



ERNST & YOUNG LLP

Pay Transparency Report

Employer details

Employer:	ERNST & YOUNG LLP
Address:	The Stack, 1133 Melville Street, Suite 1900, Vancouver, BC V6E 4E5
Reporting Year:	2025
Time Period:	July 1, 2024–June 30, 2025
NAICS Code:	54 – Professional, scientific and technical services
Number of Employees:	300-999

Our commitment to pay equity

At Ernst & Young LLP (“EY”), inclusiveness is at the heart of who we are. We believe that fair, transparent and equitable pay is essential to building a workplace where everyone can thrive. Our approach to compensation reflects our purpose-driven culture – to create an environment where opportunity and recognition are grounded in fairness and transparency.

Our compensation framework is guided by four key principles:

- **Internal equity:** We maintain fairness through a consistent and structured approach, with each role benchmarked and ranked using a standardized methodology to ensure comparability across positions. Decisions are informed by job responsibilities, experience, performance, skills, education, geography and other relevant factors.
- **External competitiveness:** We regularly assess compensation against external markets to remain competitive and responsive to evolving industry standards. We review market data by service line and geography to ensure alignment with relevant peer groups.
- **Pay for performance:** We recognize and reward individual contributions by differentiating pay outcomes based on performance and impact.
- **Fiscal responsibility:** Compensation budgets reflect firm performance, economic conditions and long-term sustainability, ensuring responsible and balanced pay practices.

We continue to strengthen our approach to pay equity by drawing on data and insights to identify trends, potential gaps and opportunities for improvement in how we hire, develop and advance our people. This includes:

- Embedding fairness and accountability into every stage of the talent lifecycle, from recruitment and performance management to advancement and reward.
- Conducting regular compensation and pay equity analyses and monitoring salary structures against external benchmarks to ensure our ranges remain both market competitive and internally equitable.
- Developing and implementing targeted action plans where gaps are identified and tracking progress over time.
- Continuing to build diverse talent pipelines and support career growth opportunities at all levels of our firm through sponsorship, mentorship and development programs.

Together, these principles and actions form the foundation of our commitment to pay equity and transparency, and reflect our belief that fairness, consistency and opportunity are essential to long-term success for our people and our business.

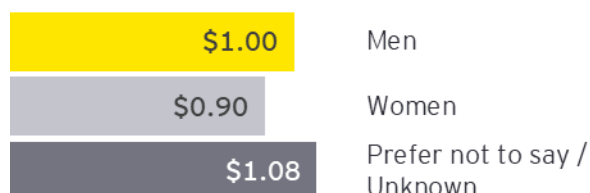
This report has been prepared in accordance with British Columbia's *Pay Transparency Act* and its associated regulations. The information presented reflects data collected and analyzed during the reporting period and ensures all voices are respected while protecting individual privacy. The gender data used in this analysis has been provided by employees using the classifications man, woman, nonbinary and prefer not to say / unknown.

Hourly pay

Our compensation philosophy recognizes each person's unique strengths and contributions and rewards the value they deliver, ensuring that differentiated performance is met with differentiated rewards. The firm has a wide range of roles with varying responsibilities and rates of pay. Pay ranges are reviewed annually to ensure they remain both market competitive and internally equitable. Currently, women are more highly represented in lower pay quartiles, which contributes to differences in average pay.

As we continue working towards more balanced representation at all levels of our firm, we expect pay gaps to narrow further over time. It's important to note that a gender pay gap is distinct from the concept of equal pay. A gender pay gap measures the difference in the average hourly pay between women and men across the organization, expressed as a percentage of both mean and median earnings, while equal pay refers to paying individuals the same for performing equal or similar work.

Mean hourly pay gap¹



Women's average hourly pay is 10% less than men's. For every dollar men earn in average hourly pay, women earn 90 cents.*

Median hourly pay gap²



Women's median hourly pay is 9% less than men's. For every dollar men earn in median hourly pay, women earn 91 cents.*

Explanatory notes

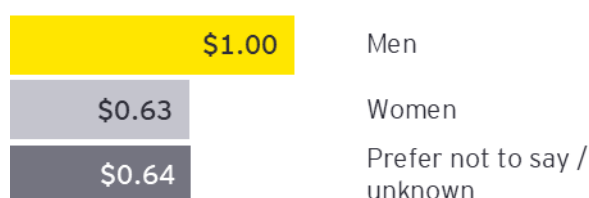
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Employees may receive a variable component as part of their total compensation, which may be delivered through overtime pay or bonus pay depending on role type and eligibility. Overtime pay reflects additional compensation earned for hours worked beyond minimum working hours expectations and varies according to the structure and requirements of specific positions.

In our British Columbia employee population, a higher proportion of women recorded overtime hours compared to men, which reflects the greater representation of women in roles where overtime pay applies.

Mean overtime pay³



Women's average overtime pay is 37% less than men's. For every dollar men earn in average overtime pay, women earn 63 cents.*

Median overtime pay⁴



Women's median overtime pay is 26% more than men's. For every dollar men earn in median overtime pay, women earn \$1.26.*

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-31
Prefer not to say / unknown	-27

The average number of overtime hours women worked was 31 less than men worked.*

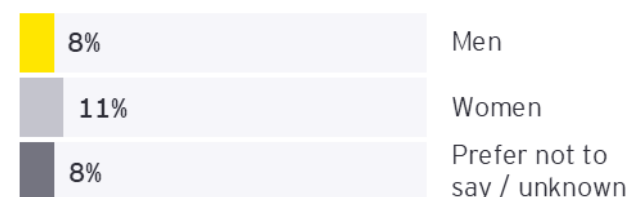
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	10
Prefer not to say / unknown	-9

The median number of overtime hours women worked was 10 more than men worked.*

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Bonus pay is designed to recognize exceptional contributions that drive profitable growth and advance our strategic priorities. The bonus an individual receives reflects their performance, impact on client and firm results, and the business's overall performance year over year. This approach directly links rewards to measurable outcomes and sustained success.

While there is no difference in median bonus pay between men and women, the mean bonus pay is higher for men. The mean and median gender bonus gap shown in the table below is influenced by representation differences at senior levels, where bonus opportunities are higher. This distribution reflects the composition of our workforce rather than differences in how bonuses are awarded within equivalent roles.

We continue to evaluate our bonus programs through the lens of pay equity, ensuring that eligibility criteria, performance assessments and allocation processes are applied consistently and transparently. As representation across senior levels continues to evolve, these differences are expected to narrow over time.

Mean bonus pay⁷



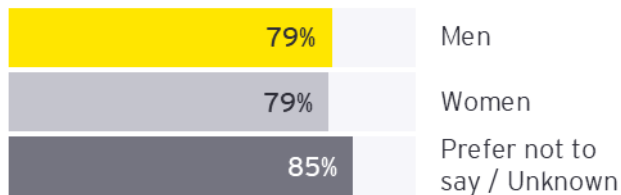
Women's average bonus pay is 33% less than men's. For every dollar men earn in average bonus pay, women earn 67 cents.*

Median bonus pay⁸



Women's median bonus pay is equal to men's. For every dollar men earn in median bonus pay, women also earn \$1.*

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.

8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile⁹

The pay quartile analysis divides all employees into four equal groups, from the lowest to the highest hourly pay, and shows the percentage representation of each gender within each quartile. Our results indicate that women currently hold 42% of roles in the lower pay quartiles and 29% of roles in the upper quartiles.

This distribution reflects the composition of our workforce across levels and functions. We remain focused on maintaining equitable access to advancement opportunities and supporting pathways for diverse talent into senior and leadership positions. Through targeted recruitment, development and sponsorship initiatives, we are working to strengthen representation at all levels.

Hourly pay quartile	Men	Women	Prefer not to say / Unknown
Upper (highest paid) †	47%	29%	24%
Upper middle †	45%	37%	18%
Lower middle	35%	52%	13%
Lowest (lowest paid) †	46%	42%	12%

† This pay quartile was reduced to suppress gender categories consisting of fewer than 10 employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender in four equal-sized groups based on their hourly pay.

Conclusion

We recognize that maintaining equity requires sustained focus. Looking ahead, we remain focused on continuing to embed fairness and transparency into every stage of our talent experience. From recruitment and development to advancement and recognition, we are committed to ensuring that our people see their potential reflected in the opportunities they have and the rewards they earn.

By upholding transparency, fairness and accountability in all aspects of how we reward our people, we are shaping a workplace – and a firm – where every individual can thrive.

** For privacy reasons and in accordance with the Pay Transparency Regulation, B.C. Reg. 225/2023, any gender categories with fewer than 10 employees have been excluded for the purposes of this report.*

Due to internal data constraints, employees who were on certain leaves of absence where hourly rates for time paid could not be determined for all or a portion of the reporting period have been excluded for the purposes of this report. System limitations prevented the isolation and/or extraction of the data for periods of time in which an employee received 100% of their salary versus a "top-up" payment or other amount. EY has reviewed these respective base salaries to confirm that the salaries align with the applicable salary ranges.