

Creating long-term value for our society

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EY is committed to driving impact
for a new economy — one where business,
people and planet thrive

Sustainability: driving impact for the new economy

EY is committed to contributing to sustainable growth; investing in communities in which we operate; and taking action to limit our negative impact on the planet for generations to come. In addition, the very cornerstone of the EY business is to strengthen confidence in the capital markets. These are integral contributions creating long-term value for society.

When we look at the world around us today, we see societal challenges everywhere – issues such as climate change, deepening inequality, growing unemployment, lack of opportunity for young people and low trust in institutions. We feel a responsibility to utilize our knowledge, skills, experience and global convening power in finding better answers and realizing better outcomes to these challenges. We are committed to advancing the UN Sustainable Development Goal (SDGs) as part of a global commitment to creating sustainable growth. This means that we continue to embed responsibility, inclusiveness and sustainability more deeply in our business.

We run corporate responsibility (CR) programs and initiatives to extend the value of our knowledge, skills and experiences to the people in our local communities and wider society in which we operate. Such focus areas include impact entrepreneurs and social enterprises, i.e., those accelerating quality jobs creation and affordable access to basic goods and services for the next generation workforce. Additionally, we inspire our people to embrace responsible consumption and decision making to accelerate the environmental sustainability of our operations and value chain.

All our CR engagements are driven by our Corporate Responsibility Board. The CR Board is committed to delivering on our global CR strategies and ambitions by defining local execution plans in line with local needs.

The CR Board focuses on the following three areas to create societal value and people value:

- ▶ Minimizing our environmental impact
- ▶ Ensuring we operate responsibly
- ▶ Increasing our positive social impact

Our people engage in both internally developed programs and initiatives around the key focus areas as well as those developed in collaboration with local organizations and third-party providers. We continuously improve our internal programs and initiatives by collecting regular feedback from our people and the program beneficiaries through various listening formats and dedicated program surveys.

Further, the EcoVadis Business Sustainability Assessment results are made available to our stakeholders upon request. The results help them understand the nature of the indirect economic impacts we have on EY people, local communities and society, the environment and value chain partners. See further information on EcoVadis in the section: **Trust and transparency, page 41**.

We are working to further link our community engagements to the SDGs relating to gender equality, decent work and economic growth, reduced inequalities, climate action, peace, justice and strong institutions, and partnerships. These SDGs specifically represent the areas where we believe we can have the most impact.



Minimizing our environmental impact

As part of our business activities, we travel to clients, work in office buildings, procure goods and services and produce waste. Through our environmental management program we aim to reduce our negative environmental impacts. We adopt an equitable and inclusive approach to design measurable goals and targets that future-proof our businesses. We focus on realizing those goals through the transformation of our own business as well as by engaging with our stakeholders and value chain partners to do the same.

As part of our overall sustainability strategy, we have developed the environmental agenda and priorities in alignment with the EY Global Environmental Strategy as well as environmental commitments outlined in **EY's Global Environmental Statement**. The statement guides us to focus on reducing our carbon footprint, encouraging responsible material consumption, increasing energy efficiency, significantly reducing our business travel, collaborating with our value chain partners and training our people on eco-friendly work practices.

We see our responsibility, the opportunity and impact regarding our environmental impact in three dimensions: understanding and managing our environmental impact; transforming our organization's businesses, skills and services over time; and maximizing EY impact across the globe through supporting clients in their own transition and informing wider policy and business engagement. There's no one plan or solution. Each element needs to continuously evolve over time as policy, regulation, technology and society change.

Responsibility to ensure environmental sustainability is assigned to our CR Board. However, the Swiss Management Committee is the ultimate governing body responsible for overseeing our sustainability strategy and its execution.

To achieve our goals, we maintain robust monitoring and reporting around our KPIs. We communicate our sustainability performance through our sustainability report and inform our stakeholders with the same. Additionally, the EcoVadis Business Sustainability Assessment and consequent rating enables us to review the extent to which we could incorporate various new sustainability aspects in our business and understand the gaps to further improve our performance. Since 2010, the EY organization has disclosed its environmental impacts with the Carbon Disclosure

Project (CDP). Since 2023, EY has disclosed climate dependence and performance utilizing the framework by the Task Force on Climate-related Financial Disclosures (TCFD). In 2024, we published a preliminary assessment aligned to the Taskforce on Nature-related Financial Disclosures (TNFD) along with the updated TCFD disclosures in the **EY Environment Report 2024**.

Reducing our carbon emissions

We as a society understand the "why" and the "what" of the climate imperative, but we all seek new pathways to address the "how" of achieving the urgent systemic transformations we need in an ever-diminishing time frame. That is why we are working to integrate our climate goals into our business strategy and use them as a measure of progress on our ambition to create long-term value. We are also considering our value chain by investing in services, technology and products to help clients decarbonize their businesses and accelerate the transition to a low-carbon economy.

■ Considering climate risks and opportunities

Momentum continues to build as businesses transform their operations to support decarbonization. But for growing organizations everywhere, the benefits of growth come with an urgent need to manage the risk of increased emissions as a result. A key challenge for us going forward is to decouple business growth from emissions growth, while supporting clients and maintaining our distinctive global culture.

In FY24, EY Global undertook a second evaluation in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The report provides insights into the climate-related physical and transition risks and opportunities and their potential impacts for EY. Our perspectives address the four climate disclosure themes recommended by the TCFD: Governance, Strategy, Risk Management, and Metrics and Targets. Further information can be found in our **EY Environment Report for FY24**. This new publication provides detailed information and reporting on our environmental performance, and supports transparency, knowledge sharing and wider client and stakeholder collaboration and engagement.

The climate-related risk and opportunity assessment conducted by EY Global included all 11 office locations in Switzerland and Liechtenstein. The assessment applied the EY Climate Analytics Platform which provides granular data on climate-related risks linked to Intergovernmental Panel on Climate Change (IPCC) climate scenarios. The applied scenarios are SSP5-RCP8.5 – Business as Usual (BAU), which provides for emissions to continue to increase and consequently cause a temperature rise of 3.5-4.5°C, and SSP1-RCP2.6 – Low Carbon Economy (LCE) resulting in warming of less than 2°C. Per office, three physical and six transition risks and opportunities have been assessed, concluding on productivity loss/gains under each of the two scenarios across the time horizons 2030, 2040 and 2050. The outcomes serve as insights to be integrated within our global as well as local risk management process. For more details on the ESG risk category within our enterprise risk management, see section: **[Risk management, page 36](#)**.

The assessment of the three major physical risks (heatwaves, pluvial and fluvial flooding), flags fluvial flooding as having potential significant impacts for EY Switzerland's offices due to overflowing rivers and streams. The risk analysis showed a high projected annual flooding damage cost and productivity loss. Geneva faces the highest risk with the largest number of potential downtime days and potential damage costs, followed by Aarau. Zurich shows significant vulnerability, with considerable downtime days and the second-highest damage cost across our scenarios. The analysis comparing LCE and BAU scenarios indicates a steady increase in flooding frequency from 2023 to 2050. Some locations such as Lausanne, St. Gallen, Zug, Berne, Basel and Vaduz show zero downtime days, suggesting better flood resilience or geographical advantages whereas Lucerne and Lugano face moderate risks.

EY Switzerland is navigating a landscape of climate risks and opportunities that could significantly influence its reputation and financial performance. One of the primary risks involves the potential for reputation damage if EY fails to meet its publicly declared climate targets. This could lead to a loss of client trust and a shift in business away from the firm, should perception of EY as a climate laggard become more pronounced over time. Another risk is associated with EY's client engagements. If EY works with clients whose operations are not in line with EY's net-zero goals, it could suffer reputational harm.

This misalignment with climate ambitions could result in a decrease in client engagements and revenue. On the opportunity side, the growing demand for sustainability consulting and assurance services presents significant revenue potential for us. By enhancing our capabilities in these areas, EY can capitalize on the transition to a low-carbon economy and potentially increase its revenues substantially. Finally, EY's climate performance is also a factor in its ability to attract and retain talent. A positive climate reputation could make EY a more attractive employer, while a negative climate reputation would detract from the employer value proposition.

■ EY's climate commitments and goals

In FY21, we announced a commitment to reduce greenhouse gas (GHG) emissions across EY businesses by 40% in 2025 (absolute, against an FY19 baseline), consistent with a 1.5°C reduction pathway approved by the Science-Based Targets Initiative (SBTi). This shaped a seven-point plan to drive decisions, investment and focus throughout the EY organization. It was important to us to demonstrate that ambition would drive action that was both needed and possible.

For the fourth year in a row, EY globally is reporting progress against this plan, including a 40% reduction in absolute market-based GHG emissions and a 42% reduction in Scope 3 travel emissions against an FY19 baseline. Read more about our globally achieved milestones in the **[EY Global Environment Report 2024](#)**. EY Switzerland, in alignment with EY's global climate target, has committed to reducing its greenhouse gas emissions by the same amount by 2025.

To live up to our commitments, we have identified action areas and defined related goals to implement in our operations, as part of our carbon reduction plan.

Table 4

Focus areas	Key goals, targets and initiatives
Reducing business travel by 35% (2,124 tCO₂e) against FY19 baseline (6,068 tCO₂e) by FY25	<ul style="list-style-type: none"> Looking at the nature of our business model, business travel makes the most significant contribution (79% as of FY19 and 73% in FY24) to our overall carbon footprint. Travel for training, business development and meeting purposes also account for a large portion of our GHG emissions. Having introduced measures to reduce travel for internal business purposes considerably even prior to the pandemic, we have also been closely monitoring and working on further measures to reduce client-related travel. To further reduce the GHG emissions resulting from client-related business travel, we continue to encourage our people to use virtual collaboration tools to engage with relevant stakeholders and are reequipping our offices to enable hybrid collaboration through technology. Our travel guidelines and approval procedures encourage EY people to reduce internal travel and client-related travel to the extent possible and as client needs allow. Compared to FY22, we noticed a sharp increase of 65% in business air travel emissions in FY23 and this trend continued throughout FY24, resulting in a renewed increase of 19% compared to the prior year. The first full year of a global return to travel and office working post COVID-19 unsurprisingly led to increases in emissions linked primarily to travel. In order to meet the annually set carbon budget for our member firm, we have established a local nine-point action plan consisting of short-, medium- and long-term actions. Our immediate action was around awareness intensifying our internal communication around emissions across various channels and forums (i.e., leadership meetings, all people news, etc.). We have also piloted the inclusion of individual travel emissions and related indicative emissions ratings into the annual performance roundtables of EY Partners. Furthermore, we encourage guided conversation and awareness-raising with Partners whose emissions are high. Carbon tax has been introduced by EY globally, with the quantification of offsetting costs and charging to the member firms. With this development, we are exploring ways to set local carbon budgets for our large international accounts and service lines. One long-term measure is to consider the overall client relationship cycle and explore how we can integrate and align our carbon emission ambitions with our clients' carbon emissions goals. We have also experienced an increase in client requests for disclosure of our emissions related to the services provided to them. Clients are also asking us to articulate how we plan to reduce those emissions. We provide our teams with tools and technologies to make more informed decisions: <ul style="list-style-type: none"> A reporting tool on Power BI allows for ongoing real-time monitoring of our overall air travel activities at EY Switzerland. An individual emissions traveler dashboard was introduced, providing the business travel footprint per employee. Since last year, our travel booking system estimates the approximate footprint of a business trip, providing alternative connections via ground transportation. The EY Engagement Carbon Calculator, which estimates and tracks the carbon emissions level per engagement, has been enhanced, enabling teams to make better travel choices and encouraging greener alternatives wherever possible.

Focus areas

Key goals, targets and initiatives

**Employee commuting:
promoting public transportation**

- ▶ In FY24, we ran a pilot project with Urban Connect in our pursuit of more sustainable corporate travel solutions. The project aimed at providing access to eco-friendly e-bikes and e-cars, fostering a shift toward greener modes of transportation in the daily commute of our people. The initiative was met with large adoption by our workforce, prompting us to explore further areas of collaboration such as including public transportation booking on the Urban Connect app, providing a one-stop-shop of carbon-neutral mobility choices for our people. Looking ahead, we are exploring opportunities to extend these services to additional office locations, making sustainable travel options accessible to our people.
- ▶ In recent years, we have considerably reduced the number of parking spaces available to EY people, including Partners, at our various office locations. In FY23, we harmonized the approach for how we charge for parking spaces. Those who use the spaces pay the normal day fee, weakening the incentive to commute to work by car. In FY24, we reduced the available office parking spaces by 53% in Basel, by 50% in St. Gallen and by 66% in Zug.
- ▶ We subsidize our employees' commute with a SBB Half Fare Travelcard for all EY people.
- ▶ Our 11 offices, across 11 cities, enjoy central locations and are easily accessible by public transportation.



Focus areas	Key goals, targets and initiatives
More sustainable energy consumption	<p>Increased share of renewable electricity measures</p> <ul style="list-style-type: none"> ▶ EY’s global commitment is to operate all offices on 100% renewable energy by 2025 and to obtain the RE100 membership during the same period. EY is a gold member of RE100. This global corporate renewable energy initiative brings together the world’s most influential businesses committed to reaching 100% renewable electricity by 2050. Achievement of our carbon ambition plan to procure more renewable electricity continues, with a number of virtual power purchase agreements in progress. Globally, 88% percent of our electricity consumed is now supplied from renewable energy sources. In Switzerland, electricity is purchased from the grid in Switzerland and all offices procure 99.6% renewable energy products. ▶ Our Zurich office runs on 100% self-generated electricity. This is produced via a solar photovoltaic system that generates approximately 148,000 kWh of electrical energy per year. The power generated by this system is redirected to the common-area electricity of the property. ▶ Our own data centers as well as the data centers run by third party providers are powered 100% by energy from renewable sources.
	<p>Energy saving and efficiency measures</p> <ul style="list-style-type: none"> ▶ During the last two financial years, we have reduced office space at four of our Swiss offices, reducing total office space by 1,187 square meters compared to FY22. ▶ In cooperation with the Zurich office property owner, the property management company and the facility management provider, we submitted a 10-year cantonal office target agreement (Kantonale Zielvereinbarung). Developed with the support of EY’s energy provider, this agreement aims to set clear energy efficiency targets for the building and the office space to enable fulfillment of the cantonal and federal energy target. In 2023, our energy efficiency was 123.6%, exceeding the set target of 104.4%. We run various energy-saving initiatives at our Swiss offices to reduce our carbon emissions. For example, we replaced the exterior light arrangements with LED lighting at the Zurich office, which has led to an annual saving of 17,000 kWh of electrical energy. Further, we ran awareness and nudging campaigns across all Swiss offices, suggesting simple but effective ways to save energy. Since inception of the program, we have been able to reduce our energy consumption by 60% overall. ▶ In our Zurich office, we standardized the norms for using mechanical ventilation resulting in savings of approximately 143,000 kWh of electrical energy per year. We continue to investigate further reduction measures related to ventilation. ▶ Our St. Gallen office replaced all lightening systems with LED bulbs. Metrics on the impact of this reduction will not be available until in FY25. ▶ We have started replacing lighting systems with LED bulbs in our Zurich office on selected floors. Further floors will follow in FY25. ▶ Other measures undertaken to improve energy efficiency in our offices include the use of motion sensors for lighting and standard settings for all new laptops to go into sleep mode after a certain period of inactivity. ▶ Our reduction strategy regarding real estate is coordinated closely with our property owners and managers. They provide data for our electricity, heating, cooling and water consumption, which enables us to take appropriate measures to reduce consumption accordingly. When new property contracts are due, we consider environmental factors such as electricity consumption, provision of renewable energy on site and proximity to public transportation. We also choose, whenever possible, office premises in Minergie® buildings. Currently, four (three certified) of our 11 offices are located in buildings that were constructed in accordance with Minergie® standards.

■ Our footprint

EY globally has been able to decrease emissions in line with our ambition. In Switzerland, over the last two years, we have experienced a steady increase in air travel emissions; this corresponds to significant revenue and workforce growth.

We track and estimate all three types of greenhouse gas (GHG) emissions for EY Switzerland, namely Scope 1, Scope 2 and Scope 3. The direct GHG emissions (Scope 1) are on account of the fugitive GHG emissions released from air conditioning equipment. Further Scope 1 emissions stem from natural gas usage for heating five of our offices. We count the emissions from use of purchased energy (district heating and electricity) for estimating indirect GHG emissions (Scope 2). Sources of indirect emissions (Scope 3) include GHG emissions resulting from employee commute, employee remote work, business travel, waste disposal as well as fuel and energy-related activities.

Further metrics such as renewable energy mix, energy intensity, office are in square meters per employee, etc. are leveraged to consistently track and estimate the GHG emissions resulting from the business to continue making an effective contribution toward our global commitment of becoming net zero by 2025. The estimated GHG emissions (market based) for the reporting period totaled 6,724 tonnes of carbon dioxide equivalent (tCO2e).

Figure 13

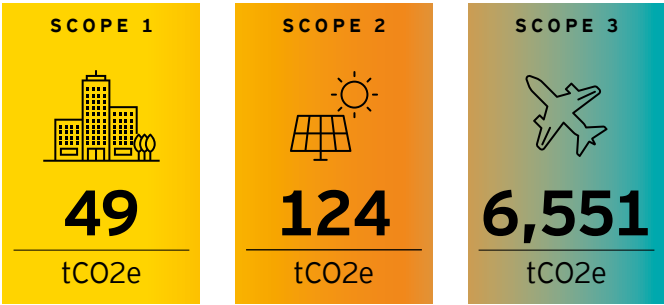
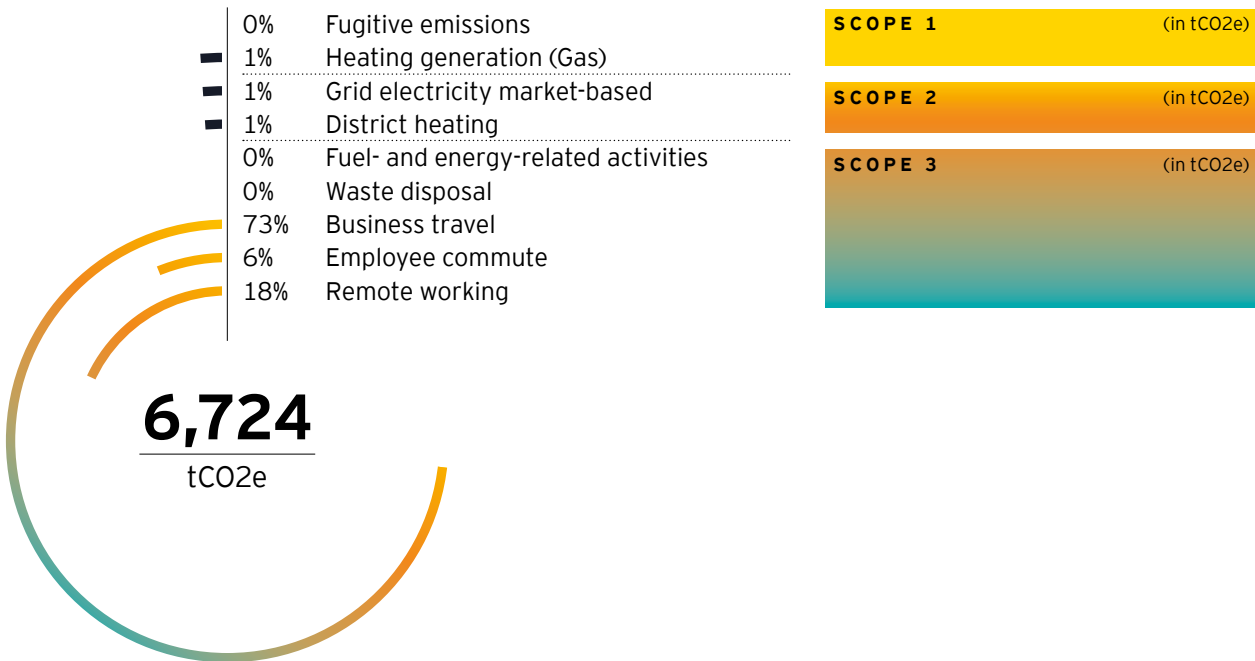


Figure 14

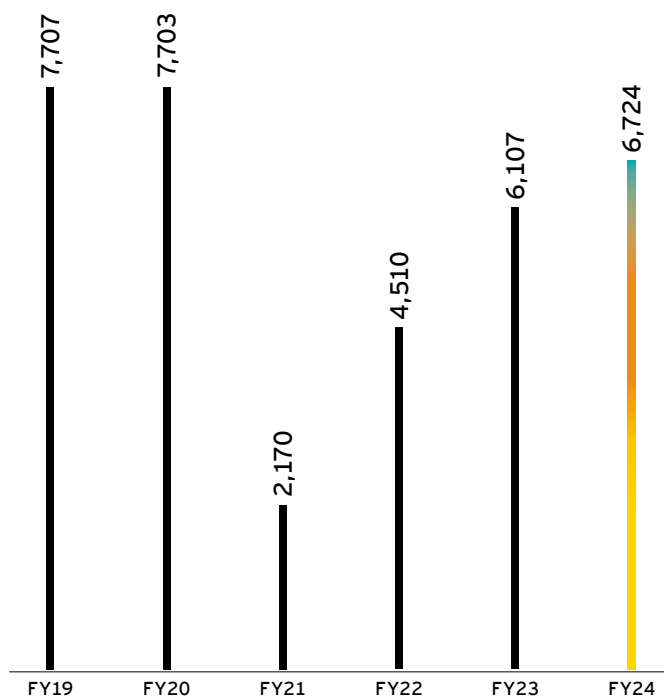
Total GHG emissions by source



The total GHG emissions over the last six financial years are set out below:

Figure 15

Total GHG emissions over the years (tCO₂e)



The majority of the GHG emissions emanate from our Scope 3 upstream activities. The extent largely depends on the business choices people make. Therefore, we monitor the GHG emission intensity by calculating the total GHG emissions against total FTEs and revenue in the reporting period.

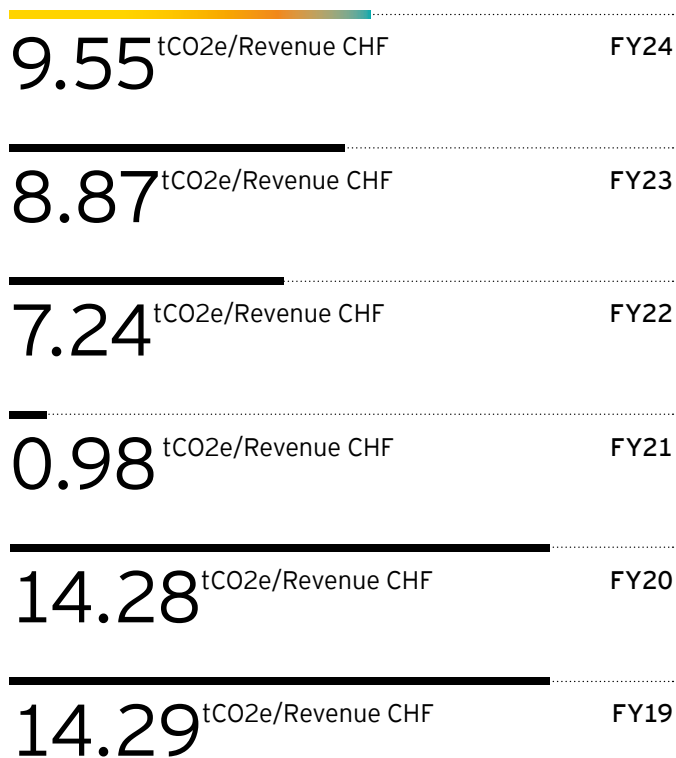
Figure 16

Emissions intensity



Figure 17

Emission intensity



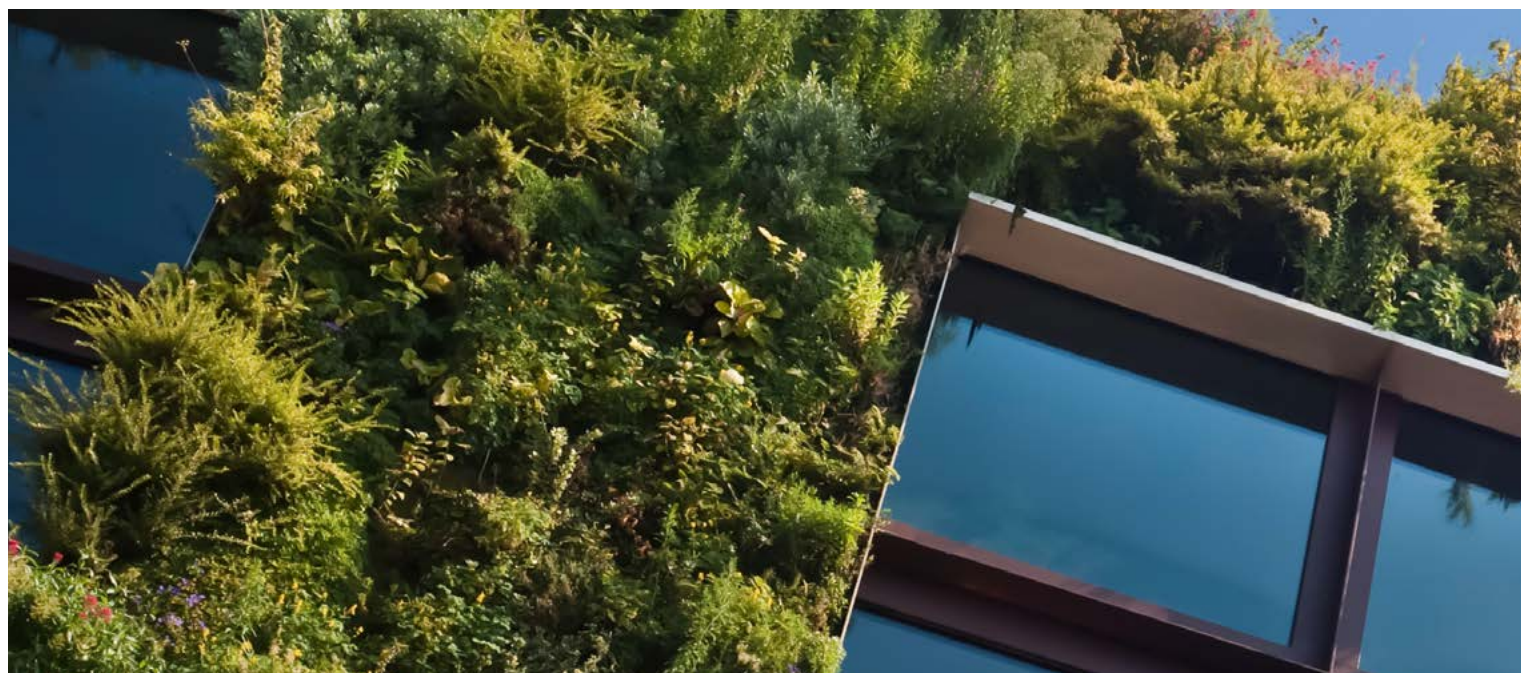
For details on the methodology and assumptions used to estimate the GHG emissions, see section:

Appendix – Basis of reporting for greenhouse gas emissions estimation, page 164.

While the FY24 GHG emissions represent a 13% reduction compared to the FY19 baseline, they are up 10% compared to FY23. Our business air travel activities have also increased since FY23 nonetheless remained within a 15% reduction in kilometers compared to FY19.

Despite our ambitious reduction targets, EY Switzerland has experienced an increase in GHG emissions, a situation that warrants a closer examination. Balancing our business air travel remains a major challenge, especially with regard to long-haul client-related flights, which are predominantly in business class for reasons of efficiency and employee well-being.

Several factors contribute to the rise in business air travel emissions. The nature of our work often necessitates face-to-face interactions with clients, especially for high-stakes projects and engagements that require a personal touch. Also, as global markets rebound and business activities intensify, demand has surged for on-site consultations and audit site



visits required by the regulatory authorities, leading to an increase in travel. The core of our product is our people, their expertise and their client relationships. Additionally, the geographic dispersion of our multi-national clients and the global scope of our projects mean that long-haul flights are sometimes unavoidable. Nonetheless, we observe that our clients are increasingly mindful of their own GHG emissions, particularly in light of new regulations requiring them to disclose their Scope 3 emissions related to purchased goods and services. This heightened awareness has led to a dual expectation of us: clients require our physical presence for engagements, yet also seek our cooperation in reducing the emissions associated with the services we provide. This delicate balance presents a unique challenge, as we strive to meet client needs while also adhering to our own sustainability goals.

Short- and medium-haul flights have been decreasing year on year, with many trips replaced by rail travel, which we encourage.

EY Switzerland is actively exploring innovative solutions to reduce our carbon footprint with our nine-point reduction plan without compromising the quality of our services. This includes leveraging technology to facilitate virtual meetings where feasible, optimizing

travel plans to minimize emissions, and investing in carbon offsetting initiatives. Our commitment to sustainability remains unwavering, and we are dedicated to finding ways to reconcile our business needs with our environmental responsibilities.

■ Carbon offsets and removals

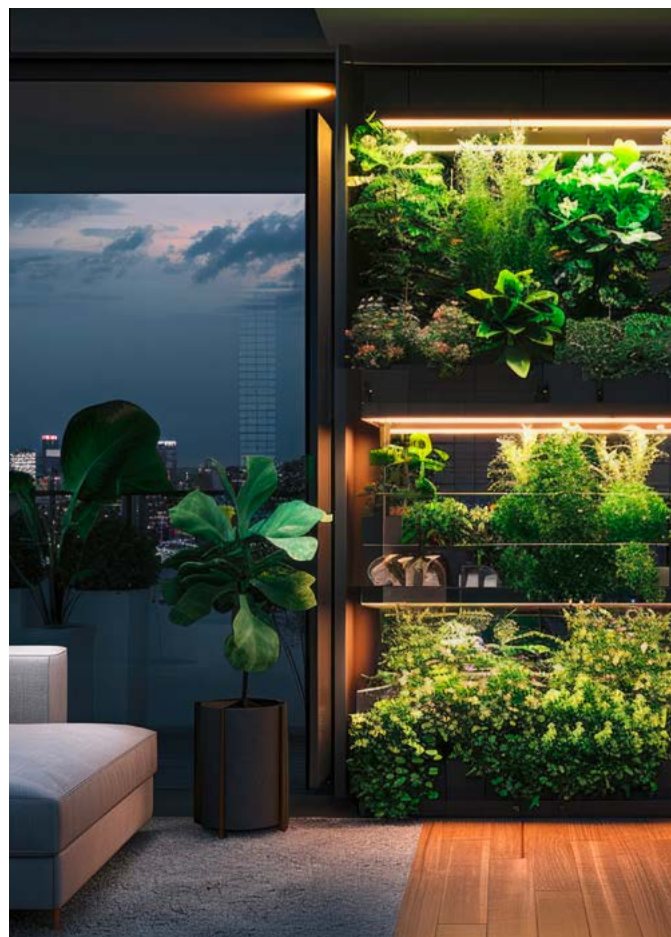
While our priority is reducing GHG emissions in line with our target, we also invest in nature-based solutions and carbon-reduction technologies to remove or offset carbon from the atmosphere. EY Global purchases verified GHG emissions reductions (either sequestered or avoided) elsewhere to offset our GHG emissions. This year, the cost has been allocated to each country. Total carbon credits of 9,866 tCO₂e have been retired and allocated to EY Switzerland in this reporting year (FY23: 5,746 tCO₂e). EY Global allocations are based on the estimated GHG of the share of carbon-offsets and removal credits per member firm. Since the estimation for EY Switzerland considers more actual consumption data and applies local emission factors, there is a discrepancy in the totals of our GHG footprint. This leads to carbon offsets and removal credits allocated by EY Global firm not fully covering the local footprint.



Ensuring responsible business operations

As a responsible market leader, EY is mindful of the impact our business actions have on the economy, society and the environment.

The FY24 assessment showed that none of our offices are located in a Key Biodiversity Area (KBA). A detailed current and future-focused water risk analysis conducted for EY Switzerland concluded that 0% of EY offices and 0% of workforce are based in high/extremely high-risk water areas. Hence, our office operations pose no significant risks for the environment with respect to those two aspects. Nonetheless, we develop and implement initiatives in our business operations to contribute to and encourage an environmentally conscious workplace and minimize negative environmental impacts. Responsible consumption together with responsible behavior of our people ensures that all our practices utilize resources and goods in a manner that will meet present needs without compromising on the ability of future generations to meet their own aspirations.



Resources management

An effective method to reduce the ecological footprint is changing the way we deliver services, consume goods and dispose of waste. Therefore, for each of our consumption choices, we try to consider the environmental impacts along the product lifecycle (from procurement until disposal). This approach applies for both goods and services.

Integrating principles of responsible consumption into the business culture has become every employee's responsibility. Our procurement policies and procedures require that all our people uphold and abide by this principle while performing any activity.

■ Reduction and disposal of waste

A responsible waste management approach is about first preventing waste, reducing waste, reusing material, recycling the remainder and finally the disposing of it. We are committed to doing so where possible and to dispose of leftover waste in a responsible and safe manner.

Centralized waste bin system for waste collection and segregation

We partner with Green Office, a provider of efficient and innovative solutions for waste sorting, to maintain a centralized waste bin system in all offices. By using data such as number of desks and space in square meters, we strategically place our waste bins in central locations, eliminating hundreds of individual desk bins and the daily replacement of plastic waste bags.

We equip all coffee points with capabilities to segregate general waste, paper, PET and aluminum cans and we separate paper and cardboard for recycling by our providers. General waste is eliminated through combustion.

Paperless where possible

As a professional services firm there is a tendency to use a lot of paper, especially for official documents and communications requiring ink signatures. This can result in large quantities of paper waste. We encourage double-sided printing if printing documents is required. Due to technological advances, we are experiencing a significant reduction in paper usage year on year. To further minimize our usage, we use virtual business cards, paperless billing and paperless human resources document processing. In FY24, we issued 31,956 invoices, of which 99.9% were digitally billed. From FY25 onwards, 100% of our invoices will be issued digitally. Furthermore, conscious efforts have been made to reduce paper usage by limiting the number of printers across all our offices. We have reduced the number of printers across Switzerland from 219 in FY19 to 32 as of FY24. All toners and cartridges are collected and recycled by our provider. Confidential documents and files are disposed of separately in line with data privacy considerations and 100% of this paper waste is recycled by our provider.

We also commit to zero deforestation by sourcing Forest Stewardship Council (FSC)-certified paper products.

Managing e-waste

All electronic and electrical waste ("e-waste") we generate is recycled through authorized recyclers, except for selected items of e-waste (mobile phones, laptops and printers) that are resold to brokers for further reuse or recycling.

In FY24, we collected and disposed of 813 kg of mixed electronic and electrical waste via authorized recyclers. We also resold 13.3 tons of e-waste (laptops, mobile phones and printers) from all our Swiss offices to brokers. To increase duration of mobile phone usages, we are offering new models such as Fairphones with a lower environmental footprint and increased durability. The subscription period of business smartphone rental contracts was extended from two to three years. All other e-waste is collected and handed over to authorized recyclers through a system for taking back scrapped electronic waste and electronic equipment used in offices. As headphones tend to have a short product life, we refresh them internally by replacing the ear pads.

Transitioning to plastic-free workspaces

Given the negative impacts of traditional plastics on human health and the environment, we committed to reducing plastic usage and waste generation by maximizing the use of alternative, more eco-friendly plastic products.

For this reason, the single-use plastic products in cafeterias have been replaced with reusable cups, compostable cup toppings, compostable cutlery and reusable lunch boxes. At the Zurich office, we have partnered with reCIRCLE AG, a leading reusable packaging solution provider, to procure alternative plastic material cups and BPA-free water bottles. In FY24, further offices have introduced reusable lunch boxes for takeaway food.

We partner with organicMondays AG, a women-owned company that offers organic and plastic-free feminine hygiene products. EY women's bathrooms across all locations in Switzerland are stocked with complimentary plastic-free feminine hygiene products.

Promoting sustainable products in our Giveaway Shop

We have been exploring ways to develop environmentally friendly promotional items for sale in the Giveaway Shop, our internal online gift portal. To guide us in selecting the right suppliers, we have defined a set of environmental criteria for production. Contracts are awarded to only those suppliers who meet these criteria. We also consider impact entrepreneurs as potential suppliers to procure innovative sustainable products that are recyclable and reusable.

One impact entrepreneur that we engage with is Keiretsu. This company has a certified environmental management system and works on the principle of sustainability by design. In partnership with the company, the Giveaway Shop produces several environmental-friendly alternatives, including recyclable stationery, bottles and mugs and eco-labelled products such as OEKO-TEX-certified clothing. This arrangement with Keiretsu has helped increase the proportion of sustainable products available in the Giveaway Shop from 8% as of December 2018 to 82% in FY24. We aim to align 95% of our assortment with at least one environmental criterion by 2025.

Changing people's behavior toward responsible business choices

Our organization's environmental and business performance is largely impacted by the business decisions our people take, the choices they make in terms of procuring materials and traveling to client sites and the behavior they model through their business practices. For this reason, we focus on creating awareness with our people of the sustainable choices available to them and enabling informed decision making. We run multiple initiatives, including raising awareness in various leadership meetings, all people town halls, sustainability trainings and workshops. Some of the key initiatives are:

- ▶ **Climate action workshops:** We run workshops a couple of times throughout the year with our people to raise awareness about their individual climate action and to help them adopt environmentally friendly practices in their day-to-day work.
- ▶ **Sustainability training:** Our goal was to train at least 60% of our people in sustainability matters by FY25. We have surpassed this goal, with 84% of all EY people who have completed the Sustainability Now training. This training is assigned to all current and future employees and focuses on our environmental commitments. We also offer sustainability training as part of the EY Badges program, which provides certified learning content packages with a total of six sustainability-related trainings on offer such as Sustainability Business Case, Sustainable Finance, Circular Economy, Impact Entrepreneurship and Climate Change. Further, technical skills training is provided with relevant sustainability-related content across all service lines. Specific ESG-training webinars are held for our leadership.
- ▶ **ImpACT week FY24:** Held once a year, ImpACT week consists of mandatory and complementary trainings on sustainability-related topics for all assurance professionals across EY in Switzerland. The aim of the 2024 ImpACT week was to skill up and prepare for the latest ESG regulatory and due diligence developments affecting the audit profession. This is



an important opportunity for our people to acquire technical skills focused on serving our clients' demands, especially in the area of non-financial assurance engagements. Out of 1,143 assurance professionals, 494 attended the mandatory sessions held as part of the ImpACT week in FY24.

- ▶ **Sustainability information at our EY Welcome Day:** We cover corporate responsibility and sustainability topics for discussion at our introduction programs for new employees.
- ▶ **Sustainability@EY Global Community:** Working together in a community-led approach, Sustainability@EY will help EY people grow their knowledge of key issues, understand how we are helping clients create value from sustainability, and encourage personal and collective action to make a difference.

Responsible supply chain management



Resource shortage, price pressure and geopolitical instability can lead to environmental and social considerations being neglected in procurement. We recognize that our responsibility to minimize the negative environmental and social impact of our business operations extends not only to our people but also our suppliers. We acknowledge the need for consistent efforts on our part to promote the high ethical standards within our supply chain and to maintain and grow a diverse supplier base that reflects the markets, clients and communities we serve.

Our procurement process is guided by the Procurement and Supply Chain **Global Policy**. The policy is applicable for the purchase of all goods and services on behalf of the organization and for selecting suppliers and awarding contracts. The policy was updated in FY24 with extended ESG-related considerations and cross-references to the EY Sustainable Sourcing Framework. The policy includes our **Supplier Code of Conduct**, which provides ethical guidelines determining the minimum standards of business conduct to which EY suppliers are expected to adhere, such as compliance with applicable laws and regulations, environmental considerations, human rights standards (modern slavery, child labor, labor rights), principles of diversity,

equity and inclusiveness, health and safety, and ethical integrity. The Supplier Code of Conduct and EY's **Global Human Rights Statement** forms an integral part of the contract between the contracting party and EY. The Swiss General Terms and Conditions of Purchase of Goods and/or Services of Ernst & Yong AG explicitly refer to the Supplier Code of Conduct.

All EY people are expected to adhere to the requirements set out in the internal Procurement and Supply Chain Global Policy when procuring goods or services for EY or a member firm, including when selecting suppliers, awarding contracts and managing supplier performance regardless of client status and spend. EY Global Supply Chain Services support EY member firms' procurement activities worldwide, while Environmental Social Governance Services (ESG Services), which reports directly to the Managing Partner, Supply Chain Services, is responsible for driving an inclusive and sustainable mindset across the organization through our procurement strategy.

Our supply chain

Our supply chain includes suppliers of essential products and services structured under the following four categories:

- ▶ Real Estate, Workplace Services
- ▶ Travel, Meeting and Events Services
- ▶ Technology Sourcing
- ▶ Talent and BMC Procurement

During FY24, we engaged with a total of 1,204 suppliers. We rely strongly on local suppliers to ensure short supply chains and a quick response to the market.

In FY24, 30% of our spend is managed under contractual agreements and overseen by our Global Supply Chain Services function with companies considered as strategic suppliers. We source 88% of products and services with suppliers based in Switzerland.

Supplier due diligence

EY's ESG supplier due diligence program falls into three main areas, managed by the Global Supply Chain Services function:

1. Supplier selection

At EY, we ensure consistency and mitigate risks by asking all suppliers to adhere to our Supplier Code of Conduct as part of our due diligence and contracting process. All sourcing managers are requested to include a core set of ESG- and human rights-related questions in every request for proposal (RFP)/request for information (RFI) prior to the supplier onboarding process. In addition, the EY Supplier Portal provides EY procurement professionals with visibility of the capabilities of current and potential suppliers. Suppliers meeting certain spend thresholds complete a self-assessment questionnaire so decision-makers can better understand the suppliers' social and environmental policies, practices and certifications. Questions cover topics including, but not limited to, climate change commitments, social and environmental management systems and how they monitor standards in their own supply chain.

We ask all potential suppliers to respond to these questions, which are reviewed, scored and considered as part of the supplier selection process.

To support this process, our ESG Services team within the Supply Chain Services team partnered with EY's Climate Change and Sustainability Services team to design and implement our in-house Sustainable Sourcing Framework. This framework provides guidance on key ESG risks per product and service we source, and the additional ESG-related questions we therefore recommend sourcing managers to include in RFPs. In our FY24 ESG training week for Supply Chain Services team, 97% of directly employed Supply Chains Services staff were retrained on sustainable procurement.

2. Supplier onboarding:

EY utilizes our supplier onboarding tool to screen suppliers in terms of their ESG performance. New suppliers are asked a range of ESG questions which are reviewed and scored. Suppliers are rated on:

- ▶ Agreement with EY's Supplier Code of Conduct
- ▶ Adherence to human rights and environmental standards
- ▶ Effectiveness in implementing environmental and social policies and programs
- ▶ Details of their DE&I and supplier diversity program

This acts as a screening process to shortlist suppliers with low scores for a deep dive assessment. Those whose score meets EY's minimum criteria are classified as sustainable. Those with significant spend who score poorly are considered for our due diligence process, including a deep dive ESG review. Low-risk as well as small and medium suppliers are excluded for further ESG review. Since FY22, over 800 global suppliers have responded to the ESG and DE&I related onboarding questions within our vendor management systems.

3. Deep-dive ESG review of high-spend and high-risk suppliers:

Suppliers who score poorly in their ESG onboarding questionnaire or are mapped to high-risk sourcing categories are considered for deep dive ESG reviews. The responses are reviewed, scored and weighted in an automated system.

In FY24, globally we engaged more than 230 high-spend, high-risk suppliers with a 41% response rate. High-risk and high-spend suppliers e.g., technology suppliers, are managed by the Global Supply Chain Services team and are not listed as EY Switzerland suppliers even though they also deliver goods and services to EY Switzerland.

We invited the identified high-risk suppliers to take part and complete a series of questions on their ESG policies, processes and practices on the following key topics:

- ▶ ESG governance
- ▶ Greenhouse gas emissions
- ▶ Resource use and management
- ▶ Human rights and modern slavery (including child labor)
- ▶ Harassment and discrimination
- ▶ Diversity, equity and inclusiveness
- ▶ Vendor due diligence

The assessment was carried out using a proprietary tool for analyzing supplier metrics that gives us further insight into our supplier base or, if available, a supplier's EcoVadis scorecard. Based on the submissions, 21% of suppliers scored low risk and 45% low to medium risk. We

will engage with the high-risk suppliers to understand their mitigation measures and action plans. Our ESG Services and Supplier Risk Management teams will follow up within defined time horizons and according to our leverage plan.

Throughout FY25, we will work with the suppliers who were part of the ESG review to communicate feedback about their scores or EcoVadis scorecards, discuss their ESG plans and monitor their progress in defined periods according to the respective action plan.

No instances of modern slavery or child labor were detected in FY24 during the reviews with our own tool or based on EcoVadis scorecards.

As part of our due diligence process, we also assess overall ESG risk in our supply chain since 2022. We assess and rate ESG risks (from low to high) across our entire supplier base. The risk assessment findings are used to determine which suppliers to consider for further due diligence measures as outlined above. Following the last assessment in FY22, we are conducting a new analysis in FY25. Going forward, once a year, we will analyze human rights-related negative impacts based on country and industry risks across our supply chain and evaluate our supplier shortlist for further due diligence measures.

In order to strengthen our supplier due diligence practices, we have participated in the UN Global Compact Business and Human Rights Accelerator, enabling us to further develop our human rights due diligence policies, procedures and controls in FY24. Additionally, we have worked with our Swiss Climate Change and Sustainability Services team to strengthen local member firm due diligence practices with regards to our local suppliers.

Supplier diversity and inclusiveness

We seek to actively identify, develop and do business with diverse suppliers as an integral component of our procurement activities. To promote supplier diversity and inclusiveness in our supply chain, EY sourcing managers are encouraged to engage with suppliers that are of small and medium scale; certified as at least 51% owned, operated and controlled by one or more minority: woman, LGBTQ+ or person with a disability; or a historically underutilized business defined by the local country. Our ESG Services team undertakes multiple capacity-building initiatives like mentoring, education and networking programs for such suppliers. Our award-winning supplier inclusion initiatives further our organization's commitment to an inclusive economy. We actively collaborate with advocacy organizations to support small and diverse-owned businesses and have successfully met the goal to increase diverse spend by 10% year over year.

Supporting value chain partners in optimizing their environmental footprint

Besides reducing our carbon footprint, we also aim to support our value chain partners in implementing environmental changes. Engaging with them helps us to better align our environmental decisions with their needs and expectations and in turn, drive overall long-term sustainability. We make a conscious effort to ensure that our value chain partners play a substantial role in our sustainability journey.

Our global commitment is to engage with our suppliers and hold them accountable to the environmental standards that our organization adheres to. Continued efforts are made to promote the highest environmental and ethical standards within our supply chain. We provide training to key suppliers on human rights and emissions reductions.

The aim we set in 2021 was to encourage 75% of our suppliers (calculated by spend) to set science-based carbon-reduction targets by FY25. We aimed to achieve this by identifying the large (by spend) suppliers based out of Switzerland and tracking development of their target. In

FY24, globally 66% of our suppliers managed by the Global Supply Chain Services team, have already set a science-based target. With another 28%, we are engaged to set a science-based or equivalent target within the next year. As of FY24, 23% by spend of suppliers to EY Switzerland have made an SBTi commitment. Another 14% are targeted by the Global Supply Chain Services team. Locally, we are revisiting this target as part of our broader supplier due diligence agenda.

Additionally, the EY@Work sustainability checklist defines the sustainability criteria for real estate procurement services. Adhering to this checklist when selecting suppliers helps us adopt green building principles and track those buildings that have LEED, BREEAM, Energy Star or Minergie® certification.

Policies and guides such as the EY Sustainable Sourcing Framework ensure that ESG aspects are fully embedded in the EY organization's sourcing. We conduct regular training for our Supply Chain Services staff. During the Sustainable Sourcing Week, we ran nine complementary sessions covering topics such as signs of modern slavery, biofuels and biodiversity. More than 50% of our sourcing staff (381 people) attended at least one session in FY24. Further, 56% of all sourcing staff completed a web-based human rights training.

Learn more about how ESG Services drive sustainability and social and economic impact for EY teams and the communities we serve.



Human rights



Upholding human rights is fundamental to our purpose of building a better working world. EY's **Global Human Rights Statement** reflects the EY Global Code of Conduct and the United Nations Guiding Principles on Business and Human Rights. The statement addresses the rights of people within our operations and in our supply chain, including those related to health and safety, labor rights and diversity, equity and inclusiveness. The Chief Talent Officer, General Counsel and the Head of Talent are responsible for the seamless implementation of the statement across EY Switzerland for human rights within own operations. EY's responsibility to respect human rights extends beyond the direct operations of EY s into our supply chains, where we seek to influence the broad adoption of labor rights and maintain an active view of the human rights performance of direct and indirect suppliers. The responsibility for human rights in the supply chain is assigned to our Global Procurement (Supply Chain Services) function for globally managed suppliers and in Switzerland with our Finance Director and Chief Operating Officer.

EY Switzerland will issue in FY25 an amendment to the Global Human Rights Statement based on the human rights most salient to EY people and workers in the supply chain according to the results of our human rights impacts assessment conducted in FY24. The assessment identified three salient human rights impacts for our own workforce: working conditions (working hours and rest-time), employee health and safety, and discrimination. We concluded that there were potentially nine enhanced to heightened human rights impacts: decent working conditions, forced labor, child labor, health and safety, freedom of association, conflict minerals and collective bargaining, fair wage, discrimination and harassment, and community rights.

In FY25, we will continue to strengthen our routines and processes according to the OECD Due Diligence Guidance on Responsible Business Conduct and UN Guiding Principles on Business and Human Rights and define our action plan. Further, we will focus on the education of key functions and involve business associates as well as our top leadership.

■ Our employment practices

Our employment policies ensure zero tolerance of child labor and forced labor. We verify all applications before proceeding to interviews.

■ Diversity, equity and inclusiveness (DE&I)

For more details on our efforts to foster DE&I in the workplace, including our DE&I governance, see section: **A more diverse, equitable and inclusive workplace, page 77.**

■ Freedom of expression

We provide numerous opportunities for our people to address their concerns with management through various listening tools such as the EY People Pulse survey. For more details, see section: **Listening to EY people, page 76.**

■ Supplier human rights assessment

Our responsibility to respect human rights extends beyond the direct operations of EY member firms and into their supply chains, where we seek to influence the broad adoption of labor rights and maintain an active view of the human rights performance of direct and indirect suppliers.

The EY Supplier Code of Conduct outlines expectations around issues including:

- ▶ Elimination of forced labor
- ▶ Elimination of child labor
- ▶ Provision of minimum wages to workforce with transparency on deduction
- ▶ Stipulated working hours, including reasonable breaks and overtime provisions that are voluntary and compensated
- ▶ Non-discrimination
- ▶ Provision of healthy, safe and hygienic working conditions

Read more on supplier due diligence in the section:

Responsible supply chain management, page 103-106.

The EY Climate Change and Sustainability Services team provides training to the Supply Chain Services team on human rights and modern slavery as part of “ESG Week” on an annual basis. ESG Week is open to all Supply Chain Services staff and covers relevant human rights and modern slavery legislation, terminology and what sourcing managers need to consider in the procurement process.

Based on available policies and feedback mechanisms, we identify actual and potential adverse human rights impacts of our suppliers. Our grievance mechanism provides our suppliers, workers of suppliers and clients with the EY/Ethics Hotline, where any concerns about unethical behavior or practices can be raised anonymously (read more in the section: **Business ethics, page 34-35.**). To date, we have not been made aware of human rights violations among our tier one strategic suppliers managed by the Supply Chain Services team.

■ Swiss supplier screening

The Swiss government promotes responsible business conduct as part of the National Action Plan (NAP) for Business and Human Rights. The Federal Council expects companies to assume their responsibility to respect human rights. In line with the latest legislation outlined in Articles 964j to 964l of the Swiss Code of Obligations, Swiss businesses are required to comply with provisions on due diligence and transparency concerning minerals and metals from conflict-affected areas and child labor in their value chains.

As a professional services company, we operate in an industry with a low risk of direct exposure to child labor based on our own operations. However, when examining our upstream value chain, we recognize various risks of negative human rights impacts. Based on regular our impact assessment, we have not detected any case of reasonable suspicion of child labor within our supply chain.

We utilize a significant amount of hardware, such as laptops, monitors, cell phones, and printers. However, we do not directly import or process any minerals listed in Appendix 1 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas.

Regardless of our impact assessment findings that do not lead to additional Swiss Compliance requirements, we are committed to further enhancing and implementing due diligence procedures.

In FY24, we screened approximately 1,204 suppliers who provided goods and services to EY Switzerland, based on a defined impact assessment framework. This framework allows for the assessment of 12 potential human rights-related impacts. We identified 14 EY procurement categories that were mapped with 11 high-risk industries, bearing nine enhanced or higher potential adverse human rights impacts. This resulted in 168 suppliers operating in those industries, and

thus showing at least one enhanced or higher risk for potential adverse human rights impacts including child labor. By further applying a spend threshold based on our contracting policies and controls, we longlisted 27 high-risk suppliers for our local supplier due diligence program to investigate actual adverse human rights impacts in our supply chain. These suppliers will be approached in phases. Throughout FY25, the first 10 suppliers will be prioritized for immediate follow-up.

Table 5

High-risk industries		Events	Hospitality services	Facility services	Construction services	Furniture	IT hardware	Construction work and materials	Food and beverages	Fashion and apparel	Raw materials	Agriculture
Risk	Risk rating											
Decent working conditions	Higher risk	●	●	●	●							
Forced labor	Enhanced risk						●	●	●	●	●	●
Child labor	Enhanced risk						●	●	●	●	●	●
Conflict minerals	Enhanced risk						●	●			●	
Health and safety (physical/mental)	Higher risk	●	●	●	●					●		
Freedom of association and collective bargaining	Higher risk	●	●	●	●					●		
Fair wage	Higher risk	●	●	●	●							
Discrimination and harassment	Higher risk	●	●	●								
Community rights	Higher risk					●	●	●	●	●	●	●

Having a positive impact on our communities

Today, the influence of businesses on both the economy and society is more significant than ever. It's not solely about the growth of our organization, it's equally about the benefits we deliver to society and the communities in which we live and work. This is why EY actively participates in a range of projects, collaborations and partnerships.

EY Ripples – positively impacting 1 billion lives

EY Ripples is our global corporate volunteering program. Launched in 2018, it enables our people to use their skills, knowledge and experience to positively impact the lives of millions of individuals (find further information on the lives impacted methodology on [page 113](#)). It unites our regional CR programs as well as collaborations with clients, NPOs and NGOs, impact networks and many others under one bold vision for 2030.

The EY Ripples vision is globally to positively impact the lives of 1 billion people and the communities where they live and work by 2030. In FY24, more than 168,000 EY people across the globe devoted their time and skills on EY Ripples projects, positively impacting 64 million lives. Since EY Ripples launched in 2018, we have positively impacted more than 192 million lives. Our Swiss ambition is to impact 300,000 lives positively per year by 2025. In FY24, we already surpassed this goal with 593,233 lives positively impacted. We have positively impacted 1,837,428 lives (cumulatively) since FY19.

Along with enabling our people to transform the lives of others, EY Ripples can also enrich the experiences of our people and teams in many ways. It provides them with new learning and opportunities to build their leadership skills. It also helps them develop new perspectives on personal impact, broadens their horizon, builds their personal brand and gives them a sense of pride in helping to build a better working world.

The program offers our people various skill-based volunteering opportunities to make a difference and contribute to the EY Ripples vision. These opportunities are aligned with the three focus areas of the program, which in turn are based on EY people's knowledge, skills and experience.

■ Supporting the next generation

Our people mentor and coach the next-generation workforce either in person or virtually to develop the mindset and transferable skills they will need to find and sustain meaningful work in the future. Our people can volunteer to spend a few hours during the week, a whole day or even up to 12 weeks on full-time projects abroad. The next-generation workforce includes students searching for jobs, young people and underserved groups looking to enter or re-enter the labor market.

Some of the key initiatives we have undertaken to support the next-generation workforce through EY Ripples include:

- ▶ The "Girls in ICT" robot programming and EY STEM app workshop is one of our core initiatives that we have run for many years now. In FY24, we held workshops at a school in Geneva as well as at our Zurich and Geneva offices during the EY Kids Day, resulting in 16 EY volunteers teaching 82 pupils from Swiss public schools. The workshop aims to spark young girls' interest in science, technology, engineering and mathematics (STEM) topics and encourage them to consider a potential future career in STEM. The pupils learn about coding and programming using an educational robot.
- ▶ In FY24, we proudly collaborated with Pro Juventute, an organization dedicated to nurturing the growth and self-reliance of children and young people in Switzerland. Our partnership was a testament to our shared commitment to sustainability and empowering the workforce of tomorrow. A total of 19 EY volunteers brought their professional acumen to the



table, conducting job application training sessions that were instrumental in equipping students with the necessary skills to navigate the transition from education to employment. By meticulously refining resumes, honing interview skills and simulating real-world job application scenarios, we helped these young individuals enhance their employability.

- We had the privilege of re-partnering with Young Enterprise Switzerland (YES), a non-profit organization committed to fostering entrepreneurial spirit among students through practice-oriented business and educational programs. After receiving comprehensive training from YES, 12 EY volunteers embarked on school visits where they delivered engaging and insightful sessions on business, entrepreneurship, and social issues.

■ Working with impact entrepreneurs

Our people use their business skills, knowledge and experience to support impact entrepreneurs who drive progress toward the UN SDGs, tackle inequality and empower people to change their lives. We support the impact entrepreneurs in solving global issues through innovation in helping them to scale their small and growing businesses.

For the second year running, one of our focused collaborations continues with Impact Hub. We supported their Circular Economy Incubator which ran from January 2024 until May 2024. During the Circular Economy Incubator, eight EY volunteers from Zurich and Lausanne

provided guidance for startups, assisting them in defining their goals and navigating the path to achieve them. They offered invaluable support in shaping objectives, facilitating networking, questioning assumptions and fostering a supportive learning environment. Together, mentors and start-ups collaborate to develop impactful solutions for a sustainable and circular future.

Two of our EY volunteers were part of an international pro-bono consulting team that developed a tool to evaluate a financial model, performed a market scan analysis, and established an investment information pack for Beyond Water, a start-up aiming to give access to water to rural communities in Malawi. Beyond Water is a non-profit organization dedicated to providing safe water access to underserved communities. It operates across three districts in central Malawi, currently impacting the livelihoods of 125,000 people through 1,100 fully functioning pumps. To scale up their operations to 5,000 pumps in six districts, impacting up to 1,250,000 people, Beyond Water recognized the need for a deeper understanding of their financials to support their growth ambitions and to become more appealing to investors. By partnering with the EY team, Beyond Water became more knowledgeable about their financial performance and identified key areas for growth. This deep analysis of the financial plan will enable Beyond Water to make informed decisions about resource allocation and investment as they work toward their goal.

■ Accelerating environmental sustainability

Environmental sustainability is already an integral part of how we work with the next generation and positively impact entrepreneurs - for example, by teaching environmental literacy skills or helping scale impact enterprises that provide affordable access to solar energy. In addition to this and in recognition of the interconnection between climate change and inequality, we are developing new initiatives dedicated to accelerating the adoption of behaviors, technologies and business models that protect and regenerate the environment.

Some of the key initiatives we have undertaken to accelerate environmental sustainability through EY Ripples include:



Roughly 50 colleagues gathered for a day filled with climate-focused activities and delved into the science of climate change, creating four unique fresks as part of the Climate Fresk game. They talked about the causes and effects of climate change, and ultimately their potential consequences. To close the session, they brainstormed ideas for taking action both at a personal and organizational level. This activity not only introduced them to the science behind climate change but also fostered engaging discussions.

In collaboration with an environmental protection organization, 22 participants had the opportunity to delve into the world of wild bees, emblematic of the diversity and beauty of our native ecosystems. They took part in constructing wild bee hotels, thereby making a significant contribution to nature conservation and providing endangered species with much-needed habitats. Throughout the program, participants engaged in hands-on activities, building bee hotels while learning about the challenges bees face, their ecosystems, and the critical role of biodiversity. This initiative was in line with our focus on environmental sustainability as it educated participants on ways to protect wild bees and their habitats. By offering these essential living spaces and fostering an understanding of ecological interdependence, the program not only supported the wellbeing of wild bees but also inspired participants to advocate for biodiversity and environmental stewardship.

Better targeting and measuring our disaster response efforts

In 2024, we formally incorporated disaster response into EY strategic priorities. This new focus saw us enhance our methodology for assessing our disaster response impact to encompass all forms of aid, including volunteer efforts, donations and in-kind contributions.

Through a new global collaboration with Save the Children, we aim for our disaster relief donations to reach those who need it most. For example, through Save the Children’s ongoing recovery work following the devastating earthquake in Turkey and Syria, we have helped to rebuild schools, repair and establish new accommodation for teachers, and distribute education kits.

During the year, we began collaborating with ServiceNow.org to support its Humanitarian and Crisis Relief Grant for Good.

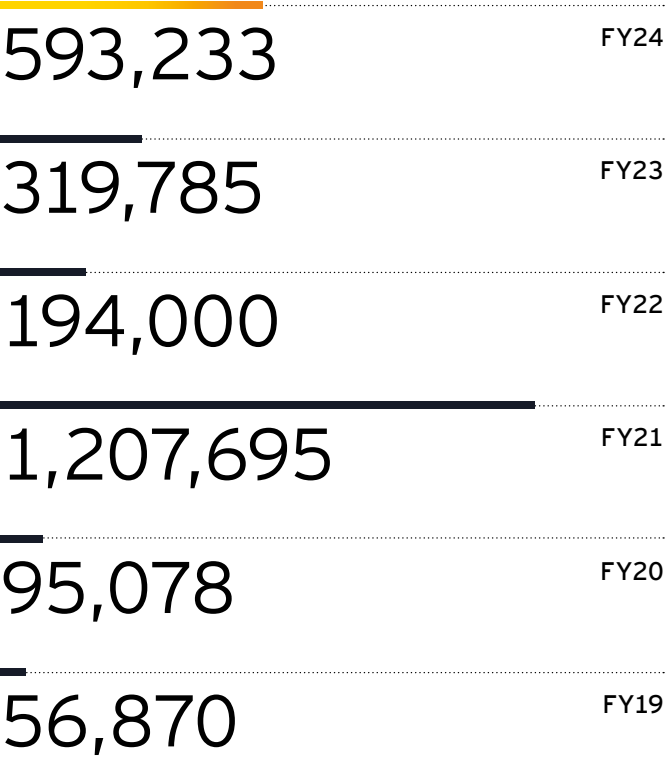
In Switzerland we have also supported selected organizations with emergency fund donations and have established a special budget for potential disasters, enabling us to quickly initiate donations as needed. We also provide in-kind donations of needed goods.

Measuring and reporting our progress toward the EY Ripples vision 2030

The EY Ripples portal serves to qualify social impact projects in adherence with the globally set criteria. It also makes the projects visible to our people and helps identify the right people with the right skills to engage in projects across Switzerland.

In FY24, 1,070 EY people have impacted over 593,000 lives, significantly exceeding our set targets of 859 participants and 341,323 lives impacted. For the global EY performance, please refer to the [EY Global Value Realized Report 2024](#).

Figure 18
Lives impacted



Lives impacted methodology

The lives impacted methodology for measuring social value is based on the long-term value impact pathway, which is a theory of change that provides a framework for monitoring and evaluating outcomes and impacts. The methodology measures the outcome and value addition of EY initiatives in the community. It quantifies the impact by specifically evaluating how many lives were positively impacted from the initiative through assessing both the breadth and depth of impact the EY Ripples initiatives are having. The methodology employs data from the EY Ripples data collection portal, complemented by external data sources, to thoroughly evaluate the program's effectiveness. The lives impacted methodology adopts a conservative approach, focusing on the number of direct and indirect beneficiaries reached through the EY Ripples program, discounted for attribution. Since it's not practical for each beneficiary to disclose their indirect beneficiaries, each focus area of the EY Ripples program requires its own set of research-based assumptions, approaches and

beneficiaries for calculating lives impacted. Quantifying depth of impact was arrived at through stakeholder interviews and external third-party research. The EY organization has also integrated country-level SDG performance scores into its measurement approach to assess attribution in a systematic way where activity-specific data is not available.

As part of quality control and data validation, the data from the EY Ripples Portal is routinely validated by the EY Ripples Global Measurement and Reporting (M&R) team. Third-party limited assurance has been obtained over the EY lives impacted metric for FY24.

Figure 19

Lives impacted methodology

Direct beneficiaries	+	Indirect beneficiaries	=	Total beneficiaries	×	Attribution rate	=	Lives impacted
Direct beneficiaries are the individuals who are directly involved with and benefits from an EY Ripples initiative, such as an impact entrepreneur or student.		Indirect beneficiaries are individuals who are in some way related to a direct beneficiary, and indirectly benefits from an EY Ripples initiative, such as the customers of an impact entrepreneur, or the household of a student.		The total of direct and indirect beneficiaries.		The attribution rate is assessed using a combination of data collection (e.g., surveys) and impact modelling approaches. Impact modeling considers assessments of the depth of impact of the activities and as well as the counterfactual based on local gaps to the UN SDGs.		

EY Cares

EY Cares is the collection of all our regional initiatives in Switzerland organized by EY people to connect to their communities. If our people are looking for a short-term and hands-on volunteering option for themselves or their team, EY Cares is the place to make their contribution. In FY24, we organized a total of 12 EY Cares projects with the support of 246 EY volunteers.

Some of the initiatives we have undertaken through EY Cares include:

- ▶ **Year-end gifts for children in need:** In December 2023, EY employees generously donated gifts and monetary amounts for the year-end season to support children in need for the third year in a row. The funds were directed to two humanitarian organizations operating in Switzerland. The children sponsored have migrant backgrounds and/or have grown up in poor conditions and their families cannot afford to buy them presents. With the commitment of EY volunteers, we were able to provide gifts to more than 100 children.
- ▶ **Viva con Agua:** In collaboration with Viva con Agua, 20 EY employees volunteered to collect reusable dishes and cups with deposits, contributing to water, sanitation and hygiene (WASH) projects at the Züri Fäscht. Viva con Agua's vision is "Water for all – all for water" and aims to provide clean water and a sustainable future for all. EY's partnership with Viva con Agua supports this vision by collecting deposits from festivals, the proceeds of which go toward funding two WASH projects in South Africa.
- ▶ **Blood donations:** EY Corporate Responsibility Ambassadors organized blood donations at our offices in Basel, Geneva and Zurich. A total of 62.5 liters of blood were donated by 127 EY employees.
- ▶ **Samedi du Partage:** For the latest "Samedi du Partage" initiative, 11 EY colleagues volunteered at supermarkets in Geneva and Lausanne. The idea of the initiative is to support people in need by providing local shelters and associations with food and hygienic products. Our colleagues were involved in collecting the products and by encouraging

people to buy and share items with those in need. In Geneva, the campaign collected 175 tons and in Lausanne 67 tons of products.

■ Corporate Responsibility (CR) Ambassador Network

Our national CR Ambassador network with 20 representatives across all Swiss offices organize various corporate responsibility and volunteering activities. The primary objective of this network includes enhancing communication, promoting office-based corporate responsibility activities, mobilizing EY volunteers, and amplifying the social impact through employee-led initiatives. In FY24, our ambassadors initiated eight hands-on volunteering or office operations improvement projects.



Our total community investments

In FY24, EY Switzerland generated revenues of CHF 704.4 million, a significant portion of which is used for employee wages and benefits, and compensation to the owners.

We give back to our communities in various forms such as cash, in-kind and time donations. Our total community investment comprises:

Figure 20

Community investment calculation

Value of time contributions	+	Non-time-based contributions (cash investment)	=	Total value of community investment
Monetary value of hours invested by EY People. This includes time contributions beyond EY Ripples including pro bono, low-bono, skills-based and traditional volunteering.		Total value of cash investment for benefit of community including cash, selected sponsorship, Corporate Responsibility staff costs and program management expenses.		Monetary value of total investments in community that can be monetized.



We provide various pro or low-bono projects across consulting or audit services to impact entrepreneurs or non-profit organizations. Since FY19, we have contributed a total of CHF 7.7m to the above-mentioned community investment areas. Of that, 26% (CHF 2.0 m) was invested in FY24.

We have implemented Enablon software to record our community investments and report a global view in our annual **EY Global Value Realized Report**.

Another way we invest in our society is by advising governments on building more sustainable and inclusive economies. We help businesses innovate with purpose and as a founding member of The Embankment Project for Inclusive Capitalism, we have co-authored the corporate reporting framework to streamline the **measurement of stakeholder capitalism** together with other WEF-IBC members. The EY organization also contributes to global thinking and public discourse on climate change and sustainability by publishing research and other reports.