



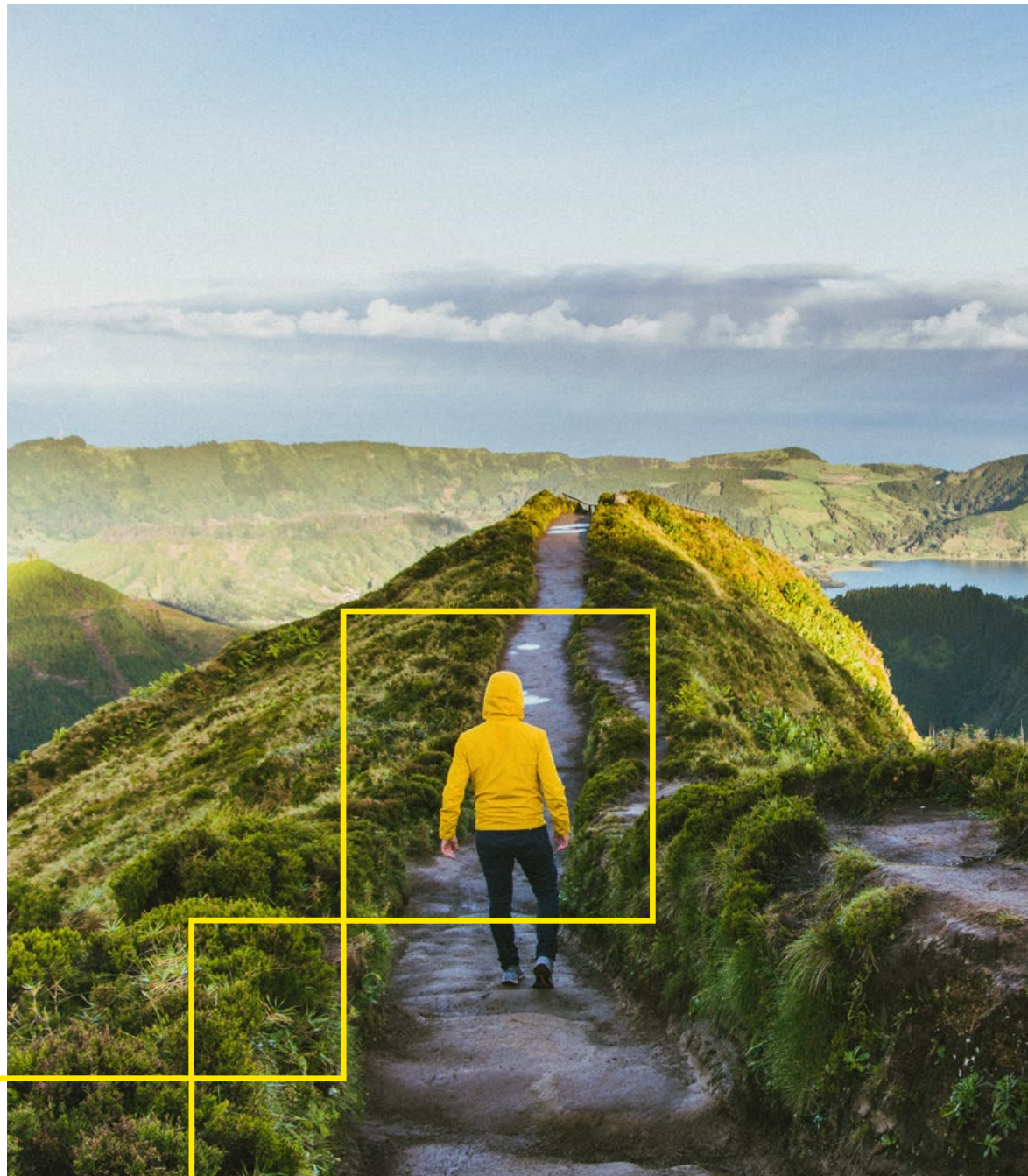
Better today,
bolder tomorrow



VALUE REALIZED IN 2022



Building a better
working world



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A LETTER FROM OUR CHAIR, CEO AND CHIEF INCLUSIVENESS OFFICER

Our story

Creating long-term value is a journey. And we know that being better today – and every day – brings us closer to achieving our purpose of building a better working world.

Brick by brick, we're building progress. Not only are we proud to share our statistics and metrics within these pages, but the highlights you'll discover here show the passion and commitment of our 8,000+ people to bring value to each other, our communities and clients.

They're changemakers working to eliminate barriers and foster belonging. Leaders empowering communities to grow, evolve and thrive. Innovators seeking new ways to help clients address challenges and seize opportunities.

It's been a pleasure to see first-hand how these bold thinkers are creating a culture of belonging within EY and beyond, while supporting our clients to see even the most complex market dynamics through a compelling new lens.

Corporate responsibility really comes down to our collective willingness to embrace the platform that an organization like ours provides and seek to make a positive impact – together. At EY, we infuse that thinking into everything we do.

On behalf of all the people bringing our ambition to life, thank you for taking this journey with us.

JAD SHIMALY
EY Canada Chair, CEO
and Chief Inclusiveness Officer



We acknowledge all the traditional Indigenous lands we are all on from coast to coast to coast. The lands of First Nations, Inuit and Métis who have been here since time immemorial. We acknowledge our use of land as a sign of our ongoing commitment to the recommendations of the Canadian Truth and Reconciliation Commission. As EY continues our journey we challenge you to find your own part to play in reconciliation.



Our people



Our people

At EY, we're building a better working world today and a bolder tomorrow where everyone belongs. Belonging means knowing differences are accepted, embraced, valued and celebrated. When our people feel they belong, they can confidently be their complete selves at work every day. Where there's a sense of belonging, there's the possibility of taking action to build a better future in business and in the community – together.

HOW? AT EY, WE:



Cultivate a diverse, equitable and inclusive workplace that values unique differences.



Invest in policies, programs and benefits that prioritize personal and professional wellbeing.



Provide opportunities and resources for our people to build an exceptional EY experience.



“

I came into my current role recognizing that in today's world it's more important than ever to lead with empathy, transparency and action. I'm proud of the blocks we continue to lay to further our DE&I journey — and our willingness to recognize there will always be more we can do to cultivate exceptional experiences for all our people.

- **MASSIMO MARINELLI**
Managing Partner, Talent,
EY Canada



Diversity, equity and inclusiveness connect our culture

Belonging doesn't happen by chance. Diversity and inclusiveness have been part of our core values from the very start, and we're continuing to evolve our definition of diversity and how we support our people to help everyone feel they belong. We pair tone from the top – our Chair and CEO also serves as our Chief Inclusiveness Officer – with meaningful action at every level of our organization to build on our diversity, equity and inclusiveness (DE&I) momentum.

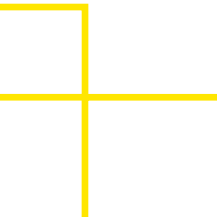
In 2022, we made progress by:

ENHANCING INCLUSIVENESS

As much as 15% of the global population, including 600,000 Canadians, identify as neurodivergent, but as many as 86% of some groups are unemployed or underemployed. Over the past year, we're proud to have doubled our [EY Neurodiversity Centres of Excellence](#) in Canada with three new locations and strength-based teams of neurodiverse talent in Calgary, Montréal and Québec City. Not only are these teams providing consulting work, they're also advising our clients on how to apply a neurodiverse lens to inclusion policies, processes, communications and more.

Progressing diversity and gender parity remains a priority for us. In FY22, we achieved:

	WOMEN	RACIALLY AND ETHNICALLY DIVERSE
All people	51%	39%
Management	45%	34%
Partners and Associate Partners	30%	21%





HELPING OTHERS EMBRACE NEURODIVERSITY

We're proud to guide others on how to build a more inclusive workforce by embracing the talent of neurodivergent individuals.

In April 2022, [National Bank of Canada](#) announced our work with them to attract neurodivergent professionals to their workforce and, more recently in November, [BNP Paribas](#) launched a new workplace inclusion effort with our support.

“

We are proud to offer candidates who identify as neurodivergent a personalized recruitment process that allows them to demonstrate the extent of their talent. Thank you to the EY team that is guiding us through this process and supporting our efforts to offer an even more inclusive recruitment experience.

- **LUCIE HOULE**

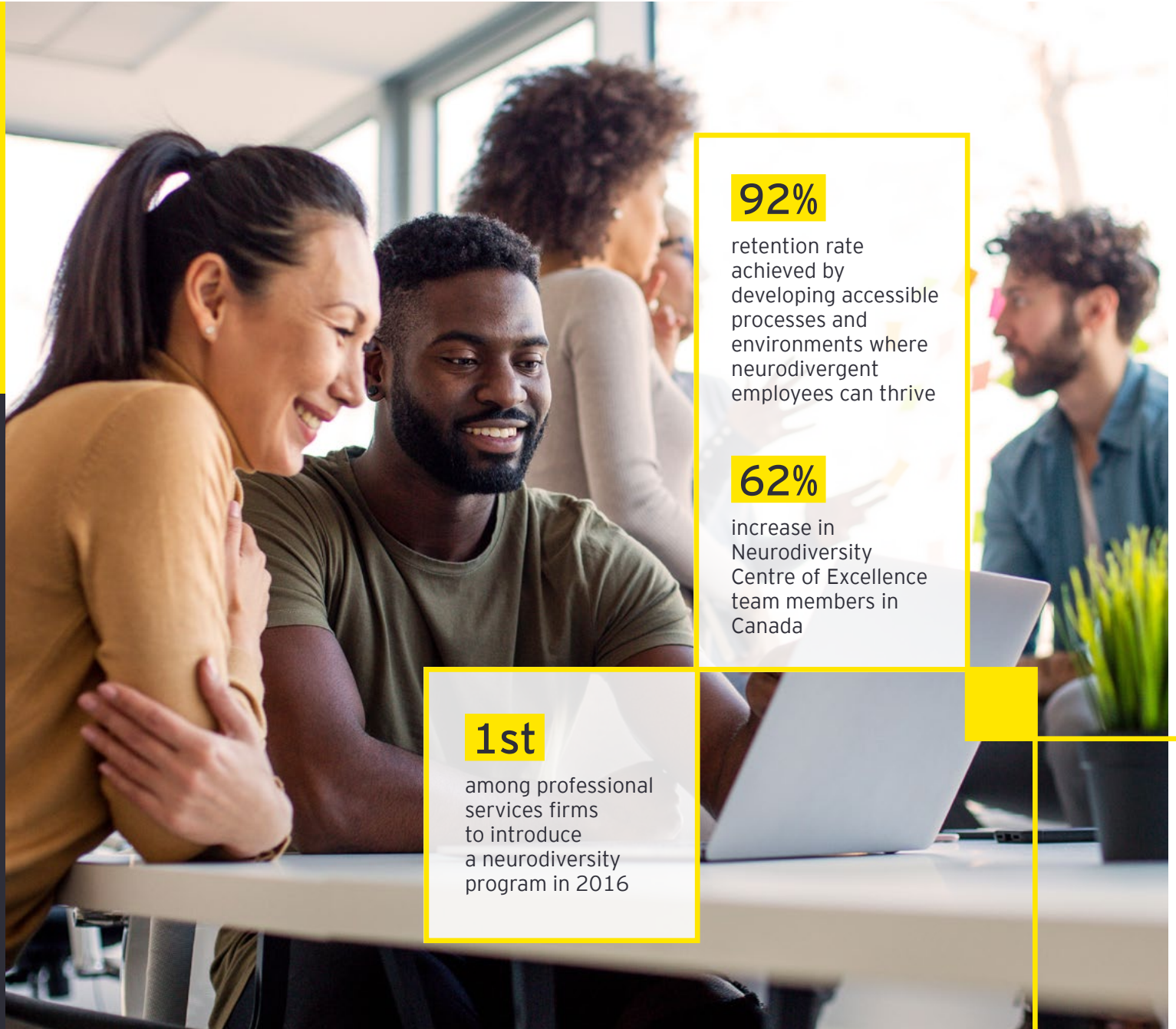
Vice President of Talent and Culture,
National Bank

“

BNP Paribas in Canada is proud to have collaborated with EY Canada to help promote accessibility, inclusivity and empowerment for people with diverse abilities. We strongly believe in a more open culture to recognize individual skills and potential. We are looking forward to reducing the barriers to inclusive and equitable employment.

- **SONJA VOLPE**

CEO,
BNP Paribas Canada



92%

retention rate achieved by developing accessible processes and environments where neurodivergent employees can thrive

62%

increase in Neurodiversity Centre of Excellence team members in Canada

1st

among professional services firms to introduce a neurodiversity program in 2016



CULTIVATING DIALOGUE

With guidance from our Indigenous Professionals Council last year, we've made progress in our workplace and the community.

- > Embraced National Day for Truth and Reconciliation by again closing our offices and empowering our people with time to reflect on Canada's true history.
- > Collaborated with the Canadian Museum for Human Rights to offer over 200 of our people a virtual tour and history of colonialism in Canada.
- > Hosted three fireside chats for National Indigenous History Month with over 150 attendees.
- > Deepened our understanding through KAIROS half-day leadership learning events on the impacts of colonization and ways to support reconciliation, as well as local office events.
- > Initiated the development of an EY Indigenous Relations Framework to enable the development of resilient and long-term relationships built on truth, mutual respect, commitment, responsibility and a recognition of First Nations, Inuit and Métis People.
- > Hosted multiple speaking sessions with various EY teams across Turtle Island to amplify Indigenous perspectives and experiences.
- > Continued our work on certification through the Canadian Council for Aboriginal Business (CCAB) and their Progressive Aboriginal Relations (PAR) certification program, which guides organizations to make real change so that they can make Call to Action #92 of the Truth and Reconciliation Commission a reality.
- > Committed to a three-year sponsorship of Indspire, a national group focused on education, building the next generation of leaders and celebrating Indigenous leaders. This new opportunity to work directly with Indigenous students and support the Indspire Awards 2022 enables us to help build a working world that works better for all.



EMBRACING PRIDE

Our UNITY Network represents and promotes building community and an inclusive culture for two-spirited, lesbian, gay, bisexual, trans, queer professionals and their allies. Last year, we proudly:

- > **Kicked off Pride month** with a Toronto office-wide celebration and ended the month with 400+ EY people marching together as a firm in the Toronto and Calgary Pride Parades.
- > **Continued our sponsorship** of the Bill 7 Award, an Ontario scholarship program that supports 2SLGBTQ+ youth with overcoming obstacles to obtain a post-secondary education.
- > **Recognized International Trans Day of Visibility** – an annual event to celebrate transgender people and raise awareness of discrimination faced by transgender people worldwide – with a virtual fireside chat panel.
- > **Celebrated EY Partner Terri McDowell** for winning the 2022 Business Leader of the Year Award from Canada's LGBT+ Chamber of Commerce (CGLCC).
- > **Hosted in-person events to support International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia** in Toronto and Ottawa.





“

I'm proud to play a part in building a more inclusive future by lighting the path for others, promoting authenticity and fostering belonging through the EY Black Professionals Network.

- **DIONNE ALLISON**

Senior Manager, Consulting,
EY Canada

MAINTAINING OUR COMMITMENT TO ANTI-RACISM

We know fighting racism and discrimination of all kinds requires sustained action and wide collaboration by our people, clients, vendors and communities. That includes responding to and addressing events impacting our diverse workforce, in Canada and around the world, to reinforce our values and create a safe space for everyone.

In November, we stood with our Jewish colleagues and the Canadian Jewish community against incidences of antisemitism.

And over the last year, we've made progress in our commitment to the Black community. With guidance from our Black Professionals Network, we've:

- > **Launched our Black Professionals Network Reverse Mentorship program** to foster relationships with EY leadership, where mentors have the opportunity to develop a better understanding of the successes, challenges and barriers faced by Black professionals.
- > **Maintained The BlackNorth Initiative pledge** to build more inclusive and diverse communities by living our values and leading by example, and delivered on our five-year plan to strengthen DE&I in the workplace. Jad Shimaly, our Chair and CEO, also sits on the board.
- > **Highlighted stories of EY Black professionals** and our commitment to stand together to fight discrimination and social injustice, including during Black History Month, through several channels, including all-hands communications and events to educate our people, sponsorships to help create a more inclusive and better working world, and more.



SHOWING UP IN SUPPORT

WELCOMING OUR PEOPLE FROM UKRAINE

Since the beginning of the war in Ukraine, we've focused on the safety of our colleagues overseas.

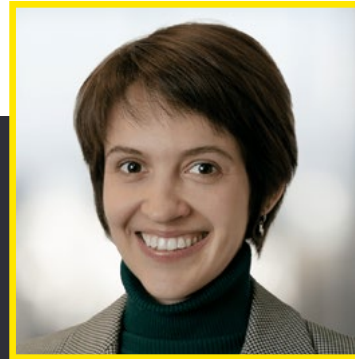
EY Global announced we would no longer serve Russian Government clients anywhere in the world and removed all EY presence in Russia and Belarus. In Canada, we created the EY Canada Ukraine Response Group to coordinate immigration resources and guidance, employment and secondment opportunities, logistical assistance, volunteer support and financial donations for those impacted by the war.

We've reinforced those efforts with holistic support to ensure our colleagues adapt to life in Canada as easily and comfortably as possible. Our confidential Employee Assistance program ensures wellness support is available 24/7. Meanwhile, in-person networking and welcome events create opportunities for our newest team members to share stories, make connections and build relationships.



43

EY Canada hires from EY Ukraine and EY Russia to date



“

Having worked at EY Ukraine for almost five years, I was worried about adapting to a new culture. But my experiences in Ukraine, Poland and Canada have all felt like home.

- **OLEKSANDRA GROM**
Senior Tax Staff,
EY Canada

ADDRESSING THE CRISIS IN IRAN

We know that creating an environment where everyone belongs depends on living our values every day. We're demonstrating our support to our Iranian colleagues, clients and community members impacted by the events in Iran by creating an opportunity for education, meaningful dialogue and actionable change.



530

of our people joined an open-dialogue webinar focused on the situation in Iran

Hosted by Farah Qasemi, EY Financial Services Partner, and Muriam De Angelis, EY Diversity, Equity and Inclusion Leader, this national webinar brought people together from across the country to build greater awareness of the situation in Iran and hear personal experiences from EY people of Iranian descent.



“

In times of crisis it's more important than ever to create a platform to share thoughts, acknowledgements, questions and concerns.

- **FARAH QASEMI**
Partner,
Financial Services,
EY Canada



MEASURING PROGRESS

Accountability is an essential aspect of our approach to promoting DE&I across the organization. Our talent-related objectives, including specific inclusiveness criteria, are part of all our performance management programs for our partners, principals, associate partners, executive directors and directors. Measuring our progress allows us to remain accountable, continuously expand our definition of DE&I and provide more dedicated support to even more diverse communities. Creating space to listen, learn and grow, our eight professional networks provide important channels to further our DE&I impact in EY and beyond.



AMONG EY PEOPLE

90%


feel free to be themselves
(+2% over 2021)

492%

increase in members across our
eight professional networks in 2022

IN THE COMMUNITY

750+

of our people volunteered 5,568 hours towards
DE&I-specific initiatives through  **EY Ripples**,
our social impact program

56

of the 150+ organizations we support contribute
to Black, Indigenous, women, 2SLGBTQ+,
veteran, disability and other racially and
economically marginalized communities



Wellbeing shapes our priorities

Wellbeing is fundamental to personal and professional success. We cannot succeed as an organization without investing in our people’s wellness. That means recognizing the intersectionality of their lives and creating policies, programs and benefits that support people at work and beyond.

In 2022, we made progress by:

FOSTERING MENTAL HEALTH

Continuing our market-leading \$5,000 mental health benefit for our people and their eligible dependents ensures they have 100% coverage across a wide range of counselling services to prioritize wellbeing. Over the last year, we’ve expanded the list of eligible practitioners to include addiction counsellors and psychoeducators. This important benefit builds on 24/7 access to our employee and family assistance program as just one component of our comprehensive health and benefits plan.

We also provided our people with the opportunity to receive a customized Manulife Wellness Report with personalized guidance on how to improve their own health and wellbeing, spanning physical, mental and financial health.



900+

employees joined webcasts supporting Mental Illness Awareness Week



17

wellbeing webcasts in association with Cleveland Clinic covering topics such as healthy behaviour change, finding resilience and more

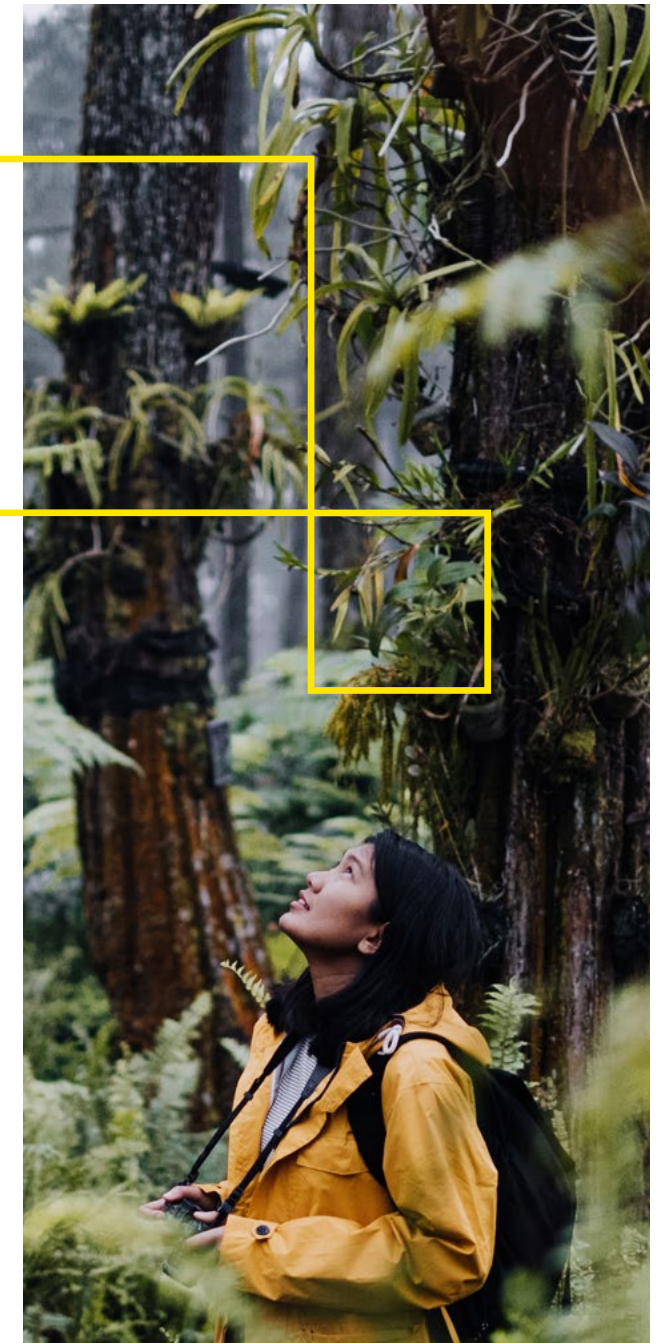


52

national virtual wellness sessions offered across mindfulness, yoga, stretching and more

ENCOURAGING TIME OFF

Creating more opportunities for our people to rest, relax and recharge helps promote wellbeing and generate greater resilience right across our organization. That’s why we offer our people an Extended Vacation Plan where they can opt-in to take up to 10 additional vacation days a year. New this year, we built on our longstanding summer extended long weekends to include May and October long weekends – as well as one full week of paid time off in December with no requirement to use vacation days – totalling 10 extra firm-provided days off throughout the year.





Experiences fuel our future

Growth is only possible when our people have access to transformational learning, development and career experiences. At EY, we encourage our people to build the exceptional EY experience that means the most to them, and we provide a wide range of ways to achieve ambitious goals.

In FY22, we enhanced vendor relationships and increased our Learning & Development team to maximize our \$12m investment commitment in delivering programs and experiences for our people. We introduced several new initiatives, including our EY MasterClass expert-led learning program, BrainSnax podcast series, Future Advantage technology and innovation skill-building platform, FutureHack ideas incubator and competition and an eight-week Mindfulness course followed by daily sessions.

In 2022, we made progress in Canada by:

PROVIDING

\$3,500

in reimbursements for relevant external learning that EY does not provide

500

classroom and live virtual sessions

100+

web-based workshops

ADDING

2

additional Master's programs in business analytics and sustainability to our [EY Badges](#) and [EY Tech MBA](#) – the world's first fully accredited corporate MBA, offered virtually and free of charge to our 300k+ people at all ranks globally

EY TECH MBA

- ✔ One-of-a-kind program
- ✔ Individuals build personalized curriculum
- ✔ Broad range of subjects provided through EY Badges (from artificial intelligence and blockchain to purpose and personal wellbeing)

CELEBRATING

361,931

training hours completed by our people

3,400+

EY Badges earned in Canada to date

7

EY Tech MBA graduates in Canada to date

HOW DO YOU PRESERVE BIODIVERSITY WITH THE CLICK OF A BUTTON?

The Data Challenge connects university students, early-career professionals and EY people everywhere with an interest in data science to help solve the world's toughest sustainability problems. Together, they ask questions that have never been asked before to innovate, grow, learn and lead.

This year, participants used their technical skills, curiosity and creativity to build computational models based on satellite imagery and locate biodiversity at scale. The Challenge spanned multiple levels of difficulty and the option to participate as individuals or teams.



9,000+

people from 101 countries registered for the **Challenge**



2 winners

of the Challenge from EY Canada, including one participant from our Neurodiversity Centre of Excellence

Congratulations to:

David Hintelmann,
Consultant, EY Neurodiversity
Centres of Excellence,
EY Canada

Daniel Straus Maciel,
Senior Manager,
Business Consulting,
EY Canada



“

Not only has the EY Neurodiversity Centre of Excellence enabled my professional development, it has opened up new opportunities and encouraged me to seek out exciting avenues for my career — like the chance to participate in and win the Better Working World Data Challenge. I'm grateful that all my peers and leaders at EY have been incredibly supportive during my time here.

- **DAVID HINTELMANN**

Consultant, EY Neurodiversity Centres of Excellence,
EY Canada



Our community



Our community

Societal value takes many shapes and forms. At EY, we factor our broader impact on society into everything we do – including the way we engage with the community. That means thinking long term about the sustainability of society itself and taking deliberate action to drive positive change.

Equity. Environment. Education. Entrepreneurship. Each of these focus areas offers opportunities for EY people to create solutions to help give society the opportunity to thrive.

HOW? AT EY, WE:



Align intention with action through platforms that spur contributions and drive change.



Reinforce equity as the thread that connects our community engagement approach.



Embrace a broad definition of sustainability to support people and the planet holistically.



Platforms turn aspirations into action

Building a better working world is our global ambition. Through our EY Ripples social impact program, we've built a framework that allows our people to apply their skills and knowledge through volunteering opportunities to make a difference with organizations that align with their values.

Because we're deliberate in what we support through EY Ripples, the program generates comprehensive progress across our corporate responsibility focus areas in Canada – from supporting the next generation and underrepresented groups, to working with impact entrepreneurs and accelerating environmental sustainability.

In FY22, we made progress against our goal to positively impact one billion lives globally by 2030:

EXTENDING OUR REACH

736,700+

lives impacted by our EY Ripples contributions in Canada

30k

volunteer hours contributed by 2,025 EY people; +13k over FY21

150+

Canadian organizations enrolled in the program; +50 over FY21

DIVERSIFYING EFFORTS

The 125 EY Ripples initiatives undertaken this year supported numerous dimensions of diversity, equity and inclusiveness. Among organizations we worked with:

50+ organizations

that specifically support Black communities, persons identifying as women, racially and economically marginalized groups, Indigenous Peoples, mental health awareness, veterans, people living with disabilities, and the 2SLGBTQ+ community



“

Since the inception of makingTheMove in 2020, EY Ripples has played a vital role in coaching and mentoring over 200 of our participants across emerging fields such as cybersecurity, data analytics, diversity, equity and inclusion. We're grateful for the support of EY Ripples in helping our people secure multiple job offers and look forward to more collaboration in the future.



- **TENIOLA ONABANJO**
Founder,
makingTheMove



Equity empowers our approach

Everything we do is an opportunity to generate greater equity in Canadian society. That's why our focus on equity extends beyond the EY Ripples platform to inform our actions with not only our community, but every person and organization we collaborate, align and work with across the value chain.

In 2022, we made progress by:

CREATING ACCESS

Giving more Canadians access to transformational experiences, learning and networks allows more people to contribute their unique skills, knowledge and ideas to society while providing meaningful employment opportunities.

3,000

veterans, their spouses, Indigenous Peoples and members of underrepresented socio-economic groups are upskilling through the [🔗 Cyber Workforce Enablement Program](#) in collaboration with WithYouWithMe

32

active Government of Canada projects currently staffed by the Cyber Workforce Enablement Program

136

veterans and their spouses currently working in the program with the recruitment process continuing to expand



“

Thanks to EY and WithYouWithMe, I realized that with my 25 years of Canadian military service, I already spoke the language necessary for many of the crucial roles in IT. In two short years, I've worked my way up from Entry-level Data Analyst to Team Lead. Not only am I leveraging my experience as a Combat Engineer, but I'm broadening my network and setting meaningful goals as I take on a new journey.

- **ANDREW RONALDS**

CWEP veteran, Team Lead,
WithYouWithMe

CYBER WORKFORCE ENABLEMENT PROGRAM

EY is working exclusively with the Government of Canada and WithYouWithMe technology-trained Canadian Armed Forces veterans and their spouses to fill the overwhelming IT resource demand.

WITHYOUWITHME

EY-supported, veteran-founded training organization that upskills veterans free of charge to provide meaningful employment opportunities to veterans in technology-based roles with the Government of Canada once they retire from the Canadian Armed Forces.



CANADA'S LGBT+ CHAMBER OF COMMERCE AND EY CANADA BIZPITCH COMPETITION

EY worked closely with Canada's LGBT+ Chamber of Commerce (CGLCC) to create an LGBT+ annual pitch competition with the goal of supporting emerging entrepreneurs who are looking to refine their business pitch, concept and presentation skills. To date, over 50 LGBT+ entrepreneurs have been through the program, with many moving on to scale their businesses, win prestigious awards and establish new networks, client relationships and opportunities for continued growth.

\$225k

total EY commitment over three years to help Pathways to Education expand the number of students served through programming that empowers youth to overcome socioeconomic barriers, graduate high school and successfully pursue post-secondary education

With support from EY and other organizations, Pathways to Education welcomed nearly 1,500 students into these programs during the 2021-22 school year. Program enrollment numbers and average graduation rates were up, respectively, year over year.



IMPROVING SYSTEMS

Fighting racism. Seeking truth and reconciliation. Supporting social justice. Fostering disability inclusiveness. Encouraging entrepreneurship. We seek out and align with organizations to further progress on these fronts. We also look inward, continuously improving our own procurement and supplier diversity frameworks to make use of and support the broadest possible range of Canadian talent. This includes identifying, developing and working with certified diverse businesses to create new solutions.

Click the buttons below to learn more:

Sustainability underpins our goals

Sustainability is bigger than any one metric or measure. At its core, sustainability is about nurturing the planet *and* people in ways that drive better societal outcomes. At EY, we put people at the heart of our Canadian approach to environmental stewardship, responsible operations, ethical strategies and meaningful investments to generate long-term value for all.



“

We believe progress comes through small decisions and big actions. That’s how we delivered on our commitment to become carbon negative in 2021 and continue to march toward our net-zero goal by 2025 to create lasting and meaningful change for our communities across Canada.

- **KENT KAUFIELD**

ESG Markets Leader & Chief Sustainability Officer,
EY Canada

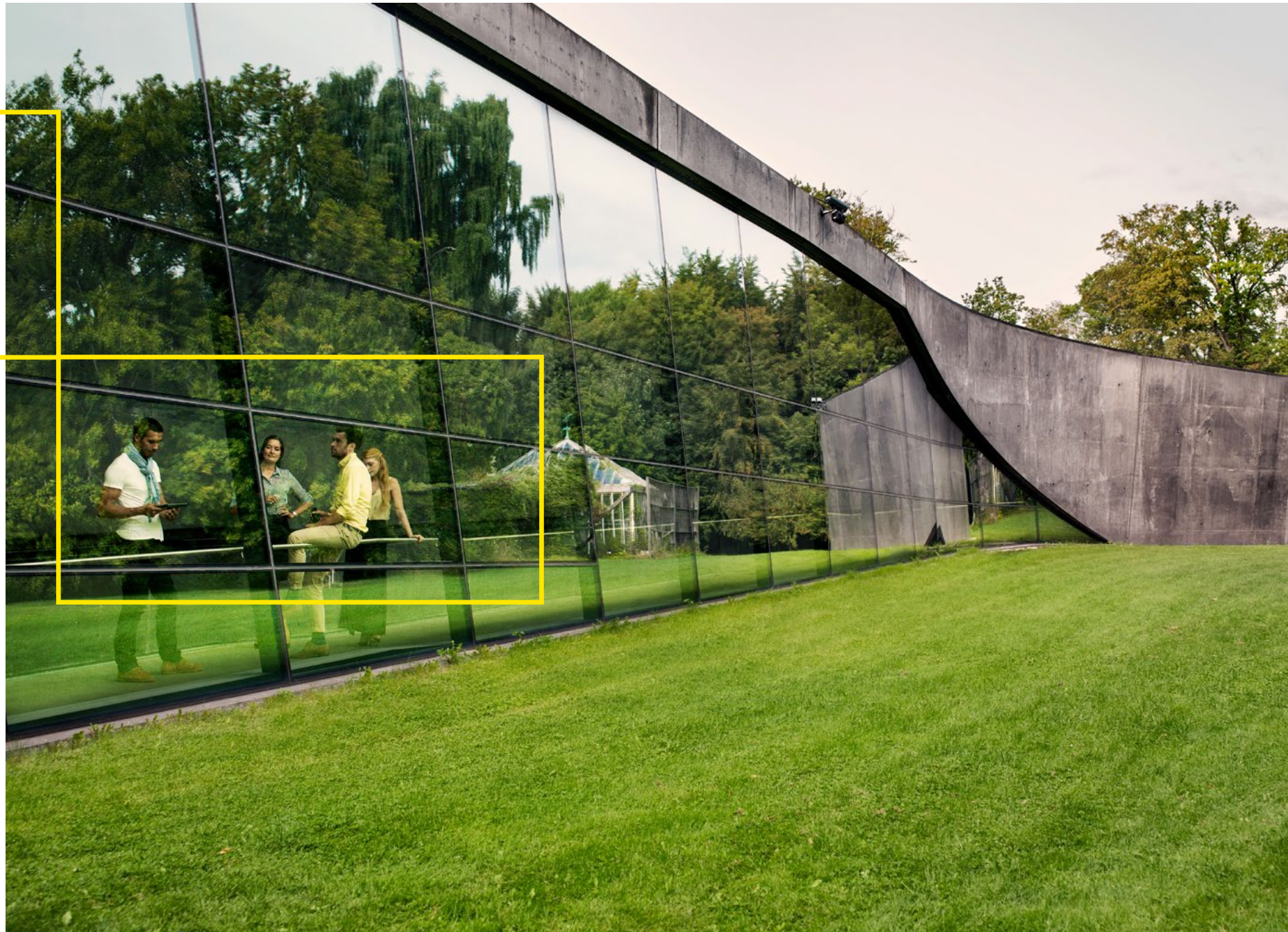


DESK OF THE CHIEF SUSTAINABILITY OFFICER

Small decisions and big actions create lasting progress. At EY, that’s how we delivered on our commitment to become carbon negative in 2021. And we’ve cemented that belief at the very top of our organization with our Chief Sustainability Officer, who:


- ✔ Spearheads our sustainability strategy
- ✔ Guides our client service approach to enable other organizations to adopt innovations and technologies that create long-term value and sustainable growth
- ✔ Develops and implements effective internal policies and programs
- ✔ Marshalls our progress towards reducing our total emissions by 40% and becoming net zero in 2025

By integrating internal and external efforts through a seamless strategy and clear leadership, we’re striving to achieve the greatest possible sustainability efforts at EY and beyond.




BUILDING PROGRESS

Across our operations and our facilities, our people are implementing bolder and better ways of mitigating our environmental impact and fostering sustainability. In line with EY's global ambition of becoming net-zero by 2025, we're making lasting progress here in Canada:



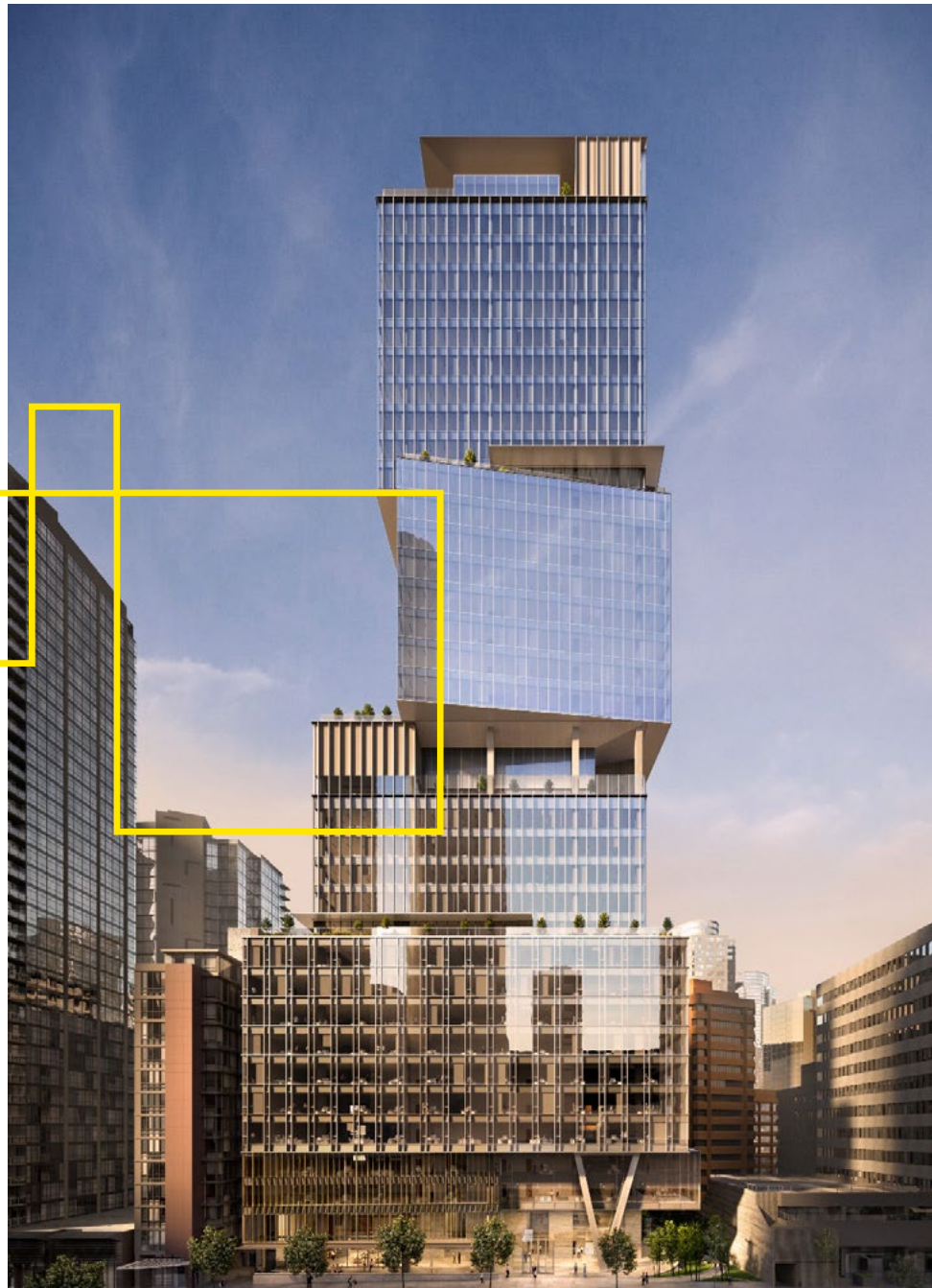
76%
reduction in Canadian business travel emissions since FY19 (81% air, 90% rail), fueling our goal of reducing business travel emissions globally by 35% by 2025



97.6%
of EY Canada offices are LEED designed (by square footage)



75%
of EY suppliers (by spend) will be required to set science-based reduction targets by 2025



EY WATERLOO IS OUR FIRST CARBON-NEUTRAL OFFICE IN CANADA

This transformational office is:

- ✔ Sustainably solutioned, sitting in Canada's first zero-carbon building.
- ✔ Environmentally driven, including a three-story live plant wall, solar-panelled parking lot, EV charging stations, and waste reduction garbage audits.
- ✔ People focused, offering ways for EY people to take the lead on environmental stewardship through sustainable catering policies, a December Waste Challenge, participation in the Sustainable Waterloo Region community initiative and more.

EY VANCOUVER IS OUR LATEST MILESTONE

"The Stack" proudly offers:

- ✔ The first Canadian office tower to meet the Canadian Green Building Council's Zero Carbon Design Standard.
- ✔ 69 rooftop solar panels to generate 26,000 KWH of its own renewable energy annually.
- ✔ A mindful, people-first design, outdoor spaces, collaborative workstations and leading technology tools.

We also seek to be a force for positive environmental change across the market, and rally alongside other organizations, industry and geopolitical groups to strengthen our impact together.

ACTIVELY CREATING SOLUTIONS AT COP15

At EY, we're committed to furthering the dialogue on climate action and helping drive meaningful steps towards positive change. When the UN Conference on Biodiversity (COP15) took place in Montréal in December 2022, we were actively involved. We made an impact by moderating discussions, hosting clinics, panels and events, and rallying clients and other allies to contribute. Our participation spanned a range of topics, from climate finance and biodiversity to nature-based solutions and sustainable agriculture. This is how we work beyond our own organization to advance progress in the world around us.

CULTIVATING CHANNELS

LAUNCHING

EY Eco-Innovators Network

We rolled out the Global EY Eco-Innovators Network in Canada in 2022. This internal network uses smart thinking and technology to engage our people in making, and sparking, positive personal, operational and sustainable changes in our organization and the market. The Network's 8-12-week innovation sprints tackle a broad range of eco-focused topics, from climate justice to protecting biodiversity.

233

members – and counting – with teams in 10 Canadian offices



CONTINUING

EY Energy Transition Innovation Challenge

We're enabling our people to think creatively, outside daily engagements, to solve key business challenges our clients face. Most recently, we challenged our people to come with ideas on how we can help our clients deliver on their decarbonization strategies – and they delivered. The Challenge drew 36 ideas from 61 people across 7 cities and all areas of our business. Key themes include capital allocation and scenario modelling, supply chain and operations emissions tracking, and environmental, social and governance (ESG) skills and workforce analytics. Select participants are invited to join design sprint teams and prepare a pitch to the EY Energy Transition Innovation Council to obtain approval to move their ideas to the next stage of development.

Business Renewables Centre

As a founding member of the Business Renewables Centre Canada, EY serves as an intermediary between corporations and institutions that want to produce renewable energy and the companies that produce it. We apply our deep sector knowledge and business consulting experience to support the Centre in growing a modern marketplace for renewable energy power purchasing agreements and accelerate large-scale renewable procurement.



SPEARHEADING

International Sustainability Standards Board (ISSB)

This global standard-setting board works to deliver a comprehensive global baseline of sustainability-related disclosure standards to provide investors and other capital market participants with information on companies' sustainability-related risks and opportunities to promote informed decision-making. We were actively involved in the pitch that led to the selection of Montréal as the host location for the Americas office of ISSB, and continue to use our global and local relationships to drive convergence and the adoption of sustainability standards and accelerate the reallocation of capital towards sustainable growth. Our efforts included supporting the ISSB's first transition committee meeting, led by CPA Canada, and bringing the right stakeholders to the table to support meaningful progress. We're also focused on proactively working to bring Indigenous communities into these conversations.



“

EY Canada's Anne-Marie Hubert has been a driving force for change. She's investing her time, passion and experience to shape a more sustainable future in Canada and beyond while bringing the power of EY along with her. She played a pivotal role in securing the opportunity for Canada to be a world leader for ISSB adoption and, ultimately, to accelerate reporting transparency worldwide.

- CHARLES-ANTOINE ST-JEAN
Regional Director, Americas,
IFRS Foundation



Strengthening entrepreneurship

For 28 years, we've been building and growing an inclusive ecosystem of vibrant and visionary entrepreneurs who improve the quality of life in communities across Canada and around the world:

4,900+

Canadian entrepreneurs nominated for EY Entrepreneur Of The Year® Awards

3,300+

award finalists named from coast to coast

1,400+

award recipients celebrated

EY Entrepreneurs Access Network

Entrepreneurs aren't determined by race. Their potential shouldn't be, either. That's why we've expanded our entrepreneurial focus through this new program, dedicated to supporting Black and Indigenous leaders in accessing learning and networks to bridge disparity gaps and improve outcomes. Our 2022 cohort included six Black and three Indigenous entrepreneurs.

EY Entrepreneurial Winning Women™

Gender shouldn't limit entrepreneurial success. Even so, it often does. To change that reality, we identify and champion ambitious women entrepreneurs through the EY Entrepreneurial Winning Women™ North America program, where they tap into advice, resources and access to unlock their full potential. Nine Canadian entrepreneurs from eight companies were accepted into the Class of 2022 – our largest Canadian representation in a class to date – with 22% more Canadian participants than in 2021.



“

Whether through access to advisors and resources, executive education or introductions to the EY Global entrepreneurial ecosystem, the EY Winning Women program is helping women entrepreneurs build stronger organizations, challenge perspectives and break down barriers to success.

- BOBBIE RACETTE

Founder & CEO, Virtual Gurus,
EY Entrepreneurial Winning Women Class of 2022



SPONSORING

NEXT Canada

As a founding sponsor of Canada's strongest and most dedicated entrepreneurial network, for more than 10 years EY has been committed to uncovering the next generation of entrepreneurs, supercharging their ambition and accelerating their trajectory with access to education, mentorship and funding. This year, that included sponsoring the EY Women in Tech Award as part of NEXT Canada's Cohort Awards, in addition to financial and in-kind support.

MaRS Momentum

Through ongoing participation in MaRS events and contributions to thought leadership, we support MaRS's mission to grow momentum companies to \$100m in revenue in Canada – and enable Canadian ventures to grow into the next economic leaders. In 2022, we were proud to help expand that impact by leading panel discussions with 30 founders and engaging our networks to amplify key thought leadership and events in the MaRS Momentum community.

Communitech True North Fund

We proudly support Communitech's True North Fund strategy, which aims to systemically identify, connect and support the highest-performing innovation leaders in Canada using data-driven analysis. Our role includes supporting customized programs in the topics of data engines, artificial intelligence and a future-focused event series for health care, medical tech and other industries. With these programs, we provide thought leadership and subject matter knowledge through 1-to-1 meetings and larger events, with content tailored to the most pressing topics facing these founders and CEOs.

Plug and Play

Plug and Play Tech Center aims to connect change-makers and leading organizations to create and implement the technologies of the future. In Alberta, the Plug and Play Tech Center is building a world-class innovation platform to attract technology and investment to help local entrepreneurs scale, grow, hire talent and further digital transformation. Building on our collaboration with Plug and Play in the US since 2020, in early 2022 we began supporting the establishment of the Center in Alberta and actively participated in the selection and acceleration of two cohorts of scaleups and startups in their Digital Health, Clean Resources and Agnostic AI streams. Our support included:

- ▶ Participating in Plug and Play Tech Center advisory boards
- ▶ Hosting 1-on-1 mentorship meetings
- ▶ Providing program participants with content catered to their most pressing challenges
- ▶ Facilitating scaleup and startup connections with the Canadian corporate ecosystem
- ▶ Sharing experiences and knowledge

ENCOURAGING GIVING

Bridging volunteerism to philanthropy helps us expand the ways EY is helping to build a more sustainable society. In addition to sponsorships, partnerships and alliances we support, we also unify personal giving through our annual United Way/Centraide fundraising campaign:

\$3.1m

raised and donated by EY people in FY22





Our clients





Our clients

Every client engagement is a chance to effect positive change. Whether tackling complex challenges, seizing evolving opportunities or enabling fresh perspectives, we help clients create lasting value for their own stakeholders, customers and communities. And we invest continuously to transform our client service in ways that make those outcomes possible.

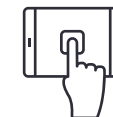
HOW? AT EY, WE:



Generate trust in the capital markets.



Pursue world-class alliances and acquisitions.



Design and deploy leading-edge technology.

Alliances and acquisitions enhance our capabilities

Strategically aligning the right talent and tools with the right partners emboldens our services with agility and the ability to meet our clients at any stage of their transformation or growth journey.

In 2022, we made progress by:

GROWING ALLIANCES

EY-SHOPIFY

Our new and exclusive – made-in-Canada – global **alliance** blends Shopify’s best-in-class technology with EY audit, tax and consulting services. EY teams and Shopify provide robust cybersecurity and regulatory compliance insight, data analytics and support services as part of an integrated commerce solution. This leading-class digital experience supports enterprise clients who need flexible, modern commerce solutions on a trusted platform.

10k

consultants globally becoming enabled to support alliance teams through exposure to the Shopify platform, including 500 technical professionals in Canada

EY WAVESPACE™ SHOPIFY CENTRES

This first-of-its-kind network will capitalize on the power of EY wavespace™ innovation hubs, bringing alliance clients together to improve online customer experiences and solutions, reinvent the future of commerce and unlock new markets for regulated products.



“

We are excited to bring EY and Shopify together to deliver the performance, customization and commerce expertise that our merchants know and love to more large enterprises around the world.

- HARLEY FINKELSTEIN
President,
Shopify

ADDRESSING MARKETS

EY Americas Cannabis Centre of Excellence

As one of just three global jurisdictions in which cannabis is sold commercially, Canada's at the forefront of a growing industry. This unique position makes our country a natural home for our new Cannabis Centre of Excellence. This innovation hub will create value for clients across the Americas in this fast-growing sector by offering impactful advice, leading practices and thought leadership on critical business challenges to support clients in creating profitable, thriving businesses.



“

Our industry-leading strategic alliances and acquisitions are a testament to the exceptional work being done by EY teams all over Canada. We are extremely proud of our teams' business ingenuity to unlock long-term value for our clients through innovative, sector-driven solutions.

- **LINDA WILLIAMS**
Managing Partner, Clients,
Markets & Growth,
EY Canada

ACQUIRING CAPABILITIES

We're continuing to grow our capabilities and expand our service offerings to help our clients meet the challenges of today and tomorrow head on through strategic acquisitions in the areas of digital, cyber, risk management and sustainability.

APRIL
2022

Blackdot

An experienced customer consultancy boutique providing strategy design and implementation services to further enable EY clients to achieve long-lasting, customer-centred growth.

APRIL
2022

Gensquared Inc.

An information technology and services provider helping businesses tackle their biggest data and analytics challenges to gain more meaningful and actionable insights.

JULY
2022

FreshWorks Studio

Expanding the breadth and depth of **EY Design Studio** capabilities with digital strategy, design and development capabilities.

AUGUST
2022

DXC Technology

Highly skilled Microsoft Dynamics team focused on the modernization and optimization of finance and operations, enterprise resource planning and supply chain management.

SEPTEMBER
2022

AFARA

A sustainability consulting firm bolstering EY ESG resources and support to clients navigating the energy transition.

DECEMBER
2022

ifb SE

Deepening EY finance and risk management capabilities with large-scale transformation services from holistic architecture to efficient regulatory compliance.



30%

team growth

53%

Canadian share of time invested in Hub programs across the EY world

200+

participants in Hub-supported campus hackathons

Technology transforms our results

We're creating, deploying and implementing world-class technology to position us – and our clients – to more rapidly advance transformative strategies.

In 2022, we made progress by:

FOSTERING INNOVATION



Our Regional Technology Hub sits at the heart of our two-year firm commitment to invest US\$1b in new technology solutions, client services, innovation and ecosystems – and complements work done through EY wavespace™, EY Design Studio and the EY Centres of Excellence in Canada.



Building trust inspires our people

Serving the public interest, our client work seeks to build an ecosystem of trust. Capturing value and communicating it clearly. Managing risk and navigating regulatory change. Our results-driven frameworks and technology-driven solutions allow clients to know the fundamentals that underpin their decisions and choices can be trusted. That’s essential for building a better working world.

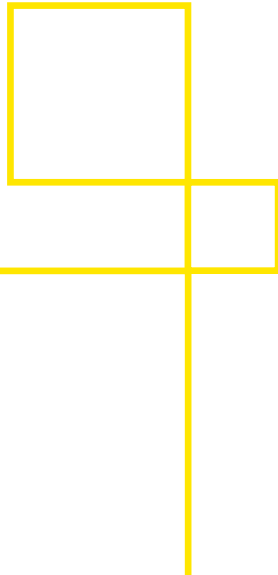
In 2022, we made progress by:

CREATING CLARITY

For more than 150 years, we’ve served clients and the public interest by continuously investing to transform and extend our assurance services.

~200

public company audits delivered to reinforce transparency across Canadian capital markets



EY CANVAS

Online audit platform.



EY HELIX

Digital accelerator deployed through our [EY digital audit methodology](#) to yield greater insights, support smarter decision-making and drive strategic focus for our clients, and their stakeholders.



TENTHREE|LABS

This Canadian audit digital and innovation lab unites multidisciplinary STEM professionals to accelerate and enhance technology deployment across audits and bring clients fresh insights.



EY CENTER FOR BOARD MATTERS

This is a key professional network that encourages discourse, creates thought leadership and builds understanding across assurance.

ALIGNING PURPOSE WITH PROFESSIONAL SKILLSETS

Dedicated EY teams serve a wide range of not-for-profit assurance clients at reduced rates. This provides us with new ways of supporting a sector that's grounded in improving daily life for all Canadians.



“

By supporting organizations that improve local communities, health care or education, we're helping to boost the impact of not-for-profit organizations, while contributing to Canada's economic growth and prosperity.

- **DIANA BROUWER**
Partner, Assurance Services,
EY Canada



Our work spans a wide range of areas to grow our impact, whether in health care, arts, education, community support and beyond.

Supporting Dollar a Day Foundation in St. John's

Since the Foundation's inception, EY has provided support to replace despair with hope, dignity and the opportunity to give back. By providing auditing services and advice to help build confidence and trust, we're enabling the Foundation in its mission. What does that look like in the community? The Foundation has deployed over \$1 million to frontline mental health and addiction programs in Canada so far.



MAKING OUR MARK

This year, we're once again proud to be recognized for our commitment to delivering exceptional client service across service lines, sectors, alliances and marketing. We're also thrilled to be celebrated for cultivating a workplace culture where people feel welcome, enabled and empowered to thrive.

- ▶ Canada's Top 100 Employers - Greater Toronto Top Employer (2023)
- ▶ Universum Most Attractive Employers (2022)
- ▶ Globe and Mail Report on Business Best B2B Brand Awards - EY Audit and Assurance Services (2022)
- ▶ Forbes Canada's Best Employers (2022)
- ▶ Verdantix Green Quadrant: ESG & Sustainability Consulting (2022) (Global)
- ▶ Consulting Magazine's Best Firms to Work For (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Global AI Partner of the Year (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Global Advisory Services Partner of the Year (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Global Security Partner of the Year (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Global D365 Sales Partner of the Year (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Global Power Automate Partner of the Year (2022) (Global)
- ▶ Microsoft Partner of The Year Awards - Country Partner of the Year for Australia and Hong Kong Region (2022) (Global)
- ▶ SAP Pinnacle Awards - Social Impact (2022) (Global)
- ▶ Sustainability Magazine Top 100 Companies (2022) (Global)
- ▶ Sustainability Magazine Top 10 Sustainability Consultants (2022) (Global)





Our path forward

Investing in people. Supporting communities. Enabling clients. We're creating positive change and bringing our purpose of building a better working world to life every day. That's what makes me most proud when I reflect on our journey over the last year.

Better today, bolder tomorrow is more than a commitment for the future. It's about making progress day by day, year over year. And that's exactly what we're doing.

I'm proud of all we've accomplished and I'm tremendously grateful to each person who made our achievements possible. But more than anything, I'm inspired by our drive to move the needle further, grow our impact and hold ourselves accountable to sparking change from coast to coast and beyond.

By bringing together the power of diverse perspectives, collective collaboration and transformative technology, I'm confident we'll continue to deliver long-term value for our people, communities and clients, no matter where our path takes us.

JAD SHIMALY

EY Canada Chair, CEO and Chief Inclusiveness Officer



Connect with us



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Chair, CEO and Chief
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EY | Building a better working world

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

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

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

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