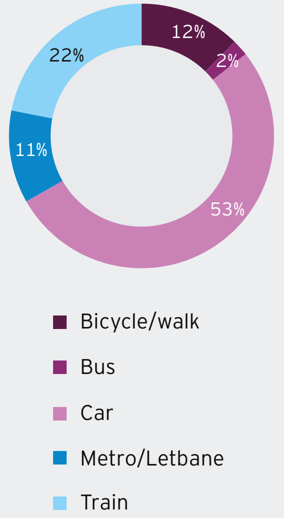
On average, our employees work from home 17% of the time in FY24 (22% in FY23) which emits 195 tCO_2e.

Commuting constitutes 7% of our total emissions in EY Denmark in FY24.

Employee commuting

Commuting/tCO_2e	FY23	FY24
Employee commuting	1,082	865
Working from home	248	195
Total emissions	1,330	1,060

Employee commuting – distance travelled by mode of transportation



Actions to reduce employee commuting and working from home

Where possible, we choose office locations that are close to public transport to reduce emissions, we install chargers for electric cars in our offices to encourage more climate friendly travel by car and we offer employee discounts for commuting by train.

EY's Hybrid working model encourages home working, which reduces commuting.

In the beginning of FY23, we decided that all new company cars leased from 1 January 2023 must be electric or plug-in hybrids. We encourage bicycling where possible, offer bicycle repair and join bicycling events, such as "Vi Cykler til Arbejde" in an attempt to encourage new and more environmentally friendly commuting habits.

Waste

Our waste management strategy includes measures to reduce waste generation, reuse and recycle materials and dispose of waste responsibly. Although waste represents a very small share of our total emissions – less than 1% in FY24 – we work to reduce our waste generation and sort our waste in several fractions in each office to minimize residual waste for incineration.

In FY24, we increased our waste generation by 9% compared to FY23. The increase is caused by more people coming to the office in FY24. While the total generation of waste increased, we also increased the share of recyclable waste from 64% FY23 to 71% in FY24.

Waste generation (t)

Recyclable/non-recyclable	FY22	FY23 (recalculated)	FY24*
Recyclable	69.1	98.6 (1.4 tCO_2e)	119.5 (1.6 tCO_2e)
Non-recyclable	67.6	56.6 (1.2 tCO_2e)	49.5 (1.0 tCO_2e)
Total	**137.7**	**155.2 (2.6 tCO_2e)**	**169.0 (2.6 tCO_2e)**

*FY24 waste emissions are based on emission factor from DEFRA 2024. Previous years are based on WWF 2021 factor. For comparison, we show FY23 emissions based on DEFRA.

Actions to reduce waste

We ensure waste sorting options are available in all offices and run waste sorting campaigns in larger offices to raise awareness and encourage conscious consumption.

We work with ISS as our in-house partner, to reduce food waste in our canteens, e.g. by serving plated meals with smaller size portions. In cases of overproduction, we store and freeze what can be saved to use it later or sell the meal of the day as take-away dinner for employees.

We work with ISS to minimize waste from our purchases and encourage recycling. In the EY café we use reusable glass coffee cups and reusable food bowls made of recycled plastic. We have removed all single-use plastic. We organize events e.g. clothes swap events to allow employees to exchange their pre-loved clothes.

We use clear bags in our trash bins, which are made from less plastic than usual. Additionally, they provide better visibility, allowing us to ensure proper waste sorting and make adjustments as needed.

In our canteen in Copenhagen we work with various suppliers to source e.g. vegetables that look different and would otherwise be discarded.

IT devices | EY uses a large number of IT devices that could potentially end up as electronic waste. Therefore, we have an agreement with a 3rd party supplier who handles IT waste. The supplier collects used IT devices and either repairs the devices to give them new life or recovers the materials for recycling. Laptops, mobile phones, tablets and even monitors are part of this agreement. During FY24, 97.6% of all devices were recycled:

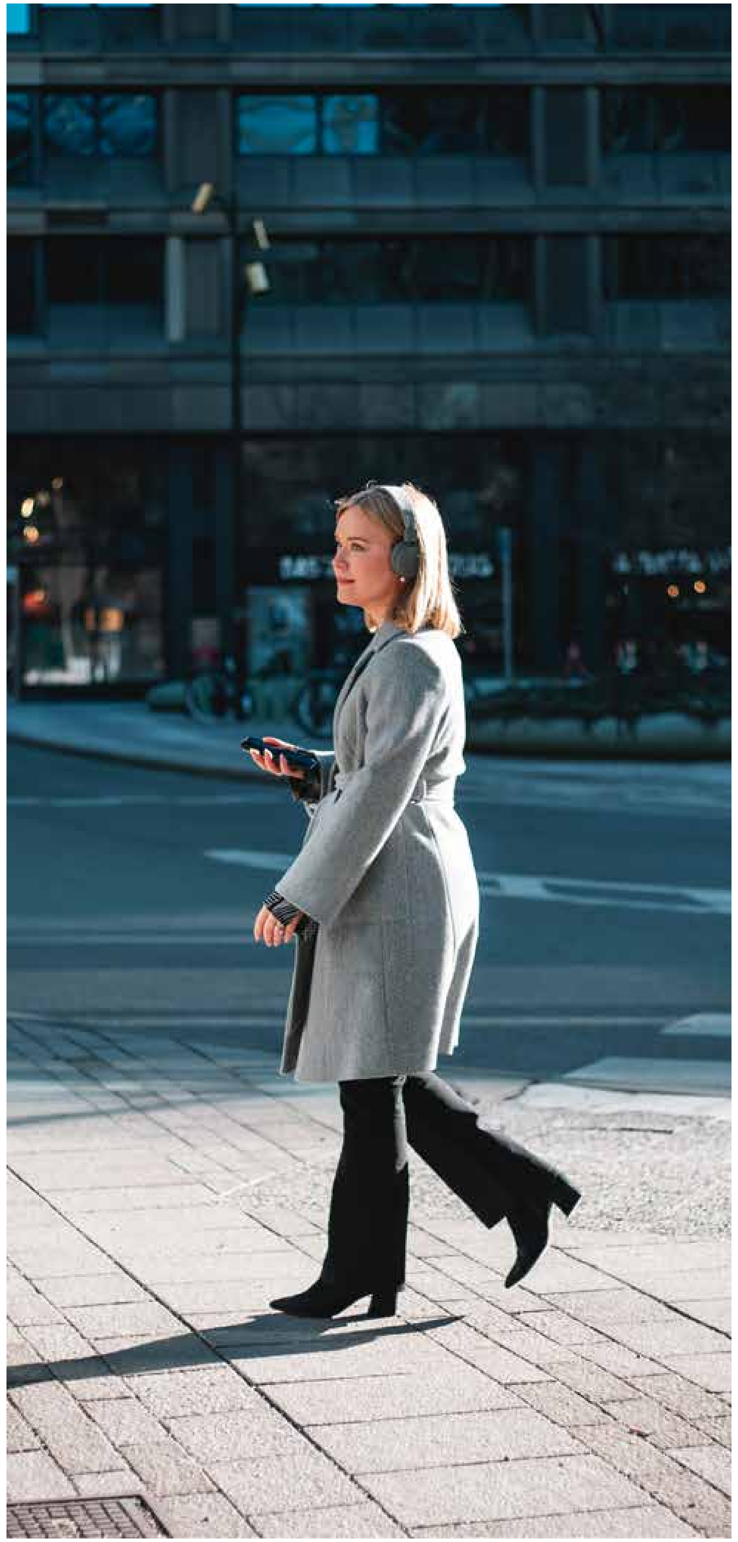
FY24 recycling of IT devices	
Reuse	0%
Material recovery	70.2%
Energy recovery	27.4%
Landfill	2.4%

For electronic equipment, we encourage employees who need a new phone to opt for a used phone and possibly an older model to expand the life of our current devices.

Greenhouse gas emissions

	Unit	FY19	FY20	FY21	FY22	FY23	FY24	% of total FY24	Change in % FY19-FY24	Change in % FY23-FY24
Total emissions (location-based) including scope 1, 2 and categories 5 & 6 of scope 3.	tCO_2e	2,934.7	1,970.6	624.8	1,464.0	1,644.5	2,132.1		-27*[1)]	30*[1)]
Emissions per DKK of revenue[1)]	tCO_2e/MDKK	1.5	0.9	0.3	0.5	0.6	0.7			
Emissions per FTE[1)]	$kgCO_2e$/FTE	1,915.6	1,253.6	418.2	918.5	851.6	1,189.8			
Scope 1	tCO_2e	102.8	130.2	112.3	270.1	211.1	164.2	1	60	-22
Refrigerant	tCO_2e	no data	5.0	5.0	4.9	4.4	4.2	0	-17[2)]	-5
Vehicle consumption	tCO_2e	102.8	125.2	107.3	265.2	206.7	160.0	1	56	-22
Scope 2 (location-based)	tCO_2e	620.5	344.2	293.6	276.6	279.0	203.7	1	-67	-27
Purchased electricity	tCO_2e	465.2	223.0	222.2	202.0	206.9	145.3	1	-69	-30
District heat	tCO_2e	155.2	121.3	71.4	74.6	72.1	58.4	0	-62	-19
Scope 2 (market-based)	tCO_2e	1,748.1	503.1	71.4	74.6	72.1	58.4	0	-97	-19
Purchased electricity	tCO_2e	1,592.9	381.8	0	0	0	0	0	-100	0
District heat	tCO_2e	155.2	121.3	71.4	74.6	72.1	58.4	0	-62	-19
Scope 3	tCO_2e	2,211.5	1,496.2	218.9	917.4	1,154.4	14,407.6	98	551	1,148
Purchased goods and services	tCO_2e	no data	no data	no data	no data	no data	5,945.0	40	na	na
Capital goods	tCO_2e	no data	no data	no data	no data	no data	5,544.9	38	na	na
Fuel and energy related activities	tCO_2e	no data	no data	no data	no data	158.6	93.1	1	na	-41
Waste generated in operations	tCO_2e	no data	89.5	34.1	55.7	35.6	2.6	0	-97[2)]	-93
Business travel	tCO_2e	2,211.5	1,406.7	184.8	861.7	1,118.8	1,761.6	12	-20	57
Employee commuting	tCO_2e	no data	no data	no data	no data	1,329.8	1,060.3	7	na	-20
Total emissions (location-based)	tCO_2e	3,041.6	1,970.6	3,042.6	1,464.0	3,043.6	14,775.5	100.0	386	385

1) Calculations are based on total emissions excluding categories 3.1, 3.2, 3.3 and 3.7 for historical comparison. Refer to p. 29 for more information.
2) Calculated FY20–FY24.



GHG removals and mitigation

As a professional services organization, offsetting through the use of carbon credits may be a valuable instrument to combat climate change. As we have limited physical assets, no production locations or other emission sources of that nature, we see offsetting as an instrument to contribute to our collective carbon reduction efforts. However, this does not relieve our responsibility of decarbonizing our own value chain as well.

To offset the emissions that we have not yet eliminated, EY Global continues to invest in a carbon offset portfolio with leading project developers and global climate solution providers. Combined, these projects offset 1168k tCO_2e in FY24.

Credits are allocated per EY country and represent for EY Denmark the equivalent of 3,574 tCO_2e – i.e. covering more than the scope for our 40% reduction target.

All global projects meet our criteria for quality offsets and have demonstrated that they are independently verified, additional, permanent, not used for other purposes and will not result in leakage.

In addition, EY reports on climate risks and opportunities globally in accordance with the Task Force on Climate-related Financial Disclosure (TCFD) framework and have initiated reporting in accordance with the Task Force on Nature-related Financial Disclosure (TNFD) framework.

For more information on TCFD, TNFD and our mitigation projects through carbon credits, please see EY Global Environmental report FY24.

EU Taxonomy

The EU Taxonomy Regulation (EU) 2020/852 (hereinafter – Taxonomy Regulation) establishes a common classification system for sustainable economic activities and provides a common language to describe what an environmentally sustainable activity is. It allows companies to inform stakeholders about which of their business activities can potentially be deemed sustainable (i.e., Taxonomy-eligible economic activity) and to what extent these activities meet EU technical screening criteria to be considered sustainable (i.e., Taxonomy-aligned economic activity). For each identified economic activity, companies must disclose the proportion of their Turnover, Operating Expenditures (OpEx), and Capital Expenditures (CapEx) that are eligible and aligned, respectively.

We have assessed Taxonomy-eligibility across the six established environmental objectives. For each identified Taxonomy-eligible economic activity, we have evaluated the percentage share of its constituency out of total Turnover, CapEX, and OpEX as well as the percentage share of how much that amount is aligned with the technical screening criteria.

Eligibility

We have performed a three-step process to identify Taxonomy-eligible economic activities. Firstly, we have used our NACE code – M69.20 Accounting, bookkeeping and auditing services; tax consultancy – to assess whether economic activities were identifiable across environmental objectives. Secondly, we assessed sectors across environmental objectives – such as services, professional, scientific, and technical activities – and evaluated each economic activity's description against our business model to create a long list of potential Taxonomy-eligible economic activities. Thirdly, we had a workshop with our internal accounting department to go through performance obligations, additions during the year, and how to operationalise OpEX definition in our accounting set-up, to arrive at a short list of Taxonomy-eligible economic activities.

The result of this process highlighted the following economic activities, their nature in lieu of our business model and the environmental objective:

Climate Change Mitigation (CCM)

- **7.7 Acquisition and ownership of buildings:** The economic activity refers to our ownership – either leased or owned – of buildings that relates to office spaces. We have direct expenditures related to our repair and maintenance of the leased buildings. For FY24, we did not have any additions related to new office buildings, as we havd in FY23 which is why we report on it under CapEX as well.
- **6.5 Transport by motorbikes, passenger cars and light commercial vehicles:** The activity refers to additions related to our leased company cars under CapEX.

Climate Change Adaptation (CCA)

- **9.3 Consultancy for physical climate risk management and adaptation:** We occasionally provide climate risk assessment of physical climate risks as well as mitigating action plans. For FY24, we do not have any turnover related to this activity, but it might change in the near future, which is why we have chosen to report on it.

During the eligibility assessment we scoped out CCM 7.6 and CCM 7.4 related to solar panels and charging stations for electrical vehicles as these are not activities performed by EY but by our leasing provider. Likewise, we assessed our exposure to nuclear energy and fossil gaseous activities as part of the eligibility process. We assessed that we do not carry out, fund or have exposures to nuclear energy or fossil gaseous activities.

Nuclear energy-related activities		
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas-related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Alignment

We have assessed the technical screening criteria for the identified eligible economic activities and have evaluated that currently, the activities do not comply with the criteria. Hence, we cannot report alignment for FY24 and going forward assess the feasibility of rendering the activities aligned. The assessment process for activities CCM 7.7 and CCA 9.3 were not performed as we do not have any additions related to buildings or revenue from climate risk assessments for FY24, however, we chose to still highlight the activities as they potentially will be an active part of our business in the coming years.

For CCM 6.5, we reviewed the technical screening criteria and could not document compliance especially with respect to the DNSH criteria.

Please see Appendix for tables describing proportion of Turnover, CapEX and OpEX from products or services associated with Taxonomy-aligned economic activities.

Social | People

Selected sub-target: 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

We work to ensure gender equality at all levels in the organization, and especially focus on greater gender balance at leadership level in EY. Several activities are in place already, including global and local mentoring programs, unconscious bias training, and strengthened efforts around parental leave, and we are implementing more initiatives. We aim to ensure that our activities promote our talent pool to become even more diverse and better balanced.

Selected sub-target: 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

EY works to ensure diversity, equity and inclusiveness for all our people. We strive to offer all employees equal opportunities in recruitment and selection, development and promotion. Our goal is for all employees to feel appreciated, respected and fairly treated with appropriate compensation and good benefits. Our actions include inclusiveness training, unconscious bias training, network programs and much more. We aim to ensure our people feel included and free to be themselves. Our responsibility to respect human rights also extends beyond our direct operations to our supply chains. We try to actively monitor our suppliers' work with human rights.

Social

Own workforce | Overview

As a people-centered business, EY recognizes that our workforce is the very heart of our organization. Our employees are the architects of our services, upholders of our values, and the drivers of our success. Their diverse talents, insights, and dedication shape our ability to innovate, serve our clients, and build a better working world. At EY, we are steadfast in our belief that by investing in our people, we are investing in the future of our firm and the communities we serve.

Our approach and policies

At EY, we have implemented comprehensive policies* that guide the identification, assessment, management, and remediation of material impacts on our workforce. Our policies cover everything from work environment, remuneration and diversity. Our employees have access to all workforce and value chain-related policies via our Nordic Intranet – EY Help Nordic.

The EY Global Code of Conduct is the cornerstone of our corporate culture, ensuring ethical business practices across the organization. It provides clear principles that all employees are expected to follow, and EY firmly rejects any behavior that deviates from these professional standards, including discrimination and unethical practices.

The responsibility for implementing workforce-related policies rests with our CEO and HR leadership. These policies, along with various programs and initiatives, are designed to create a collaborative and supportive environment for every member of EY. A full list is provided in the subsequent chapter.

*EY Policies include: Global Inclusion and Non-Discrimination Policy, Work Environment Policy, Parental Leave Policies, Global Learning Policy, Compensation Policy, Policy against Violence and Harassment.

Our targets for change

40%

women
in leadership by 2025

People Pulse:

90%

agreeing that their EY experience is exceptional (as surveyed in the employee satisfaction survey, People Pulse by 2025)

Our progress and key actions

Achieved

41%

female employees (incl. partners) and

33%

women in leadership

82%

of employees report an exceptional EY experience

- Reinforced our hybrid working model
- Further improved our parental leave policy
- Strengthened focus and actions on D,E&I via networks, sourcing and development

Material Impacts, Risks and Opportunities (IRO) in short

Impacts

- Wellbeing (work time, compensation and hybrid working)
- Diversity, equity and inclusion
- Education and training
- A culture where everyone feels safe

Risks

- Loss of talent
- Failing to adopt a diverse and inclusive culture
- Lack of skills development

Opportunities

- Flexible and hybrid work model
- Focus on work-life balance, trust, training and development
- Ensure inclusive leadership skills
- Diverse teams

Impacts, risks and opportunities

Working conditions

We understand that our employees' overall satisfaction is closely linked to their working conditions. We identified both negative and positive impacts EY could have within our own operations:

Impacts

- Potential negative impacts stem from the nature and demands of our industry. At times long working hours, intensity of work, and the impact on rest time and leisure may negatively impact the sense of personal wellbeing.
- On the other side, EY also has a positive impact on its employees through the provision of secure, employment contracts. Moreover, EY has adopted flexible working allowing employees to work when at where it suits them.

Risks

- If labor laws are seen as being violated, a substantial risk for EY could be the loss of talented people, difficulty in attracting the people we would like to attract, and non-compliance penalties and reputational loss.

Opportunities

As an employer, we are well-positioned to influence the working conditions for our colleagues:

- Focusing on how to best balance work-life opens up the opportunity to leverage technology, retain talent and at the same time improve the quality of work – which in turn further improves EY's reputation and organizational success.
- Through a flexible and remote working model, we have an opportunity to impact the wellbeing of our people while increasing our reputation and attractiveness to talent.
- Similarly, strengthening employee skills and ensuring professional development and good leadership can improve the attractiveness of EY to employees and clients.

Equal treatment and opportunities for all

EY is dedicated to creating a workplace where everyone has an equal chance to succeed and be rewarded adequately and equally. Multiple positive and negative impacts are material for EY in both our own operations and upstream.

Impacts

- We recognize a potential negative impact from a lack of diversity at the top, i.e., from the current gender imbalance at EY, where men outnumber women in leadership positions.
- Skills and training are absolutely necessary to meet the demands of clients and the market. Failing to provide this could jeopardize EY's high quality, financial growth and employee satisfaction.
- By ensuring equal pay and opportunities for all, EY aims to create a positive impact on diversity and empower more people to grow in leadership roles.
- EY has a potential positive impact if we have a culture where everyone feels safe. We have a responsibility to ensure that all employees feel safe to raise concerns and voice their views even when different.

Risks

- Neglecting diversity and/or being seen as not acting upon discrimination could potentially harm EY's reputation and our ability to establish talented teams with a diverse mindset.
- Similarly, EY would face risks, should we fail to ensure skills development and ensure high quality.

Opportunities

- EY has a unique opportunity to ensure the right leadership skills to embrace and support an inclusive environment including equal treatment for all.
- At the same time, investing in robust and innovative recruitment and retention strategies with focus on a highly skilled and diverse workforce, could position EY as an inclusive workplace with equal opportunities and excellent career opportunities.

Our targets for change

At EY, we are deeply committed to making our vision of a better working world a reality by setting strategic, people-focused targets that challenge us to reach new heights of inclusivity, employee wellbeing, professional growth, and ethical integrity.

DE&I is a focus area for EY. EY has established targets related to the recruitment and promotion of women, aiming to have 40% women in leadership roles. We are striving to reach gender balance and eliminate gender pay gaps.

We value our employees' wellbeing. Hence, EY's goal is for 90% of employees to agree in the People Pulse surveys that their experience at EY is exceptional. We also updated our parental leave policies to increase the average paternal leave taken by men, and co-parents and support a gradual return to the workplace after parental leave.

Lastly, EY supports and advocates continuous learning and development, and we provide a minimum of 120 hours of learning over three years to each employee.

Our progress and key actions

Transitioning from our targets to tangible outcomes, this chapter presents an overview of our progress and actions that have been instrumental in advancing towards our goals.

The specific actions and their impacts will be explored in greater detail in the subsequent chapters of this report.

EY is heavily investing in people, and in making EY an attractive place to work and develop. However, no significant and 'special' financial investments have been required for the actions taken so far to support our people-related actions, nor are any significant specific future actions planned that require financial investments over and above the significant investments in the talent agenda and its related initiatives.

Our Talent organization (Human Resource) is focusing on the wider talent agenda; from talent attraction and acquisition, to learning and development, and policies and processes. Additionally, we have dedicated HR people in each service line to help promote and push the people agenda and to ensure new initiatives are implemented.

Our people

EY is nothing without its people. Our people – employees and partners alike – are the ones that create impact and make a positive difference for our clients as they leverage our knowledge, values, ethics, critical thinking, and not least our ability to innovate. EY Denmark's ambition is to influence and create a better business community; tapping into a pool of diverse talent and allowing everyone to influence their own life and career.

We aim to create an inspiring workplace where everyone can thrive and develop. This is one tangible way we contribute to EY's wider purpose "Building a better working world" and ensuring our people (employees and partners) have an exceptional experience while working for EY. We aim to create an environment that is:

- Inclusive and where people's health and wellbeing are taken into consideration on even footing with their competencies and professional development.
- Embracing diversity and creating a culture in which people feel encouraged and welcome to be themselves and with a strong and prevalent sense of belonging.
- Developing people's skills and overall knowledge base with a dual focus on the short and long term.

Almost 70% of all new employees join EY straight out of university and with EY being their first full-time professional experience. These people join EY at entry level positions and rank levels. As they gain more experience, they will typically progress through the rank system and eventually be in managerial positions looking after people, teams and clients.

Labor laws governing employment and job security in Denmark are mature and are generally seen as providing employees with a high level of security when compared internationally. Also, legislation provides protection against unjust terminations and clear provisions and regulations on all work-related matters.

EY Denmark employed 1,914 people incl. partners per 30 June 2024. In total EY Denmark had 1,805 employees (non-Partners) in the period – and with a gender split of 42.7% females and 57.3% male.

The majority are working on full-time permanent contracts. However, we do see a slight increase in other employment forms. More than 13% work part-time, and the gender split in this group is almost even as seen below. Within this group we also have student workers or students participating in internships or similar time-restricted programs.

In addition, we have 190 people (10%) working on temporary contracts. These contracts are typically time-restricted contracts either for specific tasks/jobs or with specialists. In this particular group, 41.6% are female.

All employees can apply for reduced working hours, either temporarily or permanently. No specific criteria have to be met as needs and preferences are very individual and often related to specific circumstances. Hence, we aim to accommodate such requests to the extent possible. Working part-time is a personal and individual choice – no one is working part-time involuntarily.

Number of employees incl. partners in EY Denmark FY24

	Female	Male	Other	Not disclosed	Total
Number of employees	781	1,133	0	0	1,914
Number of permanent employees	702	1,022	0	0	1,724
Number of temporary employees	79	111	0	0	190
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	663	1,010	0	0	1,673
Number of part-time employees	117	124	0	0	241

Age distribution	Employees and non-employees
<30	961
30-50	714
>50	239
Total	1,914

Employee attrition

Employee attrition and other key people and business metrics are measured on a monthly basis. Full year attrition (12 months rolling) came in at 22.2% for FY24. This illustrates a tight labor market where talented EY people are in high demand and are being actively pursued by various industry players. We have always hired and trained people for the wider business community, so while total turnover is slightly higher this year, the current trend is no cause for alarm and within what is to be expected in our line of business.

	FY22	FY23	FY24
Employee turnover	20.9%	16.9%	22.2%

*Data is excluding two office divestments in FY24

EY partners are categorized as non-employees. Our partners are owners of the business and, while they are not technically employees, they act as employees in the daily operations. For this reason, data on partners have been included in employee data.

Type	Number of non-employees (partners)
EY partners	109

Employee health, safety and wellbeing

In EY Denmark our work environment policy outlines how we work to create a healthy social and physical work environment and prevent risks of work-related ill health and occupational injuries. The management of our work environment is an integrated and natural part of our overall operations and work environment issues are dealt with in a systematic way, and in direct connection with everyday issues. All leaders in EY have the skills, resources, and authority to resolve issues as they arise and in a good manner.

EY Denmark's Health, Safety and Environment (HSE) organization is operating as an independent entity across all offices and with representation from both leadership and employees. HSE matters are most often raised directly with local representatives and dealt with locally. However, if an issue is believed to be of a more general nature or prevalent this would be raised with the national HSE leadership team. In the same manner more serious matters would also typically be raised with HR to ensure this is handled in the best possible way.

In general, EY is a low-risk area to work in. However, it is not a risk-free environment. The most significant health risks typically stem from sedentary work and work-related stress.

To mitigate musculoskeletal disorders (MSDs) from sedentary work, the organization provides a variety of workplace setups and ensures that multiple workstations in all offices can be customized to meet individual needs. Equally, our offices are laid out in ways to accommodate the different types of work we do as well as individual preferences (e.g. collaboration areas and quiet zones).

To ensure the mental wellbeing of our employees, we support our people and leaders in achieving a greater balance between career and private life to better tackle potentially stressful situations. Hybrid working is an integrated and important element (and will be covered next), but in addition to this we offer e.g. low-threshold mental health coaching, access to exercise, classes on quality sleep, mindfulness and personal financial management as well as regular wellbeing days. Lastly, but as important, we strive to destigmatize conversations about mental health and work-life balance challenges during counselor/counselee conversations.

While preventive measures are to be preferred, EY Denmark also has a comprehensive insurance package to cover the health and safety of all employees while at work, working from home and in their leisure time. In addition, it covers free access to medical specialists including consultation with physiotherapists, chiropractors, psychologists, family counseling, etc.

Work-life balance

In EY, as in the audit and consulting business in general, employees at times experience high intensity, tight deadlines, and overtime. While an open and ongoing dialogue about an individual's balance is the best, we also have more formal preventive measures in place to monitor workload and to ensure compliance with the European Union's Working Time Directive, e.g.:

- **Robust and continuous individual time reporting:** Weekly broken down by days and hours to allow both employee and his/her supervisor to have an overview of time worked and vacation balances.
- 1:1 Follow-up on employees at risk of exceeding legal limits for overtime and/or lack of breaks between working days
- Advanced staffing of projects to ensure adequate resources for the tasks and deliveries required.

To prevent and mitigate workload issues, EY is also actively promoting wellbeing awareness. We host different awareness sessions on wellbeing topics to increase awareness and knowledge and to make it easier for our people (employees and non-employees alike) to have regular and meaningful conversations about wellbeing in their teams. The overarching ambition is for everyone to find a balance that works for them.

On average men continue to work marginally more hours on an annual basis than female colleagues. However, the difference is not so great that we consider this skewed to one side or the other. We actively work to ensure that everyone is offered the same opportunity to participate in projects of all kinds and sizes relevant to their expertise and development.

Listing to our people

Three times a year, we ask about our people's engagement, wellbeing, and satisfaction through the EY People Pulse Survey and, thereby, aim to stay updated on how our people are doing. Each People Pulse Survey focuses on our Global people priorities and other topics contributing to our people's exceptional EY experience.

The exceptional EY experience – it's yours to build. This is the promise we make to EY people. To empower them to grow professionally as well as personally. Our goal is that 90% of our employees agree that their experience at EY is exceptional by 2025.

The People Pulse Survey in Denmark from March 2024 shows

	FY22	FY23	FY24
"I have an exceptional EY experience"	83%	82%	82%
"EY provides an environment where I feel free to be myself"	87%	91%	91%
"I feel included and supported by the people I interact with each day"	-	87%	85%
"I feel safe to voice my views, even when they are different"	-	86%	85%

The numbers are based only on favorable and very favorable replies in the survey.

For each service line, the March 2024 results show:

	Assurance	Consulting	Strategy and Transactions	Tax & Law	Core Business Services
"I have an exceptional EY experience"	85%	71%	80%	82%	86%
"EY provides an environment where I feel free to be myself"	90%	90%	91%	95%	92%
"I feel included and supported by the people I interact with each day"	84%	83%	88%	90%	83%
"I feel safe to voice my views, even when they are different"	83%	86%	87%	88%	78%

In the globally conducted People Pulse surveys, EY Denmark has been on a very positive trajectory for some years and two years ago the Danish practice started to come out with Best-In-Class (BIC) results across the EMEIA-region. The Danish results remain BIC across EY – not only in EMEIA, but also globally. At a global level we have noted a slight downward trend through FY24, and while EY Denmark results also fluctuate to some extent, we continue to see very strong levels of satisfaction in the Danish organization.

As in previous years, some variances between individual service line results are to be expected throughout the year. While results may swing from one survey to the next, all service lines continue to be transparent about their EY People Pulse scores. Results are being shared and discussed with all employees and specific action plans are developed to address major findings.

Sick leave and injury

Sick leave in EY was at 2.46% in FY24 including children's sick days and long-term illness. This roughly equals an average of 5.4 sick days per employee in FY24 and remains well below the national average for employees in the private sector. While we do see a slight variation in sick leave between female and male employees, the difference is not as high as seen in the national statistics where female sick leave consistently is around 40–50% higher than male. In EY, female employees account for 55% of the sick leave, and male for 45%.

The relatively low level of sick days when compared to country average may be attributed to multiple factors like demographic factors but probably also to our hybrid working model, i.e. making it easy for parents with sick children to simply work from home rather than calling in sick for a full day.

Sick leave (own as well as children's sick leave)	FY24
Total	2.46%

We have one report of an incident which was non-work related in FY24 as reported by HSE organization. The incident was a minor wrist fraction due to a fall.

Type	Number	Rate
Percentage of people covered by HSE organizations		100%
Number of fatalities	0	
Number and rate of work-related accidents	0	
Number of days lost to work-related injuries or fatalities or ill health	0	

Family-related and parental leave

In EY Denmark 100% of employees are entitled to take family-related leave once their initial probation period of three months has been cleared.

The policies for parental leave in Denmark continue to be revised to better suit inclusivity. In FY23, biological and adoptive parents had equal terms, and parental leave for fathers and co-parents increased significantly. Now EY provides mothers 28 weeks of fully paid leave (4 weeks before due date and 24 weeks after birth). Fathers/co-parents/social parents are given 24 weeks of fully paid leave after birth. Solo-parents and parents of twins/triplets are given an additional 13 weeks of fully paid leave in recognition of the special challenges faced by these family configurations.

Returning from parental leave and balancing family life with young children and work can be challenging. To ease the transition back from parental leave, all employees are offered the chance to work the first 12 weeks back at 80% capacity with 100% salary compensation. This, combined with hybrid working and Family Transition Coaching is designed to ease the challenge of balancing work and family life.

While this is an area where the culture and norms are being developed continuously, we have seen some notable results as the framework for leave was changed.

It is now the norm that anyone returning from leave takes advantage of the possibility of a gradual return. These two initiatives are both examples of culture-shaping initiatives that are providing us with a competitive advantage when it comes to attracting and retaining extraordinary talent – women and men alike.

In Denmark, the government schemes to support family-related leave is primarily focusing on the entitlement to take the time out and to secure a minimum income while on leave (dagpengesats). However, EY is offering all our employees much better support as described above.

The wider welfare system in Denmark provides all employees with broad financial support in case of loss of income. There are benefits that cover unemployment, long-term illness, employment injury, parental leave and retirement.

Weeks of parental leave per gender

	Average weeks per person	Average weeks per woman	women % of total weeks	Average weeks per man	men % of total weeks
2024	24.9	34.00	55.1%	15.87	44.90%

In FY24, 119 people (6%) took parental leave vs 86 people (4%) in FY23. The 119 people are 53 mothers and 66 fathers/co-parents.

Hybrid working model

Coming out of Covid, we introduced the EY hybrid work model as a step toward envisioning the workplace of the future. The decision of where to work from is influenced by several factors, including the specific tasks to be accomplished, client requirements, the need for learning and collaboration with colleagues and individual personal circumstances and preferences. This mode significantly enhances the flexibility available to our employees, allowing them to tailor their work environment to best suit their professional and personal needs.

For home offices, we offer equipment such as office chairs, monitors, etc., to help mitigate potential challenges ergonomically. In our offices, we ensure that our workstations comply with health and safety regulations and offer ergonomic assessments.

In early 2024, EY Denmark decided to launch a pilot project allowing employees to work remotely from certain EU countries for up to 30 days a year. This initiative was launched to increase flexibility even more with regards to 'where and how' work is conducted – all while being compliant with various country tax regulations.

Flexibility and trust are not only part of the EY DNA but also key to how we succeed as a business.

Engaging with our workforce

In EY Global and EY Denmark, we have several channels and methods to ensure healthy conversations between our employees and management; and between EY management and our external stakeholders.

We engage and communicate with our employees in several ways – both directly; using surveys; the work done in our firmwide fora with employee representatives; and through our communities of interest.

The cornerstone of direct communication and engagement is the counselor structure. From day one all employees are allocated at least one dedicated contact person in the organization. The counselor is responsible for supporting the career and professional development of the employee and for supporting his/her counselee's general wellbeing.

We have numerous surveys, the primary vehicle in this space is the EY People Pulse which is run three times a year to solicit feedback on engagement and wellbeing. Read more about this initiative in the health, safety and wellbeing section.

The Employee Forum in EY Denmark consists of min. two employee representatives from each service line and function, as well as our Talent Director and CEO. The purpose of the Employee Forum is to have a forum for broad discussions, i.e. matters that are relevant across locations and employee groups. The Forum may also deal with confidential topics. The Employee Forum does not have decision-making powers but is an important dialogue body. In addition, the Employee Forum acts as the voice of the employees, and with the opportunity to put topics relevant to the entire company on the agenda. The Forum meets three times a year and highlights from each meeting are shared internally and available to read for all EY people.

Lastly, when it comes to engaging with our employees, we have several special interest groups, from various sports (football, golf, padel, running, cycling etc.) to yoga and wine clubs. Here all employees are welcome to join depending on interest and priority.

Freedom of association and collective bargaining

EY Denmark respects employees' right to freedom of association and collective bargaining. At EY, we strive to respect the right of all people to fair and favorable employment conditions in accordance with our global inclusion and non-discrimination policy. While many (if not most) of our employees are members of a trade association there is no registry of such memberships aside from when legally a requirement (typically to be able to track mandatory learning, CPE). While EY Denmark is not part of collective bargaining, we are continuously in close dialogue with several labor unions and industry associations.

Collective bargaining, coverage rate	
0-19%	X
20-39%	
40-59%	
60-79%	
80-100%	

Diversity, equity and inclusion

At EY we believe the agenda is a ‘together project’ founded on three key pillars 1) Fostering an inclusive culture 2) A higher focus on gender 3) Being a leading voice of DE&I.

While we have a ‘DE&I activation board’ with senior executives to help promote and mandate firm-wide actions, the tone from the top cannot stand alone; we need to engage our people in different ways. That is why we also have appointed DE&I sponsors throughout the organization; people who can and will serve as ambassadors for all things DE&I, as well as our strong employee resource groups within the Disability, the Ethnicity, Race & Faith space and LGBTQ+ with the Unity Network.

Focus areas for EY Denmark:

- **“DE&I in everything we do”:**
  This slogan represents the work we do to make sure to embed DE&I knowledge and reminders into as many talent processes as possible; such as recruitment, promotions, development etc. One example of this is that we now have a more strategic and data driven succession planning process to make sure we continue to strengthen a diverse senior leadership pipeline. We also have a sponsorship program where our senior leaders are sponsors for younger female talents. The role of the sponsor is to support the career journey of the younger talent by e.g., encouraging them to take on more challenging client engagements to help foster professional growth.
- **Awareness:**
  We highlight different days/topics related to DE&I throughout the year, for example ‘international day for people with disabilities’, ‘Pride’, ‘International Women’s Day’ and many others. Usually these will be supported by inspirational speakers and training sessions.
- **Education:**
  The DE&I agenda constantly evolves and matures, and we want everyone to continuously learn more about DE&I. Hence, we regularly run workshops and trainings, but we also have great e-learnings that come as either mandated or recommended for someone’s professional development.
- **Monitor and Track:**
  We have various dashboards e.g., dedicated to female recruitment and fair representation in promotions. We make use of gender analytics as part of our annual review process as well.

Gender balance in leadership

A few years back we set out a bold ambition: To greatly improve the attraction and the retention of female leaders to achieve a more gender balanced organization at all levels. This ambition is rooted in a deeply held belief that representation will trigger even better decision-making, a more cohesive organization, and ultimately make us an even more successful business. Despite many efforts, progress is slow — and not where we need it to be. While we are looking at differentiated recruitment, accelerated development programs, truly hybrid working, etc., we also must accept we are on a multi-year journey. The gender balance at more junior ranks is even and healthy, however there is no sustainable quick fix to correct the lack of representation at the upper ranks. It will come, but we must acknowledge that we are facing structural challenges in the educational system (e.g., gender ratios within finance and accounting programs), as well as facing the basic fact that where we are today is a function of years of neglect to address the gender gap issue — in our own organization and in our industry.

Looking at the raw numbers: In FY24, we employed 59% men and 41% women (employees and partners), and we hired 58% men (57% in FY23) and 42% women (43% in FY23).

Women in leadership — historic comparison

	FY20	FY21	FY22	FY23	FY24
Share of women in EY Denmark (employees and non-employees total)	41%	40%	41%	41%	41% M: 1,133 W: 781 Total 1,914
Share of women at leadership level*	32%	30%	30%	33%	33% M: 494 W: 240 Total 734
Share of women in Board of Directors (§99b of the Danish Financial Statements Act, level 1)**	60% (3/5)	60% (3/5)	60% (3/5)	60% (3/5)	60% (3 out of 5)

*From manager-partner in service lines and CBS
**No level 2 information as no employees in the company

The Board of Directors consists of five members of which 60% are female and 40% are male. Hence, we have an equal representation in the Board of Directors and we target the same split going forward (§99b of the Danish Financial Statements Act, see table below).

Due to the nature of our firm, we define positions at leadership level as all ranks from manager to partner, which includes 734 people. Here the share of women was 33% in FY24, which is at the same level as FY23. Our target is to have 40% women at the leadership level in 2025 in EY Denmark.

In FY24, we promoted five people to partners in EY Denmark of which one was a woman. The partner promotions took effect from 1 July 2024, thus the newly promoted partners are not included in the total partner count for FY24. Across all ranks, 42% of all promotions in FY24 were female promotions against 36% last year.

Partners by gender	Number	%
Men	99	91%
Women	10	9%

As mentioned above, having a gender-balanced organization at all levels is viewed as a business imperative in EY. Despite good efforts, we do not expect to achieve the target we have set for gender balance at leadership level in 2025. There are multiple factors at play; the primary ones are linked to time/ experiences needed to mature and qualify our internal pipeline, and the challenges faced in securing the targeted number of experienced female candidates. While we are not where we want to be, our target of having 40% women at leadership level by 2025 remains intact, but we will revisit the target timeline in FY25.

We have seen a positive multi-year trajectory in getting to a more balanced gender representation, however progress has stagnated, and the speed of change must be increased. To ensure this we will look at additional steps and initiatives to fuel the positive development already seen. In FY24, we continued to strategically target women executives to bolster the upper levels of the organization; this to promote better leadership discussion and to provide younger female talents more role models. Additionally, we provided coaching, mentoring and female development programs to change the dynamics seen in our industry for so long.

Gender parity at leadership is influenced and impacted by many factors like the societal development, organizational processes and culture and maybe not least personal drivers. While EY Denmark is trying to have a voice in the societal development, our focus is primarily on things we can influence, e.g., sourcing models, and the development and retention of female talent.

Sourcing talent

Being viewed as an attractive employer among female talents is of course paramount, and this we can control to some extent by ensuring our culture is seen and felt as welcoming and inclusive. According to our tri-annual People Pulse Surveys we continue to score very high on these measures. EY is a great place to be and to develop. When it comes to graduate intake, we see a fairly balanced gender distribution when looking across our different service lines, however with some notable nuances linked to student demographics. Student demographics is a factor less controllable by EY, and reality is that some of the educations that we traditionally hire from — in Audit e.g., finance and accounting — continue to see a significant male over-representation in student numbers, whereas Consulting and Tax & Law businesses are primarily sourcing from much more gender-balanced student bodies. To mitigate the lack of female talents attracted to finance and accounting we have tried to broaden our scope, taking in talented people with related (yet very different) educational backgrounds.

Development and retention

Our aim is to achieve a gender-balanced representation across all levels in EY. Two practical ways in which we are working to address this is by nurturing a more inclusive culture and embracing multiple ways to work. A couple of notable examples in the past year or so is the introduction of equally paid leave for moms, dads and co-parents, and the stronger emphasis of nudging men and co-parents to take leave. And it is working. Men on average now take almost 16 weeks of paternal leave vs an average of 9 weeks just two years ago. Furthermore, we continue to embrace and explore hybrid working – encouraging employees to utilize the freedom of when and where to work. EY, however, has also experienced that more and more people are keen to spend more time in the office than we saw immediately following the Covid-lockdowns. Time in the office remains extremely valuable and we will undoubtedly see additional fluctuations in how people use the office. EY Denmark allows people and teams the flexibility to organize work with respect of our clients, team deliverables and individual needs.

Gender split per service line

Service line	Women	%	Men	%	Total
Assurance	330	36	582	63	912
Consulting	132	43	174	57	306
SaT	57	27	152	72	209
Tax&Law	173	49	181	51	354
CBS	89	67	44	33	133
Total	**781**	**41**	**1,133**	**59**	**1,914**

Gender split at partner level per service line

	Assurance	%	Consulting	%	SaT	%	Tax&Law	%	CBS	%	Total
Women	2	3.8	2	13.3	1	5.3	4	19.0	1	100.0	10
Men	51	96.2	13	86.7	18	94.7	17	81.0	0	0.0	99
Total	**53**		**15**		**19**		**21**		**1**		**109**

Gender split per rank[1)]

Rank/gender	Women	%	Men	%	Total
Partner	10	9	99	91	109
Executive director	24	24	78	76	102
Senior manager	86	33	172	67	258
Manager	120	45	145	55	265
Senior	212	48	230	52	442
Staff/Assistant	253	46	293	54	546
Intern	76	40	116	60	192
Total	**781**	**41**	**1,133**	**59**	**1,914**

1) CBS ranks are converted to match service line ranks

Initiatives to improve gender equality

In addition to setting targets to ensure that the number of women promoted to senior positions is representative, we have a review committee that monitors fair promotions and has established guidelines for how our recruitment should take place. Our guidelines state how vacancies should be advertised, how the ads should be designed and how interviews should be conducted to attract as much diversity as possible. We use tests at an initial stage to reduce the impact of unconscious biases in the selection process and offer recruitment training in our business areas to educate in areas such as discrimination and unconscious bias. To promote gender balance in recruitment, EY also applies positive action to the extent possible, and in its promotion work, EY works on the principle of "fair representation" to ensure that there is an even distribution of promotions given the population at the given rank.

Some additional activities that EY is working on to improve gender equality at management level are:

- **Accelerate@EY:** aimed at senior-level women and covers areas such as career development, work-life balance, personal branding and self-awareness.
- **Career Watch:** Talent program focusing on female talents. Career Watch is a mentor program targeting upcoming key female talents and is seen as pre-Accelerate@EY. With the help of a sponsor, the participants expand their network, exchange experiences and gain perspectives, leading to both personal and professional development.
- **Unconscious bias training** is held regularly for partners and leaders, especially in the spring in connection with our performance and promotion cycle as well as in the salary process. 100% of our leaders involved in the year end evaluations and promotion process have completed training on unconscious bias.
- **Navigator workshops:** These workshops are targeted at women around the manager level and cover topics such as career development, work-life balance, personal branding, self-awareness, etc.

These programs are all coupled with local mentorship programs in each service line in EY Denmark.

Inspired Beyond Babies

We encourage our people on parental leave to join the Inspired Beyond Babies network. This year, more than 60 people from EY Denmark joined one or more sessions with lectures and company visits where bringing your baby is a natural part of the concept.

Inspiring female students

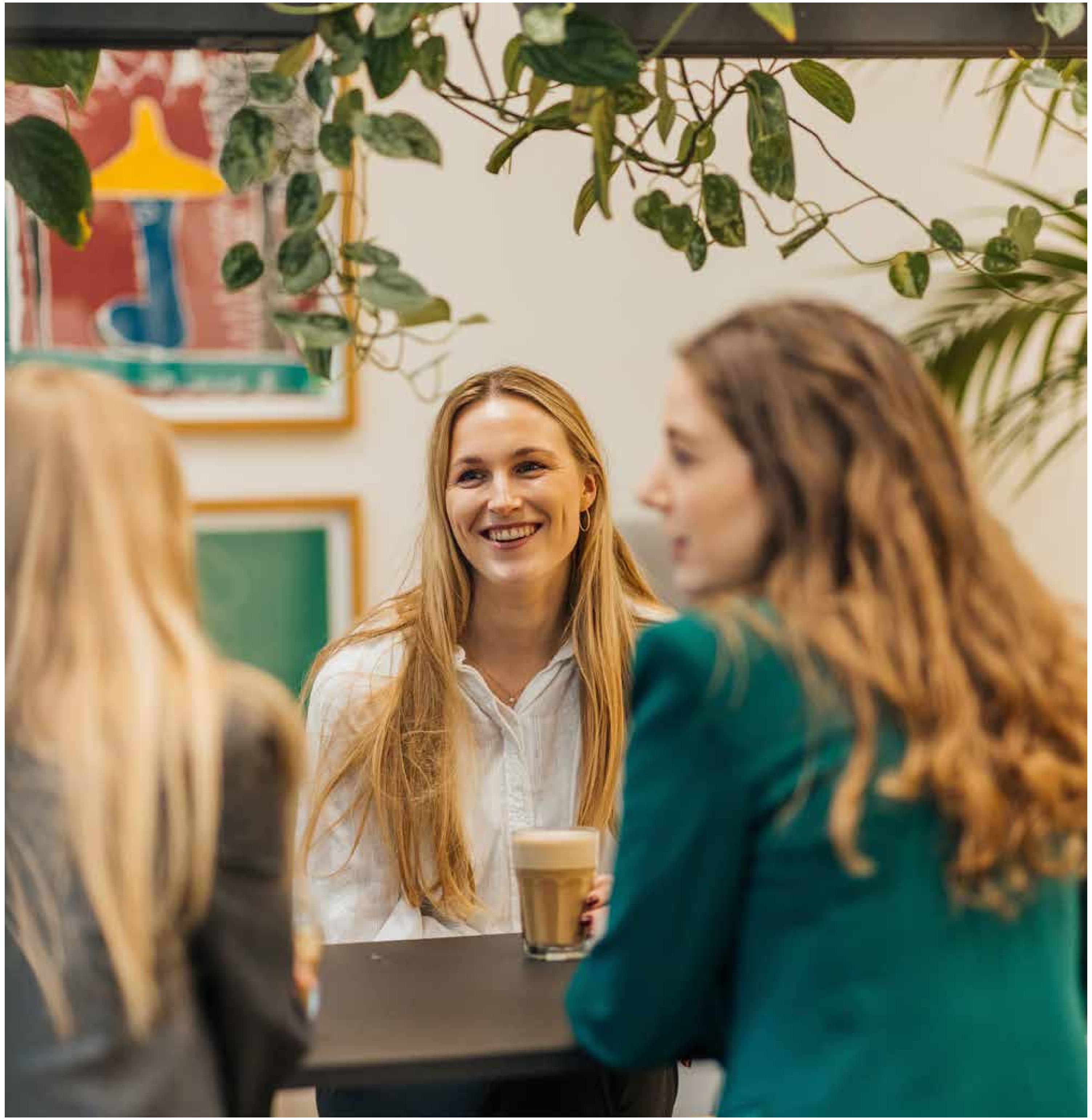
We host several programs targeted at talented female students with a special interest in Audit, Tech, or M&A. Common for these programs is that they aim to break down barriers that may prevent females to pursue a career in an area that may be perceived as heavily male dominated.

PhD-study focusing on female leaders

EY continues to actively participate in a multi-year observational PhD-study conducted by the Copenhagen Business School focusing on the career development of female leaders. The study is the first-of-its-kind as it blends multiple long-term immersive observational studies within a theoretical framework, and a number of EY female leaders are actively being used as subjects. The hope is the study can further our understanding of the everyday lives of female leaders and also help uncover any underlying factors that may serve as career barriers. Provisional insights are expected late 2024.

The value-adding executive board

EY Denmark works with SelectionF – a non-profit initiative working to grow the base of highly qualified female board candidates in the Nordic region. In FY24, EY Denmark continued to host events bringing together board members and new candidates, and to help build the bridge between female candidates and the modern boards. The agenda spanned multiple topics including ESG, DE&I and geopolitics. Once again board member and former Danish prime minister Helle Thorning-Schmidt shared her reflections.



Employment and inclusion of persons with disabilities

At EY Nordics, we have a sponsoring partner for disability who together with our DE&I Leader work with an employee resource group consisting of people with different kinds of disabilities. We have this employee resource group to 1) make sure there is a group of support for people with disabilities 2) be the sounding board for HR or other parts of the organization in different policies or decisions 3) to create awareness in the organization.

We work in alignment with our EMEIA strategy on Disability. This is built on three "A"s, Awareness, Accessibility and Allies. Below is the focus for FY24 in each of the A's.

In December 2023, we hosted the first 'Disability Awareness Week'. We had one general leadership training session and two separate awareness sessions for people to learn more about both visual and non-visual disabilities in the workplace.

Awareness, Accessibility & Allies remain
the three key pillars for disability inclusion for EY Denmark

01
Awareness

Increasing awareness of disability-inclusive practices among our leaders and teams to strengthen EY´s open and inclusive culture around disability

02
Accessibility

Moving toward greater accessibility in our everyday work, including digital accessibility

03
Allies

Expanding the Purple Champions network across EMEIA to share best practices and accelerate the disability agenda

Equal treatment and opportunities for all

EY Denmark's compensation policy stems from our Global EY Philosophy. EY is committed to providing competitive and equitable Total Reward programs that align with globally defined principles, are flexible to meet changing local business needs and align with local regulations and cultures. Our Total Reward programs aim to support overall talent and business strategies to attract, recognize and retain the best talent. These programs contribute to driving a high-performance teaming culture and motivating our workforce to achieve personal development and sustainable organizational success.

EY Denmark's compensation policy aims to be consistent, fair, and transparent and we strive to eliminate pay disparities among our employees regardless of and not limited to, gender, race, ethnicity, religion, sexual orientation, age, disability, marital status, paternity/maternity leave, appearance and social class.

Adequate wages

Employees in EY Denmark are paid adequate wages according to Danish law and market rates. We comply with Danish labor laws which include instructions on minimum wage, overtime payment and other compensation-related rules. In addition, EY is dependent on attracting the best talents and need to ensure we have competitive salary rates in the market. Thus, EY regularly conducts market salary surveys to ensure that their wages are competitive within the industry and region.

As a motivational factor EY Denmark has a performance-based pay structure, where employees are eligible to receive bonuses or salary increases based on their individual and the firm's performance. The individual performance is reviewed as part of our annual career development program and the bonuses together with salary and compensation packages are typically reviewed annually to account for inflation, cost of living adjustments, and the individual performance.

In addition to wages, EY provides a comprehensive benefits package that include pension contributions, health insurance, and other perks, which contribute to the overall compensation.

Compensation and gender equality

EY Denmark is committed to equal pay for equal work and actively works to eliminate any gender pay gaps and our compensation policy includes directions on pay equity. To ensure gender balance we conduct a bi-annual gender gap analysis; one immediately before the salary review process (to include people who may not have been included in the previous analysis), and one right after. When pay gaps are identified, these are assessed – and clarification and/or justification is provided – and if a gap is deemed inexplainable the gap is balanced out. The annual compensation review kicks-off with a video on gender bias that all compensation managers are recommended to watch before entering the salary process.

Throughout the salary review process, decision makers are supported with real-time salary review analytics, showing the male to female salary and annual bonus ratios. All Service Line Leaders, and Partners with employee responsibilities have access to these analytics supported by their respective Talent colleagues. The salary process itself is conducted in a proprietary EY tool named EarnEY. This tool has prompts to alert the compensation responsible if there are substantial gaps in the salary statistics between male and female. Through these processes and controls, EY Denmark strives to ensure fair and equal pay for the same value of work.

Women's salary in % of men's	Rank
110%	Partner
102%	Executive Director
93%	Senior Manager
97%	Manager
97%	Senior
99%	Staff/Assistant
98%	**Total**

*Includes data for EY's service lines excluding bonuses.

Measures against violence and harassment in the workplace

The EY organization has zero tolerance for unethical conduct, including discrimination and harassment of any kind. Our culture is built on our shared values where respect, courtesy and professionalism, devoid of discrimination, bullying and harassment are core values. Our responses reflect the severity in line with the Global Inclusion and Non-Discriminatory Policy and our Global Code of Conduct (CoC).

At EY, all partners and employees have a personal obligation to speak out if they ever observe behavior that they believe is not in line with the principles of our Global CoC. Our employees are trained on and required to sign EY's Global CoC every year. At EY, we define unethical behavior as events that may adversely affect our culture, reputation, and attractiveness as an employer, as well as our credibility as a service provider.

To ensure that potential incidents of discrimination and harassment are reported, we communicate our policies regularly.

As part of ensuring that our ethical guidelines and applicable legislation are followed, EY has its own whistleblowing service called the "EY Ethics Hotline". See more about EY Ethic Hotline in the Governance section.

Skills for the future

EY Denmark's actions on employees' skills development are guided by the EY Global Learning Policy and supplemented by local requirements where needed.

EY strives to ensure that all employees, regardless of background and circumstances have the opportunity to develop. To meet the increasing and changing needs of markets and clients, it is important for EY employees to constantly maintain and develop new skills. Continuous investment is made in our people to help them build the right skills and experiences through training and a wide variety of development opportunities. EY Denmark provides our employees the opportunity for a minimum of 120 hours of learning during a time span of three years – i.e. minimum of one week every year. However, most of our employees attend learning in excess of this minimum threshold.

Today, EY is able to provide a fairly unique learning blend mixing eLearning and virtual classrooms with more traditional learning in physical classrooms. This creates a kind of hybrid learning where training efforts are made accessible to a greater extent because the training can be consumed more flexibly based on each employee's needs and preferences.

In fiscal year 2024, the average number of internal training hours per full-time employee was min. 42 hours (42 hours in FY23) and we awarded 207 EY-Badges (269 in FY23). The total investment in education amounted to DKK 18.6 million (DKK 16.6 million in FY23). In addition hereto, a large part of our employees studies at the business school (i.e. bachlor and master in Audit). EY contributes to our people's education by covering school and study hours. All of these hours are not included in the numbers for training and learning.

State authorized public accountants

In FY24, EY Denmark's candidates received great results at the exam to become state authorized public accountants, when 11 out of 11 candidates passed the exam. We see this as a result of our strong focus on preparation as well as backing and support from colleagues, leaders, mentors and teachers and not least a very strong performance from our candidates.

Additionally, 102 EY state authorized public accountants in FY24 were accredited sustainability assurance providers (Bæredygtighedsrevisorer) in FY24 according to the Danish Business Authority's requirements.

EY Badges and EY Masters

EY provides more than 200 training programs called EY Badges. EY Badges complements formal training and is giving our employees the opportunity to continuously learn and develop new competencies. Badges themes range from several sustainability topics to digital certifications, analytics, blockchain, AI, cybersecurity, and transformative leadership.

In collaboration with Hult International Business School, EY offers all our employees to enroll in various accredited MBA programs:

- Tech MBA – conducted online, focused on new technologies and developing the technology, leadership and business skills needed to work globally.
- EY Master in Business Analytics – gives a practical foundation in data and AI and equips employees to transform businesses and lead informative and strategic decision-making.
- EY Master in Sustainability – translating knowledge into new and innovative sustainability services for clients and providing the tools to best identify sustainable opportunities.

Overall, this emphasis on continuous learning is crucial in managing material negative impacts and advancing positive impacts within the organization. By staying updated on industry trends, regulatory changes, and best practices, employees are better equipped to identify and mitigate risks proactively, ensuring that the firm not only meets compliance standards but also contributes positively to the communities in which it operates.

Furthermore, professional development aligns with our goal of managing material risks and opportunities by fostering a culture of continuous improvement and innovation. Employees who engage in regular learning are more likely to develop the skills and insights needed to drive the firm's strategic objectives, enabling us to stay competitive and responsive in a rapidly changing business environment, and shaping the future with confidence.

Our efforts are designed to ensure that we remain resilient, socially responsible, and well-positioned to capitalize on emerging opportunities while effectively managing potential risks.

Training and learning

	FY21	FY22	FY23	FY24
Number of training hours total and per FTE	56,513 hours / 37 hours per FTE	48,420 hours / 30 hours per FTE	80,670 hours / 42 hours per FTE	75,528 hours / 42 hours per FTE
EY Badges awarded (Badges initiated)	97 (N/A)	120 (292)	157 (282)	125 (207)
Investing in education (mDKK)	12.1	14.8	16.6	18.6

Social
Workers in the value chain | Overview

At EY, we acknowledge the essential role that our value chain workers play in our success and sustainability efforts. They are key to our service delivery and operational excellence, and we treat our colleagues from Global Delivery Services (GDS) and other EY member firms as well as Integrated Service Solutions (ISS) colleagues as integral parts of the EY family.

Our approach and policies

Our approach to empowering value chain workers aligns with our core values and ethical framework, reinforced by our Supplier Code of Conduct and social sustainability policies. These guidelines ensure integrity and excellence across the board, with an emphasis on human rights. Suppliers commit to these standards by agreeing to EY's General Terms and Conditions.

Our targets for change

Commitment to fair labor practices
and human rights for value chain workers

Our progress and key actions

Conducted ESG training for procurement teams with

94%

of global staff completed

Initiated ESG Supplier Due Diligence via
EY Global Supply Chain Services

Conducted Human Rights Due Diligence assessment
in FY24 with Nordic collaboration

Material Impacts, Risks and Opportunities (IRO) in short

Impacts

- Impact suppliers through policies and procedures
- Maintain strong relationships with suppliers

Risks

- Potential non-compliance with laws and regulations that protect human rights in the value chain
- Not being able to ensure working conditions in the value chain

Impacts, risks and opportunities

Working conditions

The work environment of our value chain workers is a material topic of concern for us.

- Working in large global teams and in teams that include subcontractors and workers abroad increase the risk of EY not being able to ensure workers' wellbeing, health and security.
- By maintaining a strong relationship with suppliers, EY is able to influence decent working conditions and the wellbeing of workers in the value chain, and reduce our risk of reputational damage.

Equal treatment and opportunities for all

- EY may impact suppliers through our requirements in policies and procedures and by encouraging safe dialogue.

Other employment-related rights | Forced Labor

At EY, we take a strong stance on human rights as they are fundamental to our ethical commitments and essential for maintaining our integrity and global standing. Therefore, we strive to ensure adherence to these principles within our value chain.

- EY could risk perpetuating forced labor within the value chain if we choose a vendor without the proper due diligence. This could undermine the human rights and working conditions of our supply chain workers.

Our targets for change

Employees from GDS are essential to our service delivery, working hand-in-hand with our teams to drive exceptional client success, while ISS staff are key in the aim to create a more sustainable and welcoming workplace environment. We are united in our goals and commitment to excellence, sustainability, and ethical practices, recognizing that our collective efforts are fundamental to building a better working world.

While we have not set formalized targets for our value chain workers, our commitment to them is integral to our mission of building a better working world. We hold ourselves accountable for the conditions and opportunities we provide, aiming to be exemplars of fair labor practices and human rights advocacy.

In our pursuit of continuous improvement, we focus on setting industry benchmarks for ethical labor standards and sustainable operations. Our value chain workers receive regular training and resources to foster a culture of responsibility and environmental stewardship.

Our progress and key actions

We work to track and enhance the integration of sustainability principles in our operations, ensuring that our impact on value chain workers is intentional and measurable.

EY Global Supply Chain Services (SCS) helps optimize EY's purchasing power across products and services. As part of our procurement activities, they seek suppliers who are innovative and offer exceptional customer service. We are committed to a diverse supplier base and building relationships with suppliers that reflect the market, customers and communities we serve. Our Environmental Social Governance services team, part of SCS, aims to drive an inclusive and sustainable mindset across EY's supply chain. This team provides ESG training for all supply chain employees, covering human rights and prevention of violations thereof, such as forced labor.

EY Global SCS has an established ESG Supplier Due Diligence process that includes ESG-related issues, compliance with our RFP, CoC and supplier onboarding. See more details below.

Procurement and supply chain

When procuring goods or services for EY, all employees must comply with the requirements of our global procurement policy and supplier management. The policy outlines requirements that should be followed when choosing suppliers, including purchase thresholds for our Global Procurement Function EY Global Supply Chain Services (SCS) to participate in the procurement,

EY Global SCS is a global function which means that we hold contracts at global, regional and local level, depending on the product or service sourced. The EY ESG team is responsible for ESG topics throughout SCS. Sourcing managers are regularly provided with training sessions to facilitate responsible sourcing, and in FY24 all supply chain professionals were required to complete online Sustainable Procurement training with concepts applicable to human rights such as supplier due diligence. 94% of all EY SCS staff have completed this training.

Procurement process

As part of the procurement process, we conduct a due diligence on our potential suppliers. The due diligence process is managed by EY Global SCS in collaboration with Risk Management. The due diligence covers the evaluations of potential suppliers in terms of:

- Anti-corruption
- Third-party sanctions
- Financial risks
- Sustainability
- Modern slavery

EY's Independence team decides at the beginning of the procurement process whether there are requirements for independence and whether there is a need for deeper evaluation and monitoring of the business relationship (through the process called BRIDGE).

EY's ESG supplier due diligence program with suppliers falls into the following four areas:

- **Mapping risk and supplier selection**
  To map potential risks at our suppliers overall and per product / service, we have used the EY ESG Risk Tool. Based in this, we developed the Sustainable Sourcing Framework – a practical guide for sourcing managers on how to approach ESG including supplier selection and RFX questions. There is a core set of RFX questions noted which should be asked no matter the product / service and then additional questions that can be asked for specific products / services (based on the risks identified in the ESG Risk Tool).

- **Supplier contracts**
  Just as EY's Global CoC outlines ethical standards for every EY individual, our Supplier CoC establishes similar expectations for EY suppliers. To monitor the adherence with the EY Supplier CoC, we have previously tracked strategic contracts and are exploring ways to enhance this process. We have not yet detected any serious violations against the EY Supplier Code, nor incidents related to anti-corruption or bribery. If any issues are identified, SCS will collaborate with the supplier to address these and develop an effective remediation plan.

- **Supplier onboarding**
  We survey suppliers whilst they're being onboarded to understand their goals, programmes and policies. This acts as a screening process to shortlist suppliers for a deeper dive assessment.

- **Deep dive due diligence**
  We use deep dive due diligence to have a more accurate understanding of the ESG impacts of our suppliers and to verify if they're adhering to the Supplier CoC. In 2022 we carried out an assessment pilot with 71 high-risk, high-spend suppliers globally and in 2024 we invited a further 250+ suppliers to take part. Suppliers responded to questions about their policies, programmes and impacts across ESG, human rights and DEI and we will work with them to encourage improvements.

Procedures for detecting and preventing negative impacts on human rights

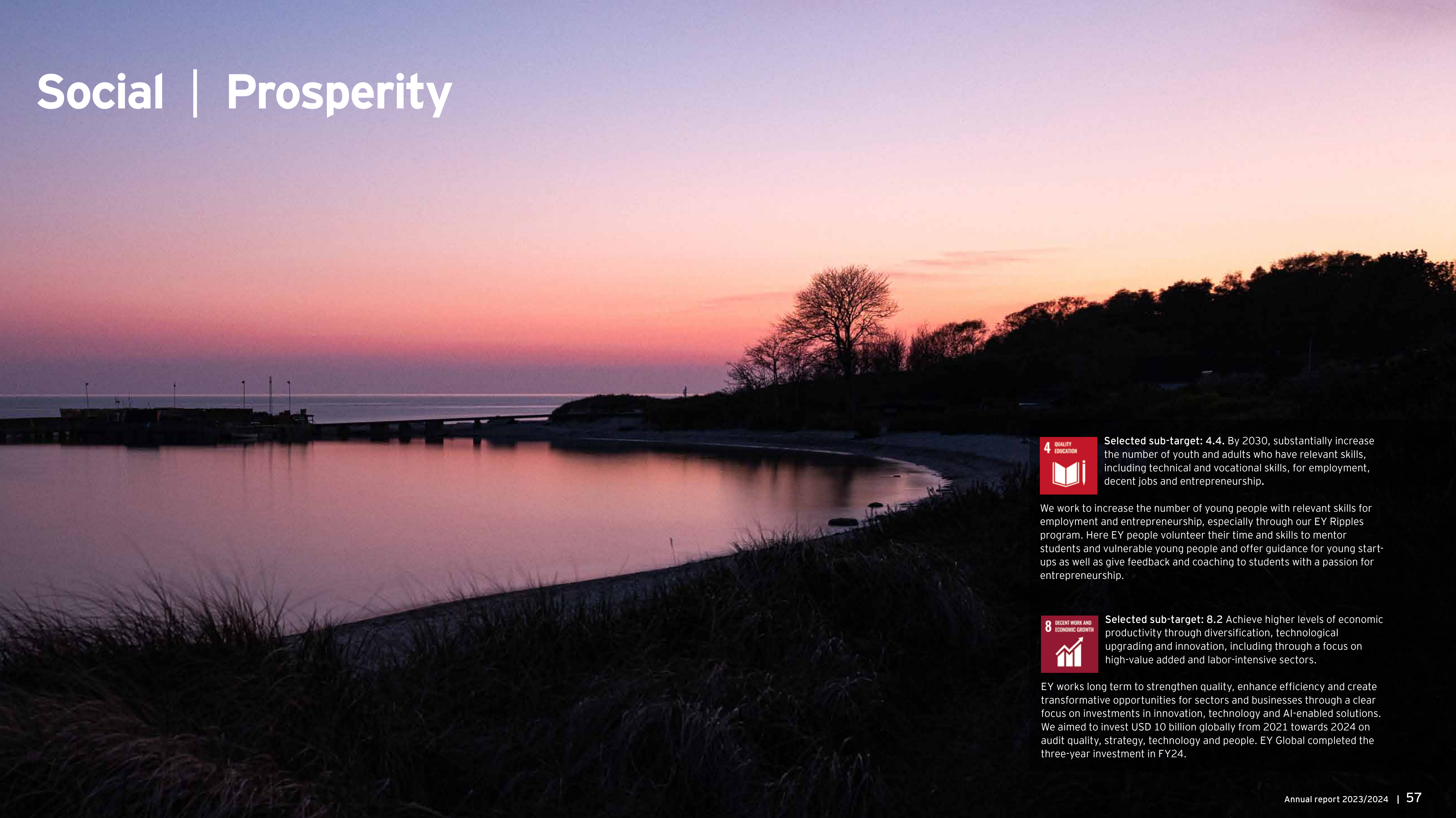
In FY24, EY Denmark together with EY in Norway, Sweden and Finland conducted a Human Rights Due Diligence of our own operation and our supply chain which was performed in line with the OECD Due Diligence guidance. Please see description of the process, findings and measures taken in the Governance section.

As part of ensuring that our CoC and applicable legislation are followed, EY has its own whistleblowing service called the EY Ethics Hotline. See details on EY Ethics Hotline in the Governance section.

Payment practices

In 2024, EY Denmark processed 10,736 invoices from suppliers adhering to our principle of timely payments for all third-party vendors, SMEs, and other companies. We align to the due dates on invoice, assuming that the supplier aligns to the signed contract when such is in place. Payment terms are set in the contract and might vary between suppliers. There were no legal proceedings for late payments in FY24.

We run daily analyses to track our open invoice queues, address outstanding questions and remind stakeholders to perform their tasks. With trainings we make sure that our co-workers involved in the vendor purchase process are diligent with payment policies and correctly manage the activities and tools. We are also constantly working on updating routines and monitor process to limit non-value-added steps and bridge knowledge gaps. In FY25, we plan to encourage all vendors to update their invoicing details and switch to e-invoicing as the preferred method, aiming for a more efficient payment process.



Social | Prosperity

4 QUALITY EDUCATION

Selected sub-target: 4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

We work to increase the number of young people with relevant skills for employment and entrepreneurship, especially through our EY Ripples program. Here EY people volunteer their time and skills to mentor students and vulnerable young people and offer guidance for young start-ups as well as give feedback and coaching to students with a passion for entrepreneurship.

8 DECENT WORK AND ECONOMIC GROWTH

Selected sub-target: 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

EY works long term to strengthen quality, enhance efficiency and create transformative opportunities for sectors and businesses through a clear focus on investments in innovation, technology and AI-enabled solutions. We aimed to invest USD 10 billion globally from 2021 towards 2024 on audit quality, strategy, technology and people. EY Global completed the three-year investment in FY24.

Social
Consumers and end-users | Overview

At EY, our sustainability efforts extend well beyond our organizational boundaries. Our clients entrust us with their most pressing challenges, and in turn, we deliver innovative solutions that not only meet their needs but also positively impact the broader society and environment.

Our approach and policies

Sustainability is integrated into every facet of our client services. Guided by our core values and ethical framework, we adhere to our Code of Conduct in every client engagement, fully aware of the consequences of our work. Our commitment to integrity and excellence is the foundation upon which we build trust and deliver value.

The EY global Quality & Risk Management (Q&RM) system underpins our dedication to service excellence, ensuring that we meet the unique needs of our clients while managing material impacts, risks, and opportunities. Our Q&RM system operates at multiple levels, enforcing strict internal policies on ethics, independence, and professional conduct, which all EY personnel must follow. Regular training and assessments reinforce these policies, fostering a culture of compliance and understanding.

Accountability for the implementation and oversight of our quality assurance policies lies with senior leadership roles within EY, ensuring that our commitments to consumers and end-users are upheld at the highest level.

We encourage our employees to mobilize their skills and knowledge in not-for profit initiatives in our corporate volunteering program EY Ripples in support of the communities where we live and work.

Our targets for change	Our progress and key actions
Focus on guiding clients to adopt responsible and sustainable practices	Infusing sustainability into client services and measuring specific sustainability engagements Contributing to sustainability dialogues, seminars, and partnerships globally Providing thought leadership and insights to shape sustainability standards across industries Sharing best practices and collaborating for a collective sustainable future Allocating substantial resources to sustainability efforts, especially employee time and expertise
Deliver exceptional client services through continuous service enhancement and innovation to set responsible business conduct benchmarks	Sharing best practices and collaborating for a collective sustainable future Allocating substantial resources to sustainability efforts, especially employee time and expertise
EY Global committed to a 3-year investment of **USD 10 billion** in audit quality, innovation, tech & people	In FY24, EY Global completed a three-year commitment to invest **USD 10 billion** globally in audit quality, innovation, tech & people
Contribute to EY's global goal of positively impacting **1 billion lives** through EY's corporate volunteering program EY Ripples*	**211 people** in EY Denmark participated in EY Ripples activities, positively impacting 116,000 lives*

Material Impacts, Risks and Opportunities (IRO) in short

Impacts
- High quality in all EY services

Risks
- Revenue loss and reputational damage should we provide poor quality services
- Cyberattacks and data leaks
- Loss of market leadership due to failure to integrate sustainability in own strategy

* Lives impacted methodology is explained in Sustainability reporting principles

Impacts, risks and opportunities

Impacts:

Leveraging our expertise in sustainability and continuing to deliver pioneering solutions of outstanding quality provides us with a valuable opportunity to positively impact clients, end-users and society while generating financial revenue. We acknowledge that excelling in these services also positively contributes to EY's reputation and leadership position in the field, further driving our development and success.

Risks:

EY recognizes that our position as a leader in sustainability exposes us to inherent market risks. Three own operation and downstream risks were identified to be material:

- Should EY deliver poor quality or misinformation on e.g. ESG topics, we could face both financial and reputational risks.
- This risk also applies if EY mishandles client information or looses data due to inadequate protection.
- Should EY fail to integrate sustainability into our overall strategy, this may reflect negatively on our reputation.

Our targets for change

While EY has not yet established formalized targets specifically addressing the impact on our clients, our goals are intrinsically linked to our mission of building a better working world. We hold ourselves accountable for the advice we give and the strategies we recommend, and aim to be catalysts for change, leveraging our expertise to help clients integrate responsible and sustainable practices into their core operations.

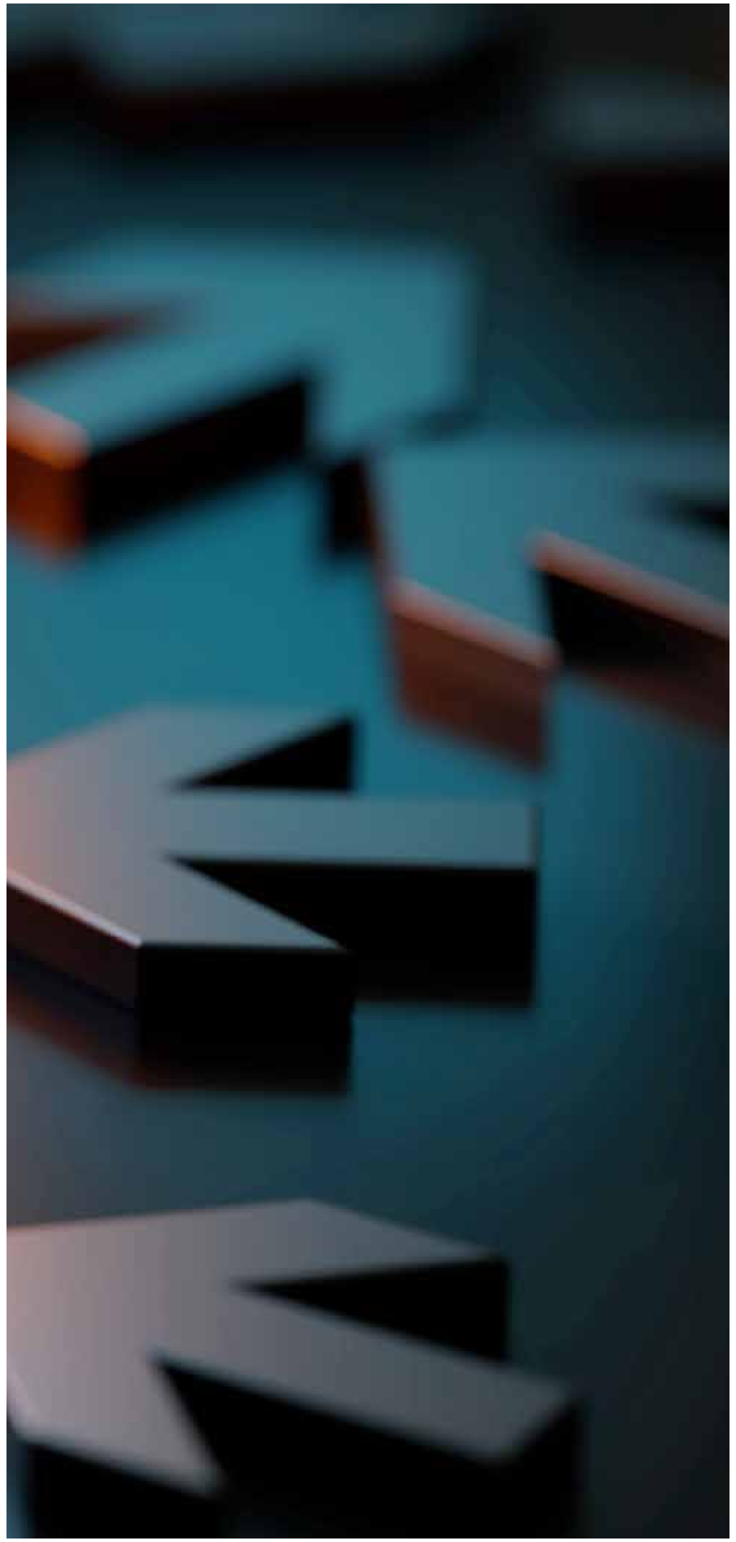
In lieu of explicit targets, we focus on continuous improvement and innovation of our services, aiming to set industry benchmarks for responsible business conduct. We encourage our professionals to consider the wider implications of their work, as they are encouraged to lead by example, receiving regular training in sustainability and responsibility to ensure they are equipped with the knowledge and skills necessary to guide our clients towards practices that benefit society and the environment.

We do have a target related to "participation and lives impacted" in our corporate volunteering program EY Ripples. More information is provided in the Community investment section below.

Our progress and key actions

EY's dedication to sustainability is evident in the deliberate progress we make through our client engagements. We are committed to track and enhance the integration of sustainability elements throughout our organization. By monitoring the number of our engagements that specifically address sustainability issues, we ensure that our influence is not only intentional but also quantifiable. This allows us to gauge the scope of our impact on driving sustainable practices in the businesses and communities we serve.

Furthermore, we actively participate in industry dialogues, events, seminars and engage in partnerships that advance sustainability goals, both locally and globally. Our professionals are committed to delivering thought leadership on sustainability, contributing insights and expertise to shape standards and influence positive change across sectors. By sharing best practices and collaborating with stakeholders, we amplify our impact and drive collective progress towards a more sustainable future. To support these actions, EY has dedicated substantial resources, in the form of our employees' hours, emphasizing the value of expertise and time invested over monetary expenditure.



Generating value with our services

EY strives to promote confidence in capital markets and create long-term value for clients employees and society at large. We do this through our extensive service offering and strong ecosystems and alliances. We have one of the world's largest networks of sustainability advisors, deep industry insights and diverse teams that offer innovative solutions and ways of working. Our teams focus on delivering exceptional services to help our clients transform and develop their activities.

EY's sustainability services help clients:

Reframing Strategy: We help our clients develop strategies that incorporate sustainability to deliver long-term value. This involves identifying opportunities for competitive advantage and mapping out the journey to achieve these goals.

Accelerating Transition: We support our clients in implementing their sustainability strategies, setting ambitious targets, and executing change projects across the value chain. This includes integrating financial, sustainability, and ESG metrics to build a robust business case.

Governance and Operations: We assist our clients in adapting their governance structures to sustain the value created by their competitive advantage. We also help them operate more effectively and efficiently to meet stakeholder demands.

Building Trust: We facilitate transparent reporting and assurance of financial accounts as well as of sustainability and ESG initiatives. This helps our clients build trust with key stakeholders, including regulators and investors, by demonstrating progress against stated goals.

Through these efforts, we not only help businesses create value for sustainability but also ensure that sustainability initiatives contribute to business success.

Sustainability services

How we serve our clients depends on their specific needs. Here are examples of EY services across the ESG agenda

Sustainable transformations

Design change programs together with internal and external stakeholders to achieve the company's sustainability goals.

Biodiversity and nature footprint

Implement nature positive business strategies. Decrease footprint on nature and biodiversity in sourcing, supply chains and production.

Reducing carbon emissions and energy consumption

Define targets for climate neutrality that reduce climate impact and accelerate the transition to renewable energy sources.

Sustainable strategies

Integrate sustainability into the company's strategy and purpose to set ambitious goals while optimizing portfolios and evaluating the impact on shareholders and stakeholders.

Sustainable products and services

Create value for customers by developing sustainable customer experiences, products, and services that generate new revenue streams and meet customer expectations.

Sustainable value chain and circular economy

Increase transparency and create circular value chains.

Sustainable digitalization

Establish a strategy for data and technology aimed at transitioning to green technology and creating digital sustainable solutions.

Sustainable transactions

Evaluate the effects of sustainability initiatives during commercial and financial due diligence to minimize risks and maximize opportunities.

Human capital

Manage effects on employees and communities, such as in areas of social impact, justice, equity, environment, safety and health, corporate culture, and workforce.

Sustainable governance, risk, and compliance

Integrate sustainability into corporate governance and manage new risks, scenarios, and regulations.

Sustainable financing and incentives

Review the company's strategies for financing and the transition to environmental and social investments that have a more positive impact on the environment and society.

Impact assessment and risk modeling

Develop valuation and risk scenarios to quantify financial and non-financial values and stress test the portfolio.

Sustainable tax

Increase transparency, improve governance in the tax area, and create incentives that accelerate the company's sustainability strategy.

Sustainable accounting and reporting

Publish accurate and reliable reporting that reflects the company's work on sustainability and results.

Communication to shareholders and other stakeholders

Provide information on goals, progress, and value to meet expectations from shareholders and other stakeholders.

Engaging with clients

With clients and potential clients, our structure ensures that all clients have one point of contact in EY. In addition, we have engagement partners responsible for the client relationship relating to each project. But our communication with society is not limited to the work we do for clients. EY is also hosting conferences; we actively participate in panels and are engaged in our various fields of expertise to activate our knowledge.

In FY 24 we hosted e.g. The Sustainability Awards, EY Entrepreneur Of the Year and EY Center for Board Matters, and together with Erhvervslivets Tænketank formed The Center for Strategic CSRD. Read more about our initiatives on page 62-63.

EY upholds a continuous and direct dialogue with clients, ensuring that each engagement is thoughtfully tailored to their specific needs through collaborative conversations. This process is deeply informed by the client's organizational structure and operational practices, which play a crucial role in the customization of project design. The clients' impact on EY's work is significant, and through mutual interaction, both EY and our clients work hand in hand to co-create the project's framework. Every project is supported by a dedicated engagement partner and manager, with each team member having a formal role in client interactions. This structured approach allows EY to deliver services that are not only responsive but also intimately aligned with the nuances of each client's business environment, ensuring a harmonious and effective partnership.

Exceptional client services

As a professional service organization, our innovation efforts extend beyond the traditional research and development definition. EY invests in developing better products and quality services to serve clients and EY people even better.

This year, EY Global completed a three-year commitment announced in FY21 to invest USDb 10 in audit quality, technology, innovation and people.

Read more about investments in enhancing audit quality in the Transparency report.

In delivering high-quality information and services, we leverage expertise and societal trust to create impacts. However, we are aware of the risks associated with maintaining market leadership, particularly the importance of accuracy in fast-evolving areas like sustainability legislation and AI. EY acknowledges the criticality of data security and is committed to the protection and management of client information, which is crucial in consolidating trust and improving client engagement.

EY is committed to maintaining the highest standards of confidentiality and data protection for its clients. In the event that one of these potential negative impacts turns actual, EY has established robust processes outlined within internal Quality and Risk Management (Q&RM) protocols to remediate such issues promptly and effectively. Corrective actions are taken immediately by cross-functional response teams (See more under Governance).

Community investment

We believe businesses have an important role to play in tackling some of society's toughest challenges and helping foster sustainable, inclusive growth. Through our global corporate volunteering program, EY Ripples, we mobilize EY people, tapping into our unique skills and knowledge to achieve a long-term vision – to positively impact one billion lives by 2030 globally.

EY people in Denmark can devote up to 15 working hours per year during working time to EY Ripples volunteering.

Through EY Ripples, we apply our skills and experiences in not-for-profit and volunteering settings to make a difference across three focus areas:

- Supporting the next generation
- Working with impact entrepreneurs
- Accelerating environmental sustainability

These are the areas where we believe our combined capabilities can make the biggest impact and help overcome the biggest challenges to date – as framed by the UN SDGs.

The EY Ripples program has had 211 participants in Denmark in FY24 compared to 356 participants last year. Our target this year was 370 participants. The FY24 activities are estimated to positively impact more than 116,000 lives. In FY24, the time EY employees in Denmark devoted to EY Ripples activities and other pro-bono and volunteering activities constituted an investment of approximately DKK 565,657 (FY23 DKK 883,000).

The lower participation number and impact this year is due to fewer initiatives being launched and resources spend on developing new and larger scale initiatives that we plan to take effect from FY25.

Examples of EY Ripples initiatives in FY24

Fonden for Entreprenørskab

The Danish Foundation for Entrepreneurship works to promote young people's competencies and skills within entrepreneurship and innovation by integrating and anchoring entrepreneurship in teaching at all levels of the education system. EY collaborates with the foundation by putting skills into play and sharing valuable knowledge as mentors for students and as judges in innovation competitions for students.

Kwera

Through its sustainable financial model, the Danish-led organization Kwera works to ensure higher education for young people in Malawi and soon in other African countries too. EY Denmark has been partnering with Kwera since 2019. People from across service lines have supported Kwera in developing its organization and accounting processes by supporting with long-term financial forecasting and financial governance model as well as auditing and consulting assistance. We have also engaged EY teams in Malawi to support locally, though most of the work is driven from our office in Copenhagen.

GenIn

In FY24, EY helped Verdensmålshuset GenIn with its goal to spread knowledge on sustainability based on the UN SDGs among children and young people in the education system. EY participants have helped develop, define and present a short case on sustainability for students to discuss in the classroom. The EY case reached 32 young people in FY24 (and 125 in total in 2024).

NextGen

EY's NextGen competition aims to develop the next generation of women leaders. The global program aims to empower and aid female learners throughout university and eventually as young leaders in society. EY people in Denmark help to plan the competition and facilitate it with the aim to broaden the participating women's horizons and encourage new ways of thinking.

Zooniverse

EY volunteers have contributed to professional research through the Zooniverse citizen science platform. In FY24, EY Denmark supported the Elephant ID research project, which is led by the NGO Elephants for Africa who collects data on various features of elephants. The insights gathered will help generate an accurate elephant ID database and machine learning algorithm capable of re-identifying elephant individuals in camera trap images with the goal of helping researchers better understand elephant social behavior. With data collected in Botswana's Makgadikgadi Pans National Park, the project takes a novel 'collaborative filtering' approach to elephant research; through this process, EY participants answer a variety of questions to classify various features of male elephants in photos.

ImpACT week

In October 2023, we held the second ImpACT Week – a week-long event that highlights sustainability for everyone in EY. We invited all people in EY Denmark to join events, discussions and trainings to learn how we can all contribute to making a positive impact. In our Copenhagen office, we also held a clothes swapping event where we invited our people to bring pre-loved clothes in good condition that could be re-loved by a colleague.

Charitable donations

This past year, EY Denmark made a contribution of DKK 560,000 to community investments via charitable donations.

We donated DKK 100,000 to the national cancer fundraising Knæk Cancer and 150,000 to Save the Children in connection with the Turkey earthquake in 2023.

In addition, we donated DKK 250,000 to the Danmarks Indsamling, supporting the world's most vulnerable children. This donation was accompanied by a cross-country bicycle stage run for five days, called EY Danmarks Stafetten, where EY clients and other stakeholders participated. As a warm-up to the stage-run, EY hosted gravel bike challenges throughout the year where we invite clients, employees and other stakeholders to ride with us to help raise money for children in need around the world. In this connection we donated DKK 20,000 to Save the Children, DKK 20,000 to Danmarks Naturfredningsforening and DKK 20,000 to SMILfonden.

Economic contribution

EY Denmark adds financial value to the local economy through the generation of our services, payment of wages, taxes and community investment.

Community investment DKKm

Revenue	3,006
Total tax contribution	1,318[1)]
Total community investment	1[2)]

1) Includes total tax paid and additional tax remitted

2) Includes EY people's time devoted to pro-bono and volunteering work (565,657) and cash donation to charities (560,000)

The turnover of EY Denmark increased by 2.3% from FY23. By the end of FY24, 1,914 people (employees and partners) were employed with EY Denmark (2,084 in FY23), of which 377 were new joiners. In addition, we contribute to our communities through charitable donations and pro-bono and volunteering work by EY people in Denmark.

Contribution through taxes

EY Denmark acknowledges society's need to finance its activity through taxes. Therefore, we see paying taxes as a natural part of the value created by EY. We are committed to paying all our taxes in a timely and correct manner and being transparent in all dialogue with the Danish Tax Authorities.

In EY Denmark, we follow the EY Global Tax Policy. This will be ensured by our country leadership of EY Denmark. We are committed not only to follow the tax regulation in Denmark but, to the best of our ability, to act within the intention of the rules and only to pursue business-driven structures for EY Denmark and thereby not engage in aggressive tax structures.

Our contribution consists of various taxes, some paid by EY (meaning all taxes borne by EY) and others remitted by EY. Using the expanded metrics of WEF-IBC, we capture all taxes both borne and collected in EY. The total amount of taxes remitted and borne shows the contribution generated by EY.

The client-serving part of EY Denmark is organized as a partnership (Partnerselskab). This means the member firm is a tax-transparent entity only paying a small amount of corporate income tax stemming from a non-client serving subsidiary. Remuneration to capital owners is included in all materiality as personnel costs and dividends, in the same way as salary and bonus for our other partners and employees.

EY Denmark's total contributions in FY24 amount to DKK 1.3b.

Taxes paid DKKm

VAT	490
A-tax/labor market contribution	509
Other taxes and contributions paid on behalf of others	5
Taxes paid by EY/EY partners	313
Total	1,318

Sharing knowledge and inspiration

The Sustainability Awards

With the Sustainability Awards, EY and the Danish Chamber of Commerce wish to increase awareness, share inspiration, and raise the bar on how companies can contribute to a sustainable future.

In September 2023, the third Sustainability Awards conference and awards ceremony gathered close to 300 CEOs, decision makers and sustainability leaders to discuss and celebrate how companies who work strategically and innovatively to make a real and lasting sustainable impact for society can improve further, set new industry standards and make unique role models for others.

In 2023, Grundfos received the Climate Change Award, for their clear ambitions, solid results and for making a global impact across the value chain.

Maersk received the Green Transition Award for being role models in taking responsibility to contribute to the green transition by transforming their business to new solutions.

VELUX received the Innovation Award for their Living Places project and proving how to build new homes while reducing the CO_2 footprint by two-thirds.

It is an independent jury who selects the winners of the Climate Change Award, the Green Transition Award and the Innovation Award, while EY and the Danish Chamber of Commerce select the winner of the Long-term Value Creation Award, which the Salling Group received.

In the spring of 2024, we opened the application period for the Sustainability Awards 2024, where we introduced new awards; the Climate Impact Award, Environment Award and Value Chain Award. With these awards, we aim to highlight strong initiatives and results for positive impact on nature and biodiversity and for companies taking responsibility for the entire value chain.

The Center for Strategic CSRD


Guide to
The board's work with sustainability reporting
Center for Strategic CSRD
– a cooperation between EY and Axcelfuture
May 2024
Center for Strategic CSRD
Founded by EY and Axcelfuture

The Center for Strategic CSRD was founded in November 2023 by EY and the Danish business think tank Erhvervslivets Tænketank (formerly Axcelfuture) and aims to help Danish companies create value with the new EU requirements for sustainability reporting; the Corporate Sustainability Reporting Directive (CSRD).

The purpose of the CSRD requirements is, among other things, to ensure that companies are not only accountable for their financial performance, but also for their impact on the surrounding environment.

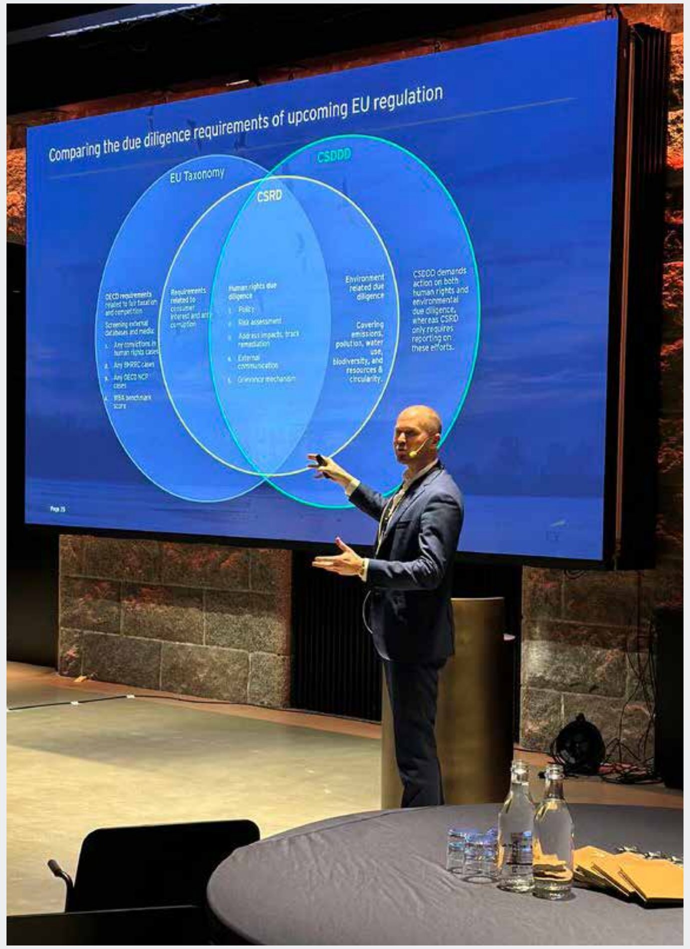
The Center for Strategic CSRD has an interdisciplinary analysis unit to help develop reports, analysis, tools and guidance to help companies anchor environmental, social and governance issues at the core of their business.

A strong advisory board ensures the professional integrity of the project and contributes to clarity on how companies can approach the task of CSRD in the best possible way.

One fo the publications in FY24 was the Guide to the board's work with sustainability reporting.

EY Center for Board Matters Nytårskur

The EY Center for Board Matters' annual 'Nytårskur' took place at Villa Copenhagen, where approximately 70 attendees gathered to hear insightful presentations, including discussions on the economic outlook for 2024. EY Center for Board Matters serves as a forum where board members, committee members, and executives can discuss key topics such as corporate governance and committee work.



EY Entrepreneur Of The Year

The program EY Entrepreneur Of The Year™ honors founders, CEOs and leaders who demonstrate excellence in areas such as innovation, financial performance, social responsibility, and personal commitment to their businesses and communities.

EY Entrepreneur Of The Year™ operates in more than 60 countries around the world. In Denmark, the program has existed for more than 25 years.

Winners are found in six regions. They move on to the national final, where the EY Entrepreneur Of The Year is announced, along with winners in the categories, Export & Globalization, Innovation, Sustainability, Life-Sciences, and Startup / Scaleup. Winners are selected by an independent jury consisting of successful, innovative entrepreneurs and / or people with extensive knowledge of business and the category areas. The country winner goes on to represent Denmark in the biggest global competition for entrepreneurs: EY World Entrepreneur Of The Year™. In 2023, Denmark was represented by AVK Holding, who won the national finals.

The honorary award was given to Topsoe and Jacob Haldor Topsø in 2023.

Governance

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.5 Substantially reduce corruption and bribery in all their forms

EY is committed to fighting corruption in all its forms and has implemented a global policy against bribery and corruption. We embed anti-corruption measures throughout EY, and all employees are required to complete annual training on this matter. An unwavering commitment to combating corruption is also built into the services we offer clients. The insights and quality services we deliver at EY help build trust and confidence in the capital markets and economies, and we help companies manage their anti-bribery and anti-corruption programs. To raise awareness of the fight against corruption, we also collaborate with external networks and groups.

Governance
Business conduct | Overview

EY is steadfast in upholding the highest standards of business conduct, recognizing that our ethical practices are fundamental to our reputation and the trust we inspire among clients and stakeholders.

Our approach and policies

Our approach to ethics and integrity is not merely about compliance; it's about embedding a culture of doing what is right. We are committed to leading by example, ensuring that every action we take reflects our dedication to ethical behavior, transparency, and respect for the rule of law.

EY is therefore guided by our Global Code of Conduct (CoC), which shapes our corporate culture, training, communication, and business practices. We enforce strict adherence to these principles, with oversight from the Country Board of Directors and Risk Management.

On the following pages, we will further introduce our approach to ethical business conduct throughout our own operations and our value chain. Our interaction with all stakeholders is underpinned by policies*, addressing all aspects of the impacts, risks and opportunities we have identified. Leveraging these policies, we demonstrate our commitment to ethical conduct and ensuring a positive impact on clients, people and the wider community.

*EY Policies include: Code of Conduct, Global Anti-Bribery and Corruption policy, EY Global Independence Policy, Hospitality and Gifts Global Policy.

Our targets for change	Our progress and key actions
100% confirmation of the EY Code of Conduct	**100%** signed the Code of Conduct
100% participation in EY Code of Conduct training	**100%** completed Code of Conduct training
100% confirmation of Independence policy and procedures	**100%** confirmed compliance with EY's independence policy and procedures
100% participation in training on EY's independence policy and procedures	**100%** completed training on EY's independence policy and procedures

Material Impacts, Risks and Opportunities (IRO) in short

Impacts
- Upholding a culture of quality, compliance and ethics
- Accessible and secure whistleblower channels

Risks
- Failure to adhere to EY's Code of Conduct and ethical standards
- Potential corruption incidents
- Failure to protect whistleblowers
- Failure to uphold best practices regarding human rights in supply chain

Opportunities
- Proactively tackling corruption and money laundering

Impacts, risks and opportunities

Responsible business conduct is the foundation of EY as a company and the services we provide. EY is one of the world's leading audit and consulting firms, and with this comes a responsibility to always ensure ethical business conduct and a solid corporate culture.

Corporate culture

A strong corporate culture is the foundation for trust and integrity in all our business dealings. It is this culture that defines our interactions with clients, influences our decision-making, and shapes the perception of our brand in the global marketplace. We have identified one material impact and one risk:

- **Impact:** EY has a positive impact through our robust corporate culture. By upholding this culture of quality, compliance and ethics, we do not only strengthen EY's position, but also inspire and set benchmarks within the industry while positively influencing the broader market.
- **Risk:** Should we fail to work in accordance with EY's Code of Conduct or not adhere to EY's ethical and quality standards, it could lead to reputational risks and to the risk that we lose our authorization to perform audits.

Corruption and bribery

At EY, we understand that our commitment to ethical practices is essential for securing our reputation and operational integrity. Vigilant anti-corruption measures are crucial not only for compliance, but also for fostering a trustworthy environment that our clients and partners can rely on. We recognize that this topic presents us with both a risk and an opportunity.

- **Risk:** The potential occurrence of corruption incidents poses a significant threat to EY's operational integrity and reputation. If such events were to happen, they could lead to severe legal repercussions, including claims and sanctions, potentially undermining the trust we have built with our stakeholders.
- **Opportunity:** EY enhances its reputation for ethical standards and integrity by proactively combating corruption and money laundering. This approach presents us with a financial opportunity by mitigating the risk of reputational harm and securing the foundation for lasting business relationships.

Protection of whistleblowers

The presence of secure and accessible whistleblowing mechanisms is crucial to maintaining our reputation for transparency and ethical conduct. These systems are instrumental in upholding our values both as an employer and as an auditor, reinforcing the trust placed in us by employees, clients, and the wider community. We identified an impact and a risk as material.

- **Impact:** Robust whistleblower protection and accessible reporting channels are crucial for affirming EY's commitment to trustworthiness and integrity within all parts of our operations. This commitment sets standards and enables protected dialogue along our whole value chain, creating a positive impact.
- **Risk:** Should we not protect whistleblowers adequately, internal and external trust in EY could be eroded. This would expose EY to a spectrum of risks, including non-compliance with legal obligations.

Management of suppliers

EY is committed to responsible supplier management as we recognize their critical role in upholding our dedication to corporate social responsibility. These practices ensure that we align with industry best standards, particularly within human rights due diligence. The topic is partly covered in more detail in Workers in the value chain.

EY recognizes one clear risk related to the management of suppliers:

- **Risk:** We face potential financial risk if we do not uphold industry best practices in human rights due diligence within our supply chain. By not conducting thorough due diligence on suppliers, EY risks indirectly supporting human rights violations at supplier sites.

Our targets for change

As EY continues to navigate the evolving landscape of corporate ethics and responsibility, we have set targets for change that align with our core values and help us maintain our position as an industry leader.

Building on our solid foundation for ethics trainings at EY Denmark, our target is to reach and maintain a 100% CoC and Independence confirmation and training completion rate across our EY locations.

Our progress and key actions

EY's continuous dedication to ethical business conduct and promotion of a culture of integrity is reflected in the strong levels we maintained across our organization in FY24:

EY Denmark signifies a strong commitment to ethical practices with a 100% completion rate for the ethics training (CoC) and 100% of employees signing CoC. Zero legal proceedings related to bribery or corruption have occurred in the FY24. This circumstance confirms the effectiveness of our training and related dedication to our CoC.

Ethical practice | Code of conduct

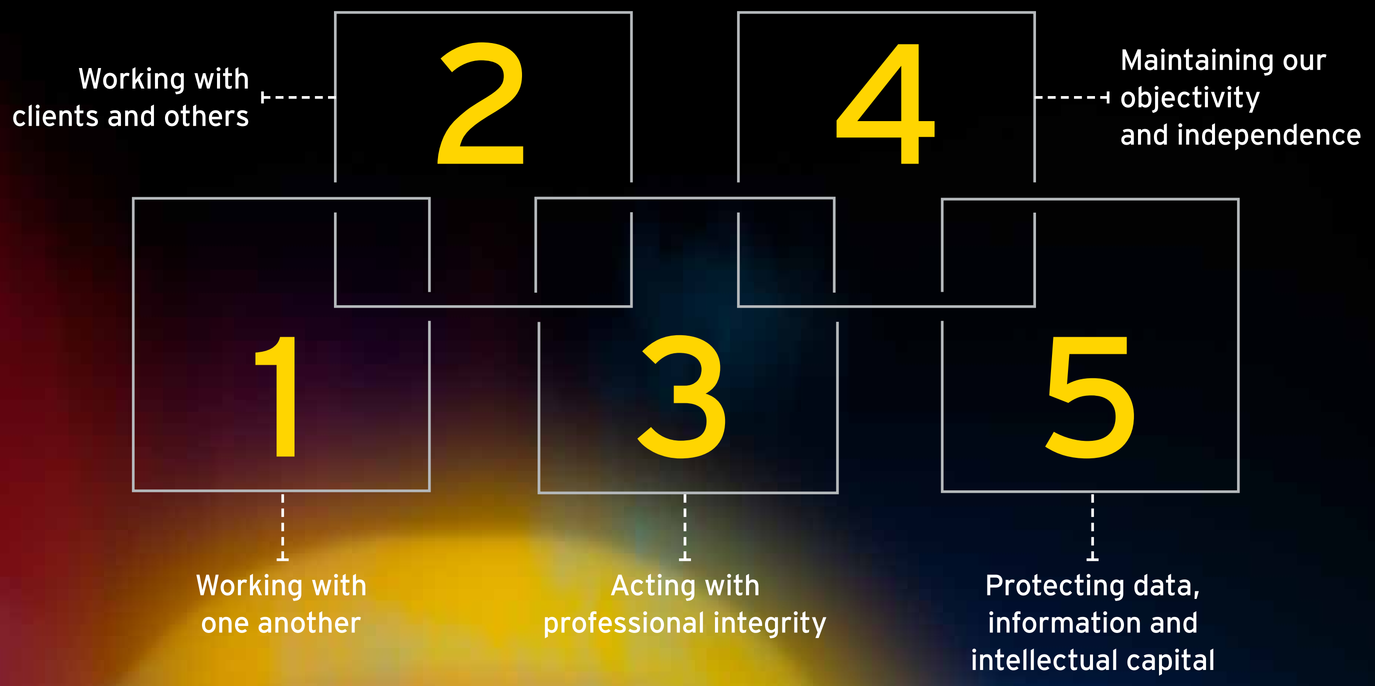
At EY, our Global CoC is the foundation of our ethical culture, instilling integrity and defining the standards for all personnel in their professional roles and interactions with stakeholders. Integral to our organization, the CoC informs our training, guides our communication, and sets forth principles that dictate our business conduct. We are unwavering in our commitment to these values and do not tolerate behaviors that undermine our professional standards, such as discrimination, unethical practices, or financial misconduct. The Country Board of Directors and the Risk Management function oversee adherence to the law, EY policies, and CoC.

To ensure compliance, all EY personnel must participate in annual CoC training and formally pledge to uphold CoC. In 2024, EY Denmark reported full participation in this ethics training, with 100% of employees completing the program and 100% signing CoC.

During the fiscal year 2024, EY Denmark identified four potential CoC breaches. These were diligently addressed through our internal procedures, ensuring that none resulted in significant human rights violations or instances of corruption or bribery. Furthermore, these cases did not incur any financial penalties, compensations, or damages, reflecting our commitment to rectifying issues in line with our ethical principles.

The EY Global Code of Conduct provides an ethical framework for our behavior. It draws on our shared values and builds on our purpose and our ambition.

Our Global Code of Conduct is organized into five categories containing guiding principles that should be used by everyone within EY to guide behavior across all areas of our activity.



EY Ethics Hotline

EY has established the "EY Ethics Hotline," a global whistleblowing service that enables EY employees, clients, and external parties to confidentially report any conduct they believe violates professional standards, EY's Global CoC, or involves unethical or illegal behavior. We are committed to fostering an environment where concerns about client engagements or unethical or illegal activities can be raised without fear of retaliation. Retaliation against individuals who report in good faith is strictly prohibited and constitutes a serious breach of our CoC. Any act of retaliation by an EY person, such as intimidation, will be met with disciplinary action, which may include termination of employment.

Initial contact with the EY Ethics Hotline is managed by EthicsPoint, an independent third-party service provider that guarantees confidentiality and objectivity. EthicsPoint swiftly forwards reports to the appropriate Quality & Risk Management team or internal legal counsel at EY for in-depth review and subsequent action. As part of our commitment to ethical conduct, all EY employees undergo annual CoC training, which includes information on the whistleblowing process to ensure that all personnel are equipped to identify and report potential ethical issues. All key information related to the whistleblower hotline is readily available for all EY personnel.

Ethics board

To uphold and enforce ethical standards, we have established the Ethics Board, with four people representing our internal legal and risk management function as well as our Talent leader and two partners. The board's mandate is to rigorously investigate any suspected breaches of the EY CoC, global policies, and our commitment to non-discrimination, ensuring that any confirmed infractions are properly rectified.

The Ethics Board has the authority to conduct investigations directly or to delegate them as necessary. In instances of less severe infractions, the board may assign the case to the pertinent service line or function. The board and the processes associated with reporting CoC violations have been amended to facilitate end-to-end case processing at the country and legal entity level when required, aligning with EU directives for whistleblower protection.

Grievance process

The procedure for investigations and the handling of complaints are conducted either by the Ethics Board members or by individuals deemed by the board as most suitable to undertake the investigation. After a comprehensive investigation of the complaint, the responsible parties determine the outcome as either "substantiated," "partially substantiated," "not substantiated," or "insufficient information."

When the Ethics Board identifies cases as "substantiated" or "partially substantiated," it thoughtfully considers the appropriate disciplinary action for the employees involved, taking into account the severity of the misconduct. The range of potential consequences includes, but is not limited to, additional training, issuance of verbal and written warnings, enrollment in follow-up programs, internal or external counseling, suspension of promotions, and, in the most serious cases, termination of employment. Decisions regarding these actions are reached through a collaborative process with the relevant service line leadership. For more serious infractions, the country managing partner and/or regional managing partner may be involved in determining the outcome.

As mentioned above, there were four reported infractions within EY, where subsequent thorough investigations by the Ethics Board concluded that two of these incidents met the criteria to be classified as "substantiated". The other two were not. All cases were handled following the internal guidelines. Two of the cases were reported via our Talent organization and two via our whistleblower channel EY Ethics hotline.

At EY Denmark, it is most common for complaints or concerns from employees to be raised via managers, counselors, HR contacts, or other direct contact persons for our employees. The Ethics Board handles all such reports with the utmost seriousness, ensuring that any potential breach of CoC is thoroughly examined, with management kept duly informed throughout the process.

Anti-corruption and bribery

EY steadfastly opposes corruption in all its forms and underscores this stance through a comprehensive anti-corruption policy and program. All EY personnel are strictly prohibited from engaging in bribery, and any suspicions or instances of such misconduct must be reported immediately to the Regional or Country Legal Counsel, or via the EY Ethics Hotline.

Particularly vulnerable to corruption risks, client-serving personnel – including employees at all levels and those in administrative, management, and supervisory roles – must complete annual anti-corruption training. This training is a component of the Global CoC training, reinforcing their commitment to ethical practices. In FY24, 100% of EY Denmark employees completed this training, with 100% adherence in signing CoC. Notably, there were no convictions or legal proceedings related to anti-corruption and bribery during FY24.

EY embeds anti-corruption initiatives throughout the organization, mandating regular training for partners and employees. In FY24, the virtual Annual Financial Crime Update training in Denmark, which included a focus on anti-money laundering, anti-bribery, corruption, and insider trading, saw a 97% completion rate.

To protect EY against the risk of bribes given indirectly, it is the responsibility of EY personnel when employing agents, consultants or other third parties to follow our procedures to ensure our commissions or fee arrangements will not be used for bribes. See more on these procedures in the section on Risk management, quality controls and due diligence.

EY also has a Hospitality and Gifts Global Policy to make it easier for employees to determine where to draw the line. In addition, EY Global has issued the Global Competition and Anti-Trust Compliance Policy to emphasize the need for honesty in competitive behavior. Both of these policies are overseen by the Board of Directors and the Risk Management function.

To raise awareness of the fight against corruption, we also cooperate with external networks. We are a member of organizations such as the World Economic Forum (WEF) and Transparency International to find ways to address the social and economic challenges of our time. In addition, we have signed the World Economic Forum Partnering Against Corruption Initiative (PACI).

EY is both a global and country member of United Nation's Global Compact, committing us to do business responsibly by aligning EY's strategies and operations with Ten Principles on human rights, labor, environment and anti-corruption.

Independence

The EY Global Independence Policy and EY's independence processes are designed to ensure that we comply with relevant independence standards and regulations on engagement as well as company levels. They are based on the international independence rules issued by "The International Ethics Standards Board for Accountants (IESBA)" from the International Federation of Accountants (IFAC).

EY Denmark and its employees consider and evaluate independence regarding various aspects, including financial relationships, employment relationships, business relationships, the permissibility of services provided to audit clients, applicable firm and partner rotation requirements, fee arrangements, audit committee preapproval, and partner remuneration and compensation.

Annually, EY Denmark is included in an area-wide process to confirm compliance with the EY Global Independence Policy and process requirements and to report identified exceptions, if any.

Our policies and training help avoid any non-compliance for EY people. Independence is also an integral part of the EY Global CoC. Each of us is responsible for our own personal independence and the independence of EY. We are mindful of our own personal financial interests and EY relationships with clients.

In EY Denmark, all partners and employees from manager and up must reaffirm that they comply with EY's independence policy and procedures. All partners and employees, i.e., 100%, confirmed their independence and 100% attended mandatory training in FY24.

More information on EY Denmark's independence and compliance policies can be found in the yearly transparency report.

EY Denmark is not politically active nor carry out lobbying activities.

None of the members of the administrative, management and supervisory bodies have a position in public administration (including regulators) in FY24, nor two years before that.

Data Security

The objective of information security is to protect EY's assets from a wide range of threats and effectively lower the business risk. Information security is achieved by imposing an appropriate set of controls subject to regular views and improved when required. The EY Global Information Security Policy and the Information Security Management System Policy (ISMS Policy) provide EY with a global and uniform approach to information security. Both are aligned with the International Standard ISO 27001.

EY respects and protects confidential data obtained from, or relating to, clients or third parties, as well as personal data and information about EY people. This behavior is embedded in our Global CoC.

All suppliers that store, process, transmit, or access Personal Data as defined in the Global Data Protection Policy, or EY client confidential information as defined in the Global Information Classification policy must be assessed to determine whether they have implemented a data protection framework that is compliant with applicable laws and the scope of data risk presented through the services provided (i.e., the data protection vendor due diligence process) in order to meet a minimum standard of respective supplier risk and data protection compliance.

These assessments are based on information collected from the business owner and the supplier and reviewed by the EY Information Security, Supplier Risk Assurance, and Data Protection teams. It is in the responsibility of the business owner (the requestor of the goods or services to be procured) to involve the required teams prior to contractually engaging with the supplier. GSOPP-Global Standard Operation Procurement Procedure states the responsibilities and timely involvement of the Data Privacy teams in different phases.

The latest data security training was completed by employees at the end of FY23, and the next course is available in FY25. Courses on AI are offered to all employees in connection with the launch of new tools throughout the year. In addition to data security courses, there are regular tests and reminders to ensure employee vigilance and awareness around fake emails and "phishing".

Data ethics §99d

Data protection and ethical data processing are fundamental, and we value and respect all types of data, and recognize the importance of confidentiality in safeguarding sensitive information. We implement robust measures to protect the confidentiality of data entrusted to us, employing encryption, access controls, and other advanced technologies. This commitment underscores our dedication to not only meeting legal requirements but also going above and beyond to uphold the highest standards of confidentiality and security for the benefit of our users and stakeholders.

We continuously make efforts to further embody our data ethical principles of self-determination, human dignity, responsibility, equality and fairness, progressiveness, privacy by design, and diversity in general in separate policies and procedures to support ethical decisions when using data across the value chain and when developing new products and services.

We will ensure compliance with applicable data protection laws and have a strong focus on the principles. We always keep people in focus, and when we develop new products and services, we focus on privacy by design and standard. We uphold transparency and openness concerning the use of data and ensure that data ethics is anchored clearly, understandably, and easily accessible. Processes ensure that individuals know what data is being collected, for what purposes, and how it will be used.

Security of data is an important part to ensure that data from a technical and organizational perspective is handled in a compliant and ethical manner. EY invests considerable time and resources into future state security technologies. EY aligns the information security strategy to the organization's technology product roadmap and maintains a close association with EY technology service offerings. This properly positions the EY organization to address security issues that might otherwise threaten the confidentiality, integrity or availability of our EY technology resources.

The use of AI is subject to data ethics principles which require responsible and ethical handling of data. We will continue to engage with regulators and other stakeholders to address key topics, including the responsible use of AI and reporting on ESG matters.

EY has worked with data ethics throughout 2022 and 2023 and has embodied the data ethical principles of Privacy, Security and Responsibility in our Data Ethics Policy.

EY Denmark has published a Privacy statement, EY Danmark, which explains how EY collects and uses personal data and describes the rights you have with respect to your personal data.

Human rights

Compliance with fundamental human rights is directly linked to our purpose of Building a better working world. We base our understanding on the UN's Universal Declaration of Human Rights and related treaties and declarations, and the ethical reasoning behind their development. Our approach to respecting and upholding human rights is based on the UN Guiding Principles on Business and Human Rights. Our responsibility to respect human rights extends beyond our direct operations to our supply chains.

In 2022, EY Global issued a Human Rights statement, which also guides our work.

Human rights due diligence in own operation

In 2023, we conducted a risk and gap analysis of our own operations, including an analysis of all internal governance documents and policies relevant to EY's human rights protections, with the intention of identifying gaps that could increase the risk of adverse impact. This analysis was reviewed in 2024 to include changes in governance documents, processes or other factors that may affect identified risks of human rights violations in our own operation.

In our own operations, we have identified three areas where the risk of negative impact is greatest:

- The right to fair and good working conditions (including rest, leisure time and reasonable limitation of working hours)
- The right to health (physical inactivity in the working day, mental health related to high work intensity and stress levels)
- The right not to be subjected to discrimination and harassment

For EY's GDS, we identified the same risks as above, as well as the right to freedom of assembly and association.

The auditing and advisory industry in Denmark is not considered to be an industry with a high risk of human rights violations in its own operations. However, EY recognizes an inherent risk of negatively impacting employee rights, as would be the case in any workplace. We are therefore aware of possible risks and take appropriate measures to combat these.

Measures for own operation

Since 2023, we have:

- Operationalized the human rights due diligence
- Strengthened actions in recruiting to promote diversity with e.g. increased unconscious bias trainings
- Asked our people about their use of EY's grievance mechanism if/when experiencing unethical behavior at work and will follow up tendencies identified in results
- For GDS, we have initiated a dialogue on identified human rights risks among others with EY Global Responsibility Network.

In 2024, we continue to strengthen these processes.

Human rights due diligence in our supply chain

When it comes to suppliers, we maintain a close and ongoing dialogue. The EY Global procurement team leads the conversations with vendors on larger contracts, whereas smaller vendors will typically have a closer relationship with more local contacts. In either case having an ongoing and close dialogue is viewed as key to ensure services and/or offerings are delivered in line with the original agreement and in alignment with our ethical standards.

In 2024, we also reviewed our 2023 analysis to assess potential risks of negative impact on human rights and decent working conditions in our supply chain, including suppliers to EY Denmark above 500,000 USD, using desktop research.

To uncover potential human rights violations and lack of maturity and transparency in our supply chain, three different risks were assessed in addition to a maturity and transparency assessment:

- Country specific risks of vendor's operation (Geographical risk)
- Industry-specific risks (Sector/Industry risk)
- Raw material-related risks (Commodity risk)
- Human rights maturity (Enterprise-level risk transparency and maturity of policies assessed only via publicly available information)

We conducted in-depth risk assessments among the suppliers classified as high risk due to country, industry and/or human rights maturity risk.

In our supply chain, we identified these areas where the risk of negative human rights impact is greatest:

- The right to just and favorable conditions at work (including fair wages, safe and healthy working conditions, rest, leisure and reasonable limitation of working hours, holidays etc.)
- The right not to be subjected to discrimination and harassment
- The right to health and safety
- The right to freedom of association with others, and to form and join trade unions
- The right of peaceful assembly
- The right to adequate standard of living
- Minorities and indigenous people's rights
- The right to clean drinking water and good sanitation
- The right not to be subjected to forced labor
- The right not to be trafficked
- The right to freedom of movement
- The right not to be subjected to child labor
- The rights of all migrant workers and members of their families

Measures for our supply chain

- We continue our work to strengthen local control of Supplier CoC signing and ensure full visibility for all active suppliers.
- Together with EY Global Supply Chain services (SCS), we will follow up on our largest suppliers who score medium or high risk based on country, industry and maturity in their work with human rights.
- Improved communication and training for people when purchasing on behalf of EY.

Important measures EY Denmark and EY Nordics have implemented in the past year to ensure dialog with suppliers and insight into respect for human rights in our supply chain:

- **Dialogue with local suppliers:** EY Denmark and the Nordic region have initiated a dialogue with our largest local supplier to learn more about how they work to ensure human rights for their employees and how we together can ensure good working conditions for those of their employees who work for us. We were able to confirm established whistleblowing channels and responsibilities for safe and fast handling of any reports of concern.
- **Questionnaire and ESG follow-up globally:** Based on both our local and EY's global risk assessments, we have identified 22 companies in EY Denmark's supply chain that will be followed up on by Global SCS. During 2024, EY will globally send out questionnaires with relevant ESG-related questions to the identified companies.

Sustainability reporting principles

In this section we describe calculation principles and methodologies related to greenhouse gas emissions. Accounting estimates are described under each topic in the report and partly in this section.

For data related to Social and Governance, we describe the systems and methods for extracting and gathering data in this section, while calculation details on each topic is described in the report itself.

Environment

Planet

EY Denmark follows the Greenhouse Gas Protocol for calculating GHG emissions.

Scope 1

Vehicle consumption: We base the emission calculations on the average mileage stated in the leasing contracts.

Emission factors used for fossil fuel cars is DEFRA, "large cars" 2024. For electric and plug-in hybrid cars emission sources published by Vejdirektoratet 2022 were used for calculating emissions.

Refrigerant: Data is only available for refrigerants in our Copenhagen office, and we report refrigerant for this office alone. DEFRA factors for "Refrigerant & Other" 2024 were used.

Scope 2

Electricity (location-based): We have calculated the emissions based on an estimated electricity consumption of all EY offices in Denmark. The estimation is based on the actual electricity consumption of three offices in Denmark where data is available (Copenhagen, Aarhus and Odense, which represent approx. 61% of EY Denmark's office space). We have calculated the consumption per square meter (kWh/m^2) of these offices, then estimated the consumption for the rest by multiplying the calculated kWh/m^2 value by the square meters of the offices where we do not have data.

Location-based emission factors have been sourced from Energinets Miljødeklaration 2023, using specific emission factors for each of our locations in Denmark, based on recommendation from the GHG Protocol that location-based emission factors should be as close to the actual grid as possible. The factors are CO_2e

Electricity (market-based): From FY19–FY20, market-based emission factors have been sourced from AIB European Residual Mixes 2021. The residual mix factors for Denmark have been applied to the portion of electricity without a green electricity certificate. The factors are only CO_2. Since the beginning of 2020, we have purchased renewable electricity from Danish wind to cover our full consumption. The electricity is covered by GoO for renewable energy according to the EU Renewables Directive.

The electricity production is certified according to the international EECS standards and documented by the issue of GoO. Hence, we applied zero emissions for FY24.

District heat: We have calculated the emissions based on estimates of the heat consumption of all EY offices in Denmark. We have calculated the consumption per square meter (kWh/m^2) of the office in Copenhagen, Aarhus and Odense where we have data (covering approx. 61% of total sqm of EY offices). We have used this value to make an estimate for the rest of the offices using their square meters.

Emission factors are sourced from supplier-specific emission factors from the specific district heating supplier for each of our offices, to ensure the factor is as close to the actual emissions as possible.

Vehicle consumption: For electric and plug-in hybrid company vehicles emission sources published by Vejdirektoratet 2022 were used for calculating emissions from charging under scope 2.

Scope 3

Scope 3.1

For FY24, we have chosen to report categories from EY Denmark's purchased goods and services linked to "food and beverages", "computer system design and related services", "general merchandise", and "computer and electronic products". The categories are calculated using a spend-based approach and the emission factors are from Eora Global MRIO (worldmrio.com).

To determine the emissions incurred by other services bought by EY Denmark we used the US EPA spend-based factor. Given the complexity of finding relevant service-associated emission factors for all the different countries we decided to use it across all locations, and we considered that this approach gave a relevant approximation.

Scope 3.2, Capital goods

For the financial year 2024, we have chosen to report emission on EY Denmark's capital goods (excluding art). EY Denmark's capital goods include, for example, office furniture, computers and electronics. The emissions are calculated using a cost-based approach and the emission factors are from Eora Global MRIO (worldmrio.com).

Scope 3.3 Fuel and energy-related activities

We include transmission and distribution (T&D) losses for electricity consumption and upstream emissions from purchased fuels and electricity (based on the same data as for scopes 1 and 2 calculations).

For T&D we have assumed 7% loss based on Energinets Miljøredegørelse (2023). For emission factors we leveraged the same factors as for scopes 1 and 2 calculations. For upstream, we used an average of the location-based emission factors for all offices for electricity and used DEFRA 2023 for vehicles. District heating is not included, as it is covered in scope 2 for heat.

Scope 3.5 Waste

We have calculated the emissions based on an estimate of the total amount of waste generated at all EY offices in Denmark. We calculated the rate of waste per full-time equivalent (FTE) in Copenhagen, Aarhus and Odense where we have actual waste data, and which covers approx. 85% of FTEs in FY24. This rate was then multiplied by the number of FTEs in other offices where we do not have data.

Emission factors have been sourced from DEFRA 2024. The factors are CO_2e.

Scope 3.6 Business travel

Business flights at EY are recorded by the location of the engagement for which the travel was done, not by the location where the traveler is based. Business travel includes air travel, car travel, hotel stays and rail.

- **Air travel:** Flight distance and travel class data have been sourced from the corporate travel booking system. An uplift factor is applied using EY expense data to account for instances where EY employees book outside of the corporate travel system. We have used conversion factors published by DEFRA 2024 for the calculations of emissions from air travel. The factors are CO_2e.
- **Car travel:** Car mileage data have been sourced from the corporate travel and expense system. The emissions have been calculated based on kilometers driven and with conversion factors from DEFRA 2023/24. The factors are CO_2e. Car fuel and car size are unknown; hence, we have used the factors for "average cars" (by size) with unknown fuel.
- **Hotel stays (since 2022):** Hotel nights and spend have been sourced from the corporate travel booking system. We have calculated emissions based on either the number of hotel nights or the spend, depending on the availability of conversion factor of the hotel country. The number of hotel nights has been used when a conversion factor can be found from DEFRA 2024. When a factor cannot be found from DEFRA, we have used the spend value and sourced the conversion factor from Exiobase 2021.
- **Rail:** All mileage data have been sourced from the corporate travel booking system using DEFRA 2024 factors.

Scope 3.7 Employee commuting and remote working

A distance-based approach is used to calculate the emissions. We conducted an employee survey in April 2024 to collect data which includes travel distance, travel mode and number of days working at the office. Response rate was 51%.

Based on the survey, emissions per FTE are calculated for the commuting, then applied to the whole of EY Denmark's personnel. DEFRA 2024 factors for each transportation mode is used.

For remote working, the emissions are calculated based on the number of days working remotely, which are collected from the employee commuting survey, and an average emission factor sourced from DEFRA covering both office equipment as well as heating. The factors are CO_2e.

EU Taxonomy

Accounting policies

Our approach to calculating the key performance indicators (KPIs) required by the EU Taxonomy Regulation is based on our best interpretation of the EU Commission Delegated Regulation 2021/2178 and the currently available guidelines from the European Commission.

Double counting

All reported Taxonomy KPIs exclude double counting, as each KPI is assigned to distinct economic activities. Furthermore, as we do not have bundled economic activities that are bookkept as one transaction, the risk of double counting the same amounts across different activities has been mitigated. We have also assessed that all the Taxonomy-eligible economic activities contribute to climate change mitigation or climate change adaptation, therefore, they are reported solely under one objective only.

Calculation of Taxonomy-eligible/aligned turnover

As defined in the EU Commission Delegated Regulation 2021/2178, the share of our Taxonomy-eligible/aligned revenue is calculated by dividing the turnover derived from our services associated with Taxonomy-eligible/aligned economic activities by the total turnover cf. IAS 1, paragraph 82(a) (see page 79, Statement of Comprehensive Income).

Calculation of Taxonomy-eligible/aligned CapEX

According to the EU Commission Delegated Regulation 2021/2178, the share of our Taxonomy-eligible/aligned CapEX is calculated by dividing the CapEX related to assets or processes associated with Taxonomy-eligible/aligned economic activities by the total Taxonomy CapEX. This calculation is based on IAS 16 (73: I (i) and (iii)), IAS 38 (118: (e) (i)), and IFRS 16 (53: (h)). See note 12 Intangible assets (under 'Acquisition of entities'), note 13 Property, plant and equipment (under 'Additions for the period'), 14 Right-of-use assets (under 'Additions for the year'). Goodwill acquired through business combinations is excluded from the Taxonomy CapEX KPI.

The Taxonomy CapEX solely relates to CapEX C, which means we do not currently employ CapEX Plans.

Calculation of Taxonomy-eligible/aligned OpEX

As it is defined in the EU Commission Delegated Regulation 2021/2178, the share of our Taxonomy-eligible/aligned OpEX is calculated as the Taxonomy OpEX related to assets or processes associated with Taxonomy-eligible/aligned economic activities as a proportion of the total Taxonomy OpEX.

The Taxonomy OpEX numerator includes direct operational expenses related to repairs and maintenance of our office spaces, while the denominator also includes IT maintenance costs as well as short-term leases. Currently, the scope of OpEX included in Article 8 of the Disclosures Delegated Act is open to interpretation, and there is a lack of industry-specific guidelines for appropriate inclusions. Therefore, we calculated Taxonomy OpEX based on the currently available information.

The Taxonomy OpEX solely relates to OpEX C as we do not employ CapEX Plans.

Social

People

People data

All data about EY people, including gender split, age and retention rate, are extracts from our HR system, Core HR, covering our fiscal year of 1 July to 30 June.

People pulse

EY's People Pulse surveys are carried out at global level and results are collected in a global EY tool from which EY Denmark is able to extract all Danish results.

Sick leave

Sick leave numbers are extracted from the EY Mercury tool used for registering time and absence based on numbers for sick leave and child's sick days. In addition, we included long-term sick leave data from our Core HR system. This is compared to all hours registered and as employee base we use average FTEs for FY24.

Gender pay gap

Gender pay gap numbers are extracted from our HR system Core HR and based on all employees in our service lines.

Skills for the future

Figures on training and learning are based on time registration for learning-related activities and data on EY Badges are extracted from our global learning system.

Ethics

Data on discrimination, harassment and whistleblowing were provided via our Ethics Point system in EY.

Prosperity

Community investment: Data about our community investments and our EY Ripples program are extracted from our global software solution from an EY alliance partner, which tracks these data throughout the year. EY Ripples participation and lives impacted, are extracted from our global EY Ripples dashboard.

Lives impacted: "Lives impacted" figures encompass the evaluation of both direct and indirect beneficiaries of EY Ripples initiatives – for example, 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.

Tax contribution

By applying the marginal tax rate on personal income (56%), we show the best proxy for the total amount of taxes paid over time on the distribution. We acknowledge that it does not reflect the actual amount of taxes paid the actual year nor can we be certain that it reflects the exact amount of taxes paid over time due to individual circumstances, which EY does not have any knowledge about.

Governance

Principles of Governance

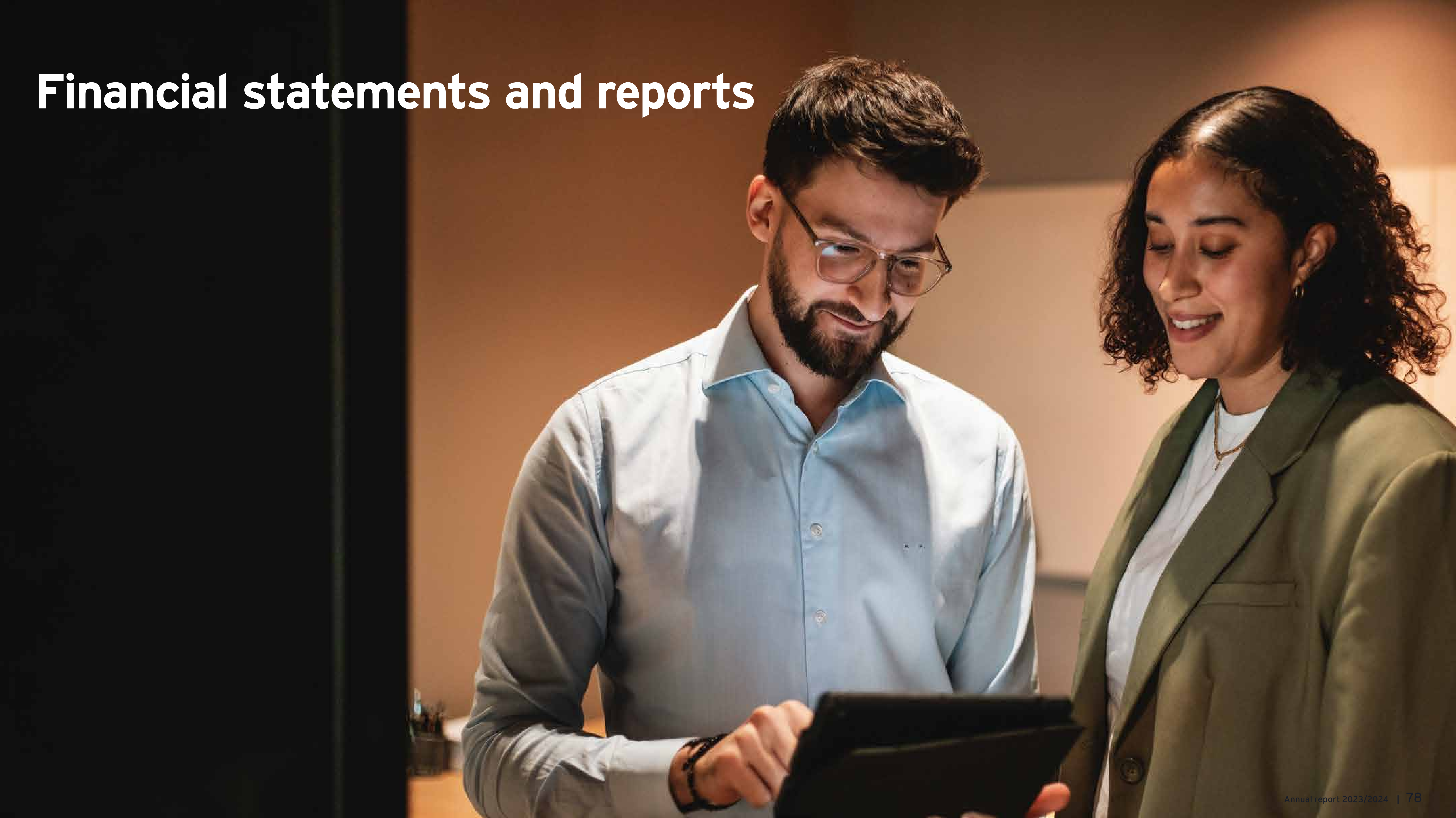
Code of Conduct

From EY's Risk and Independence systems, we extract data on trainings and confirmations for CoC, independence and anti-corruption.

Ethics

Information on discrimination and harassment cases as well as whistleblowing is extracted from the Ethics Point system and via Ethics Board.

Financial statements and reports



Statement of Comprehensive income

		Group		Parent	
		2023/24	2022/23	2023/24	2022/23
Notes		DKKm	DKKm	DKKm	DKKm
3	Revenue	3,005.7	2,938.3	23.4	22.0
4	Other operating income	36.3	14.2	20.9	-
	Income	3,042.0	2,952.5	44.3	22.0
5	Other external expenses	-1,090.1	-1,033.8	-3.0	-2.3
6	Staff costs	-1,783.5	-1,765.9	-	-
7	Amortisation and depreciation	-51.8	-65.3	-3.1	-2.3
	Operating profit/loss	116.6	87.5	38.2	17.4
	Dividend from subsidiary	-	-	61.7	59.4
8	Financial income	2.3	6.6	3.4	9.4
9	Financial expenses	-27.2	-23.4	-20.2	-19.6
	Profit/loss before tax	91.7	70.7	83.1	66.6
10	Tax for the year	-0.1	-0.7	-	-
	Profit/loss for the year	91.6	70.0	83.1	66.6
	Other comprehensive income after tax	-	-	-	-
	Comprehensive income for the year	91.6	70.0	83.1	66.6

Balance sheet

Notes		Group 30-06-2024 DKKm	Group 30-06-2023 DKKm	Parent 30-06-2024 DKKm	Parent 30-06-2023 DKKm
	ASSETS				
	Non-current assets				
11	Intangible assets	200.6	218.0	200.6	218.0
13	Property, plant and equipment	66.3	65.1	-	-
14	Right-of-use assets	205.9	231.1	-	-
14	Leasing receivables	-	-	215.0	240.7
15	Equity investment in subsidiary	-	-	361.1	361.1
15	Investments in other entities	5.6	5.6	5.6	5.6
15	Deposits	16.1	19.4	16.1	19.1
	Total non-current assets	494.5	539.2	798.4	844.5
	Current assets				
16	Trade receivables	616.2	611.3	-	-
17	Contract assets	237.5	207.4	-	-
	Receivables from group entities	-	-	1.2	5.5
	Receivables from other EY firms	143.1	124.2	-	0.2
	Other receivables	8.8	0.7	-	0.7
18	Prepaid expenses	71.5	99.4	7.7	10.8
	Cash	34.9	44.3	14.5	4.8
	Total current assets	1,112.0	1,087.3	23.4	22.0
	TOTAL ASSETS	1,606.5	1,626.5	821.8	866.5

Notes		Group 30-06-2024 DKKm	Group 30-06-2023 DKKm	Parent 30-06-2024 DKKm	Parent 30-06-2023 DKKm
	EQUITY AND LIABILITIES				
19	Equity				
	Share capital	5.0	5.0	5.0	5.0
	Retained earnings	65.6	57.1	5.0	5.0
	Proposed dividend	83.1	66.6	83.1	66.6
	Total equity	153.7	128.7	93.1	76.6
	Non-current liabilities				
20	Provisions	15.0	19.8	-	-
14	Lease liabilities	196.6	228.4	196.3	226.8
	Deposits	0.1	0.1	0.1	0.1
21	Loans from the partners of the Company	200.2	214.4	200.2	214.4
22	Other non-current liabilities	94.3	117.3	-	24.0
	Total non-current liabilities	506.2	580.0	396.6	465.3
	Current liabilities				
20	Provisions	3.1	3.1	-	-
14	Lease liabilities	36.8	35.8	35.5	33.3
22	Other non-current liabilities	7.6	1.1	6.4	-
23	Credit institutions	240.8	133.3	-	-
17	Contract liabilities	136.3	126.6	-	-
	Trade payables	36.6	60.4	9.4	10.1
	Payables to group entities	-	-	230.3	167.5
	Payables to other EY firms	184.1	178.6	25.0	27.5
21	Loans from the partners of the Company	19.8	79.8	19.8	79.8
	Corporation tax	0.2	0.4	-	-
25	Other payables	281.3	298.7	5.7	6.4
	Total current liabilities	946.6	917.8	332.1	324.6
	Total liabilities	1,452.8	1,497.8	728.7	789.9
	TOTAL EQUITY AND LIABILITIES	1,606.5	1,626.5	821.8	866.5

Statement of Changes in Equity

Group				
DKKm	Share capital	Retained earnings	Proposed dividend	Total
Equity at 1 July 2022	5.0	53.7	73.9	132.6
Comprehensive income				
Profit/loss for the year	-	3.4	66.6	70.0
Total comprehensive income for the period	-	3.4	66.6	70.0
Transactions with owners				
Distributed dividend	-	-	-73.9	-73.9
Total transactions with owners	-	-	-73.9	-73.9
Equity at 30 June 2023	5.0	57.1	66.6	128.7
Comprehensive income				
Profit/loss for the year	-	8.5	83.1	91.6
Total comprehensive income for the period	-	8.5	83.1	91.6
Transactions with owners				
Distributed dividend	-	-	-66.6	-66.6
Total transactions with owners	-	-	-66.6	-66.6
Equity at 30 June 2024	5.0	65.6	83.1	153.7

Parent				
DKKm	Share capital	Retained earnings	Proposed dividend	Total
Equity at 1 July 2022	5.0	5.0	73.9	83.9
Comprehensive income				
Profit/loss for the year	-	-	66.6	66.6
Total comprehensive income for the period	-	-	66.6	66.6
Transactions with owners				
Distributed dividend	-	-	-73.9	-73.9
Total transactions with owners	-	-	-73.9	-73.9
Equity at 30 June 2023	5.0	5.0	66.6	76.6
Comprehensive income				
Profit/loss for the year	-	-	83.1	83.1
Total comprehensive income for the period	-	-	83.1	83.1
Transactions with owners				
Distributed dividend	-	-	-66.6	-66.6
Total transactions with owners	-	-	-66.6	-66.6
Equity at 30 June 2024	5.0	5.0	83.1	93.1

Cash flow statement

Notes		Group 2023/24 DKKm	Group 2022/23 DKKm	Parent 2023/24 DKKm	Parent 2022/23 DKKm
	Profit for the year	91.6	70.0	83.1	66.6
26	Adjustments	80.5	62.8	4.8	13.2
27	Changes in working capital	-91.4	-31.8	-3.0	4.5
	Cash generated from operations	*80.7*	*101.0*	*84.9*	*84.3*
	Interest received	2.3	6.6	3.4	9.4
	Interest paid	-23.5	-20.4	-19.8	-19.6
	Cash generated from operations (ordinary activities)	*59.5*	*87.2*	*68.5*	*74.1*
	Corporation tax paid	-0.2	-0.7	-	-
	Cash flows from operating activities	59.3	86.5	68.5	74.1
	Payment/repayment of deposits	3.3	-2.0	3.0	-2.0
	Acquisition of intangible assets	-2.2	-1.6	-2.2	-1.6
	Acquisition of property, plant and equipment	-25.0	-11.8	-	-
4	Disposal of property, plant and equipment	39.5	0.6	38.0	-
29	Acquisition of entities	-18.0	-67.4	-18.0	-67.4
	Cash flows from investing activities	-2.4	-82.2	20.8	-71.0
	Changes in related party balances	-	-	89.5	321.4
	Changes in loans from the partners	-74.2	-247.5	-74.2	-247.5
	Repayment of leasing liabilities	-30.8	-32.0	-28.3	-29.2
	Credit institution	107.5	133.3	-	-
	Repayment vacation liability	-2.2	-3.6	-	-
	Distributed dividend	-66.6	-73.9	-66.6	-73.9
	Cash flows from financing activities	-66.3	-223.7	-79.6	-29.2
	Cash flows for the period	-9.4	-219.4	9.7	-26.1
	Cash and cash equivalents, beginning of year	44.3	263.7	4.8	30.9
	Cash and cash equivalents, year end	34.9	44.3	14.5	4.8

Cash and cash equivalents comprise cash at bank and in hand.

Notes to the financial statements

Note 1
Accounting policies

Group

EY Partnership P/S is a limited partnership company with its registered office in Denmark. The annual report for the period 1 July 2023–30 June 2024 comprises the consolidated financial statements of EY Partnership P/S and its subsidiaries, EY Godkendt Revisionspartnerselskab, Datoselskabet af 18/10 2022 A/S and EY Denmark ApS (formerly EY Grønland Statsautoriseret Revisionsanpartsselskab), and the parent company financial statements.

The consolidated financial statements and the parent company financial statements have been prepared in accordance with IFRS Accounting Standards as adopted by the EU and Danish disclosure requirements for large reporting class C companies.

On 30 November 2024, the Board of Directors and the Executive Board discussed and approved the annual report for 2023/24. The annual report will be presented to the shareholders of EY Partnership P/S for approval at the annual general meeting on 30 November 2024.

Lease and licence agreement of the audit and advisory business

The Group carries on advisory and audit activities. The Group has entered into a lease and licence agreement with EY Danmark A/S, which owns some intangible assets. The lease and licence agreement implies that EY Danmark A/S passes on the right of use of the intangible assets.

The Group pays consideration for the lease and licence agreement entered into between EY Danmark A/S and the Group. The consideration comprises a revenue-based lease and licence fee.

The lease and licence agreement is terminable at one year's notice and will then terminate on 31 December. The notice of termination comprises all components of the lease and licence agreement.

The agreement is subject to standard termination clauses on non-performance in accordance with the lease and licence agreement.

Basis for preparation

The annual report is presented in Danish kroner (DKK), which is the functional currency of the Parent Company, rounded to million DKK presented to one decimal place.

The accounting policies described below have been applied consistently to the financial year and the comparative figures. For standards implemented prospectively, comparative figures are not restated.

A few non-material changes of comparative figures have been incorporated.

Changes in accounting policies

The Group has implemented the standards and interpretations effective from 2023/24. None of these standards and interpretations have had a material effect on recognition and measurement in 2023/24 and are not expected to affect the Group going forward.

Description of accounting policies

Consolidated financial statements

The consolidated financial statements comprise the Parent Company, EY Partnership P/S, and its wholly-owned subsidiaries, EY Godkendt Revisionspartnerselskab, Datoselskabet af 18/10 2022 A/S and EY Denmark ApS.

The consolidated financial statements are prepared as a consolidation of the Parent Company's and the subsidiaries' financial statements, which are prepared in accordance with the Group's accounting policies. On consolidation, intra-group income and expenses, shareholdings, intra-group balances and dividends as well as realised and unrealised gains on intra-group transactions are eliminated.

Business combinations

Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured as the aggregate of the consideration transferred, which is measured at acquisition-date fair value. Acquisition-related costs are expensed as incurred and included in administrative expenses.

When the Group acquires a business, it assesses the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic circumstances and pertinent conditions as at the acquisition date.

Any contingent consideration to be transferred by the acquirer will be recognised at fair value at the acquisition date. Contingent consideration is measured at fair value at each reporting date with changes in fair value recognised in profit or loss.

Goodwill is initially measured at cost (being the excess of the aggregate of the consideration transferred).

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group's cash-generating units that are expected to benefit from the combination.

Foreign currency translation

The functional currency of the Parent Company and the subsidiaries is DKK. Transactions denominated in other currencies than the functional currency are foreign currency transactions.

On initial recognition, transactions denominated in foreign currencies are translated into the functional currency using the exchange rates at the transaction date.

Foreign exchange differences arising between the exchange rates at the transaction date and the date of payment are recognised in the income statement as financial income or financial expenses.

Receivables, payables and other monetary items denominated in foreign currencies are translated into the functional currency using the exchange rates at the balance sheet date. The difference between the exchange rates at the end of the reporting period and at the date at which the receivable or payable arose or was recognised in the latest annual report is recognised in profit or loss as financial income or financial expenses.

Statement of comprehensive income

Revenue

Revenue from the sale of services is recognised over time as the service is rendered. Accordingly, revenue corresponds to the selling price of work performed. Recognition implies that total revenue including revenue related to reinvoicing of worked performed by subsuppliers etc. as well as the stage of completion at the balance sheet date can be determined reliably and that it is probable that payment will be received.

The stage of completion is assessed based on work performed (based on actual time consumption) compared to estimated total work to be performed (based on expected total time consumption).

Revenue from services whose selling price is contingent on the outcome of future events, including success fees from mergers and acquisitions, etc., is recognised at the date when the conditions are met.

Revenue includes re-invoicing of work performed by subsuppliers at the Group's expense and risk, i.e. where the Group is considered to be the principal in the transaction as well as other outlays.

The terms of payment in the Group's sales agreements will typically not exceed 2 months. For large engagements, on-account payments are requested, while small engagements are typically invoiced when completed. Revenue from services whose selling price is contingent on the outcome of future events is typically invoiced at the date of completion.

The Group usually does not enter into sales agreements with a credit period of more than 12 months. Accordingly, the Group does not adjust the agreed contract price with a finance charge.

Other operating income and expenses

Other operating income and expenses comprises items of a secondary nature relative to the Group's principal activities, including canteen sales, rental income and the sale of shared services to external tenants and gain/loss on the sale of assets.

Other external expenses

Other external expenses comprise outlays relating to clients as well as expenses relating to marketing, HR, administration, premises, bad debts, etc.

Staff costs

Staff costs comprise wages, salaries and related taxes, pension and social security costs to the Group's employees and partners as well as other staff costs, including jubilee benefits for the year.

Financial income and expenses

Financial income and expenses comprise interest income and expense, interest expenses on lease liabilities and exchange gains and losses on transactions denominated in foreign currencies etc.

Tax for the year

The Parent Company is not a taxable entity, and consequently, no taxes are recognised in the Parent Company's income statement.

The Parent Company's profit/loss is taxed at the Parent Company's partners in accordance with applicable rules in Danish tax law.

Therefore, tax for the year in the Group solely relates to tax on the profit/loss of subsidiaries that are independent taxable entities.

Tax for the year in the consolidated financial statements comprises current tax and changes in deferred tax for the year for the subsidiaries that are independent taxable entities, including changes in deferred tax due to changes in the tax rate. The tax expense relating to the profit for the year is recognised in the income statement, and the tax expense relating to amounts recognised directly in other comprehensive income is recognised directly in other comprehensive income.

Balance sheet

Intangible assets

Goodwill

Goodwill is measured at cost less accumulated impairment losses. Goodwill is not amortised.

The carrying amount of goodwill is allocated to the Group's cash-generating units at the acquisition date, which Management considers the individual business segments.

Other intangible assets

Other intangible assets are measured at cost less accumulated amortisation and impairment losses. Other intangible assets are amortised on a straight-line basis over the expected useful lives, which are as follows:

Non-competition clauses and client relations	3-10 years

Property, plant and equipment

Fixtures and fittings, tools and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost comprises the purchase price and any costs directly attributable to the acquisition until the date when the asset is available for use.

Where individual components of an item of property, plant and equipment have different useful lives, they are depreciated separately.

Fixtures and fittings, tools and equipment are depreciated over 2–5 years.

Depreciation is calculated on the basis of the residual value and impairment losses, if any.

The depreciation period and the residual value are determined at the acquisition date and are reassessed annually. If the residual value exceeds the carrying amount, depreciation is discontinued.

When changing the depreciation period or the residual value, the effect on the depreciation is recognised prospectively as a change in accounting estimates.

Leases

Right-of-use assets and lease liabilities are recognised in the balance sheet when the right-of-use assets under a lease entered into regarding a specific identifiable asset is made available to the Group, and when the Group in this connection obtains almost all economic benefits from the use of the identified asset and the right to control the use of the identified asset.

On initial recognition, lease liabilities are measured at the present value of the future lease payments discounted by an incremental borrowing rate. The following lease payments are recognised as part of the lease liabilities:

- Fixed payments
- Variable payments that change concurrently with changes to an index and an interest rate based on said index or interest rate
- Payments subject to an extension option that it is highly probable that the Group will exercise

Lease liabilities are measured at amortised cost according to the effective interest method. Lease liabilities are recalculated in case of changes to the underlying contractual cash flows stemming from changes to an index or an interest rate or in case the Group changes its assessment of the probability of utilisation of options under the lease.

On initial recognition, right-of-use assets are recognised at cost, which corresponds to the value of the lease liabilities. Subsequently, the assets are measured at cost less accumulated depreciation and impairment losses. Right-of-use assets are depreciated over the shorter of the lease term and the useful life of the leased asset. Depreciation charges are recognised on a straight-line basis in the income statement.

Right-of-use assets are depreciated on a straight-line basis over the expected lease term, which is:

Office rental	2-11 years
Operating equipment	3-5 years

The Group presents the right-of-use assets and lease liabilities separately in the balance sheet.

The Group has chosen not to recognise leased assets of a low value and short-term leases in the balance sheet. Instead, related lease payments are recognised on a straight-line basis in the income statement.

Impairment testing of non-current assets

Goodwill

Goodwill is tested for impairment annually, initially before the end of the acquisition year.

The carrying amount of goodwill in the business segments is tested for impairment together with the other non-current assets of the business segments and is written down to the recoverable amount if the carrying amount is higher than the recoverable amount. The recoverable amount is determined as the higher of fair value less expected cost to sell and value in use, where value in use is calculated as the present value of the expected future net cash flows to which goodwill relates.

Other non-current assets and right of use assets

The carrying amount of other non-current assets and right of use assets is tested annually for indications of impairment. When there is an indication that assets may be impaired, the recoverable amount of the asset is determined. The recoverable amount is the higher of an asset's fair value less expected costs to sell and its value in use.

Value in use is the present value of the future cash flows expected to be derived from an asset or the cash-generating unit to which the asset belongs.

Recognition of impairment losses in the income statement

Any write-down is recognised in the income statement as depreciation, amortization and impairment losses on non-current assets and right-of-use assets. However, impairment losses on goodwill are recognised in a separate line item in the income statement.

Impairment losses on goodwill are not reversed. Impairment losses recognised in respect of other assets are reversed if the assumptions and estimates underlying the impairment losses have changed. Impairment losses are reversed only in so far as the new carrying amount of the asset does not exceed the carrying amount that would have resulted (net of amortisation or depreciation) had no impairment loss been recognised in respect of the asset in prior years.

Deposits

Deposits paid are recognised in the balance sheet at amortised cost. Deposits primarily relate to rent deposits.

Receivables

Receivables, which comprise trade receivables and other receivables, are measured at amortised cost, which usually corresponds to the nominal value.

Contract assets and contract liabilities

Contract assets and liabilities are measured at the selling price of the work performed plus out-of-pocket expenses and less progress billings. The individual contract assets and liabilities are recognised in the balance sheet and presented separately. Net assets comprise the sum of services where the selling price of the work performed exceeds invoicing on account. Net liabilities are determined as the sum of contract assets where progress billings exceed the selling price of the work performed.

Write-down of receivables and contract assets

Write-down for bad and doubtful debts on receivables and contract assets is made in accordance with the simplified expected credit loss model according to which the total life-time expected loss is recognised immediately in the income statement at the same time as the receivable and service in progress are recognised in the balance sheet.

Prepaid expenses

Prepaid expenses are measured at cost. Prepaid expenses primarily comprise prepaid rent, insurance, subscriptions and membership fees as well as membership subscription to EY.

Equity — dividend

Dividend proposed for the year is recognised as a liability once adopted at the annual general meeting (declaration date).

Dividend expected to be distributed for the year is presented as a separate line item in equity.

Acquisition costs and selling prices for treasury shares are recognised directly in equity.

Corporation tax and deferred tax

Tax payables and receivables solely relate to the subsidiaries that are independent taxable entities.

Current tax payables and receivables are recognised in the balance sheet as tax computed on the taxable income for the year in the subsidiaries, adjusted for tax on prior-year taxable income and tax paid on account.

Deferred tax is measured using the balance sheet liability method on all temporary differences between the carrying amount and the tax base of assets and liabilities.

Deferred tax assets, including the tax value of tax loss carryforwards, are recognised at the expected value of their utilization.

Deferred tax is measured according to the tax rules and at the tax rates applicable at the balance sheet date when the deferred tax is expected to crystallise as current tax.

Provisions

Provisions comprise anticipated expenses for professional liability claims, onerous contracts and jubilee benefits. Provisions are recognised when, as a result of past events, the Group has a legal or a constructive obligation and it is probable that there will be an outflow of resources embodying economic benefits to settle the obligation.

A provision has been made for losses on known and potential professional liability claims for damages based on an assessment of the known facts of the individual cases.

The provision for jubilee benefits is based on an actuarial calculation of the present value of the expected jubilee benefits. The provision is calculated based on the current wage level as well as expected future wage increases and expected termination of employment.

Financial liabilities and other payables

Financial liabilities comprise payables to credit institutions, trade payables and payables to group entities.

On initial recognition, financial liabilities are recognised at fair value less transaction costs. Subsequently, financial liabilities are measured at amortised cost.

Other payables are measured at amortised cost, which substantially corresponds to the nominal value.

Cash flow statement

Cash flows from operating activities are calculated based on the indirect method as profit after tax adjusted for non-cash operating items, changes in working capital, interest received and paid, dividends received and corporation tax paid.

Cash flows for investing activities comprise payments in connection with acquisitions and disposals of businesses, intangible assets, property, plant and equipment and other non-current assets.

Cash flows from financing activities comprise changes in the size or composition of the share capital and related costs as well as changes in balances with group entities and other related parties, the raising of loans, repayment of interest-bearing debt, including lease liabilities, as well as payment of dividend to shareholders.

Cash and cash equivalents comprise cash at bank and in hand.

Financial ratios

The financial ratios stated under "Financial highlights" have been calculated as follows:

Current ratio	$\frac{\text{Current assets x 100}}{\text{Current liabilities}}$
Solvency ratio	$\frac{\text{Equity x 100}}{\text{Total liabilities at year end}}$
Solvency ratio ajusted for partner loans	$\frac{\text{Equity + subordinated loans from partners at year-end x100}}{\text{Total liabilities at year end}}$
Return on equity	$\frac{\text{Profit/loss for the year x 100}}{\text{Average equity}}$

Parent Company

The accounting policies applied in the parent company financial statements deviate from the accounting policies applied in the consolidated financial statements as described above in the following respects.

Lease and licence agreement

A lease and licence agreement has been entered into with EY Godkendt Revisionspartnerselskab. The lease and licence agreement implies that EY Partnership P/S passes on the right of use and operation to all fixed assets, including intangible assets, and to all rental agreements, licence agreements and leases related to the audit and advisory activities to the Group and that the Group has entered into the contracts, etc., related to the audit and advisory activities.

EY Godkendt Revisionspartnerselskab pays consideration for the lease and licence agreement entered into between EY Partnership P/S and EY Godkendt Revisionspartnerselskab. The consideration comprises a revenue-based licence fee and related to the right of use to EY Partnership P/S' to the rental and lease agreements. The right of use to rental and lease agreements, licence agreements and leases, is solely subject to minimum payments.

The lease and licence agreement is terminable at one year's notice and will then terminate on 31 December. The notice of termination comprises all components of the lease and licence agreement, including the rights of use to EY Partnership P/S' fixed assets and the right of use to the rental agreements, licence agreements and leases entered into by EY Partnership P/S. The agreement is subject to standard termination clauses on non-performance in accordance with the lease and licence agreement.

The Parent Company has assessed that the lease term of the sub-lease agreements entered into with EY Godkendt Revisionspartnerselskab as the lessee corresponds to the lease term of the head lease agreements entered into between the Parent Company and third party lessors as it is assessed that it is reasonably certain that the implicit renewal options of the assets in question in the lease and license agreement between the Parent Company and EY Godkendt Revisionspartnerselskab will be exercised.

Revenue

Revenue primarily comprises lease and licence fees from EY Godkendt Revisionspartnerselskab in accordance with agreements on payment of lease and licence fees.

Income from lease and licence fees is accrued and recognised in the period to which the underlying agreements relate.

Dividends from subsidiary

Distribution of retained earnings in the subsidiary is recognised as income in the statement of comprehensive income in the year of declaration.

Tax for the year

The Parent Company is not an independent taxable entity, and consequently, no provision for tax on the Parent Company's profit is made in the annual report.

The Parent Company's profit is taxed at the Parent Company's partners in accordance with applicable rules in Danish tax law.

Equity investment in subsidiary

Equity investment in subsidiary is measured at cost. In case of evidence of impairment, an impairment test is conducted. In connection with the impairment test, the subsidiary's recoverable amount is calculated. Equity investments are written down to the lower of the carrying amount and the recoverable amount. Impairment losses are recognised in the statement of comprehensive income as financial expenses.

Impairment tests are performed if dividend distributions exceed the given subsidiary's comprehensive income for the period.

Impairment losses are reversed in so far as the assumptions and estimates underlying the impairment losses have changed.

Note 2
Accounting estimates and judgements

Estimation uncertainty

The calculation of the carrying amount of certain assets and liabilities requires assessments, estimates and assumptions concerning future events.

The estimates and assumptions made are based on historical experience and other factors that Management finds reasonable in the circumstances, but which are inherently uncertain and unpredictable. The assumptions may be incomplete or inaccurate, and unexpected events or circumstances may arise. Moreover, the Group is subject to risks and uncertainties that may entail that actual results differ from these estimates. EY Partnership P/S' special risks are described in the Management's review and note 28 to the consolidated financial statements and the parent company financial statements.

It may be necessary to change previous estimates due to changes in the conditions on which these previous estimates were based or due to new knowledge or subsequent events.

Estimates that are significant to the financial reporting are made by determining revenue and selling price on contract assets.

Recognition of revenue and selling price of contract assets

Contract assets relating to services agreed but not completed are measured at the balance sheet date at the selling price of the work performed based on the stage of completion of the services, which is determined based on time spent and an assessment of the fee value thereof. The assessment of the stage of completion and thus revenue relating to contract assets are part of the continuous management control and budgetary control over the individual projects, which reduces the uncertainty related to the determination thereof.

Reference is made to note 17 for an overview of contract assets at 30 June 2024.

Leases and lease and licence agreement

Reference is made to the description in the accounting policies and note 14 regarding the estimate to treat the lease and licence agreement as a sub-lease where the conditions in the underlying agreements, including lease terms, are used for recognition in accordance with IFRS 16.

Trade receivables

The write-down is based on historical data based on expected losses over the total term of the receivable, corrected for estimates of the effect of expected changes in relevant parameters such as economic development.

Reference is made to the description in notes 16 and 28 regarding the risk in connection with trade receivables.

Professional liability claims

For professional liability claims, a provision has been made for losses on known and potential claims for damages based on an assessment of the known facts of the individual cases. The provision relates to both assurance engagements and consultant's liability and is a result of either a judgment or criticism from a public authority.

The outcome and timing of the completion of compensation cases are inherently uncertain.

NOTES

3 Revenue

Revenue can be broken down by business segments as follows for 2023/24:

Group:	Revenue excl. expenses	Expenses	Total
Assurance	1,117.0	39.4	1,156.4
Tax & Law	599.7	149.0	748.7
Consulting	384.8	281.1	665.9
Strategy and Transactions	336.3	98.4	434.7
	2,437.8	567.9	3,005.7

Revenue can be broken down by business segments as follows for 2022/23:

Group:	Revenue excl. expenses	Expenses	Total
Assurance	1,123.7	54.1	1,177.8
Tax & Law	559.0	168.6	727.6
Consulting	408.9	204.6	613.5
Strategy and Transactions	366.8	52.6	419.4
	2,458.4	479.9	2,938.3

Expenses include re-invoicing of work performed by subsuppliers at the Group's expense and risk, i.e. where the Group is considered to be the principal in the transaction as well as other outlays.

	Group	
	2023/24	2022/23
	DKKm	DKKm
Services recognised over time	2,944.7	2,802.3
Services recognised at a point of time	61.0	136.0
	3,005.7	2,938.3

	Parent	
	2023/24	2022/23
	DKKm	DKKm
Revenue in the Parent Company can be specified as follows:		
Rental income (external lessees)	1.0	-
Lease of equipment and license fee	22.4	22.0
	23.4	22.0

NOTES

	Group		Parent	
	2023/24	2022/23	2023/24	2022/23
	DKKm	DKKm	DKKm	DKKm
4 Other operating income				
Gain on disposal of assets	1.1	-	-	-
Gain on disposal of activities	18.2	0.9	18.2	-
Other income	17.0	13.3	2.7	-
	36.3	14.2	20.9	-

EY Partnership P/S has sold the office in Horsens in the beginning of the year as well as a small number of clients in connection with leaving partners/employees. The gain can be specified as follows:

Goodwill (value of clients) received in cash	38.0
Contract assets and liabilities	-0.7
Payroll-related accruals	-2.7
Disposal of goodwill	-16.4
	18.2

Other income includes sales in the canteen.

	Group		Parent	
5 Fees paid to auditor appointed at the annual general meeting				
Statutory audit	0.7	0.7	0.1	0.1
Other assistance	0.4	0.1	-	-
	1.1	0.8	0.1	0.1
6 Staff costs				
Wages, salaries and partner remuneration	1,645.3	1,626.2	-	-
Pensions (defined contribution plans)	124.4	125.3	-	-
Other social security costs	13.8	14.4	-	-
	1,783.5	1,765.9	-	-

NOTES

	Group		Parent	
	2023/24	2022/23	2023/24	2022/23
	DKKm	DKKm	DKKm	DKKm
6 Staff costs, continued				
Number of employees (incl. equity partners):				
Average number of full-time employees	1,862	1,902	-	-
Number of full-time employees at year end	1,792	1,931	-	-
Number of employees at year end	1,914	2,084	-	-
Number of profit-sharing partners at year end	109	100	-	-
Renumeration to the Executive Board and key management				
Key management	72.0	73.8	-	-
Amount relating to Executive Board	14.2	20.7	-	-

The Parent Company's Board of Directors does not receive directors' remuneration.
Key management includes the Executive Board, the Board of Directors and the Service Line leaders.

	Group		Parent	
7 Depreciation and amortisation				
Amortisation of intangible assets	3.1	2.3	3.1	2.3
Depreciation on right-of-use assets	25.3	37.7	-	-
Depreciation on other property, plant and equipment	23.4	25.3	-	-
	51.8	65.3	3.1	2.3
8 Financial income				
Interest income, cash	2.2	2.4	0.2	-
Interest income, lease receivables	-	-	3.2	3.3
Foreign exchange gains	-	4.2	-	-
Interest income, other related parties	0.1	-	-	6.1
	2.3	6.6	3.4	9.4
9 Financial expenses				
Interest, non-current liabilities other than provisions	12.0	9.4	8.7	9.4
Interest, leasing liabilities	3.3	3.4	3.2	3.2
Interest expenses, group entities	-	-	6.3	0.5
Partner and other interest expenses	8.0	10.2	1.7	6.5
Foreign exchange losses	1.7	-	-	-
Other financial expenses	2.2	0.4	0.3	-
	27.2	23.4	20.2	19.6

NOTES

	Group		Parent	
	2023/24 DKKm	2022/23 DKKm	2023/24 DKKm	2022/23 DKKm
10 Tax for the year				
Current tax	0.1	0.7	-	-
	0.1	0.7	-	-
Tax for the year can be specified as follows:				
Profit for the year before tax	91.7	70.7	83.1	66.6
Amount relating to profit/loss for the year before tax in non-tax liable entities	-22.1	-68.3	-83.1	-66.6
Profit for the year from subsidiaries that are tax liable entities	69.6	2.4	-	-
Computed 22.0% tax on profit/loss before tax from Danish subsidiary	-	0.6	-	-
Computed 26.6% tax on profit/loss before tax from Greenlandic subsidiary	-	-	-	-
Tax effect of:				
Non-deductible expenses	0.1	-0.3	-	-
Reversal/Write-down of tax asset	-	0.4	-	-
	0.1	0.7	-	-
Effective tax rate in subsidiaries	0%	29%	-	-

The Parent Company is not a taxable entity, and consequently, tax is not recognised in the parent company financial statements. Thus, tax for the year solely relates to subsidiaries that are independent taxable entities.

Taxation of renumeration to partners (capital owners) which are included in staff costs are taxed at individual partner level as personal income.

NOTES

	Group/Parent		
DKKm	Goodwill	Other intangible assets	Total
11 Intangible assets			
Cost at 1 July 2022	122.3	6.8	129.1
Acquisition of entities	88.2	4.3	92.5
Additions for the period	-	1.6	1.6
Cost at 30 June 2023	210.5	12.7	223.2
Amortisation at 1 July 2022	-	2.9	2.9
Amortisation for the year	-	2.3	2.3
Amortisation at 30 June 2023	-	5.2	5.2
Carrying amount at 30 June 2023	210.5	7.5	218.0
Cost at 1 July 2023	210.5	12.7	223.2
Acquisition of entities	-	2.1	2.1
Disposals for the period	-16.4	-	-16.4
Cost at 30 June 2024	194.1	14.8	208.9
Amortisation at 1 July 2023	-	5.2	5.2
Amortisation for the year	-	3.1	3.1
Amortisation at 30 June 2024	-	8.3	8.3
Carrying amount at 30 June 2024	194.1	6.5	200.6

	Group/Parent	
	30-06-2024	30-06-2023
The carrying amount of goodwill is allocated to the following Service Lines:		
Assurance	63.1	79.5
Consulting	26.0	26.0
Strategy and Transformation	105.0	105.0
	194.1	210.5

Other intangible assets comprise buyout of non-competition clauses and client relations.

NOTES

12 Impairment testing

At 30 June 2024, Management tested the carrying amount of goodwill for indication of impairment.

Goodwill relates to audit and advisory activities, including related clients, that are leased to EY Godkendt Revisionspartnerselskab.

When calculating the recoverable amount, future expected cash flows were used that can be derived from budgets for the coming financial year approved by Management. This budget has been projected for the following four financial years with estimated growth rates, etc., so that the budget and forecast period comprises five financial years. For accounting periods after the forecast period (the terminal period), estimated normalised cash flows have been extrapolated in the most recent forecast period.

When calculating the cash flows, remuneration of shareholding partners is included at an estimated value based on the average remuneration of non-shareholding partners.

The most significant uncertainties regarding the calculation of the recoverable amount relate to the determination of discount rates, growth rates and earnings margin in the budget and forecast period and in the terminal period.

The determined discount rate reflects the risk-free interest rate applicable at the balance sheet date and the specific risks associated with the non-current assets and cash flows of the individual business areas. The applied discount rates before tax are 9.7-12.5%.

The growth rates and earnings margins applied are based on Management's expectations of the development in the individual business areas in the budget and forecast period and in the terminal period. The expectations are based on past experience, strategic goals, etc.

The determined growth rates in the terminal period are not expected to exceed the average long-term growth rates of the markets as a whole. The growth rates in the terminal period are 2%.

Our impairment test did not give rise to any need for impairment write-down.

Sensitivity analyses
It is Management's assessment that even material changes to the most significant assumptions will not result in any impairment.

NOTES

	DKKm	Group
13	Property, plant and equipment	
	Cost at 1 July 2022	121.9
	Additions for the period	11.8
	Disposals for the period	-20.4
	Cost at 30 June 2023	113.3
	Depreciation at 1 July 2022	42.7
	Depreciation for the year	25.3
	Depreciation, disposals	-19.8
	Depreciation at 30 June 2023	48.2
	Carrying amount at 30 June 2023	65.1
	Cost at 1 July 2023	113.3
	Additions for the period	25.0
	Disposals for the period	-16.3
	Cost at 30 June 2024	122.0
	Depreciation at 1 July 2023	48.2
	Depreciation for the year	23.4
	Depreciation, disposals	-15.9
	Depreciation at 30 June 2024	55.7
	Carrying amount at 30 June 2024	66.3

NOTES

DKKm	Group
14 Leases	
Right-of-use assets	
Cost at 1 July 2022	280.0
Additions for the year	18.4
Remeasurement of lease liabilities due to indexation	55.7
Disposals for the year	-14.4
Cost at 30 June 2023	339.7
Depreciation at 1 July 2022	85.3
Depreciation for the year	37.7
Depreciation, disposals	-14.4
Depreciation at 30 June 2023	108.6
Carrying amount at 30 June 2023	231.1
Cost at 1 July 2023	339.7
Additions for the year	0.1
Remeasurement of lease liabilities due to indexation	-
Disposals for the year	-3.7
Cost at 30 June 2024	336.1
Depreciation at 1 July 2023	108.6
Depreciation for the year	25.3
Depreciation, disposals	-3.7
Depreciation at 30 June 2024	130.2
Carrying amount at 30 June 2024	205.9

NOTES

DKKm	Parent
14 Leases, continued	
Lease receivables	
Carrying amount at 1 July 2022	193.9
Additions for the year	17.6
Remeasurement of lease liabilities due to indexation	55.7
Instalments	-26.5
Carrying amount at 30 June 2023	240.7
Carrying amount at 1 July 2023	240.7
Additions for the year	-
Remeasurement of lease liabilities due to indexation	-
Instalments	-25.7
Carrying amount at 30 June 2024	215.0

Outstanding lease receivable that falls due for payment within one year after the end of the financial year amounts to DKK 32.9 million .

	2023/24	2022/23
Analysis of term to maturity	DKKm	DKKm
Due within 1 year	35.8	30.9
Due within 1-2 years	34.1	32.1
Due within 2-3 years	33.5	31.8
Due within 3-4 years	34.1	32.6
Due within 4-5 years	33.0	34.1
Due after 5 years	55.0	95.6
Total	225.5	257.1
Coherence between maturity analysis and net investment		
Nominal value of future minimum payments, see above	225.5	257.1
Amount relating to interest income included in minimum payments not yet recognised	-10.5	-16.4
Total	215.0	240.7

Additions in the previous year primarily relate to the new lease for the domiciles.
All lease receivables relate to the subsidiary EY Godkendt Revisionspartnerselskab, and consequently, no residual value of the lease has been recognised.

NOTES

	Group 2023/24 DKKm	Group 2022/23 DKKm	Parent 2023/24 DKKm	Parent 2022/23 DKKm
14 Leases, continued				
Reference is made to note 2 for a description of the scope of the Group's leases, exposure to potential cash flows and process for determining the discount rate.				
Lease liabilities maturity				
Less than 1 year	39.8	36.1	38.4	33.5
Between 1-5 years	145.6	142.4	145.2	141.1
Exceeding 5 years	58.7	101.9	58.7	101.9
Total non-discounted lease liabilities at 30 June	244.1	280.4	242.3	276.5
Recognition of lease liabilities in the balance sheet				
Short-term	36.8	35.8	35.5	33.3
Long-term	196.6	228.4	196.3	226.8
Lease liabilities recognised in the balance sheet	233.4	264.2	231.8	260.1
Amounts recognised in the income statement (DKKm):				
Interest expenses relating to lease liabilities	3.3	3.4	3.2	3.3
Interest income related to lease receivables	-	-	3.2	3.2
Depreciations	25.3	37.7	-	-
Costs related to short-term leases (less than 12 months)	0.4	0.2	-	-
Costs related to leases of a low value	-	-	-	-

For 2023/24, the Group has paid DKK 34.1 milion (2022/23: DKK 35.4 million) in respect of leases, of which interest payments related to recognised lease liabilities amount to DKK 3.3 million (2022/23: DKK 3.4 million) and instalments on recognised lease liabilities amount to DKK 30.8 million (2022/23: DKK 32.0 million).

For 2023/24, the Parent Company has paid DKK 31.5 million (2022/23: DKK 32.5 million) in respect of leases, of which interest payments related to recognised lease liabilities amount to DKK 3.2 million (2022/23: DKK 3.3 million) and instalments on recognised lease liabilities amount to DKK 28.3 million (2022/23: DKK 29.2 million).

The Parent Company has assessed that the lease term of the sub-lease agreements entered into with EY Godkendt Revisionspartnerselskab as the lessee corresponds to the lease term of the head lease agreements entered into between the Parent Company and third party lessors as it is assessed that it is reasonably certain that the implicit renewal options of the assets in question in the lease and licenee agreement between the Parent Company and EY Godkendt Revisionspartnerselskab will be exercised.

NOTES

DKKm	Group Deposits	Parent Equity investment in subsidiary	Parent Deposits
15 Other non-current assets			
Cost at 1 July 2022	17.4	361.1	17.1
Additions for the year	2.0	-	2.0
Disposals for the year	-	-	-
Cost at 30 June 2023	19.4	361.1	19.1
Carrying amount at 30 June 2023	19.4	361.1	19.1
Cost at 1 July 2023	19.1	361.1	19.1
Additions for the year	0.3	-	0.3
Cost at 30 June 2024	16.1	361.1	16.1
Carrying amount at 30 June 2024	16.1	361.1	16.1

Management has not identified any indications of impairment of the value of the investment in the subsidiary.

Equity investments in subsidiaries comprise:

Name	Registered office	Voting rights and ownership
EY Godkendt Revisionspartnerselskab	Frederiksberg	100%
Datoselskabet af 18/10 2022 A/S	Frederiksberg	100%
EY Denmark ApS	Frederiksberg	100%

Deposits comprise amounts deposited in connection with leases covered by the leasehold agreement that will be repaid when the agreement expires. Deposits are generally indexed annually and are considered collateral for accounting purposes and measured at amortised cost.

Investments in other entities (DKK 5.6 milion) comprise shares in a foreign EY firm. The shares are measured at spot price, which corresponds to the value at which the shares are settled between EY firms.

NOTES

		Group		Parent	
		2023/24	2022/23	2023/24	2022/23
		DKKm	DKKm	DKKm	DKKm
16	Trade receivables				
	Trade receivables before provision for losses	628.0	627.4	-	-
	Provision for losses	-11.8	-16.1	-	-
		616.2	611.3	-	-
	Provision for losses at 1 July	-16.1	-7.2	-	-
	Losses and write-downs identified for the year	6.8	-9.3	-	-
	Reversed impairment write-downs	-2.5	0.2	-	-
	Depreciation and amortisation for the year	-	0.2	-	-
	Provision for losses at 30 June	-11.8	-16.1	-	-

All receivables fall due within one year.
Interest income regarding receivables written down constitutes insignificant amounts.

For a description of credit risks, please see note 30.

		Group		Parent	
17	Contract assets and liabilities				
	Selling price of contract assets	2,706.9	2,438.8	-	-
	Progress billings, contract assets	-2,605.7	-2,358.0	-	-
		101.2	80.8	-	-
	The net value is recognised in the balance sheet as follows:				
	Contract assets	237.5	207.4	-	-
	Contract liabilities	-136.3	-126.6	-	-
		101.2	80.8	-	-

The opening amount of contract liabilities has been recorded as revenue for the year. Opening amount of contract assets has been billed during the year and has largely been paid.

All unfulfilled performance obligations as at the balance sheet date will be fulfilled within 12 months.
The increase in the selling price of contract assets is due to an increase in Tax and Strategy & Transactions while the decrease in the net value can be attributed to all service lines.

NOTES

		Group		Parent	
		2023/24	2022/23	2023/24	2022/23
		DKKm	DKKm	DKKm	DKKm
18	Prepaid expenses				
	Insurance	14.7	12.9	-	-
	Rent	7.7	10.8	7.7	10.8
	Membership subscription	44.7	66.2	-	-
	Other	4.4	9.5	-	-
		71.5	99.4	7.7	10.8

19 Equity

The share capital comprises 5,000,000 shares of DKK 1 each divided into 4,990,000 A class shares with one vote each and 10,000 B class shares with 100 votes each. The A class shares are held by the Company's partners and the B class shares are held by EY Legacy ApS.

No share certificates have been issued. Transfer of shares requires the Board of Directors' approval.

On 15 December 2023, the Company distributed ordinary dividend of DKK 66.6 million. Distribution of dividend has no tax consequences for the Company.

For the financial year 2023/24, the Board of Directors proposes dividend of DKK 83.1 million (DKK 16.62 per share), which will be paid out to the shareholders immediately after the Company's annual general meeting provided that the annual general meeting approves the proposed dividend.

Dividend has not been recognised as a liability in the balance sheet at 30 June 2024 as it is contingent on approval by the annual general meeting.

	Group and Parent			
	No. and nom. value (DKK)		% of share capital	
	2023/24	2022/23	2023/24	2022/23
Treasury shares				
Balance at 1 July	-	-	0.0%	0.0%
Disposals during the year	-687,968	-664,910	-13.8%	-13.3%
Acquisitions during the year	687,968	664,910	13.8%	13.3%
	-	-	0.0%	0.0%

Acquisition and sale of shares are made in connection with partners' appointment and resignation and take effect on the same day. Acquisition and sale of shares are made on behalf of partners, and consequently, the Company does not hold treasury shares.

The acquisition price and sales price of treasury shares amount to DKK 1,375,936.

NOTES

		Group 2023/24 DKKm
20	Provisions	
	Provision for professional liability claims, 1 July	21.5
	Reversed in the period	-1.5
	Utilised for the period	-3.5
	Provision for professional liability claims, 30 June	16.5
	Provision for jubilee benefits, 1 July	1.4
	Utilised for the period	-0.1
	Provided for the period	0.3
	Provision for jubilee benefits, 30 June	1.6
	Total provisions	18.1
	Expected maturities for provisions:	
	Short-term:	
	0-1 years	3.1
	Long-term:	
	1-5 years	13.7
	> 5 years	1.3
		18.1

For professional liability claims, a provision has been made for losses on known and potential claims for damages based on an assessment of the known facts of the individual cases. The provision relates to both assurance engagements and consultant's liability. None of the cases resolved in the year resulted in a draw on the insurance cover. The outcome and timing of the completion of compensation cases are inherently uncertain; however, it is expected that the liabilities will be settled within the next three to five years.

NOTES

21 Loans from the partners of the Company

Loans from the partners of the Company comprise the partners' deposits in the Company. The deposits currently carry interest of 4.2%. Deposits recognised in non-current liabilities comprise mandatory subordinated loan according to the partnership agreement, whereas deposits recognised in current liabilities comprise deposits that are balances payable on demand.

The mandatory subordinated loans are subordinated to other payables of the Company.

According to the Articles of Association the partners of the Company have a contingent contribution liability of DKK 1,050 million to satisfy claims against the Company that the Company is unable to cover.

22 Other non-current liabilities

As a result of an amendment to the Danish Holiday Act in 2019, holiday pay earned by the employees from 1 September 2019 to 31 August 2020 may be deferred and settled only when the employees retire. Consequently, the vacation allowance is presented as a non-current liability. The liability falls due after 5 years. The current part amounts to DKK 1.2 million and is included under current liabilities.

Other non-current liabilities in the Group also include deferred payments of DKK 6.4 million in connection with the acquisitions of entities in 2022/23. The amounts fall due in 2024/25 and are therefore included under current liabilities.

23 Credit institutions

The Group has a short-term credit facility of DKK 300 million with Nordea Bank Denmark.
The facility carries an interst of 4,2%.

The Parent Company has provided a guarantee (suretyship) for the credit facilty with the bank.

24 Liabilities from financing activities

DKKm	Opening balance	Cash flows	Non-cash changes	Closing balance
Group 2023/24				
Loans from partners - non-current	214.4	-14.2	-	200.2
Other non-current liabilities	118.4	-2.2	-14.3	101.9
Credit institutions	133.3	107.5	-	240.8
Loans from partners under current liabilities	79.8	-60.0	-	19.8
Lease liabilities	264.2	-30.8		233.4
Total liabilities from financing activities	810.1	0.3	-14.3	796.1

Non-cash changes regarding Other non-current liabilities liabilities primarily comprise a cash payment of deferred acquisition price related to acquition of entities in 2022/23. The amount is included under investing activities in the cash flow statement..

NOTES

24 Liabilities from financing activities, continued

DKKm	Opening balance	Cash flows	Non-cash changes	Closing balance
Group 2022/23				
Loans from partners - non-current	152.0	62.4	-	214.4
Other non-current liabilities	95.3	-3.6	26.7	118.4
Credit institutions	-	133.3	-	133.3
Loans from partners under current liabilities	389.7	-309.9	-	79.8
Lease liabilities	222.1	-32.0	74.1	264.2
Total liabilities from financing activities	859.1	-149.8	100.8	810.1

Non-cash changes regarding lease liabilities primarily comprise the new domiciles.

Parent 2023/24				
Loans from partners - non-current	214.4	-14.2		200.2
Other non-current liabilities	24.0	-	-17.6	6.4
Net balance with group companies	189.5	62.0	-22.4	229.1
Loans from partners under current liabilities	79.8	-60.0		19.8
Lease liabilities	260.1	-28.3		231.8
Total liabilities from financing activities	767.8	-40.5	-40.0	687.3

Non-cash changes regarding Other non-current liabilities primarily comprise a cash payment of deferred acquisition price related to the acquition of entities in 2022/23. The amount is included under investing activities in the cash flow statement.

Parent 2022/23				
Loans from partners - non-current	152.0	62.4		214.4
Other non-current liabilities	-		24.0	24.0
Net balance with group companies	-105.4	321.4	-26.5	189.5
Loans from partners under current liabilities	389.7	-309.9		79.8
Lease liabilities	216.0	-29.2	73.3	260.1
Total liabilities from financing activities	652.3	44.7	70.8	767.8

NOTES

	Group		Parent	
	2023/24 DKKm	2022/23 DKKm	2023/24 DKKm	2022/23 DKKm
25 Other payables				
Holiday allowance, bonus and other staff obligations	190.7	203.2	-	-
VAT, PAYE tax, labour market contributions, etc.	81.8	83.3	-	-
Other	8.8	12.2	5.7	6.4
	281.3	298.7	5.7	6.4
26 Adjustments				
Adjustment for non-cash operating items, etc.:				
Depreciation and amortisation	51.8	65.3	3.1	2.3
Loss/gain on sale of assets	-19.3	-	-18.2	0.3
Changes in prepaid expenses	27.9	-20.9	3.1	0.4
Changes in provisions	-4.8	1.0	-	-
Accrued interest	24.9	16.8	16.8	10.2
Taxation	-	0.6	-	-
	80.5	62.8	4.8	13.2
27 Changes in working capital				
Changes in trade receivables	-4.9	-2.5	-	-
Changes in contract assets and liabilities	-21.0	27.5	-	-
Changes in balances with other EY firms	-13.4	-65.4	-2.3	-0.2
Changes in other receivables	-8.1	-0.6	0.7	-0.7
Changes in trade payables	-23.8	23.5	-0.7	5.4
Changes in other liabilities	-20.2	-14.3	-0.7	-
	-91.4	-31.8	-3.0	4.5

NOTES

28 Contractual obligations, contingent liabilities and collateral

Group

Lease and licence agreement

The Group pays consideration for the lease and licence agreement entered into between EY Danmark A/S and the Group. The consideration comprises a revenue-based lease and license fee.

The lease and licence agreement is terminable at one year's notice and will then terminate on 31 December. The notice of termination comprises all components of the lease and licence agreement. The agreement is subject to standard termination clauses on non-performance in accordance with the lease and licence agreement.

Contingent liabilities

The Group is party to a few pending disputes. In Management's opinion, the outcome of these disputes will not affect the Group's financial position taking into consideration the liabilities recognised in the balance sheet at 30 June 2024; see note 20.

The Group is liable for the VAT liability of the jointly registered EY firms. The liability amounted to DKK 73.6 million at 30 June 2024.

Parent Company

Lease and license agreement

EY Godkendt Revisionspartnerselskab pays consideration for the lease and licence agreement entered into between EY Godkendt Revisionspartnerselskab and the Company. The consideration comprises a revenue-based leasehold fee and a fixed fee related to the right of use to the Company's fixed assets and the right of use to the rental agreements, licence agreements and leases entered into by the Company. The right of use to non-current assets, including assets held under rental agreements, licence agreements and leases, is solely subject to minimum payments.

The lease and licence agreement is terminable at one year's notice and will then terminate on 31 December. The notice of termination comprises all components of the lease and licence agreement, including the rights of use to the Company's fixed assets and the right of use to the rental agreements, licence agreements and leases entered into by the Company. The agreement is subject to standard termination clauses on non-performance in accordance with the lease and licence agreement.

The Parent Company has assessed that the lease term of the sub-lease agreements entered into with EY Godkendt Revisionspartnerselskab as the lessee corresponds to the lease term of the head lease agreements entered into between the Parent Company and third party lessors as it is assessed that it is reasonably certain that the implicit renewal options of the assets in question in the lease and license agreement between the Parent Company and EY Godkendt Revisionspartnerselskab will be exercised.

NOTES

28 Contractual obligations, contingent liabilities and collateral, continued

Contingent liabilities

The Company is liable for the VAT liability of the jointly registered EY firms. The liability amounted to DKK 73.6 million at 30 June 2024.

The Company is guarantor for EY Godkendt Revisionspartnerselskab's engagement with Nordea Denmark. As per 30 June 2024, an amount of DKK 240.8 million has been drawn from this facility. The credit facility constitutes DKK 300 million and expires in February 2025.

Collateral

	Parent	
	2023/24	2022/23
	DKKm	DKKm
All shares in Datoselskabet af 18/10 2022 A/S have been pledged to the Parent Company (EY Partnership P/S). The Parent Company has a contingent option to purchase the shares in Datoselskabet af 18/10 2022 A/S.	2.2	2.2
	2.2	2.2

NOTES

29 Business combinations

There has not been any new acquisitions in 2023/24 but during FY24, EY has made a deferred payment of DKK 18.0 million related to the Tofte acquisition.

During FY23, EY acquired the following businesses:

On 27 June 2022, EY signed an agreement to acquire the activities of Tofte & Co, a leading Nordic boutique investment bank specializing in advising tech companies. The acquisition was completed on 15 August 2022.

On 15 November 2022, EY signed an agreement to acquire the activities of Pecunia Consult ApS, a provider of CFO and interim resources. The acquisition was completed on 1 December 2022.

On 13 February 2023, EY signed an agreement to acquire the activities of Incentive Consult ApS, a provider of economic and strategic analyses for private and public entities in the Nordics. The acquisition was completed on 28 February 2023.

The transferred consideration was paid in cash and deferred cash payments.

Acquired net assets at the time of the acquisition:	Tofte	Pecunia	Incentive	Total
Customer list	3.8	0.5	-	4.3
Payroll-related liabilities	-0.2	-	-1.2	-1.4
Identified net assets	3.6	0.5	-1.2	2.9
Goodwill	56.4	3.0	28.8	88.2
Total consideration	60.0	3.5	27.6	91.1

A goodwill of DKK 88.2 million emerged from the acquisitions as an effect of the difference between the transferred considerations and the fair value of acquired net assets. Goodwill represents the value of the staff and know-how as well as expected synergies from the combination with EY. The calculated goodwill is deductible for tax purposes.

EY has incurred no transaction costs in connection with the acquisitions.

Purchase amount	60.0	3.5	27.6	91.1
Less deferred payments	-17.6	-1.5	-4.6	-23.7
Net cash outflow	42.4	2.0	23.0	67.4

If the transactions had been completed on 1 July 2022, the Group's revenue for FY23 would have amounted to DKK 2,977.0 million and results after tax would have amounted to DKK 75.6 million.

NOTES

30 Financial risks and financial instruments

The Group's risk management policy

Due to its operations, investments and financing, the Group is exposed to financial risks, including to a limited extent market risks (currency and interest rate risks) and liquidity risks and to a larger extent credit risks.

The Group's financial risk management is centralised. Management continuously monitors the Group's risk concentration on clients.

It is the Group's policy not to engage in active speculation in financial risks. The Group's financial management solely aims at managing and reducing the financial risks directly attributable to the Group's operations, investments and financing.

Market risk
Currency
The Group's sales transactions are, in all material respects, carried out in Danish kroner. Approx. 20% of the total receivable from invoicing of clients relates to amounts in foreign currencies (primarily USD and EUR).

Fees for services provided abroad primarily relate to contributions to EY Global, premium for indemnity insurance and procurement of services from other EY member firms. The transactions are primarily carried out in USD and EUR.

NOTES

30 Financial risks and financial instruments, continued

The currency risk is not considered material enough to hedge transactions. In the below table the consequences of a realistic change to exchange rates at the balance sheet date of the 4 most significant currencies are specified:

Group 2023/24

Currency	Net balance in foreign currency	Currency rate increase	P/L effect (DKKm)
EUR	15.0	0%	-
SEK	4.2	10%	0.3
USD	-1.0	10%	-0.7
GBP	0.2	10%	0.2
			-0.2

Group 2022/23

Currency	Net balance in foreign currency	Currency rate increase	P/L effect (DKKm)
EUR	8.5	0%	-
SEK	2.0	10%	0.1
USD	0.7	10%	0.6
GBP	-0.4	10%	-0.3
			0.4

Interest

Receivables from other related parties in Denmark and payables to group entities in Denmark as well as deposits and credit line with banks carry variable interest. An increase in interest rates of 1% will result in a net interest expense of DKK 4.2 million.

Capital management

The Group's Management continuously assesses the need to consolidate the Group taking into consideration the development in the Group's activities.

It is group policy that earnings are regularly distributed as dividend to the shareholders to the extent possible. Group Management continuously monitors the Group's capital structure.

It is the Group's intention to have a solvency ratio above 25% in the subsidiary EY Godkendt Revisionspartnerselskab. At year-end, the solvency ratio in the subsidiary was 26.5%.

The Group is mainly financed by loans from the partners and external bank credit facilities. EY Godkendt Revisionspartnerselskab has a credit facility of DKK 300 million with Nordea Bank Denmark.

According to the Articles of Associations, the partners have a contingent contribution liability to the Company in the amount of DKK 1,050 million.

NOTES

30 Financial risks and financial instruments, continued

Credit risk

The Group's credit risks relate to trade receivables, contract assets, receivables from other EY firms and, to a minor extent, cash at bank and in hand. The maximum credit risk corresponds to the carrying amount of these items.

Deposits with banks

It is the Group's assessment that bank deposits are not associated with any special credit risks as the Group only has deposits with large established banks.

Trade receivables

Outstanding receivables are followed up upon centrally on an ongoing basis in accordance with the Group's policy for trade receivables. In case of uncertainty as to the client's ability or willingness to pay and if it is deemed that the claim involves a risk, write-down is made to the expected recoverable amount.

The assessment did not result in any further losses being recognised.

NOTES

30 Financial risks and financial instruments, continued

Group	Balance 2023/24 DKKm	Expected default rate 2023/24 %	Loss allowance 2023/24 DKKm	Balance 2022/23 DKKm	Expected default rate 2022/23 %	Loss allowance 2022/23 DKKm
Not past due	504.2	0.1%	0.5	473.0	0.1%	0.5
1-30 days	83.4	0.5%	0.4	49.4	0.5%	0.3
30-90 days	19.9	4.5%	0.9	68.2	4.3%	2.9
91-180 days	6.1	15.7%	1.0	16.9	9.5%	1.6
More than 180 days	14.4	63.4%	9.0	19.9	54.5%	10.8
	628.0		11.8	627.4		16.1

With the implementation of IFRS 9, EY has applied the simplified expected credit loss model to measure the expected credit loss allowance for all trade receivables. Based on the low level of realised losses on receivables historically, adjustments to reflect current and forward-looking information on macroeconomic factors affecting the ability of clients to settle the receivable such as GDP and unemployment rates do not increase the risk of losses significantly.

Insurance

The Group is covered by insurance in all respects, including professional liability. The Group only cooperates with established insurance companies, and it is assessed that there is no risk associated with the credit quality of the insurance companies used.

Liquidity risk

The Group's activities are primarily financed by means of external loans and loans from the partners.

The Group's financial assets and liabilities fall due for payment as specified below where the amounts reflect the non-discounted nominal amounts falling due for payment in accordance with the underlying agreements, including future interest payments, calculated based on current market conditions.

NOTES

	Group				
DKKm	0-1 years	1-5 years	> 5 years	Contractual cash flows	Carrying amount
30 Financial risks and financial instruments, continued					
Liquidity risk, continued					
List of maturities at 30 June 2024					
Lease liabilities	39.8	145.6	58.7	244.1	233.4
Deposits	-	0.1	-	0.1	0.1
Subordinated loans from the partners	-	200.2	-	200.2	200.2
Other non-current liabilities		6.5	-	6.5	6.4
Credit institutions	240.8	-	-	240.8	240.8
Trade payables	36.6	-	-	36.6	36.6
Payables to other EY firms	184.1	-	-	184.1	184.1
Payables to the Company's partners	19.8	-	-	19.8	19.8
Other payables	8.8	-	-	8.8	8.8
Total financial liabilities	529.9	352.4	58.7	941.0	930.2
Deposits	-	16.1	-	16.1	16.1
Trade receivables	616.2	-	-	616.2	616.2
Receivables from other EY firms	143.1	-	-	143.1	143.1
Cash	34.9	-	-	34.9	34.9
Total financial assets	803.0	16.1	-	819.1	819.1

NOTES

DKKm	Group 0-1 years	1-5 years	> 5 years	Contractual cash flows	Carrying amount
30 Financial risks and financial instruments, continued					
Liquidity risk, continued					
List of maturities at 30 June 2023					
Lease liabilities	36.1	142.4	101.9	280.4	264.2
Deposits	-	0.1	-	0.1	0.1
Subordinated loans from the partners	-	214.4	-	214.4	214.4
Other non-current liabilities		24.5	-	24.5	24.0
Credit institutions	133.3	-	-	133.3	133.3
Trade payables	60.4	-	-	60.4	60.4
Payables to other EY firms	178.6	-	-	178.6	178.6
Payables to the Company's partners	73.3	-	-	73.3	73.3
Other payables	18.7	-	-	18.7	18.7
Total financial liabilities	500.4	381.4	101.9	983.7	967.0
Deposits	-	19.4	-	19.4	19.4
Trade receivables	611.3	-	-	611.3	611.3
Receivables from other EY firms	124.2	-	-	124.2	124.2
Other receivables	0.7	-	-	0.7	0.7
Cash	44.3	-	-	44.3	44.3
Total financial assets	780.5	19.4	-	799.9	799.9

The carrying amount and fair value of the above items are in all material respects identical.
All finanacial assets and financial liabilities are measured at amortised cost.

NOTES

DKKm	Parent 0-1 years	1-5 years	> 5 years	Contractual cash flows	Carrying amount
30 Financial risks and financial instruments, continued					
Liquidity risk, continued					
List of maturities at 30 June 2024					
Lease liabilities	38.4	145.2	58.7	242.3	231.8
Deposits	-	0.1	-	0.1	0.1
Subordinated loans from the partners	-	200.2	-	200.2	200.2
Non-current liabilities	-	6.5	-	24.5	6.4
Trade payables	9.4	-	-	9.4	9.4
Payables to group entities	230.3	-	-	230.3	230.3
Payables to the Company's partners	19.8	-	-	19.8	19.8
Other payables	5.7	-	-	5.7	5.7
Total financial liabilities	303.6	352.0	58.7	732.3	703.7
Leasing receivables	35.8	134.7	55.0	225.5	215.0
Deposits	-	16.1	-	16.1	16.1
Receivables from group entities	1.2	-	-	1.2	1.2
Cash	14.5	-	-	14.5	14.5
Total financial assets	51.5	150.8	55.0	257.3	246.8

NOTES

	Parent				
DKKm	0-1 years	1-5 years	> 5 years	Contractual cash flows	Carrying amount
30 Financial risks and financial instruments, continued					
Liquidity risk, continued					
List of maturities at 30 June 2023					
Lease liabilities	33.5	141.1	101.9	276.5	260.1
Deposits	-	0.1	-	0.1	0.1
Subordinated loans from the partners	-	214.4	-	214.4	214.4
Non-current liabilities	-	24.5	-	24.5	24.0
Trade payables	10.1	-	-	10.1	10.1
Payables to group entities	195.0	-	-	195.0	195.0
Payables to the Company's partners	73.3	-	-	73.3	73.3
Other payables	12.9	-	-	12.9	12.9
Total financial liabilities	324.8	380.1	101.9	806.8	789.9
Leasing receivables	30.9	130.6	95.6	257.1	240.7
Deposits	-	19.1	-	19.1	19.1
Receivables from group entities	5.5	-	-	5.5	5.5
Receivables from other EY firms	0.2	-	-	0.2	0.2
Other receivables	0.7	-	-	0.7	0.7
Cash	4.8	-	-	4.8	4.8
Total financial assets	42.1	149.7	95.6	287.4	271.0

On the basis of the the Company's expectations as to its future operations and current cash resources, no other liquidity risks have been identified.

The carrying amount and fair value of the above items are in all material respects identical.
All finanacial assets and financial liabilities are measured at amortised cost.

NOTES

31 Related parties

EY Partnership P/S' related parties comprise the following:

Subsidiaries

EY Godkendt Revisionspartnerselskab
Datoselskabet af 18/10 2022 A/S
EY Denmark ApS

Key management personnel

Key management personnel are defined as the Executive Board, the Board of Directors and the Service Line leaders. Key management personnel have not had any transactions with the Company apart from remuneration; see note 6.

Related party transactions

In addition to transactions with key management personnel, see above, the Group and the Parent Company have had the following related party transactions:

	Group		Parent	
	2023/24 DKKm	2022/23 DKKm	2023/24 DKKm	2022/23 DKKm
Income				
Income in relation to sub-lease, subsidiaries	-	-	22.4	22.0
Interest income, subsidiaries	-	-	-	2.1
Expenses				
Interest expenses, subsidiaries	-	-	6.3	0.5
Other transactions				
Dividends received	-	-	61.7	59.4

NOTES

	Group		Parent	
	2023/24	2022/23	2023/24	2022/23
	DKKm	DKKm	DKKm	DKKm
Specification of receivables from group entities				
Datoselskabet af 18/10 2022 A/S	-	-	0.2	4.3
EY Denmark ApS	-	-	1.0	1.2
	-	-	1.2	5.5
Specification of payable of group entities				
EY Godkendt Revisionspartnerselskab	-	-	230.3	167.5
	-	-	230.3	167.5

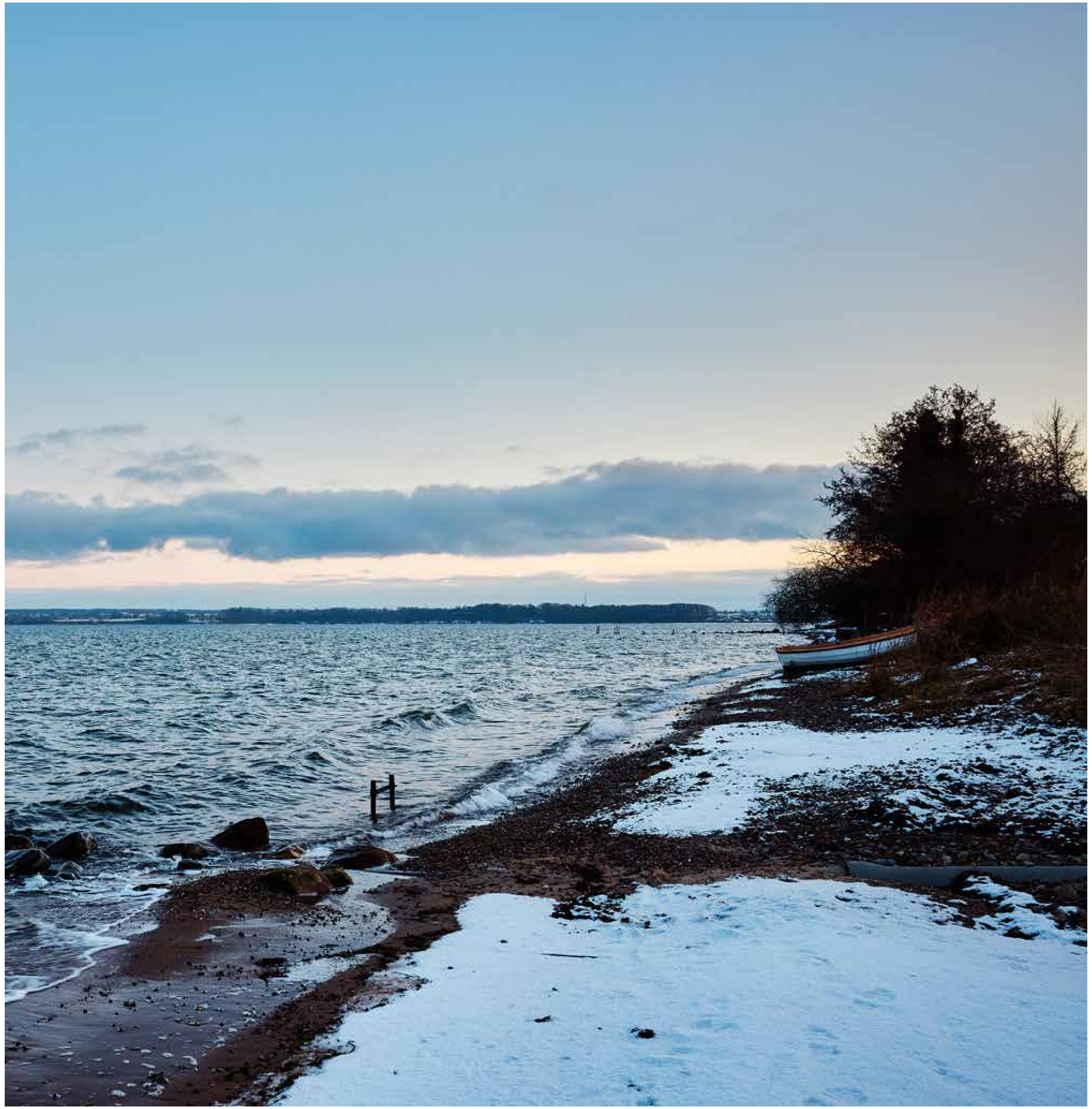
32 Subsequent events

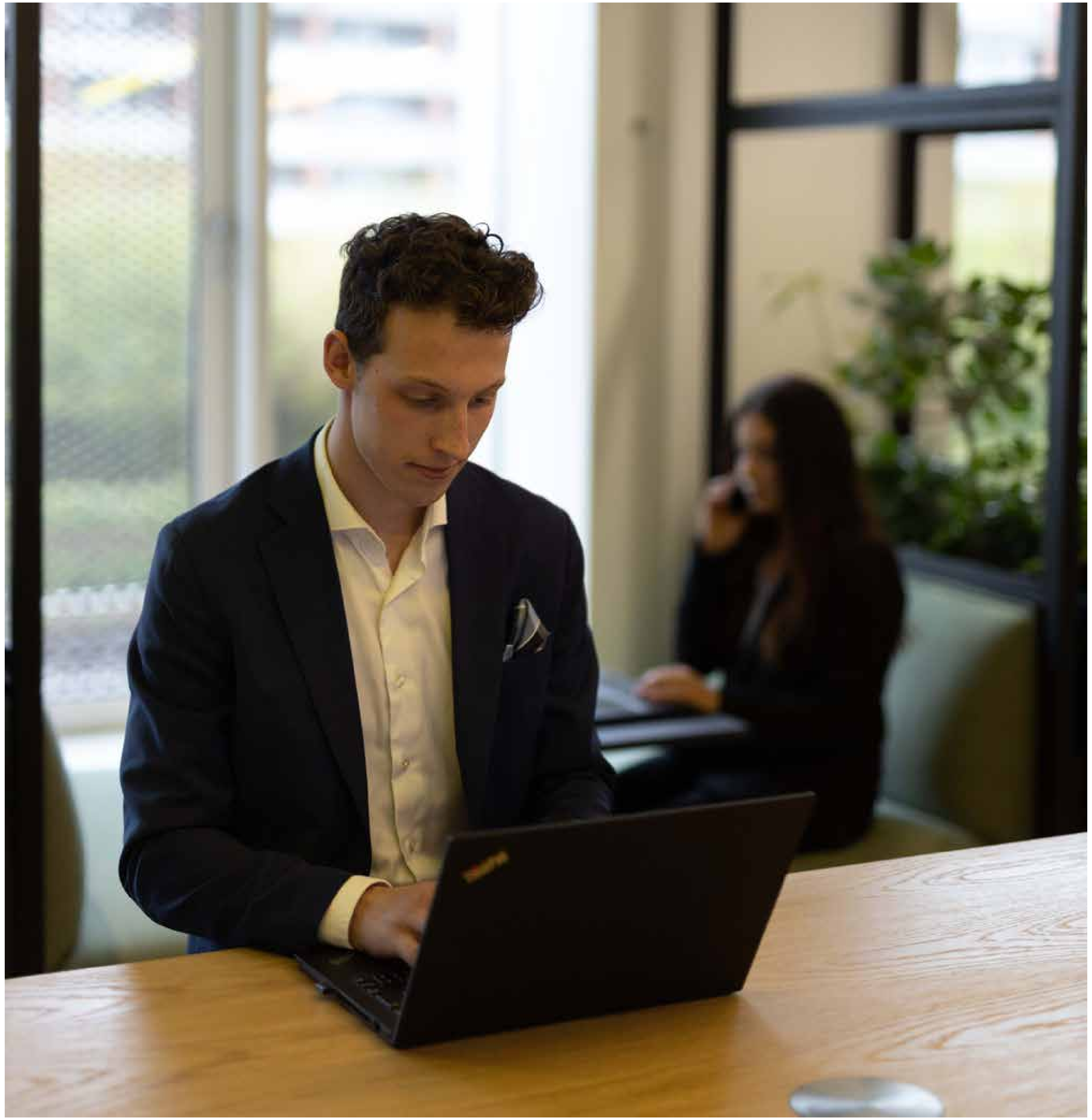
No significant events affecting the annual report have occured after the balance sheet date.

33 New accounting regulation

At the date of the annual report for 2023/24, IASB and IFRIC have issued a number of new standards and interpretations as well as amendments that are not mandatory for the Company when preparing the annual report for 2023/24.

None of the standards are expected to materially affect the financial reporting of EY.





Statement by Management

The Board of Directors and the Executive Board have today discussed and approved the annual report of EY Partnership P/S for the financial year 1 July 2023–30 June 2024.

The annual report has been prepared in accordance with IFRS Accounting Standards as adopted by the EU and Danish disclosure requirements under the Danish Financial Statements Act.

In our opinion, the consolidated financial statements and the parent company financial statements give a true and fair view of the financial position of the Group and the Parent Company at 30 June 2024 and of the results of the Group's and the Parent Company's operations and cash flows for the financial year 1 July 2023–30 June 2024.

EY Partnerships' sustainability reporting has been prepared in accordance with the sustainability Reporting Principles. In our opinion, the sustainability reporting gives a fair and balanced view of the Group's sustainability performance in accordance with the Sustainability Reporting Principles.

Further, In our opinion, the Management's review gives a fair review of the development in the Group's and the Parent Company's activities and financial matters, results of operations, cash flows and financial position as well as a description of material risks and uncertainties that the Group and the Parent Company face.

We recommend that the annual report be approved at the annual general meeting.

Copenhagen, 30 November 2024

Executive Board

Jan C. Olsen
CEO and Country Managing Partner

Board of Directors

Carina Marie G. Korsgaard
Chair

Mona Blønd
Vice Chair

Mikkel Sthyr

Hanne Kærhøg

Morten Østergaard Koch

Independent auditor's report

To the shareholders of EY Partnership P/S

Independent auditor's report on the consolidated financial statements and the parent company financial statements

Opinion

We have audited the consolidated financial statements and the parent company financial statements of EY Partnership P/S for the financial year 1 July 2023–30 June 2024, which comprise statement of comprehensive income, balance sheet, statement of changes in equity, cash flow statement and notes, including accounting policies, for the Group as well as the Company. The consolidated financial statements and the parent company financial statements are prepared in accordance with IFRS Accounting Standards as adopted by the EU and additional requirements of the Danish Financial Statements Act.

In our opinion, the consolidated financial statements and the parent company financial statements give a true and fair view of the financial position of the Group and the Parent Company at 30 June 2024 and of the results of the Group's and the Parent Company's operations and cash flows for the financial year 1 July 2023–30 June 2024 in accordance with IFRS Accounting Standards as adopted by the EU and additional requirements of the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and the Parent Company Financial Statements" section of our report. We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), together with the ethical requirements that are relevant to our audit of the financial statements in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Statement on the Management's review

Management is responsible for the Management's review.

Our opinion on the consolidated financial statements and the parent company financial statements does not cover the Management's review, and we do not express any assurance conclusion thereon.

Our responsibility in connection with our audit of the consolidated financial statements and the parent company financial statements is to read the Management's review and, in doing so, consider whether the Management's review is materially inconsistent with the consolidated financial statements or the parent company financial statements or with the knowledge we have gained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the Management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that the Management's review is in accordance with the consolidated financial statements and the parent company financial statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement of the Management's review.

Management's responsibilities for the consolidated financial statements and the parent company financial statements

Management is responsible for the preparation of consolidated financial statements and parent company financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU and additional requirements of the Danish Financial Statements Act and for such internal control that Management determines is necessary to enable the preparation of consolidated financial statements and parent company financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements and the parent company financial statements, Management is responsible for assessing the Group's and the Parent Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the consolidated financial statements and the parent company financial statements unless Management either intends to liquidate the Group or the Parent Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements and the parent company financial statements

Our objectives are to obtain reasonable assurance as to whether the consolidated financial statements and the parent company financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements and the parent company financial statements.

As part of an audit conducted in accordance with ISAs and additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements and the parent company financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Parent Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.

- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the consolidated financial statements and the parent company financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Parent Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements and the parent company financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and the Parent Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the consolidated financial statements and the parent company financial statements, including the note disclosures, and whether the consolidated financial statements and the parent company financial statements represent the underlying transactions and events in a manner that gives a true and fair view.
- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Copenhagen, 30 November 2024

BDO Statsautoriseret revisionsaktieselskab
CVR no. 20 22 26 70

Mikkel Mauritzen
State Authorised
Public Accountant
MNE no. 46621

Independent auditor's assurance report, sustainability

To the shareholders and other stakeholders of EY Partnership P/S

We have been engaged by EY Godkendt Revisionspartnerselskab (the Entity) to perform a 'limited assurance engagement' on the Entity's sustainability reporting for the financial year July 1, 2023, to June 30, 2024 (Sustainability reporting) included in the management report page 13-77 of the entity's annual report for 2023/24.

The Sustainability reporting is prepared in accordance with the sustainability reporting principles described on pages 74-77. The Sustainability reporting should be read and understood together with the sustainability reporting principles, which management is solely responsible for selecting and applying. The absence of an established practice on which to derive, evaluation and measure the sustainability data allows for different but acceptable measurement techniques and may affect comparability between entities over time.

Our assurance engagement does not cover other information included in the annual report, and we express no conclusion or any other form of assurance on such information.

Management's Responsibility

Management is responsible for the preparation of the Sustainability reporting in accordance with the sustainability reporting principles.

The preparation of the Sustainability reporting requires management to establish and interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Management is also responsible for such internal control as management determines necessary to enable the preparation and presentation of the Sustainability reporting that is free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Sustainability reporting based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and additional requirements under Danish law. This standard requires us to conclude whether anything has come to our attention that causes us to believe that the sustainability report is not prepared, in all material respects, in accordance with the applicable criteria.

BDO Statsautoriseret revisionsaktieselskab applies International Standard on Quality Management 1, ISQM 1, which requires us to design, implement, and operate a quality management system, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable law and other regulations.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior, as well as ethical requirements applicable in Denmark.

Description of procedures performed

In a limited assurance engagement, the practitioner performs procedures (primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures) and evaluates the evidence obtained.

Our engagement included, amongst others, the following procedures performed:

- Gaining an understanding of the entity's sustainability structure and the involvement of stakeholders
- Inquiries of partners and employees responsible for the double materiality analysis in order to gain an understanding of the procedure for identifying material topics and corresponding reporting boundaries
- Reviewed the process carried out by the Entity to identify the information reported in the Sustainability reporting
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities
- Identification of potential risks of material misstatement
- Assessment of the suitability of the Sustainability reporting principles as defined by management
- Analytical assessment of selected data
- Spot check the underlying documentation to conclude, that the information in the Sustainability reporting is based on sufficient evidence
- Comparison of selected disclosures with the corresponding data in the financial statements and management report
- Assessment of the overall presentation of the Sustainability reporting

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The selection by management of different but acceptable measurement techniques, estimates or assumptions could have resulted in materially different amounts or metrics being reported. Obtaining sufficient, appropriate evidence to support our limited assurance conclusion does not reduce the inherent uncertainty in the amounts and disclosures.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability reporting of the Entity for the period July 1, 2023 – June 30, 2024, is not prepared, in all material respects, in accordance with the sustainability reporting principles.

Copenhagen, 30 November 2024
BDO Statsautoriseret revisionsaktieselskab
CVR no. 20 22 26 70

Mikkel Mauritzen	Steen Søgaard Rasmussen
State Authorized Public Accountant	State Authorized Public Accountant
MNE no. 46621	MNE no. 29473

Appendix to sustainability report

WEF-IBC index

WEF Metric	Core (C) / Expanded (E)	EY Disclosure	Omission
Principles of Governance			
Setting purpose	C	Who we are, page 9	
Governance body composition	C	EY Denmark, management and organization, page 7	
Material issues impacting stakeholders	C	DMA and stakeholder engagement page 18-25	
Anti-corruption	C	Anti-corruption and bribery, page 71	
Protected ethics advice and reporting mechanisms	C	Ethical practice and Ethics hotline, page 69-70	
Integrating risk and opportunity into business process	C	Risk management and DMA, pages 16-25	
Purpose-led management	E	Our purpose and How we create value, pages 8-9	
Planet			
Greenhouse gas (GHG) emissions	C	Greenhouse gas emissions, pages 30-36	
TCFD implementation	C	TCFD implementation, pages 37	
Land use and ecological sensitivity	C	None of EY Denmark's office locations are in key biodiversity areas (KBA).	
Water consumption and withdrawal water-stressed areas	C	None of EY Denmark's office locations are in the high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.	Water withdrawal in water-stressed areas not applicable as our water consumption is quite low and we do not operate in water-stressed areas.
Paris-aligned GHG emission targets, Impact of GHG emissions	E	Planet, pages 29-37	
Single-use plastics	E	Since 2020, EY has eliminated single use plastic in our Copenhagen office and in most other offices where we have single use products, it is made from recycled material, page 35	
People			
Diversity and inclusion	C	Diversity, equity and inclusion, pages 47-52	
Pay equality (%)	C	Adequate wages and Compensation and gender equality, page 52	

WEF Metric	Core (C) / Expanded (E)	EY Disclosure	Omission
Wage level %	C	Adequate wages and Compensation and gender equality, page 52	
Risk for incidents of child, forced or compulsory labour	C	Human rights and human rights due dilligence, page 73	
Health and safety	C	Employee health, safety and welbeing, pages 43-46	
Training provided	C	Skills for the future, pages 53	
Discrimination and harassment	E	Measures against violence and harassment in the workplace, page 52	
Prosperity			
Absolute number and rate of employment	C	Our people, page 42 and Economic contribution, page 63	
Economic contribution	C	Economic contribution, page 63	
Financial investment contributions	C	Community investment and Economic contribution, pages 62-63	
Total R&D expenses	C	Engaging with clients, page 61	
Total tax paid	C	Economic contribution (Contribution through taxes), page 63	
Infrastructure investments and services supported	E	Generating value with our services and Engaging with clients, page 60-61	
Significant indirect economic impacts	E	Community investment, pages 62-63	
Total social investments	E	Community investment, pages 62-63	

Reporting core metrics	21
Reporting expanded metrics	7

Table 1. Proportion of TURNOVER from products or services associated with Taxonomy-aligned economic activities

Financial year 2024	Year			Substantial contribution criteria						DNSH criteria ('Do No Significant Harm')									
Economic activities (1)	Code(s) (2)	Turnover mDKK (3)	Proportion of Turnover, year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		Currency	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																
Of which enabling		0	0%															E	
Of which transitional		0	0%																T
A.2. Taxonomy-eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL (f)										
Consultancy for physcial climate risk management and adaptation	CCA 9.3	0	0%	N/EL	EL	N/EL	N/EL	N/EL	N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable		0	0%		0%														
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		0	0%		0%														
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activites		3,005.70	100%																
TOTAL (A + B)		3,005.70	100%																

Table 2 — Proportion of CapEX from products or services associated with Taxonomy-aligned economic activities

Financial year 2024	Year			Substantial contribution criteria						DNSH criteria ('Do Not Significant Harm')									
Economic activities (1)	Code(s) (2)	CapEX mDKK (3)	Proportion of CapEX, year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular Economy (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEX, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		Currency	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																
Of which enabling		0	0%															E	
Of which transitional		0	0%																T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Acquisition and ownership of buildings	CCM 7.7	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0,1	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
CapEX of Taxonomy-eligible but not environmentally sustainable		0,1	0%	0%															
A. CapEX of Taxonomy-eligible activities (A.1+A.2)		0,1	0%	0%	%	%	%	%	%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEX of Taxonomy-non-eligible activites		27,1	%																
TOTAL (A + B)		27,2	100%																

Table 3 — Proportion of OpEX from products or services associated with Taxonomy-aligned economic activities

Financial year 2024	Year			Substantial contribution criteria						DNSH criteria ('Do No Significant Harm')									
Economic activities (1)	Code(s) (2)	OpEX mDKK (3)	Proportion of OpEX, year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEX, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		Currency	%	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y;N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																
Of which enabling		0	0%															E	
Of which transitional		0	0%																T
A.2 Taxonomy-eligible but not environmentally sustainable activities (Not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Acquisition and ownership of buildings	CCM 7.7	7,7	99%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
OpEX of Taxonomy-eligible but not environmentally sustainable		7,7	99%	%	%	%	%	%	%										
A. OpEX of Taxonomy-eligible activities (A.1+A.2)		7,7	99%	%	%	%	%	%	%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEX of Taxonomy-non-eligible activites		0,1	1%																
TOTAL (A + B)		7,7	100%																

Progress on the UN Sustainable Development Goals

SDG sub targets	EY's indicator	Baseline FY19	Objectives FY25	Progress FY24
16.5 Substantially reduce corruption and bribery in all their forms GOVERNANCE	Committment to eliminate corruption and bribery is rooted in EY's Code of Conduct. We conduct regular trainings and all employees need to sign the Code of Conduct yearly. EY has zero tolerance for corruption and bribery.	95%-100% compliance CoC training and sign-off	100% completed CoC training 100% signed CoC Help build trust and transparency in the market	100% completed CoC training 100% signed CoC
7.3 By 2030, double the global rate of improvement in energy efficiency PLANET	Net zero by 2025	2,935 tCO_2	40% reduction in absolute emissions across scopes 1, 2 and 3 (categories 5 and 6).	2,132 tCO_2e (-27% in Denmark)
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle PLANET	Accelerate our clients' and suppliers' sustainability journeys	Ambition was launched	EY Global will continue to deliver on our seven-point plan to reduce our GHG emissions and become an even more sustainable organization. We know we also have a downstream impact through our client work, and we work to set a target for this area.	See EY Global's Environmental Report FY24
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life PEOPLE	Share of women at leadership level (manager – partner)	32% women at leadership level	40% women at leadership level	33% women
10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status PEOPLE	Favorable replies to the questions in our frequently asked People Pulse Survey addressing any feeling of inequality and the exceptional EY experience	70% of EY people say "I have an exceptional EY experience" "89% I feel free to be myself"	90% of EY people say "I have an exceptional EY experience" and 90% say "I feel free to be myself"	82% of EY people say "I have an exceptional EY experience" 91% say "I feel free to be myself"
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors PROSPERITY	Clear focus on investments in innovation, technology and AI-enabled solutions to strengthen quality, enhance efficiency and create transformative opportunities for sectors and businesses.	FY19 annual technology investment plan of USD 1 billion	USD 10 billion invested globally from 2021 towards 2024 in audit quality, strategy, technology and people	EY Global completed the three-year commitment to invest USD 10b
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship PROSPERITY	Lives impacted through our corporate volunteering program, EY Ripples Continuous education and development of EY people	Program was introduced	(Global): 1 billion lives positively impacted by 2030.	211 EY people participated in EY Ripples in FY24 which positively impacting the lives of 116,000 people

Company details

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Website	www.ey.com/dk
CVR no.	35 68 31 94
Established	6 March 2014
Registered office	Copenhagen
Financial year	1 July–30 June

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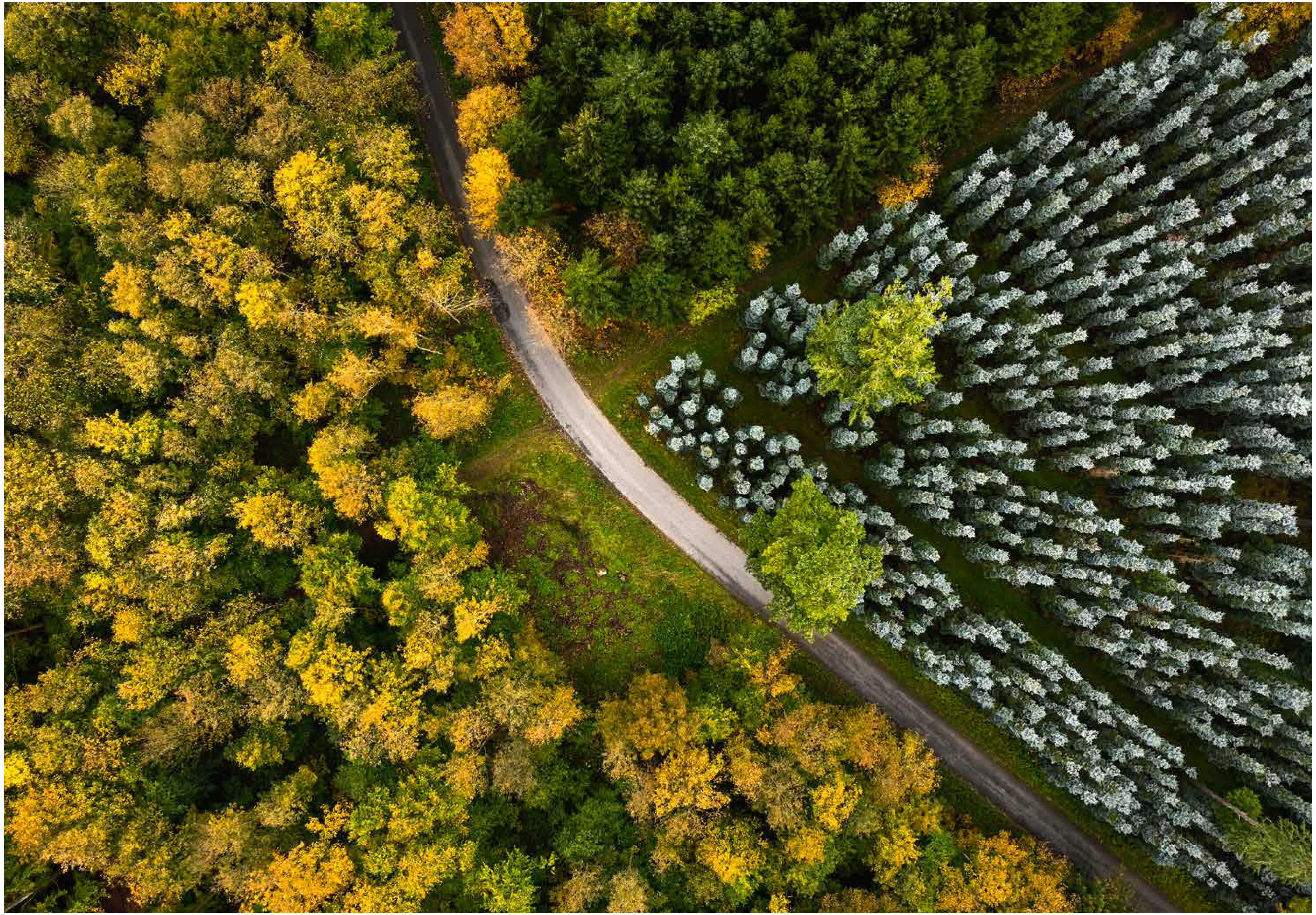
Carina Marie G. Korsgaard (chair)
Mona Blønd (vice chair)
Hanne Kærhøg
Mikkel Sthyr
Morten Østergaard Koch

Executive Board
Jan C. Olsen

General partner
EY Legacy ApS
Dirch Passers Allé 36
P.O. Box 250
DK-2000 Frederiksberg

Auditor
BDO Statsautoriseret revisionsaktieselskab
Havneholmen 29
DK-1561 Copenhagen V

Annual general meeting
The annual general meeting will be held on 30 November 2024



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