



Will you  
shape the  
future

or be  
shaped  
by it?

! ...

EY Switzerland  
Sustainability Report  
2025



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



Shape the future  
with confidence

# All in

A MINDSET · A CALL TO ACTION · A COMMITMENT

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# A note from the leadership

In today's world, challenges may come from every angle: human, financial, environmental, technological, geopolitical – and the pace of change is accelerating. Against this background, the world has felt more disrupted and complex than ever in the financial year 2025 (FY25).

Even in this uncertain environment, we believe we can shape the future with confidence – an optimistic future where business, people, society and the planet thrive. For EY clients, this means helping them navigate emerging challenges and opportunities to grow, transform and engage in sustainable business practices. For EY people, it's about supporting the development of future-focused skills and career aspirations, and empowering them to help solve complex client issues. For society, it's having a positive impact in light of rapidly changing needs.

## All in – a mindset, a call to action, a commitment

On 1 July 2024, we outlined a bold ambition to deliver new value for EY clients, people and society through a new global strategy, **All in**.

In the first full year since **All in** was implemented, we have grown EY with purpose and invested intentionally in our future – even as the global economy faces relentless disruption. We have revised our go-to-market approach, which focuses strongly on industries and sectors enabling us to better meet changing client demand and simplify our business to lead. This undertaking is strengthened by the collective power afforded by our new structure as part of the Europe West Region, which includes two distinct business units dedicated to serving clients in the financial services sector and non-financial services sector, respectively. In March 2025, Daniel Gentsch succeeded Andreas Blumer as Chair of the Board. We thank Andreas Blumer for his service and welcome Daniel Gentsch, whose leadership will support EY Switzerland's purpose and sustainability goals.

## Highlights from FY25

As we reflect on FY25 – in which the targets set in our previous strategy and scorecard expired – we are proud of the progress we have made and acknowledge that there is still much more we can do.

### CLIENTS

- We generated total net revenue of CHF 748.3m, an increase of 6.23% on the prior year. This positive result confirms our clients' need for, and trust in, our services.
- We have made significant progress when it comes to growing sustainability-related services, exceeding our target to triple revenue in this area against the FY22 baseline.
- We held several AI-focused client events such as the EY National Trusted AI Conference or the EY Trusted AI Summit, which were attended by more than 800 participants from the business community and brought together renowned AI experts and industry leaders to share real-life success stories, challenges and practical insights into the AI journey.

### PEOPLE

- We continue to invest in our people's development and careers, with 207,552 formal learning hours delivered; for example, 83% of our people received training in the basic principles of sustainability with a focus on EY's targets and decarbonization strategy.
- Eighty-six percent of EY Switzerland employees completed at least one of three AI-related trainings, which help employees understand the EY.ai journey both for EY and our clients, our value proposition and the nine principles of responsible AI.
- Gender balance across our governance bodies and senior leadership pipeline remains an important aspect of our new global message, "Inclusiveness for Everyone," and we are proud to report that combined gender diversity across our Board and Swiss Management Committee stands at 30% female representation – matching the target set in FY22 – while the percentage of female Partners and Directors increased from 15% to 20% in FY25 compared to FY19.

## SOCIETY

- During FY25, 1,564 people (FY24: 1,070) devoted 6,321 hours (+12.6%) to projects under the EY Ripples volunteering project, positively impacting 510,201 lives and driving sustainable value creation for society beyond our walls.
- We achieved our ambition to receive an EcoVadis Platinum Medal, with our higher score mainly driven by greater transparency in reporting and enhanced policies and measures regarding human rights in our own workforce and the supply chain.
- We published our EY Switzerland Human Rights Statement and took various measures to strengthen and update our policies, Supplier Code of Conduct and sanctions framework.

As for others in our industry, travel remains the most challenging element of EY's long-term transition planning. While we have realized a 52% reduction in emissions across our Scope 1 and 2 emissions in FY25 compared to the FY19 baseline, we did not meet the reduction targets set regarding business travel emissions (Scope 3), which increased once again in FY25. We will keep investing in behavioral change, alternative fuels, and collaborative travel planning with EY clients to meet our science-based targets under the new Environment Strategy.

### Toward FY30 and an AI-powered, human-centric future

We took the opportunity in FY25 to refresh our double materiality assessment and prepare for the next five years of our environment strategy and reduction pathway. Our sustainability strategy and FY30 scorecard align with **All in** and reflect the outcomes of our double materiality assessment and updated science-based targets.

Stefan Rösch-Rütsche

**Stefan Rösch-Rütsche**

Country Managing Partner, EY Switzerland

Bruno Patusi

**Bruno Patusi**

Financial Services Country Leader

Our approach now centers on four strategic pillars – environment, responsible AI, human rights, and ethics – each supported by robust governance, clear targets, and transparent reporting to create long-term value for clients, our people, society, and the planet. We look forward to sharing our evolving sustainability disclosures, decarbonization roadmap and corporate responsibility initiatives in this and future reports.

A key sustainability topic in years to come will be responsible AI implementation. At this time of rapid technological advancement, EY strongly believes in the potential of AI to deliver both economic and social value. We also carefully consider and advise clients regarding the associated risks, including data privacy and security, and the implications of AI on people and the planet. Our focus is on how we can help clients to implement the right solutions in the right way. We bring deep domain knowledge, AI-ready data and a focus on implementing the technology responsibly.

### Pride in our performance. Confidence in our future.

Our **All in** global strategy is how we show up – with purpose, with ambition and with confidence. With our relationships, our investment strength, the EY brand, our culture and our people, we are united in purpose. In Switzerland and around the world, we strive to continue to unleash growth and value – together.

Robin Ann Errico

**Robin Ann Errico**

Chief Risk Officer and Chair of the Corporate Responsibility Board

Daniel Gentsch

Chair of the Board

# Report highlights

Table 1

## Client value

KPI	FY23	FY24	FY25
Number of clients served	6,317	6,361	<b>6,578</b>
Number of Swiss Markets Index (SMI) clients served	19	19	<b>20</b>
Average client recommendation score (out of 10)	8.1	8.4	<b>8.6</b>
Percentage increase in sustainability services wins	32	39	<b>51</b>
EcoVadis Sustainability Rating	Gold	Gold	<b>Platinum</b>

## People value

KPI	FY23	FY24	FY25
Work-life balance	Percentage of people who feel free to be themselves	86	83
	Percentage of people who feel supported and included by the people they interact with on a daily basis	84	84
Inclusiveness	Number of different nationalities	71	75
	Equal pay certified	Advanced	Advanced
	Percentage of female employees	40	40
Workforce development	Number of EY badges awarded	402	503
	Average learning hours per employee	68	68
	Number of new hires	1,040	799

## Societal value

KPI		FY23	FY24	FY25
Community engagement	Number of EY Ripples volunteers	891	1,070	<b>1,564</b>
	Number of lives impacted	319,785	593,233	<b>510,201</b>
	Number of volunteering projects	24	19	<b>20</b>
	Hours of skill-based volunteering	5,036	5,614	<b>6,321</b>
Environment	Total greenhouse gas emissions in tCO2e	6,127	6,758	<b>8,276</b>
	Emission intensity in tCO2e/FTE	2.03	2.23	<b>2.68</b>

## Financial value

KPI		FY23	FY24	FY25
Total revenue in CHF (in millions)		689.9	704.4	<b>748.3</b>
Percentage revenue growth		10.23	2.53	<b>6.23</b>
Assurance: Total revenue in CHF (in millions)		280.7	318.0	<b>343.3</b>
Consulting: Total revenue in CHF (in millions)		173.8	152.7	<b>161.8</b>
EY-Parthenon: Total revenue in CHF (in millions)		64.8	63.5	<b>65.9</b>
Tax and Law: Total revenue in CHF (in millions)		167.5	170.2	<b>177.3</b>

# About this report

Ernst & Young Ltd has reported with reference to the Global Reporting Initiative (GRI) Standards 2021 for the period 1 July 2024 to 30 June 2025. This is EY Switzerland's sustainability report (called "report" hereinafter) covering the financial year 2025 (FY25). The report published on 18 December 2025 is the eighth sustainability report of EY Switzerland. Where relevant, appropriate and helpful for comparison, we also provide information on the last three financial years. In this report, we refer to ourselves as "EY Switzerland," "we," "us" or "our." EY refers collectively to the global organization of the member firms of Ernst & Young Global Limited (EYG). This report covers all offices and activities of Ernst & Young Ltd, Basel, and Ernst & Young AG, Vaduz (a 100% subsidiary of Ernst & Young Ltd, Basel).

## Basis of preparation

The report outlines relevant developments, our strategy and our contributions to long-term value creation and provides a consistent, balanced and accurate representation of the material sustainability matters, key actions taken and progress made over the reporting period. On an annual basis, we run a consultation process with various business functions and service lines to extract the needed data and information. In this year's report we are covering material sustainability matters along with their respective Impacts, Risks and Opportunities (IRO) according to our refreshed Double Materiality Assessment conducted from April to June 2025. The Double Materiality has been assessed using the Implementation Guidance provided by the European Financial Reporting Advisory Group (EFRAG) as a basis for our methodology as the first steps of our transition roadmap towards CSRD-inspired reporting in the coming years. In FY25, we conducted a CSRD gap assessment, which we are using to refine our sustainability reporting over the next years. Our goal is to enhance transparency and accountability in our sustainability efforts while tailoring the reporting criteria to meet the unique needs of our organization and stakeholders.

The authenticity of the data and processes disclosed in the report has been assured by Avanta Audit Ltd, an independent third-party assurance provider. Avanta Audit Ltd provided limited assurance in accordance with the International Standard for Assurance Engagements (ISAE) 3000. The assurance statement provided in the report covers the scope of work undertaken, the engagement methodology and the extent to which EY Switzerland has applied the GRI Standards and includes the opinion on the report. The Swiss Management Committee oversees the assurance mandate. The Country Managing Partner and the Chief Risk Officer acknowledge responsibility for the preparation of the report and the information contained therein with reference to the GRI Standards. The report on the limited assurance can be found in the section: Appendix, [page 176](#).

Stakeholders can contact [cr@ch.ey](mailto:cr@ch.ey) for any questions.





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# About us

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People

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Facts & figures

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“

Shaping the future with confidence

# Our strategy and business model

Ernst & Young Global Limited (EYG), a UK company limited by guarantee, is a global leader in assurance, tax, strategy, transactions and consulting services worldwide. EYG coordinates the member firms and supports cooperation among them. In this report, EY refers collectively to the global organization of the member firms of EYG.

In Switzerland, Ernst & Young Ltd (also registered under the names: Ernst & Young AG; Ernst & Young SA) is incorporated in Basel, Switzerland, and a member firm of EYG. EY Switzerland also includes Ernst & Young AG, Vaduz, an EYG member firm in Liechtenstein. Ernst & Young AG, Vaduz, is a wholly owned subsidiary of Ernst & Young Ltd, Basel, and reference made in this report to EY Switzerland includes its subsidiary in Liechtenstein. Ernst & Young Ltd, Basel, is owned by EY Holding Ltd, a Swiss holding company. The equity of EY Holding Ltd is collectively owned by the Swiss partners (Swiss Partner Pool). In this report, we refer to ourselves as "EY Switzerland," "we," "us" or "our" and we refer to our employees as our "people."



Table 2

## Headcount across EY Switzerland regions

Geographical area	FY25 number of employees
Northwest	253
Midland	203
Romandie	640
Central	105
Ticino	41
East	85
Zurich	1,877
<b>Total EY Switzerland</b>	<b>3,204</b>

## How we create long-term value

EY Switzerland is committed to creating long-term value for all our stakeholders. Powered by data and technology, our services and solutions build trust through assurance and help clients transform, grow and operate effectively. Through our four integrated service lines – Assurance, Consulting, EY-Parthenon (formerly: Strategy and Transactions), and Tax and Law – we support organizations in generating new value for their stakeholders as well. At EY, we embrace an “**All in**” mindset in everything we do, whether delivering financial and non-financial audits, helping clients turn complexity into competitive advantage, creating economic value, or navigating tax and regulatory challenges. By leveraging our multidisciplinary network, collaborating across borders and investing with purpose, we are shaping the future with confidence.

## Our value chain

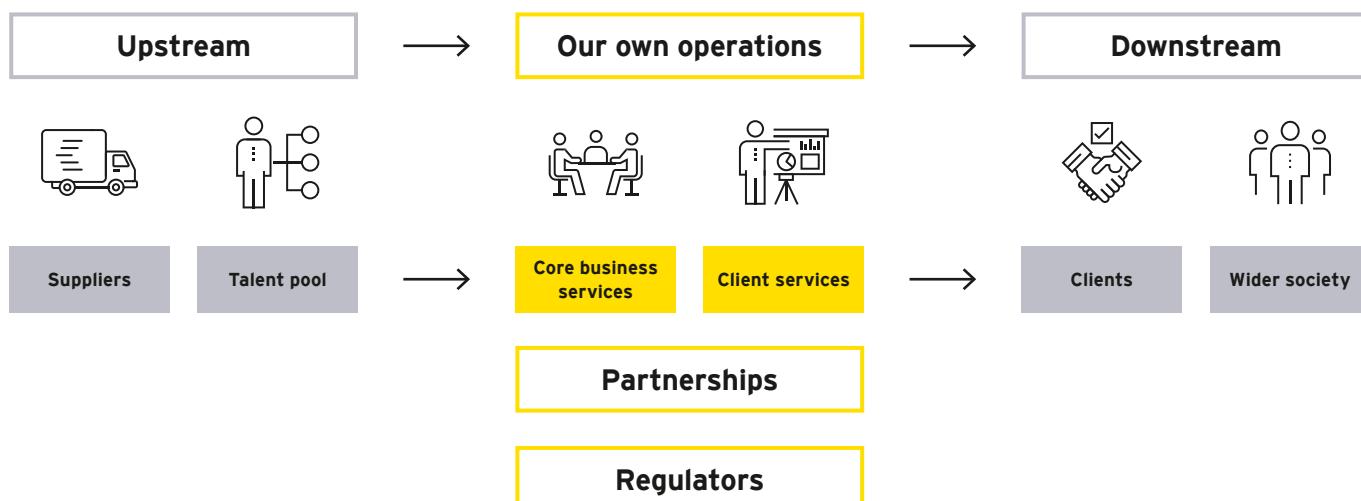
Upstream, EY’s value chain includes all critical inputs that enable our operations. This encompasses our workforce as a key asset, robust talent management, office infrastructure, IT systems and other resources provided by strategic suppliers. It also covers activities related to sales and opportunity management for EY engagements, along with essential service acceptance processes such as contract reviews, independence assessments and anti-money laundering checks.

Our core operations focus on delivering high-quality client services by EY professionals, often in collaboration with alliance partners. This stage also includes rigorous quality reviews, expert consultations and strict adherence to regulatory requirements.

Downstream, our value chain extends to the completion and delivery of these services to clients, who then implement and leverage the solutions provided. The application of our services can also create broader positive impacts on society as a whole.

Figure 1

### EY Switzerland value chain



## | EY values

All EY people live by a set of shared values that define who we are. These values are fundamental to our culture. They influence our actions and behavior in meetings with colleagues and clients, but also how we engage with our communities. The EY values remain integral to EY.

We are and will continue to be:

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

## | EY purpose

The EY purpose “Building a better working world” has been the basis for our business model for many years.

The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to help deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for EY people, for clients and for our communities. In a world that's changing faster than ever, our purpose is our guide – providing the context and meaning for the work we do every day.

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

## ■ All in strategy

Through our strategy, “**All in**,” launched on 1 July 2024, we are helping organizations shape the future with confidence. We are all acutely aware of the complex challenges facing the world’s organizations on every front and from every angle – human, financial, environmental, technological, geopolitical volatility, interconnected issues. Everything is changing. Everywhere. All the time. So, how do the world’s organizations shape themselves to adapt, pivot and grow? As the saying goes: The best way to predict the future is to create it.

**All in** is designed to shape the future, foster growth and create positive impact. It is built on four principles:

- **Investing strategically**
- **Driving meaningful growth**
- **Collaborating globally**
- **Simplifying leadership.**

The approach prioritizes value creation for stakeholders, encourages a strong team culture and stresses responsible business. The aim is to address new challenges, meet future needs, lead the industry and benefit society.

## Our services and served industries

Within **Assurance**, we are dedicated to serving the public interest by independently assessing risk and identifying opportunities that enhance trust in businesses and capital markets. Our ongoing efforts are foundational to promoting sustainable, long-term value creation. In FY25, 1,352 professionals contributed to our results, generating revenue of CHF 343.3 million and achieving an 8% growth rate.

Our **Consulting** practice drives business transformation through a focus on people, advanced technology and innovation. By prioritizing human experience, deploying technology efficiently and scaling innovation, we support clients in achieving enduring value for individuals, organizations and society. In FY25, our team of 585 professionals delivered revenues of CHF 161.8 million, reflecting year-on-year growth of 5.9.

With a team of 218 professionals, **EY-Parthenon** achieved revenues of CHF 65.9 million and a 3.8% growth rate. In EY-Parthenon, we partner with clients to reimagine business ecosystems, reshape portfolios and reinvent organizational futures. Effective capital management today is key to tomorrow’s competitive advantage.

Our **Tax and Law** practice, comprising 601 professionals, reported revenues of CHF 177.3 million and a 4.1% growth rate. We deliver information, insights and tailored services to help enterprises navigate regulatory complexities, manage risks, make informed business decisions, interpret global tax policies and achieve compliance with evolving legal standards.

In addition, we have our internal functions, **Core Business Services**, with 324 people. We are a creative, curious and consultative community of specialists helping our day-to-day business run efficiently and smoothly, and supporting EY in achieving business success. Read more about our services at: [ey.com/ch](http://ey.com/ch)

By being industry-focused, EY teams can help clients better anticipate market trends, identify the implications for their businesses and deliver sector-specific solutions.

- Consumer and health
- Financial services
- Government and infrastructure
- Industrial and energy
- Private equity
- Technology, media & entertainment, and telecommunications

For more information on our service lines and industries, visit our [website](#).

## Our sustainability strategy

Besides helping our clients with their sustainability transformation, we too are on a continuous journey of becoming a more sustainable business.

Our sustainability strategy is rooted in our purpose of Building a better working world. Guided by the **All in** strategy and informed by our double materiality assessment, we aim to create long-term value for

clients, EY people, society and the planet. Our commitment extends beyond compliance – we aim to integrate sustainability, where relevant into our operations and value chain while enabling clients to accelerate their own transformation.

Our sustainability strategy is structured to shape the future with confidence by empowering our employees and communities to prosper and make meaningful contributions to society and to our clients. At the

Figure 2

## Sustainability Strategy FY30

### Shape the future with confidence

for EY people, their future needs & career expectations; empowering them to solve the most complex client and community issues

#### SUSTAINABILITY MATTERS

- Serviced impacts and dependencies
- Working conditions
- Equal opportunity & treatment for all

#### ACHIEVED BY

- Enhancing client sustainability through integrated services
- Promoting fair and equal working conditions and well-being
- Equipping EY people and communities with future-ready skills

### Together

grounded in EY Values, ethics and responsible business practices

#### SUSTAINABILITY MATTERS

- Corporate Culture
- Privacy
- Responsible supply chain

#### ACHIEVED BY

- Ensuring compliance with laws through robust policies and controls
- Protecting client and EY data
- Promoting responsible conduct across our value chain

### Drive purposeful growth

and maximize value creation for EY people, clients, society and EY

#### SUSTAINABILITY MATTERS

- Quality of our Services
- Climate change
- Responsible AI and digital technology

#### ACHIEVED BY

- Engaging clients to improve services
- Minimizing environmental impact by reducing air travel
- Addressing AI's dual impact with effective policies

core of this approach are the sustainability matters identified as material through our double materiality assessment. These key areas encompass promoting equitable working conditions, supporting employee well-being, advancing equal opportunities and providing our workforce with skills that ensure readiness for future demands – benefiting both the organization and the broader community. Through initiatives like EY Ripples, our people actively contribute to the education of the next-generation workforce, scaling impact

enterprises and environmental programs, amplifying our positive impact beyond the workplace. Also, we are harnessing our full range of capabilities by mobilizing our ecosystem and value chain to accelerate value-led sustainability with clients while ensuring our workforce is equipped to navigate future challenges.

Together, grounded in our core values, corporate culture and a commitment to responsible business conduct, we maintain robust policies to ensure compliance, protect EY and client data, and uphold transparency and integrity throughout our organization and value chain. This approach strengthens a culture of trust and inclusion, enhances the resilience of our ecosystem and reinforces the confidence stakeholders place in us.

Ultimately, our sustainability strategy seeks to deliver lasting outcomes for clients, EY people, society and the planet by driving purposeful growth, reducing risk and negative impacts and creating long-term value. By operationalizing governance, linking decarbonization and data integrity to tangible outcomes, and fostering a strong interconnectedness across relevant dimensions of our work, we are committed to building a better working world.

Our strategy emphasizes four closely connected strategic pillars:

- Environment
- Responsible AI
- Human rights within our workforce and value chain
- Ethics

Each pillar is supported by robust governance frameworks, policies, concrete actions and transparent reporting. By advancing initiatives under these pillars, EY not only accelerates value-driven sustainability with clients but also empowers our people and communities. This approach further enables engagement and mobilization across material sustainability matters throughout our value chain. To execute our strategy, we have defined specific targets and an execution roadmap, which can be found in the Appendix, [page 156](#).

Table 3 shows the ESG targets of our previous strategy and the performance in this reporting period against the defined baseline years.



# Sustainability scorecard FY30

Table 3

## Environment

Targets	Metric	Baseline year performance		FY25 performance	Comments
#1. Greenhouse gas emissions reduced by 40% overall and business travel emissions by 35% compared to 2019 levels, reaching net zero by 2025	tCO2e	FY19	7,510	8,276	While we have realized an emission reduction across our scope 1 and 2 emissions of 52% vs. FY19, we clearly did not achieve our set reduction targets regarding business travel emissions.
	tCO2e	FY19	6,068	6,444	
#2. 100% renewable electricity purchased across all EY offices in Switzerland by financial year 2022	Percentage of electricity supply	FY21	95	99.6*	The electricity sourced from suppliers for our offices is entirely renewable. Currently, attention is being directed toward the electricity and energy supplied by landlords.
#3. 60% of EY people trained in basic principles and issues of sustainability with a focus on EY's targets and decarbonization strategy by financial year 2025	Percentage of employees trained	FY22	10	83	The targets set for FY25 have been met already in FY24. Training on Sustainability Now 2.0 is ongoing for EY employees, with Sustainability Now 3.0 training to be introduced soon.

\* We procure renewable electricity for all our offices. The share of renewable energy is related only to the share of electricity we have control over. Electricity procured and distributed through landlords is not included in above share.

## Social

Targets	Metric	Baseline year performance		FY25 performance	Comments
#1. To speed up sustainable development EY will make Sustainability Services a core offering to clients and at least triple win by financial year 2025	Percentage of win growth	FY22	100	51**	The target to triple revenues by FY25 against FY22 has been achieved. FY25 revenues have increased by 51% compared to the previous year.
#2. Investing in our communities: We positively impact (measured through standardized impact formula) 300,000 lives through the EY Ripples program with 800 EY volunteers per year, by financial year 2025	Lives impacted	FY19	57,000	510,201	The targets have been achieved again this year, thanks to the variety of impactful initiatives our employees supported through their volunteering efforts.
#3. Inclusiveness:	Participants	FY19	23	1,564	
■ 80% of EY employees say they feel included in anonymized employee surveys by financial year 2025	Percentage of respondents	FY19	73	83	The target has been achieved.
■ We ensure a better gender balance with a minimum of 30% women on our governance bodies, by financial year 2025	Percentage of female share	FY21	27.5	30	The target has been achieved in FY25, acknowledging that this can change at any given time. Nonetheless, EY leadership remains committed to uphold and even improve the ratio.
#4. Corporate responsibility and sustainability:					
■ 75% of EY employees rate how EY is reducing its environmental impact as "good" or higher in anonymized yearly employee survey by financial year 2025	Percentage of respondents	FY19	30	53	Although both KPIs improved, targets were not met. We are investigating further and developing measures to enhance performance due to limited survey insights.
■ 75% of EY people say they feel motivated to participate in corporate volunteering projects in anonymized yearly employee survey by financial year 2025	Percentage of respondents	FY19	40	67	

## Governance

Targets	Metric	Baseline year performance		FY25 performance	Comments
<b>#1.</b> Our sustainability performance reviewed and published: EcoVadis Platinum Medal in acknowledgement of our sustainability achievements obtained by financial year 2025	Sustainability rating	FY20	Bronze	Platinum	The target is achieved and efforts under way to maintain the medal at the same level in next year's assessment.
<b>#2.</b> 100% of EY people sign the EY Code of Conduct annually and therefore uphold EY values and professional standards	Percentage of employees who completed the mandated training	FY21	100	98.3	The target is achieved on an annual basis as the mandatory training is enforced throughout the organization. The missing percentage is due to long-term absences.
<b>#3.</b> 75% of Swiss suppliers by spend have set a science-based target (SBT) by financial year 2025	Percentage of suppliers by spend who have a SBT	FY21	38	23	The target has not been achieved on a local level. Procurement at EY is managed by a centralized global procurement function that manages global high-spend and high-risk suppliers. In FY24, this target was discontinued locally due to ongoing changes in the local supplier base and the challenges of engaging with smaller suppliers where contracts or long-term collaboration are not established.



# Our governance

## EY Global

EY operates as a global organization guided by a unified strategy and coordinated through a common governance framework. This structure oversees and aligns the activities of its member firms, including EY Switzerland, fostering collaboration across the network. While each member firm remains a legally distinct entity, their roles and responsibilities are defined by EY's regulations and various other agreements.

EY is organized into three geographic areas ("Areas"): Americas, Asia-Pacific and EMEIA (Europe, Middle East, India and Africa), each led by an Area Managing Partner which oversee markets, client support, alliances, audit quality, risk governance, regulatory matters, and ensure strategic alignment across Regions. They represent the Area as well as the Regions in the Global Executive to ensure global connectivity and enable strategic alignment across the Regions.

As of 1 July 2025, EY member firms are grouped into 10 Regions (previously 18), which align and work together across the EY organization, executing on the strategic objectives set by the Global Executive. The 10 Regions are represented on the Global Executive through the three Areas.

For clients, this means more comprehensive, connected services in a changing world. For EY people, it means more mobility and enhanced career opportunities across their Region's broader geographic footprint. At EY, we will continue to deliver seamless client service, as the work EY teams perform becomes both increasingly complex and global in nature.



## EY Switzerland as part of the global network

The **EY Global Executive** chaired by our Global CEO and Chair, Janet Truncate, since 1 July 2024 is the highest governance body of EY responsible for setting the EY organization's objectives, strategy and policies. Its membership brings together the elements of the EY global organization, including the leaders of the EY Areas and Regions, service lines and functions.

The **EY Global Governance Council** is a key governance body of EYG. The Global Governance Council is comprised of one or more representative(s) from each Region, other at-large representatives from any EY member firm and independent non-executives. The Global Governance Council advises the Global Executive on policies, strategies and the public interest aspects of its decision-making. The Global Governance Council approves, in some instances upon the recommendation of the EY Global Executive, certain matters that could affect the EY organization.

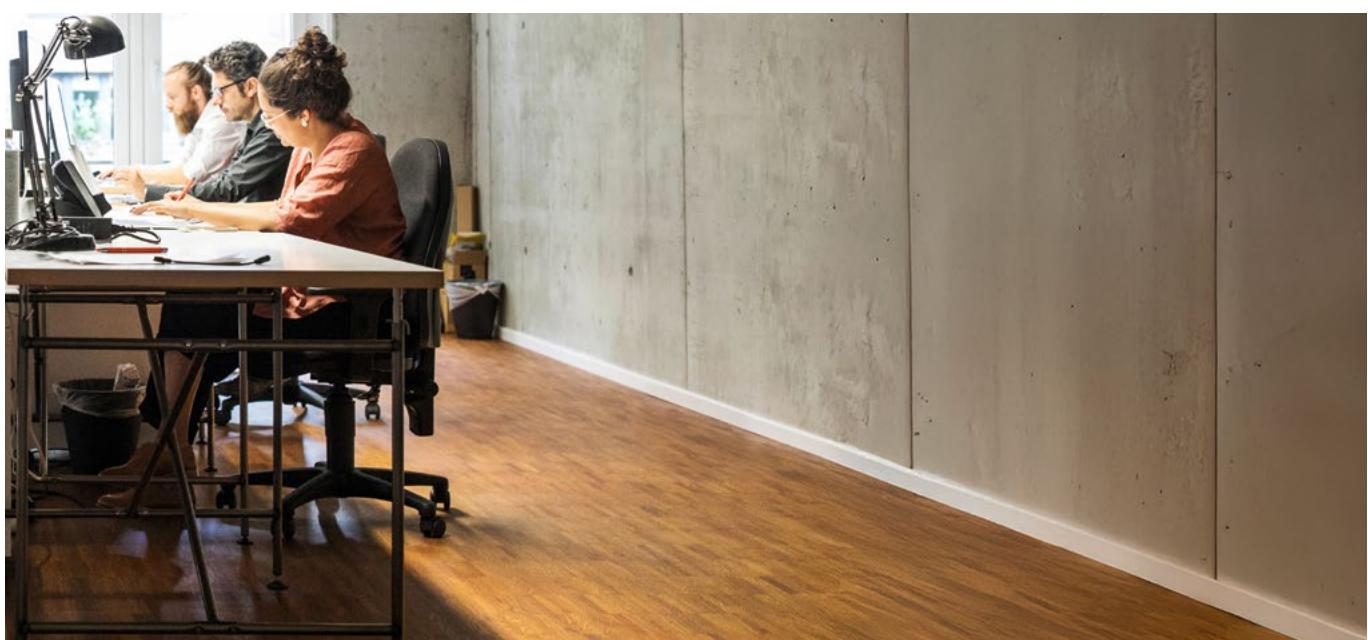
Also included in our global governance structure are various committees or groups, established by the EY Global Executive such as the EY Global Practice, EY Global Network Council and the EY Global Growth Markets Council to bring together representatives from across the organization who are responsible for

making recommendations to the EY Global Executive on various topics such as Strategy, Industries, Sustainability, Corporate Responsibility, Inclusiveness and Risk Management.

All EY member firms commit to pursuing the EY objectives. They undertake implementation of global strategies and plans to maintain the prescribed scope of service capability. All member firms adhere to applicable professional and ethical standards as well as applicable regulations, methodologies and policies, including those on audit, risk management, independence, knowledge sharing, talent and technology.

Further, each Region elects a Regional Partner Forum, whose representatives advise and act as a sounding board to regional leadership. The partner elected as presiding partner of the Regional Partner Forum also serves as the region's representative on the Global Governance Council.

Effective 1 July 2025, EY Switzerland is part of the Europe West Region and comprises two separate business units – the Financial Services Organization (FSO) and Europe West (EW). Allocation to the business units is determined based on the clients served. FSO serves clients in the financial services sector, whereas EW serves all non-financial services clients.



## Driving sustainability at EY

The EY Global Sustainability Executive comprises EY leaders across EY service lines, sectors, industries and geographies and helps coordinate the value-led sustainability work that EY teams provide to EY clients. It is chaired by EY Global Vice Chair-Sustainability, with representatives from across the global EY organization including the EY Global Climate Change and Sustainability Services Leader. The EY Global Corporate Responsibility Governance Council includes seven members of the Global Executive and represents a cross-section of senior leaders across geographies. The EY Global Corporate Responsibility Governance Council works with the EY Global Corporate Responsibility function, which operationalizes the EY Ripples program, drives progress on EY sustainability ambitions and works toward greater transparency on our sustainability performance. The EY Global Corporate Responsibility function is led by the EY Global Corporate Responsibility Leader, who reports to a Global Executive member and sits on the EY Global Sustainability Executive. The EY Global Risk Management Executive Committee helps coordinate and provides support for the effectiveness and operation of key risk assessment

and risk management activities. It meets regularly to review risk reports and insights on the risks landscape and controls effectiveness across the EY Enterprise Risk Management program, which include ESG risks. The EY Global Risk Management function supports the global EY organization in identifying, managing and monitoring risk, including ESG topics. It provides coordinated advice and assistance on independence, conflicts, compliance, regulatory policy, security issues, as well as dealing with claims and any queries regarding ethics.

The Responsible Business function operationalizes the EY environment strategy and other sustainability-related initiatives around the globe and reports to the EY Global Corporate Responsibility Governance Council. This function collaborates with EY member firms to translate EY global initiatives into local opportunities across the Regions. This helps to embed social and environmental value creation across the EY organization and drives global consistency on leading services. The Responsible Business function also manages nonfinancial reporting processes. This includes the EY annual report, all voluntary non-financial reporting, such as the Carbon Disclosure Project (CDP), and reporting to the market on declared commitments. This function also coordinates internal quarterly processes for nonfinancial reporting across a range of metrics.



## The role of administrative, management and supervisory bodies

The EY Holding Ltd Board (the Board) is the highest governance body responsible for providing the general operational direction for our Swiss entities, while aligning it with our global strategy and priorities. They act as a sounding board for the Swiss Management Committee by monitoring progress as we execute our strategy. The Board members proposed by the Chair and/or Swiss Management Committee are formally elected at the EY Holding Ltd shareholders' meeting.

The Board of Directors (non-independent) of the Swiss holding company (EY Holding Ltd) and the Swiss Partner Pool Committee as of the reporting date is composed of the following members:

- **Daniel Gentsch** (Chair)
- **Laurent André Bludzien** (Vice Chair)
- **Virginie Casals** (Member)

Ernst & Young Ltd is privately held and the operating entity in Switzerland. The corporation is wholly owned by the members of its partnership. Its Swiss Management Committee is responsible for strategy, execution and operations. This includes the responsibility to develop, approve and update the organization's purpose, value or mission statements, strategies, policies and targets related to economic, environmental, social and governance topics based on identified and approved impacts, risks and opportunities. Its members bring together all the elements of our Swiss organization, including our functions, service lines and committees.

All members of the Swiss Management Committee are executive members (non-independent) and are appointed for a period of three years, which is extendable by subsequent three-year terms. The Management Committee of Ernst & Young Ltd as of the reporting date is composed of the following members:

- **Stefan Rösch-Rütsche** (Country Managing Partner)
- **Robin Ann Errico** (Chief Risk Officer and Chair of the Corporate Responsibility Board)
- **Jennifer Noel Mathias** (Chief Talent Officer)
- **Scott Mason** (Chief Operating Officer)
- **Bruno Patusi** (Financial Services Country Leader)
- **Oliver Mange** (Managing Partner, Assurance, Corporate Clients)
- **Patrick Schwaller** (Managing Partner, Assurance, Financial Services Clients)
- **Sabine Betz-Schwegler** (Managing Partner, Consulting, Financial Services Clients)
- **Christian Röthlin** (Managing Partner, Tax and Law, Financial Services Clients)
- **Roger Pius Krapf** (Managing Partner, Tax and Law, Corporate Clients)
- **Michael Messerli** (Managing Partner, EY-Parthenon, Corporate Clients)

The functions and dedicated committees that enable implementation of economic, environmental and social topics at EY Switzerland are set out below with a description of their primary responsibility:

- **The Europe West Leadership and Markets Board** is responsible for the strategy and operations of the non-financial services business.

- **The Financial Services Organization Executive Committee** sets the strategy in accordance with regional FSO and manages day-to-day operations for the financial services business.
- **The Corporate Responsibility Board** oversees the execution of sustainability strategies and initiatives in close collaboration with relevant functions and client-facing teams, guided by the double materiality assessment. Its responsibilities include communication related to corporate responsibility and sustainability within EY Switzerland, as well as the management of environmental and social issues.
- **The Talent Organization** comprises the Chief Talent Officer and talent partners from each service line and is responsible for driving the talent strategy and initiatives. The execution of the strategy is led by the Head of Talent and the Talent team
- **The Risk Management (RM) function** is responsible for the application of the compliance framework, risk identification, mitigation and monitoring as well as the implementation of an enterprise risk management system. The Chief Risk Officer is responsible for leading the RM function.
- **The Inclusiveness Council's** role is to set and drive the Inclusiveness strategy for EY Switzerland.

The Chair of the Corporate Responsibility Board, the Chief Risk Officer, Inclusiveness Council Leader and the Chief Talent Officer are members of the Swiss Management Committee.

Consistent with EY's global sustainability approach, the Swiss Management Committee is consulted during the development of the double materiality assessment (DMA) and the sustainability strategy. It formally approves both, including the associated sustainability scorecard and overarching action plans. The Swiss Management Committee is kept informed and is responsible for reviewing and approving, as necessary, findings from relevant functions concerning due diligence specifically matters of human rights within our workforce and supply chain, as well as topics such as information security, independence, client acceptance and continuance, and anti-bribery and corruption. The Swiss Management Committee decides on proposals presented to cease,

prevent, or mitigate negative impacts. Throughout the normal course of business operations, function heads, including members of the Swiss Management Committee, interact with stakeholders. For more details, please see the section: Stakeholders and their interests, [pages 31-33](#).

The execution of the strategy is delegated to the Corporate Responsibility Board, which is led by the Chief Risk Officer. The Chief Risk Officer, who reports to the Country Managing Partner, is a member of the Swiss Management Committee and chairs the Corporate Responsibility Board.

The Board is responsible for overseeing the implementation of the sustainability strategy and the preparation of the sustainability report. It includes representatives from various functions and service lines, each of whom advocates for sustainability priorities within their respective business areas. The Board meets monthly and reports to the Swiss Management Committee at least twice a year to ensure alignment and progress tracking. This approach helps ensure that sustainability objectives are aligned with EY Global vision and effectively integrated into our Swiss operations and strategic decision-making.

The Country Managing Partner, Financial Services Country Leader, and Chief Risk Officer/Chair of the Corporate Responsibility Board, members of the Swiss Management Committee, formally review and approve the sustainability report. Additionally, the Chair of the Board of Directors reviews and signs the sustainability report.

## Composition of EY governance bodies

The Swiss Management Committee brings together a diverse blend of experience, expertise and energy, with a strong emphasis on multidisciplinary collaboration and innovation. A key responsibility of the Country Managing Partner and the Chairperson of the Board is to ensure that the Swiss Management Committee and other governance bodies possess the necessary skills and expertise to address sustainability matters effectively. This includes regularly assessing current competencies, identifying potential gaps and appointing the most suitable individuals to strengthen sustainability leadership across the organization. Aligned with our independence policy and requirements all EY professionals must disclose all external board

Figure 3

**Corporate responsibility governance driving sustainability priorities across the organization**



Functions/service lines with direct responsibility for their sustainability-related strategy execution; reporting progress against the sustainability scorecard for respective area of responsibility.

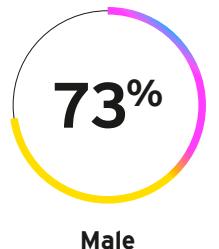
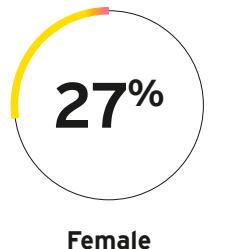
memberships. Members of our governance bodies can hold various insignificant roles outside of EY in research, academia, non-profit organizations, business/industry associations, and social purposes enterprises.

Key considerations in appointing members of the Board and the Swiss Management Committee (SMC) include educational background, subject-matter expertise, professional experience, strategic and financial acumen, independence considerations as per our independence policy, professional certification, leadership capabilities, achievements and overall competencies. Governance body members are chosen through a consultation process that takes into account both the opinions and votes of the equity partner group, as well as approval procedures at

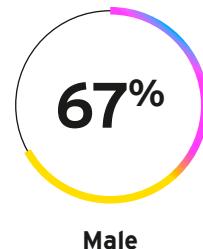
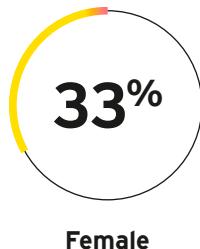
the regional level. An overarching principle guiding these appointments is diversity encompassing gender, nationality and other dimensions. Diversity across these attributes strengthens governance by fostering valuable insights and enabling the development of effective strategies, policies and procedures. As of the date of this report, combined gender diversity across our Board and management stands at 30% female representation. This marks the successful realization of our ambition, set in FY22, to reach 30% female representation in our highest governance bodies.

Figure 4

#### Gender diversity in the SMC



#### Gender diversity in the Board



## Remuneration of the Board and Swiss Management Committee

The same remuneration system applies to all partners of the firm, including the Swiss Management Committee and Board members. We follow the EMEIA Partner Reward System, which is a retrospective cash-based variation system that is managed at EMEIA level but monitored and approved by the Regional Partner Forums through delegates to the EMEIA process. The EMEIA Partner Reward System takes into consideration feedback from stakeholders, including EY colleagues, through our internal performance evaluation system.

Annually, the EMEIA Partner Reward System determines the portion of the distributable income of the firm to be allocated to each partner. Variable compensation to the Swiss Management Committee and the Board are linked to organization-level goals, including but not limited to upholding service quality, increasing inclusiveness in the workforce, and contributing to prosperity in the communities. The performance outcome has a direct impact on the variable component of each partner's income. The performance evaluation and final remuneration is reviewed and approved outside of Switzerland and guarantees independent evaluation conclusions. Based on this year's performance evaluations, there have been no changes to the Board of Directors or Swiss Management composition due to negative evaluations.

# Double materiality assessment

EY Switzerland's methodology for conducting a double materiality assessment (DMA) is based on the principles outlined in the European Sustainability Reporting Standards (ESRS) considering both financial and impact materiality, and has been updated in FY25. It succeeded the previous Swiss materiality assessment conducted in reference to the GRI Standards in FY21 as well as the Global materiality assessment conducted in FY24. Along with a defined annual review process this approach helps EY Switzerland remain responsive to evolving risks, opportunities and societal expectations.

## Identification and prioritization of material impacts, risks and opportunities

Our methodology aligns with the EY Global DMA Guidance, incorporates the **All in** strategy and integrates enterprise risk management practices. This approach involved comprehensive data collection through desktop analysis, industry risks, stakeholder interviews and the utilization of existing findings from internal due diligence procedures and risk assessments.

Our DMA process followed a structured two-phase approach aligned with ESRS guidance. In phase one, we built a comprehensive understanding of EY's business context and value chain, identified key internal and external stakeholders, and analyzed mega and macro trends. This phase also included mapping affected stakeholders across upstream and downstream operations and developing a long list of potential sustainability matters based on ESRS topics, regulatory scans, risk data and industry insights. In phase two, we prioritized these matters by assessing their actual and potential impacts, risks and opportunities (IROs) on people, the environment and the business from a short-, mid-, and long-term perspective. This prioritization was informed by EY's annual enterprise risk management results, stakeholder consultation, scientific data and regulatory developments, ensuring that the final set of material topics reflects both impact and financial materiality perspectives. The IROs were scored during stakeholder interviews and validated through a workshop, followed by final benchmarking across Europe West member firms. Results were consolidated using a step-by-step scoring, aggregation and prioritization approach.

## Managing impacts, risks and opportunities

We operate in a dynamic market. The continuously evolving business, regulatory and economic conditions not only present new opportunities but may also challenge the relevance of EY Switzerland's services and may impact the achievement and success of our strategies, objectives and initiatives. Governing risks is key to ensuring we have sufficient oversight. By clearly articulating desired behaviors and related accountabilities, the governance structure helps to enable EY Switzerland to identify relevant risks in a timely and consistent manner and allows for better coordinated and more effective responses. Global megatrends and stakeholder analyses are important factors in assessing EY's potential/actual impacts, risks and opportunities. Our risk management team evaluates risks and opportunities on an ongoing basis globally as well as locally.

The Swiss Management Committee reviews the inventory of risks and evaluates potential risk mitigation and opportunities at least quarterly, consequently defining strategies and initiatives to capitalize on sustainability-related opportunities.

EY's double materiality assessment identified five of the ten topical ESRS standards as material for EY Switzerland. These include E1 Climate Change, S1 Own Workforce, S2 Workers in the Value Chain, S4 Consumers and End Users, and G1 Business Conduct. These topics sit in the high-impact and high-financial materiality quadrant of the assessment, reflecting their significance for either or both enterprise value creation and stakeholder impact. There have been significant developments regarding Responsible AI, which has grown substantially in importance over the past year, making it a major sustainability matter for EY. Additionally, a new risk related to nature decline and its effects on our clients, as well as the potential negative environmental impact from engaging with certain clients, has been identified. Aside from these updates, there are no substantial changes compared to our previous materiality assessment. Each sustainability matter is linked to specific Impacts, Risks, and Opportunities (IROs), which are detailed as follows.

Table 4

## Impacts, risk and opportunities

### Material sustainability matter and applicable ESRS

IRO category	IRO label	IRO description	Value chain
<b>#1 E1 – Climate change</b>			
<b>Actual negative impact</b>	Climate change due to greenhouse gas (GHG) emissions along our value chain	GHG emissions resulting from business operations and activities along the upstream and downstream value chain contribute to global warming and have a negative impact on the earth's climate. The release of these emissions into the atmosphere accelerates climate change, which can lead to significant environmental, economic and social impacts over time.	Own operations, upstream, downstream
<b>#2 E1 – Climate change</b>			
<b>Opportunity</b>	Increased engagement numbers due to clients' transitional climate risks	The opportunity for increased engagement numbers, due to clients needing assistance in mitigating climate-related transitional risks. For example, clients transitioning to climate-resilient business models can increase demand for EY sustainability-related services.	Own operations, downstream
<b>#3 E1 – Climate change</b>			
<b>Risk</b>	Disruption in business continuity due to climate change and global nature decline	The risk of disruptions in EY's operations, ability to serve clients and data loss, due to physical climate risks such as severe storms and flooding. For example, flooding can damage office buildings and (data) storage locations, which leads to higher costs, loss of critical data and operational downtime.	Own operations, upstream
<b>#4 S1 – Own workforce; Working conditions for own workforce</b>			
<b>Potential negative impact</b>	High workload and work intensity can negatively impact employees' physical and mental well-being, work-life balance, development and job satisfaction	By inadvertently creating a high-stress and fast-paced working environment, EY can negatively impact the (mental) health and work-life balance of its workforce.	Own operations
<b>#5 S1 – Own workforce; Working conditions for own workforce</b>			
<b>Risk</b>	Legal, reputational and financial risk due to pressurized work environment of own workforce	Failure to adhere to legal requirements regarding employees' rest and leisure time exposes EY to potential legal, reputational and financial risks. A high-pressure work environment may result in increased turnover and sick leave, potentially causing reputational harm, higher recruitment expenses and disruption to business continuity.	Own operations
<b>#6 S1 – Own workforce; Equal treatment and opportunities for all</b>			
<b>Actual positive impact</b>	Investing in our own workforce knowledge, skills and career development positively impacting motivation, satisfaction and career experience	EY's investments in training and development (which includes both technical and soft skills) positively impacts employee motivation, satisfaction, knowledge and skills. For example, EY providing internal and/or external training on presentation skills improves employees' expertise.	Own operations
<b>#7 S1 – Own workforce; Equal treatment and opportunities for all</b>			
<b>Potential positive impact</b>	By ensuring an inclusive environment with equal opportunities for all, we can boost workforce mental health, well-being and job satisfaction	By fostering an inclusive working environment and providing equal opportunities for all, regardless of gender, cultural background, sexual orientation or work restriction, EY can positively impact the mental health, well-being and job satisfaction of its workforce.	Own operations

## Material sustainability matter and applicable ESRs

IRO category	IRO label	IRO description	Value chain
<b>#8 S2 – Value chain workers; Responsible supply chain</b>			
<b>Potential positive impact</b>	Encouraging decent working conditions and equal opportunities for value chain workers	By maintaining a strong relationship with suppliers, EY is potentially able to influence decent working conditions and the well-being of workers in the value chain.	Upstream
<b>#9 S2 – Value chain workers; Responsible supply chain</b>			
<b>Risk</b>	Financial and reputational damage in case of non-compliance with human rights laws and regulations	This risk indicates that EY could experience reputational damage, legal costs and business disruptions if any entities within its value chain violate human rights, maintain poor working conditions, or fail to comply with regulations. Such violations can lead to negative publicity and client perception, potentially resulting in clients opting for competitors over EY.	Upstream, own operations, downstream
<b>#10 S4 – Consumers; Quality of our services</b>			
<b>Opportunity</b>	Boosted reputation, business continuity and increased engagements due to trust, ethics and strong stakeholder relationships.	The opportunity of boosted reputation, business continuity and increased engagements due to EY having regular and close contact with stakeholders, acting ethically and practicing good governance. For example, consistent communication with clients can build trust, leading to new engagements for EY.	Own operations, downstream
<b>#11 S4 – Consumers; Quality of our services</b>			
<b>Risk</b>	Reduced engagement numbers due to failure to provide new and improved services	The risk of losing engagements and reputational damage as clients choose to engage with competitors, due to their dissatisfaction with the level of EY's knowledge, products and/or services.	Own operations, downstream
<b>#12 S4 – Consumers; Serviced impacts and dependencies</b>			
<b>Potential negative impact</b>	Environmental damage due to client's impact	EY's contribution to and/or facilitation of its clients' products and/or services can negatively impact the environment, such as advising expansion that depletes resources.	Own operations, downstream
<b>#13 S4 – Consumers; Serviced impacts and dependencies</b>			
<b>Potential positive Impact</b>	Enabling client sustainability due to our services	Through our service delivery and expertise, EY positively impacts society by delivering quality information that drive transparent, reliable and sustainable business practices building trust in the capital markets	Own operations, downstream
<b>#14 S4 – Consumers; Serviced impacts and dependencies</b>			
<b>Opportunity</b>	Increased engagement numbers due to strategic partnerships	The opportunity of increased engagement numbers reduces the operational costs and reputation improvements due to the creation of long-term strategic partnerships with other organizations. For example, if EY has a partnership that enables it to outcompete its competitors and sign a new client.	Own operations, downstream
<b>#15 S4 – Consumers; Privacy</b>			
<b>Risk</b>	Legal costs arising from non-compliance with applicable data protection and usage laws	Breaches of personal or client data and privacy could subject EY to potential risks, including legal claims and reputational damage.	Upstream, own operations, downstream

# Impacts, risk and opportunities

## Material sustainability matter and applicable ESRS

IRO category	IRO label	IRO description	Value chain
<b>#16 G1 – Business conduct; Corporate culture</b>			
<b>Actual positive impact</b>	Upholding corporate values and principles will positively impact EY's workforce, culture and clients by fostering trust in the capital markets	By consistently upholding its corporate values and ethical principles, EY fosters a strong organizational culture, enhances employee engagement and reinforces stakeholder confidence. This commitment supports a positive working environment, attracts and retains talent, and contributes to long-term trust in EY as a reliable and responsible market participant, ultimately benefiting both the firm and the broader capital markets.	Own operations
<b>#17 G1 – Business conduct; Corporate culture</b>			
<b>Risk</b>	Fines, legal costs and reputational damage, due to the occurrence of incidents of corruption, bribery and other financial crime	EY is committed to adhering to all applicable anti-bribery and corruption laws in the jurisdictions where we operate. Failure to comply with these laws could expose EY to risks, including fines, reputational harm and potential criminal prosecution.	Own operations, downstream
<b>#18 G1 – Business conduct; Responsible AI and digital technology</b>			
<b>Actual positive impact</b>	Stimulating responsible use of AI	Through responsible use and implementation of AI, developing ethical frameworks and creating tools for organizations to implement AI responsibly, EY can positively impact EY's workforce, clients and the wider value chain. For example, EY's own AI can provide efficiencies for staff, resulting in improved job satisfaction.	Own operations, downstream
<b>#19 G1 – Business conduct; Responsible AI and digital technology</b>			
<b>Potential negative impact</b>	Social damage due to use of AI	The use and promotion of AI can negatively impact people and social groups. For example, if EY supports the implementation of AI in a client's manufacturing plant, it may result in unemployment and job displacement of the client's workforce as certain roles become obsolete	Own operations, downstream
<b>#20 G1 – Business Conduct; Responsible AI and digital technology</b>			
<b>Opportunity</b>	Increased productivity due to use of AI	Excelling in digitalization enables EY to improve productivity and enhance the quality and efficiency of service delivery. At the same time, leveraging AI supports innovation and differentiation in the market, leading to a stronger reputation, increased client trust and higher levels of engagement.	Own operations, downstream

Note: Please see the interconnectivity table on [page 34](#) for further reconciliation between GRI, ESRS and the content covered in this report.

## Stakeholders and their interests

EY is committed to engaging with a diverse range of stakeholders and conducts a double materiality assessment every five years, as well as annual reviews, to identify and prioritize the main topics of interest for each stakeholder group and to assess how these interests align with EY's business strategy and operations.



Understanding the needs and interests of all stakeholders is fundamental to executing our strategy and meeting our ambition to deliver long-term value to EY people, clients and society. To define the most relevant stakeholders, we have considered the stakeholder groups suggested by the GRI as well as the ESRS Standards. Our key stakeholders are: current and future EY people, EY clients, society, nature, our suppliers and business partners, and our regulators. We regularly engage with our stakeholders and assess their feedback to ensure we are addressing relevant concerns and expectations. Feedback may be directly connected to stakeholders' business or related to the evolving political, socio-economic and environmental trends worldwide.

We prioritize transparent engagement with our stakeholders by leveraging multiple channels to communicate our sustainability efforts and business practices. Through our [annual transparency report](#), we align with regulatory requirements and share our strategy, updates on performance and audit quality. Our comprehensive sustainability report, published with reference to GRI Standards, keeps stakeholders informed about our material topics, strategies and progress. Additionally, our achievements are validated externally through the EcoVadis Business Sustainability Rating where we consistently rank among the top performers in our industry and we make these results accessible to clients during the supplier onboarding process. By providing relevant information through these varied means, we ensure that our stakeholders have clear and accessible insights into our commitments and continuous improvements.

EY has participated in the United Nations Global Compact (UNGC) since 2009, committing all member firms, including EY Switzerland, to integrate UNGC principles and Sustainable Development Goals into their strategy and operations. Progress is reported globally through the formal [Communication on Progress](#). Since 2021, EY Switzerland has also joined the UNGC Switzerland & Liechtenstein Network, which supports responsible business conduct.

Table 5 summarizes our engagement with the types of stakeholders, as well as communication channels and outcomes.

Table 5

## Our people

Stakeholder groups	How we engage	Stakeholder expectations
Current and future employees incl. equity partners	<ul style="list-style-type: none"> <li>■ EY People Pulse survey</li> <li>■ Your Voice/People Sounding Boards</li> <li>■ All people webcast</li> <li>■ LEAD – performance feedback system</li> <li>■ Upward feedback</li> <li>■ Training and development programs</li> <li>■ Client engagement projects</li> <li>■ Recruiting events</li> <li>■ EY Day</li> <li>■ Alumni events</li> </ul>	<ul style="list-style-type: none"> <li>■ Leadership and purpose</li> <li>■ High-quality engagements</li> <li>■ Career development and upskilling</li> <li>■ Reward and recognition</li> <li>■ Employee well-being initiatives</li> </ul>

## Our clients

Stakeholder groups	How we engage	Stakeholder expectations
Current and future clients	<ul style="list-style-type: none"> <li>■ Assessment of Service Quality surveys/interviews</li> <li>■ Webcasts/events/newsletter/roundtables</li> <li>■ Presentations in public forums</li> <li>■ Entrepreneur Of The Year Award</li> <li>■ Brand surveys</li> <li>■ Request for information/request for proposals</li> <li>■ EcoVadis Sustainability Rating</li> </ul>	<ul style="list-style-type: none"> <li>■ New solutions</li> <li>■ Digitalization and innovation</li> <li>■ Service and quality excellence</li> <li>■ Inclusive engagement teams</li> <li>■ Sustainable and responsible operations</li> <li>■ Thought leadership/EY Point of Views</li> </ul>

## Our society

Stakeholder groups	How we engage	Stakeholder expectations
<ul style="list-style-type: none"> <li>■ Next-generation workforce and underserved groups</li> <li>■ Impact entrepreneurs/social businesses</li> <li>■ Government/NPO/NGOs</li> <li>■ Our communities/civil society</li> <li>■ Media</li> <li>■ Academia</li> </ul>	<ul style="list-style-type: none"> <li>■ Employee volunteering – EY Ripples and EY Cares projects</li> <li>■ Community investments and outreach programs</li> <li>■ Recruiting events</li> <li>■ Guest lectures and advisory board seats at academic institutions</li> <li>■ Press-releases</li> </ul>	<ul style="list-style-type: none"> <li>■ Contribution to the SDGs</li> <li>■ Fostering environmental sustainability</li> <li>■ Developing the next generation workforce for employment and wealth generation</li> <li>■ Enabling impact entrepreneurs</li> <li>■ Instilling trust by transparency</li> </ul>

## Our regulators

Stakeholder groups	How we engage	Stakeholder expectations
<ul style="list-style-type: none"> <li>■ Federal Audit Oversight Authority (FAOA)</li> <li>■ Public Company Accounting Oversight Board (PCAOB)</li> <li>■ Swiss Financial Market Supervisory Authority (FINMA)</li> <li>■ Financial Market Authority (FMA)</li> <li>■ Swiss National Bank</li> <li>■ Federal Tax Administration</li> </ul>	<ul style="list-style-type: none"> <li>■ Exchanges during official meetings</li> <li>■ On-site audits and document disclosure</li> <li>■ Sustainable audit quality</li> </ul>	<ul style="list-style-type: none"> <li>■ State-of-the-art assurance services</li> <li>■ Transparency, strong governance and upholding business ethics</li> <li>■ People and client data security</li> <li>■ Reduction in deficient audits</li> <li>■ Dialogue about new and emerging regulations</li> <li>■ Adherence to national and local regulations</li> </ul>

# Alignment of our material topics with the principles of the UN Global Compact and UN Sustainable Development Goals

EY has committed to the UN Global Compact and UN Sustainable Development Goals (SDGs) to accelerate the progress of our strategy and ambition adhering to this commitment, EY Global reports its progress on the Ten Principles of the UN Global Compact and the SDGs.

Aligning ourselves with EY's global commitment, EY Switzerland maps the UN Principles and SDGs that are most relevant for our business and stakeholders to the material sustainability matters identified in our DMA. The outcomes are integrated into our sustainability strategy and business decision making. EY reports globally on the UNGC annual **Communication of Progress** framework. For more details on the alignment of this sustainability report to the UN Principles and the UN SDGs, see section: Appendix, [page 162](#). This interconnectivity table shows how the sustainability matters correspond with the respective reporting standards and in which section information can be found and how they relate to the SDGs.

Table 6

ESRS Sustainability Matter	Disclosure reference	Sustainability report section/paragraph reference	SDG
<b>Climate change</b>	<ul style="list-style-type: none"> <li>Climate change adaptation, Climate change mitigation and Energy (ESRS E1)</li> <li>Climate Change (GRI 305)</li> <li>Economic Performance (GRI 201)</li> </ul>	<ul style="list-style-type: none"> <li><b>Minimizing our environmental impact</b></li> <li><b>Impacts and dependencies of our services</b></li> <li><b>Confidence for sustainability transformation</b></li> <li><b>Responsible supply chain management</b></li> </ul>	   
<b>Working Conditions for own workforce</b>	<ul style="list-style-type: none"> <li>Working conditions (ESRS S1)</li> <li>Employment (GRI 401)</li> <li>Training and education (GRI 404)</li> <li>Freedom of association and collective bargaining (GRI 407)</li> <li>Occupational health and safety (GRI 403)</li> </ul>	<ul style="list-style-type: none"> <li><b>Working conditions</b></li> <li><b>Human rights of own workforce</b></li> <li><b>Employee health and safety</b></li> <li><b>Inclusiveness for everyone</b></li> </ul>	   
<b>Equal treatment and opportunities for all</b>	<ul style="list-style-type: none"> <li>Equal treatment and opportunities for all (ESRS S1)</li> <li>Diversity and equal opportunity (GRI 405)</li> <li>Non-discrimination (GRI 406)</li> </ul>	<ul style="list-style-type: none"> <li><b>Working conditions</b></li> <li><b>Human rights of own workforce</b></li> <li><b>Inclusiveness for everyone</b></li> </ul>	   
<b>Responsible supply chain</b>	<ul style="list-style-type: none"> <li>Climate change (ESRS 1)</li> <li>Workers in the value chain (ESRS S2)</li> <li>Affected communities (ESRS S3)</li> <li>Procurement practices (GRI 204)</li> <li>Freedom of Association and Collective Bargaining (GRI 407)</li> <li>Child labor (GRI 408)</li> <li>Forced or compulsory labor (GRI 409)</li> </ul>	<ul style="list-style-type: none"> <li><b>Responsible business conduct</b></li> <li><b>Responsible supply chain management</b></li> </ul>	  
<b>Quality of our services</b>	<ul style="list-style-type: none"> <li>Consumer and end-users (ESRS S4)</li> <li>Economic performance (GRI 201)</li> <li>Anti-corruption (GRI 205)</li> <li>Anti-competitive behavior (GRI 206)</li> </ul>	<ul style="list-style-type: none"> <li><b>Impacts and dependencies of our services</b></li> <li><b>Responsible AI and Digital technology</b></li> <li><b>Ensuring quality of our services and client satisfaction</b></li> </ul>	 

ESRS Sustainability Matter	Disclosure reference	Sustainability report section/paragraph reference	SDG
<b>Serviced impacts and dependencies</b>	<ul style="list-style-type: none"> <li>Climate change (ESRS 1)</li> <li>Consumer and end-users (ESRS S4)</li> <li>Economic performance (GRI 201)</li> </ul>	<ul style="list-style-type: none"> <li><u>Impacts and dependencies of our services</u></li> <li><u>Responsible AI and Digital technology</u></li> </ul>	
<b>Privacy</b>	<ul style="list-style-type: none"> <li>Privacy (ESRS S4)</li> <li>Costumer privacy (GRI 418)</li> </ul>	<ul style="list-style-type: none"> <li><u>Global Data Protection and Confidentiality Policy</u></li> <li><u>Ensuring quality of our services and client satisfaction</u></li> </ul>	
<b>Corporate Culture</b>	<ul style="list-style-type: none"> <li>Corporate culture (ESRS G1)</li> <li>Corruption and bribery (ESRS G1)</li> <li>Diversity and equal opportunity (GRI 405)</li> <li>Non-discrimination (GRI 406)</li> <li>Anti-corruption (GRI 205)</li> <li>Anti-competitive behavior (GRI 206)</li> <li>Child labor (GRI 408)</li> <li>Forced or compulsory labor (GRI 409)</li> </ul>	<ul style="list-style-type: none"> <li><u>Responsible business conduct</u></li> <li><u>Responsible supply chain management</u></li> </ul>	
<b>Responsible AI and digital technology</b>	<ul style="list-style-type: none"> <li>Energy (ESRS E1)</li> <li>Working conditions (ESRS S1)</li> <li>Workers in the value chain (ESRS S2)</li> <li>Consumers and end-users (ESRS S4)</li> <li>Economic performance (GRI 205)</li> </ul>	<ul style="list-style-type: none"> <li><u>Responsible AI and Digital technology</u></li> <li><u>Minimizing our environmental impact</u></li> </ul>	



## Responsible business conduct and corporate culture

Audit quality, ethics and professional standards are core to how we work and central to building trust and confidence in the capital markets. Our leadership sets the tone at the top, embedding quality and professional responsibility across the firm. Responsible business conduct, corporate culture and risk management are embedded at the highest levels and are core to both our **All in** and our sustainability strategy. The Chief Risk Officer, member of the Swiss Management Committee, together with Risk

Management function and the Office of the General Counsel establishes, oversees and enforces our ethics and compliance frameworks. In practice, this means robust governance and mandatory training, accessible speak up and grievance channels, privacy controls and supplier standards that extend to subcontractors backed by continuous monitoring, audits and timebound corrective actions. These measures deepen client trust, support confidence in capital markets and safeguard EY's reputation while maintaining compliance with applicable laws.

Our double materiality assessment identified these impacts, risks and opportunities (IROs) as material:

Table 7

Sustainability matter	IRO category	IRO label
Corporate culture	Actual positive impact	Upholding corporate values and principles will positively impact EY's workforce, culture and clients by fostering trust in the capital markets.
Corporate culture	Risk	Fines, legal costs and reputational damage due to the occurrence of incidents of corruption, bribery and other financial crime.
Privacy	Risk	Legal costs due to inability to comply with applicable laws to protect and use data.

Our FY30 sustainability scorecard sets the following target for our focus area "Responsible business conduct and ethics":

Table 8

Targets	Metric	Baseline year performance		FY30 target
Annually, 95%+ of EY employees complete the EY Code of Conduct training reaffirming EY ethical standards across all roles and levels.	% of in scope employees	FY25	93.6%	95%+
Annually, 95%+ of in-scope EY employees complete mandatory financial crime training to strengthen awareness and prevent misconduct.	% of in scope employees	FY25	97.6%	95%+
Annually, 95%+ of EY employees complete the data protection fundamentals training to ensure secure and compliant handling of personal and client data.	% of in scope employees	FY25	94.6%	95%+
Annually, 100% of EY offices complete a business conduct risk assessment to proactively identify, mitigate and monitor potential compliance and ethical risks.	% of EY offices	FY25	100%	100%
EY aims to maintain zero confirmed incidents of corruption through preventive measures, regular training and effective reporting channels.	# of confirmed corruption incidents reported annually	FY25	zero	zero

## Our business conduct policies and practices

As part of our commitment to building a better working world, we serve the public interest by delivering high-quality audit and consulting services with independence, integrity, objectivity and professional skepticism. EY professionals focus on enhancing service quality, upholding independence, and ensuring compliance with laws related to environmental and social integrity. The foundation of our compliance framework is the EY Global Code of Conduct, supported by policies and guidelines that define our values and ensure adherence to applicable laws and regulations.

Our Global Code of Conduct establishes clear standards for conducting business, providing an ethical framework to guide us through complex choices. We strive for a culture that emphasizes responsibility and accountability for quality and trust among all professionals.

To embed the Code of Conduct in our culture, all EY people, regardless of role or service line, provide annual confirmation that they have read, understood and

will act in accordance with it. This process highlights our collective responsibility to speak up against behaviors that violate the principles outlined in the Code of Conduct. The EY approach to business ethics and integrity is integrated into our culture through consultation, training programs and communication campaigns. EY Switzerland operates in compliance with applicable laws and regulations, supported by a comprehensive compliance framework that includes numerous company-wide policies, enterprise risk management and internal controls.

These are overseen by our Risk Management and General Counsel functions. Our Chief Risk Officer oversees ethics and compliance as part of the Risk Management function. The Risk Management function and the General Counsel Office are also responsible for communicating with and educating all EY people on their expected behavior and actions in line with the EY Global Code of Conduct as well as monitoring our people's continuous adherence to this code.

Our risk management strategy is guided by our values as outlined in the EY Global Code of Conduct and includes required internal controls based on key policies.

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**Our Global Code of Conduct sets out a clear set of standards for the way we conduct business. It provides each of us with an ethical framework to guide us when we are faced with complex and challenging choices. We strive for a culture that emphasized the responsibility and accountability for all professionals for quality and trust.**

**Janet Truncale**  
Global Chair and CEO

An annual risk assessment identifies, monitors and mitigates risks, summarizing major risks in a register. We utilize Archer, a tech-enabled risk management solution, to manage planning, monitoring and mitigation across 15 key risk categories for EY Switzerland. These assessments encompass 100% of the offices in Switzerland and Liechtenstein, covering areas such as:

- Financial crime (anti-bribery and corruption, anti-money laundering, trading sanctions etc.)
- Business resilience
- Insider threat, culture and business conduct
- Regulatory and public policy
- Data protection and data ethics
- Cybersecurity
- Information technology
- Program governance and execution
- Third party
- Talent management
- Markets strategy and service innovation
- Macroeconomics and geopolitics
- Client and engagement acceptance and continuance, and service delivery and quality
- Independence
- Environmental, social and governance aspects

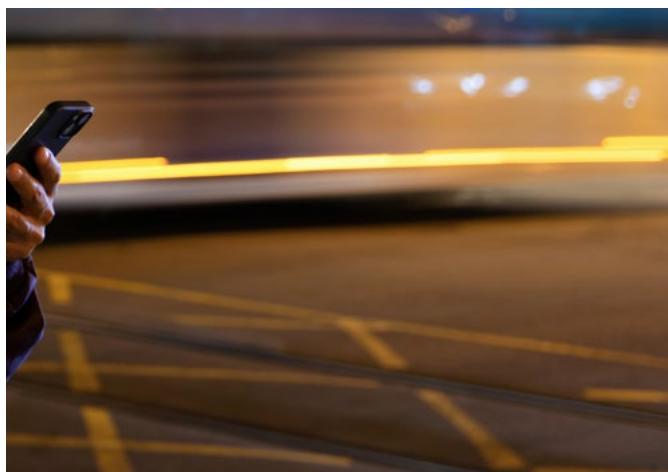


## Whistleblowing procedures

Our people can report any concerns through the EY/Ethics Hotline, which is operated by NAVEX Global, an externally contracted provider. The EY/Ethics Hotline provides EY people, clients and others outside of the organization with a means to report confidentially any activity that may involve unethical or improper behavior, as well as any behavior that may be in violation of professional standards or otherwise inconsistent with the EY shared values or Global Code of Conduct. With an option for anonymous reporting, the hotline creates an environment that encourages everyone to act responsibly and report misconduct without fear of retaliation. The hotline is also a channel for our people to engage and communicate with us about any other concerns that may be beyond this specified scope.

Every report submitted through the EY/Ethics Hotline, either by phone or through the [website](#), receives prompt attention with oversight from the Chief Risk Officer. Depending on the content of the report, appropriate individuals from Risk Management, Talent, General Counsel Office or other functions are involved in addressing the issue following the ethics protocols in place. The same procedures are followed for matters that are reported outside of the EY/Ethics Hotline.

The ethics process provides for escalation in case of significant matters. Depending on the severity and nature of the complaint, matters could be cascaded from the Swiss Ethics Oversight Committee to the region (Europe



West) or Global Ethics Oversight Committees. The grievance mechanism and remediation procedure are outlined in the minimum required standards and protocols for the EY/Ethics hotline reporting and escalation as well as performance and documentation of internal investigations. The Sanctions Framework for Personal Independence and Other Breaches sets out the key principles for consequence management considering local mandatory legal provisions. Where breaches are confirmed, EY takes appropriate disciplinary measures, which may include warnings, educational measures, financial sanctions, suspension, termination or legal action. Contracts with third parties may be terminated or not renewed in cases of non-compliance with our Code of Conduct and/or business conduct policies. It further provides that every reporter shall be protected against retaliation and each case be treated with confidentiality.

In FY25, 18 cases were registered through the EY/Ethics Hotline. Of these, 13 related to workplace concerns and five related to other concerns. The majority of cases (17) have been resolved and closed. In FY24, there were 13 registered cases, all of which were resolved and closed.

**In FY25, 78% of EY people say they feel safe to voice their views vs. 81% in FY24.**

To further ensure adherence to ethical standards and behavior across the organization, we have our Global Policy for reporting Non-Compliance with Laws, Regulations and EY's Code of Conduct (NOCLAR), aligned with the International Ethics Standards Board for Accountants (IESBA). The policy sets out a framework to guide actions of professional accountants in deciding how best to act in public interest when they become aware of actual or suspected non-compliance with laws and regulations. This policy also reinforces the general principles of our Global Code of Conduct by rejecting unethical or illegal business practices, supporting compliance with laws, regulations and standards, and upholding our commitment to ethical behavior and quality.

## Anti-bribery and anti-corruption

The EY Global Anti-bribery Policy, consistent with the United Nations Convention against Corruption UNCAC, supports the EY Global Code of Conduct by prohibiting bribery in all forms, including facilitation payments. It provides EY people with direction on certain unethical and illegal activities. It emphasizes the obligation to comply with anti-bribery laws and provides a definition of what constitutes bribery. It also identifies reporting responsibilities when bribery is discovered with respect to bribery of or by EY personnel, as well as when we discover bribery at our clients. The EY Global Anti-Bribery Policy is accompanied by an anti-corruption compliance program, which is reviewed on a quarterly basis and applicable to all EY member firms, partners and employees. In recognition of the growing global impact of bribery and corruption, efforts have been increased to embed anti-bribery measures across EY.

EY Switzerland has deployed the EY Global Anti-bribery Policy and adopted a Swiss addendum accompanied by an anti-corruption compliance program. This has been communicated to all EY people in Switzerland and Liechtenstein. Anti-bribery and corruption are part of the risk categories "financial crime" and "client acceptance and continuance." EY Switzerland and Liechtenstein undergo an annual country-specific risk assessment that encompasses all 11 offices (representing 100%) in both countries. The most recent evaluation did not identify any significant risks related to corruption or bribery within our value chain.

We have a Financial Crime Compliance Leader responsible for the design and implementation of EY's first-line-of-defense anti-corruption policies and procedures and for monitoring compliance. The Financial Crime Compliance Leader reports to the Chief Risk Officer. The Chief Risk Officer reports to the Country Managing Partner, Region and Global Risk Management Leader.

To ensure that no corrupt activities exist across the organization's value chain, EY people are also expected to comply with the Global Procurement Policy, the Global Independence Policy and the Global Hospitality and Gifts Policy. The Global Hospitality and Gifts Policy may be

helpful in identifying circumstances where corporate hospitality or a gift to and from a client may be acceptable and not characterized as bribery. The Swiss addendum to the Global policy defines local thresholds and approval procedures and additional requirements for Hospitality & Gifts involving government officials.

To prevent corruption and at the same time raise our people's awareness of corruption risks, EY relies on a comprehensive training and communication approach. All EY Switzerland partners and employees are required to complete the "Financial Crime Fundamentals" training annually. In 2025, 97.6% (2024: 96.7%) of employees completed this training. All people joining EY undertake this training and affirm their understanding of the policy to confirm their compliance. EY has identified procurement, business development, client-serving teams and individuals with managerial authority or executive responsibilities, as the functions and individuals most at risk in respect of corruption and bribery. This determination is based on compliance reviews and risk exposure assessments.

EY people are empowered to bring to the attention of our Risk Management function any concerns about suspected fraud, bribery and corruption or any violation, without fear of punishment or unfair treatment, through the EY/Ethics Hotline, by directly approaching an internal person of trust or by consulting the Employee Assistance Program. In 2025, we recorded zero material convictions for violations of anti-corruption and anti-bribery laws (2024: zero). This reflects the effectiveness of the internal controls, training programs and whistleblower mechanisms in preventing and addressing misconduct. Additionally, no fines were imposed on the EY Switzerland in 2025 (2024: zero) for violations of anti-corruption or anti-bribery laws.



## Internal controls and quality management standard

EY member firms completed their third annual evaluation conclusion of their system of quality management as of 30 June 2025 in line with the requirements of the International Standard of Quality Management (ISQM1). The system of quality management emphasizes EY's dedication to transparency, continuous improvement and adherence to rigorous standards in the performance of audits.

Additional details regarding the annual evaluation conclusion of the system of quality management for EY Switzerland and Liechtenstein as of 30 June 2025 have been disclosed in the [Transparency Report](#).



## Independence practices

Independence is a concept fundamental to the audit profession and is pervasive in all dealings between EY member firms and their audit and assurance clients. Each EY employee is responsible for their own personal independence and the independence of EY.

We consider and evaluate independence regarding various aspects, including our financial relationships and those of our people; employment relationships; business relationships; the permissibility of services we provide to audit clients; applicable firm and partner rotation requirements; fee arrangements; audit committee pre-approvals, where applicable; and partner remuneration and compensation.

The EY Global Independence Policy requires EY Switzerland and Liechtenstein and our people to comply with the independence standards applicable to specific



engagements, e.g., the IESBA Code of Ethics and the Swiss or Liechtenstein country independence standards, respectively and where required, e.g., SEC independence standards.

We have implemented EY's global applications, tools and processes to support us, our professionals and other employees in complying with independence policies. For a comprehensive overview please refer to our [Transparency Report](#).

## Due diligence process of clients and engagements acceptance

The EY Global Policy on Client and Engagement Acceptance sets out principles for member firms to determine whether to accept a new client or a new engagement, or to continue with an existing client or engagement. These principles are fundamental to maintaining quality, managing risk, protecting EY people and meeting regulatory requirements. Client and engagement acceptance is performed and recorded in EY's global tool PACE (Process for Acceptance of Clients and Engagements). The process for acceptance or continuance of clients and engagements includes consideration of the engagement team's assessment of risk factors across a broad range of categories such as industry, management's attitude, internal controls, audit complexity and related parties. As part of this process, we carefully consider the risk characteristics of a prospective client or engagement, and the results of due diligence procedures.

In addition, the EY Global Policy on Conflicts of Interest defines global standards for addressing categories of potential conflicts of interest and a process for identifying them. It also includes provisions for managing potential conflicts of interest as quickly and efficiently as possible, using appropriate safeguards.

It is also important to EY that we remain aware of the ever-changing situation with respect to international economic and trade sanctions. EY monitors sanctions issued in multiple geographies both at the point when business relationships are accepted and as they continue. Guidance is provided to EY people on impacted relationships and activities.

## Global Competition and Anti-trust Law Compliance Policy

EY Switzerland is fully committed to compliance with competition and anti-trust laws. This compliance is essential to avoid reputational damage, fines and criminal penalties.

The provisions of our Global Competition and Anti-trust Law Compliance Policy reaffirm that we shall not exchange competitively sensitive or strategic information with competitors, or take other steps intended to impede, or that could have the effect of impeding, competition in the markets in which we operate. The policy encompasses the legal principles underlying competition and anti-trust law, the types of behaviors that might raise anti-competition questions and whom to consult in the event of questions regarding the application of this policy to particular situations.

Any non-compliance with this policy is a breach of the EY Global Code of Conduct and may result in disciplinary actions, including dismissal. Risk Management, in conjunction with the General Counsel's Office, is responsible for implementation of this policy, as well as training, compliance monitoring and internal reporting of violations.

There are no pending or completed court actions or out-of-court-proceedings, monetary fines or penalties for non-compliance with laws or regulations, nor were there any anti-competitive conduct or breaches of anti-trust laws issued against EY Switzerland as of 30 June 2025.



## Global Anti-Money Laundering Guidance

At EY, we are committed toward complying with applicable anti-money laundering and counter-terrorism financing laws and regulations and are intolerant of the involvement of money laundering and/or terrorism financing by our people and all persons acting for or on behalf of our organization, such as consultants and third-party subcontractors. The Global Anti-Money Laundering Guidance identifies practices based on the Financial Action Task Force recommendations to mitigate the risk.



## Global Insider Trading Policy

The EY Global Insider Trading Policy reaffirms the obligation of our people not to trade in securities when in possession of insider information, provides detail on what constitutes insider information and identifies whom our people should consult if they have questions regarding their responsibilities.

## Global Data Protection and Confidentiality Policy

We believe that a strong business reputation depends on a robust data protection and information security program. We view data protection and information security as fundamental components of doing business. We are committed to protecting information assets, personal data and client information.

The Global Data Protection and Confidentiality Policy supports and builds upon provisions within the EY Global Code of Conduct regarding how we respect and protect personal information in accordance with applicable law, regulatory frameworks and professional standards consistent with the EU General Data Protection Regulation (GDPR) and other local regulations across the globe.

Protecting confidential information is ingrained in the everyday activities of EY member firms. Respect for intellectual capital and all other sensitive and restricted information is required by the EY Global Code of Conduct, which provides a clear set of principles to guide the behaviors expected of all those who work with EY. The Global Data Protection and Confidentiality Policy further details this approach to protect information and reflect ever-changing restrictions on the use of data. This policy provides added clarity for those who work with EY member firms and forms the fundamental broader guidance that includes key policies on conflicts of interest, personal data privacy and records retention. Other guidance covers social media and information-handling requirements.

The Global Guidance on Reporting Loss, Theft or Inappropriate Disclosure of Confidential Information identifies the steps EY personnel should take in response to a loss/theft of EY, client or third-party confidential information. It supplements the requirements set out in the Global Acceptable Use of Technology Policy and the Global Data Protection and Confidentiality Policy.

The EY team's ability to provide seamless, consistent, high-quality client service worldwide is supported by a well-articulated data protection and information security strategy. We protect information assets, personal data and client information whenever and

wherever created, processed, transmitted or stored. We maintain effective governance and ongoing compliance with applicable domestic and international regulatory standards.

The implementation of our data protection and information security programs and practices is managed by two distinct yet aligned groups: the Global Data Protection Network and the Global Information Security Organization. Their mission is to protect the information assets of our organization and EY clients from unauthorized collection, retention, use, disclosure, modification or destruction. This is accomplished through appropriate policies, standards, procedures, guidelines, technological and administrative controls, as well as ongoing training and awareness efforts. Our data protection and privacy matters are governed by the EY Global Information Security Policy and EY data protection framework, which is based on the stated principles of the EU General Data Protection Regulation (GDPR).

## Security strategy and mindset

Our multifaceted security program is designed to drive and promote the confidentiality, integrity and availability of our personal and client information assets. We support this effort through data protection technologies applied in accordance with applicable privacy laws and regulatory requirements, as well as the ISO 27001/2 internationally accepted standards for security program management. Our organization is proactive in securing and properly managing confidential and personal information through our ISO 27001/2-based information security program. We operate an ISO/IEC 27001 certified Information Security Management System that complies with commonly accepted controls of, which takes the implementation guidance of ISO/IEC 27017 into account.

## Information security audits

To provide us with a more complete view of our information security compliance, our global technology products, services and data centers are subject to audits. We conduct several types of audits such as independent third-party compliance audits according to ISO 27001:2013 to certify the Information Security Management System employed within our three global

data centers in the US, Germany and Singapore as well as all Swiss data rooms. Information security operations are guided by the EY Global Information Security Organization, which outlines policies, standards and procedures. These are audited annually through SOC 1 and SOC 2 Type II reports to ensure compliance and effectiveness.

Find out more about how we protect client data [here](#).

We disclose that there have been no substantiated complaints received from outside parties or regulatory bodies in the last three financial years with regard to breaches of customer privacy or losses of customer data.

## Education and training

Our compliance framework is underpinned and consolidated by continuous and systematic training and development to promote and increase the awareness of EY employees on relevant risks. We have various global and local awareness and training programs including new-hire trainings, milestone trainings, rank-specific trainings and core service line curricula to sensitize relevant EY employee groups to policies, tools and procedures. The Global Code of Conduct and the Independence Update trainings must be completed each year by most employees, depending on rank and services they provide. There are exceptions for paid or unpaid leave such as parental leave, long-term leave or contract type (such as contract workers). Further, the assignment of some trainings is dependent on rank and client exposure.

Table 9

Name of mandatory training	Number of employees required to undertake training in FY25	Number of employees who have completed the training	% of employees trained in the respective business ethics topic <sup>1</sup>
Independence Policy <sup>2</sup>	620	616	99.35
Independence Policy Update <sup>3</sup>	2,363	2,345	99.24
Conflicts of Interest <sup>2</sup>	504	486	96.43
Global Code of Conduct <sup>2</sup>	511	484	94.72
Code of Conduct Learning Update <sup>3</sup>	2,510	2,463	93.63
Data Protection and Information Security Update <sup>3</sup>	2,840	2,659	93.63
Data Protection Fundamentals <sup>2</sup>	570	539	94.56
Financial Crime Update <sup>3</sup>	2,422	2,364	97.61
Financial Crime Fundamentals <sup>2</sup>	568	537	94.54
Information Security <sup>2/4</sup>	130	74	56.92

Note: We had a total permanent headcount of 2,995 as of 30 June 2025.

1) The ratio depicts the completion ratio, i.e., the percentage of employees of the workforce required to undertake the training that have completed the training. Non-completion of trainings by some employees is either due to long-term leave, parental leave, status as contract workers or the training deadline being outside of the reporting period.

2) New joiner training.

3) Annual training.

4) Annual training.





# Shaping the future

# with confidence

# for clients

# 2

## About us Clients

## People Society GRI Index Facts & figures Appendix

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We help clients seize opportunities to create long-term value and drive purposeful growth while, together, shaping the future with confidence

# Together with our clients, we navigate challenges, unlock opportunities and safeguard what matters

We assist our clients in navigating complexity and volatility, supporting their purposeful growth as outlined in our **All in** strategy, and empowering them to shape the future with confidence. EY leverages its extensive business and technology ecosystems, strategic alliances, deep industry expertise and diverse teams to deliver innovative solutions, services and approaches that drive long-term value for entrepreneurs, companies, and governments globally. Through our four service lines; Assurance, Consulting, EY-Parthenon, and Tax and Law, and the EY Clients & Industries organization, we consistently provide exceptional client experiences by collaborating across EY to enable transformation, growth and operational excellence.

Our multidisciplinary teams serve as trusted advisors, helping clients address current challenges, seize opportunities and manage risks. We guide our clients through the evolving landscape of sustainability and artificial intelligence (AI) by continuously enhancing our service offerings with a focus on people and innovation. To achieve this, we invest in new technologies and capabilities, foster partnerships and relationship building, and provide added value through thought leadership and community events. By promoting transparency and reliability of information, we support assured decision-making and instill trust in capital markets, while engaging with clients to continually improve the quality of our services.



We recognize that the quality and nature of our services can have both direct and indirect impacts on our clients' business practices, decision-making and solutions, which in turn can affect society and the environment positively as well as negatively. Our client engagements can influence sustainability trajectories across sectors, while also exposing us to reputational, operational and strategic risks.

By advising clients on ESG strategies, decarbonization pathways and responsible business operations, we help drive positive environmental and social outcomes within their organizations. Our assurance services reinforce

trust in capital markets. While providing specialized services to certain clients may introduce risks such as reputational concerns stemming from client decisions, EY mitigates these risks through robust client acceptance policies and continuous oversight. Our strong governance and ethical standards ensure that our operations contribute responsibly to society while maintaining and enhancing our reputation over time.

According to the results of our double materiality assessment, the following impacts, risks and opportunities (IROs) were identified as material in relation to the services we provide to clients:

Table 10

Sustainability matter	IRO category	IRO label
Climate change	Opportunity	Increased engagement numbers due to clients' transitional climate risks
Serviced impacts and dependencies	Potential negative impact	Environmental damage due to clients' impact
	Potential positive impact	Enabling client sustainability due to our services
	Opportunity	Increased engagement numbers due to strategic partnerships
Quality of our services	Opportunity	Boosted reputation, business continuity and increased engagements due to trust, ethics and strong stakeholder relationships
	Risk	Reduced engagement numbers due to failure to provide new and improved services

Our FY30 sustainability scorecard sets the following target for our focus area "Investing in our clients":

Table 11

Target	Metric	Baseline year performance	FY30 target
By FY30, EY will double sustainability-related revenue compared to the FY25 baseline, accelerating client transformation and ESG impact.	% increase in revenue	FY25 0	100
By FY30, EY will double the number of sustainability-trained (technical skills) professionals compared to the FY25 baseline, building the capacity to deliver measurable and societal impact.	% increase of trained employees	FY25 0	100

# Impacts and dependencies of our services

To effectively compete and succeed in today's world, businesses and governments must adapt to emerging risks and stakeholder demands while navigating challenging market disruptions. Our clients face impacts from climate change, geopolitical instability, rapid technological advancement, economic uncertainty, biodiversity loss and regulatory changes.

**A new economy: Exploring the root causes of the polycrisis and the principles to unlock a sustainable future.** The report calls for a long-term transformation toward a regenerative economy, grounded in five key principles to ensure sustainable future outcomes. While global crises such as trade barriers, wars, geopolitical instability, ecological challenges and social crises are intensifying short-term pressures, the **report** highlights that these challenges also heighten the need for a more foundational, long-term shift.

Navigating these complexities requires brave thinkers driving action for a new economy – one where business, people and planet alike can thrive. With an approach anchored in science, we harness data and technology, delivering meaningful and measurable impact. We provide **the full spectrum of sustainability services**, building the confidence to act.

To manage our serviced impacts and dependencies, we have a set of global and local policies that guide our client engagement practices. These policies ensure that our services are delivered responsibly and ethically, and where possible do not contradict our sustainability commitments. They provide the foundation for implementing effective actions and metrics, enabling us to monitor performance and address potential gaps in a structured and consistent manner.

Among the key policies that underpin our approach are the Service Global Policy, the Client Engagement and Acceptance Global Policy, the Competition and Anti-Trust Law Compliance Global Policy, the EY Alliance and Ecosystem Relationship Global Policy, and the EY Global Policy on Conflicts of Interest (find more details about the policies in the section: Responsible business conduct, **pages 36**). Together, these frameworks help safeguard the integrity of our services and ensure that our engagements reflect EY values and standards.

To ensure that all services offered are properly vetted, EY Switzerland relies on the Service Offering Reference Tool (SORT), our official inventory of approved EY services. Before any service is delivered to a client, it must be reviewed and published in SORT, regardless of the delivery method or technology used. Each service line periodically reviews its offerings through this tool, integrating sustainability and implementation considerations to minimize the risk of contributing to negative environmental or social impacts.

Complementing this, the Scope of Services Global Policy outlines the boundaries and conditions under which EY professionals may offer services. It ensures compliance with regulatory requirements and internal standards, reinforcing our commitment to responsible service delivery.

These policies collectively ensure that the EY Switzerland services are not only aligned with client needs but also with broader societal expectations and sustainability goals. They form the backbone of our efforts to manage serviced impacts and dependencies in a transparent, responsible and forward-looking manner.

In FY25, we continued to strengthen our internal processes to assess and mitigate potential negative impacts arising from our service offerings. This includes regular reviews of our client portfolio and service lines to identify industries or engagements that may pose heightened ESG risks.

At the same time, we are actively expanding our portfolio of sustainability-focused services. These offerings support clients in their transition to low-carbon and socially responsible business models, in alignment with the EU



Green Deal and other ESG frameworks. Through cross-functional collaboration and various fields of plays we help clients navigate climate-related risks, implement ESG strategies and leverage emerging technologies including AI to drive sustainable transformation.

We also recognize the importance of monitoring dependencies on EY clients' ESG impacts that could affect our own resilience. We also acknowledge our engagement with high environmental or social impact sectors and seek to manage these risks through strategic planning and by promoting sustainable practices across our service offerings. Further, we maintain vigilance through ongoing risk assessments to ensure business continuity and strategic alignment.

Reputational integrity remains a core priority to us. We have implemented robust safeguards to prevent greenwashing and client engagements that contradict our values. This includes enhanced due diligence through our Anti-Money Laundering, Anti-Bribery and Corruption, Client Acceptance and Continuance, and Sanctions procedures, adverse media checks, and independent engagement quality reviews for high-risk assurance services. These mechanisms help us not to inadvertently endorse or enable clients whose practices conflict with our values. Read more on our third-party due diligence policies and procedures in the section: Responsible business conduct, [page 39](#).

Finally, we acknowledge that our commitment to responsible client selection may occasionally result in reduced engagement numbers. However, we view this as a strategic opportunity to build long-term partnerships with organizations that share our values, ultimately enhancing our reputation and operational efficiency.

Our monitoring framework includes annual Assessment of Service Quality (ASQ) surveys across service lines, as well as a whistleblower procedure, accessible to both internal and external stakeholders. These tools provide valuable feedback and enable continuous improvement in how we manage serviced impacts and dependencies.

Aligned with the EY Global strategy, we are continuing to refine our management approach regarding impacts and dependencies of our services provided. This includes developing innovative methods for measuring our impact over the coming years.

## Confidence for sustainability transformation

Tackling critical issues including decarbonization and net zero goals, sustainable finance, nature and biodiversity, responsible business conduct, regulations and reporting, EY has decades-long experience helping clients with their sustainability journeys. In fact, this is one of EY's most material ways to realize sustainable impact that ripples beyond our own operations due to the proximity of our broad client base across many industries.

There will be no transition to a net-zero regenerative future without business action and investment. For over 20 years, **EY Sustainability** professionals have been supporting clients in tackling emerging and evolving issues linked to climate change and nature. We have evolved our skills, services and offerings (including through our alliance ecosystem) to meet client needs. We continue to invest in training with the goal of doubling the sustainability-trained professionals by FY30 compared to FY25, building the capacity to deliver client and societal impact. Throughout, we have followed the evolving understanding of science and its implications for society. EY sustainability advisory services are designed to challenge and support clients in seeing the bigger picture beyond regulations: managing risk, reducing cost and complexity, spurring innovation, building trust and achieving measurable results. It all adds up to building confidence to act now, creating a platform for progress and transformation.

Our differentiated EY offerings provide end-to-end sustainability services, anchored in science and powered by technology, data and ecosystem collaboration, helping clients navigate transitional climate risks and achieve measurable sustainability impact. At the core are the EY Climate Change and Sustainability Services (CCaSS), EY's sustainability consulting, tax and strategy practice, including the people who work there. They contribute experience in sustainability, strategy, non-financial reporting, regulations, assurance and advisory. Sustainability is also embedded in our other service lines and functions across EY due to its interdisciplinary nature. We deliver these services by working seamlessly across service lines and geographies. Teaming is essential to solving the interconnected challenges our clients face and plays a vital role in large-scale transformation projects.

that touch every area of an organization. To strengthen collaboration, our teams are encouraged to involve experts from different disciplines and countries. Together, we apply deep technical skills across a breadth of issues to help businesses protect and create value considering sustainability. This includes delivering technology-based solutions through alliances with leading solution providers like Enablon, IBM, Microsoft and SAP.

## Engaging clients and stakeholders in climate and nature realities

EY Four Futures is an immersive, science-led experience enhanced by AI, where climate experts guide participants through a journey showcasing radically different sustainability pathways and their potential outcomes for communities, businesses and policymakers. Anchored in science and harnessing data and technology, it bridges the gap between climate data and real-world impact through powerful storytelling and emotional engagement. We welcomed numerous clients across 22 countries to experience future scenarios that translate complex sustainability challenges into actionable insights. The initiative has already influenced many of our clients' strategies and we will continue to expand to other geographic areas and selected client campuses. Next edition of the experience will include emerging topics like geopolitics and technology.

**During FY25, we were recognized as a leader in the Verdantix Green Quadrant: Climate Change Consulting and in the Verdantix Green Quadrant: ESG and Sustainability Assurance Services 2024. In addition, EY was named a leader in the IDC MarketScape: Worldwide ESG/Sustainability Consulting Services 2024.**

We deliver end-to-end solutions, reframing strategies, accelerating transitions and implementing the right governance, reporting and operations processes to build trust and recognition with our clients' stakeholders. Our EY Sustainability teams provide sector-specific solutions in areas such as sustainability strategy, decarbonization, sustainable supply chains and products, human rights due diligence, inclusiveness, circularity, ESG reporting and technology, ESG risk and opportunity management, energy transition and renewables, green infrastructure, green tax, mobility, cultural transformation, and

sustainable finance. We continue to develop technology, products and services to help EY clients further embed sustainability into their strategies and are regularly recognized by analysts for our endeavors.

### **EY's Sustainability-integrated Operating Model (SOM)**

framework was developed based on research, industry benchmarking and interviews with sustainability leaders at various organizations. The SOM approach incorporates sustainability into strategy, operations, governance, and data systems instead of treating it as a separate initiative. EY assists clients in evaluating their current practices, creating customized implementation plans and embedding sustainability into core business functions such as risk management, product and service development, financial planning and performance management. The framework also addresses capability building, incentive alignment and data infrastructure to support organizational integration of sustainability objectives.

To keep our clients updated on the key trends and developments in sustainability, we regularly publish articles, blogs and thought leadership content. We organize multiple virtual and in-person events and discussions on key sustainability topics with our clients and ecosystem partners.



## Responsible AI and digital technology: shaping a trusted and sustainable future

Responsible AI and digital technology are central to EY's ability to serve clients and society in a rapidly evolving landscape. As generative AI transforms industries, its ethical and transparent use is a strategic imperative for EY. As a strategic enabler embedded in EY's service offerings and internal processes, AI presents a set of material IROs that are closely linked to our business model and long-term strategy. Stakeholders expect EY to lead by example, ensuring that AI is deployed in ways that are ethical, inclusive and aligned with our values. This commitment is embedded in our **All in** strategy and sustainability vision, which prioritize responsible, sustainable and inclusive growth.

AI is fundamentally reshaping the professional services landscape. We anticipate significant disruption in how we deliver services, manage risks and create value. AI will automate routine tasks, augment human decision-making and unlock new business models. However, it also introduces new risks and potential negative impacts such as bias, privacy concerns and regulatory challenges that must be proactively managed. We recognize this dual impact and must also remain vigilant about the environmental and social implications of increased AI use.

According to the results of our double materiality assessment, the following IROs were identified as material for the topic "Responsible AI":

Table 12

Sustainability matter	IRO category	IRO label
Responsible AI and digital technology	Actual positive impact	Fostering responsible use of AI
	Potential negative impact	Social damage due to use of AI
	Opportunity	Increased productivity due to excelling in digitalization

As part of EY Switzerland's Sustainability Strategy and commitment to manage the material sustainability matter, the following targets have been defined:

Table 13

Target	Metric	Baseline year performance	FY30 target
By FY30, EY will grow AI-related client services revenue by at least 30% by making responsible AI-enabled services a core part of client delivery, accelerating ethical and inclusive AI adoption.	% of revenue growth	FY25	30%
By FY30, 95%+ of EY Switzerland professionals will have completed role-appropriate AI learning to embed responsible AI practices across our workforce and ensure ethical use of AI technologies.	% of in scope employees completed AI learning modules	FY25	83%

## AI governance

To ensure the responsible and ethical use of artificial intelligence, EY has established a comprehensive set of global and local policies such as the Responsible AI Global Policy. At the core of the policy are the **EY Responsible AI Principles**, which emphasize accountability, transparency, fairness, data protection, security, explainability and compliance with applicable laws. These principles are embedded throughout the AI lifecycle to promote societal and environmental well-being and are regularly updated according to the evolving regulatory landscape. EY also aligns its governance with recognized standards such as the OECD AI Principles, National Institute of Standards and Technology AI Risk Management Framework, and ISO/IEC 23894/42001/42005 guidelines. To strengthen oversight, EY launched EY.ai, a unifying platform for responsible AI deployment, and created the Global AI Advisory Council to guide strategy, manage emerging risks and address societal impacts such as climate change and digital inclusion. AI use also sits under firmwide governance: the Global Code of Conduct and EY's privacy and data-protection framework (including the Global Privacy Statement, international data-transfer commitments and enterprise security controls) set mandatory requirements for handling data and safeguarding stakeholders. In Switzerland, under the leadership of the Chief AI Officer, EY publishes and applies these Responsible AI Principles locally and promotes trust-based adoption by anchoring controls aligned with recognized standards, regulatory environment and client expectations. The newly established AI Taskforce is a cross-functional team responsible for overseeing the ethical and responsible adoption of AI across EY's Swiss operations. Its mandate includes developing governance frameworks, ensuring compliance with Swiss and EU regulations, and promoting best practices for responsible AI use.

Through our policies, training programs and continuous monitoring, we strive to create a positive impact on our workforce, clients and the wider community. Since June 2024, EY has emphasized the importance of protecting personal and client data as the firm adopted AI platforms like Copilot, Microsoft Feed and Item Insights. Copilot licenses, for example, are only provided upon the completion of a mandatory Responsible Use of Copilot for Microsoft 365 (M365) training. Additionally, EY's cybersecurity webcast series highlights the importance of adopting a proactive cybersecurity blueprint. We

**83%** of EY Switzerland employees completed the "AI now" and/ or "AI now 2.0" training in FY25, compared to 59% in FY24.

are strongly investing in our people's learning and development to build the mindset and confidence to use leading-edge AI in the work they do each day. All EY Switzerland employees are assigned with the specialized learning course.

"AI Now" and "AI Now 2.0" are 60-minute eLearnings that help employees stay informed about AI by covering AI fundamentals, the EY.ai journey, our value proposition and the nine principles of Responsible AI. It also explains generative AI and how EY.ai supports clients with AI solutions, ensuring all employees share a consistent understanding of EY's AI journey.

Our global data protection team has updated the Data Protection Guidelines for AI Systems, now available as a comprehensive single resource. This update ensures that all EY employees have the latest data protection guidelines and confidentiality practices when interacting with AI systems. The guidelines facilitate the responsible utilization of data in accordance with legal requirements and recognized standards, as well as the development and procurement of AI systems that incorporate robust data protection measures. Every engagement focusing on delivering AI-related solutions is required to undergo a mandatory AI Risk Assessment and approval process by the AI oversight committee.

## Investments, innovation and initiatives

In FY25, EY Switzerland is working with clients and partners to develop multiple AI-based solutions and AI agents related to different domains like finance, tax, legal and sustainability. One focus solution in the forensic investigation space won the Microsoft AI Innovation award. Switzerland also played a leading role in the national AI dialogue by organizing and participating in major conferences such as the EY National Trusted AI Conference in Zurich and the EY Trusted AI Summit Suisse Romande in Geneva. These flagship events brought together over 800 participants from the

business community, academia and technology sectors, offering a platform for industry leaders and AI experts to share real-life success stories, discuss challenges and present actionable best practices for responsible AI adoption. EY's conferences featured tailored business breakout sessions, keynote presentations and interactive panels focused on separating AI hype from reality and demonstrating the tangible value AI can bring to organizations. Through these events, EY reinforced its commitment to responsible, ethical and sustainable AI, while fostering collaboration and knowledge exchange across Switzerland's innovation ecosystem.

Each year, EY globally invests more than USD 1 billion to develop AI-first platforms and products. This includes 1,000 AI agents. We have also deployed more than 100 internal AI applications, helping deliver both insights and automation for clients.

We believe that to thrive in an AI-enabled age, every enterprise needs to rethink its strategy and operations by putting humans at the center of an AI-powered transformation. Through our investments, we help clients achieve this with EY.ai, our unifying AI platform that combines vast EY experience in strategy, transformation, risk, assurance and tax to reimagine the enterprise through bold AI-powered transformation using EY technology platforms and leading-edge capabilities. Facilitated by an ecosystem spanning technology, business and academia, EY.ai helps build future-proofed data foundations, identify and realize value now, and augment trusted human potential. EY.ai is designed to give organizations everything they need to help them deploy AI responsibly with trust and confidence.

EY places humans at the center of AI-driven transformation. By automating routine tasks, AI enables professionals to focus on strategic, creative and high-value activities, an approach that is particularly relevant in the context of talent attraction and retention. This human-centric vision is reflected in EY's internal use of generative AI tools, such as EYQ, which leverage proprietary data within a secure environment to support teams in their daily work. EYQ adheres to rigorous security and data privacy standards, thus ensuring the confidentiality of the information provided. EYQ includes clear guidance on responsible use, and users must confirm their adherence to these guidelines.

EY also launched the **EY.ai Confidence Index** to help organizations adopt AI responsibly and with trust. The initiative addresses a core challenge: while AI offers transformative potential, it also introduces risks – such as bias, lack of transparency and regulatory uncertainty – that can undermine stakeholder confidence. The Confidence Index is designed to provide a structured, empirical and transparent way to assess and communicate the trustworthiness of AI systems, both internally and to clients and regulators. Through EY Green IT – Responsible Compute, EY helps organizations connect ESG performance and net-zero ambitions to accelerate outcomes across the IT landscape by operationalizing green IT strategies while improving cost-optimization, risk resiliency and operational efficiency.

## Sustainability and AI

AI data processing systems can be energy-intensive, contributing increasingly to our carbon footprint. This negative impact demands careful selection of AI solutions and foundation model providers that prioritize energy efficiency. By choosing models like Mistral or Anthropic, which consume less energy, we aim to mitigate our environmental impact. Additionally, we encourage our people to limit AI use to activities that create significant value and productivity gains. We also recognize the profound social implications of AI. AI systems can inadvertently perpetuate biases or lead to job displacement. Adopting complex and new technologies like generative AI should always be balanced against value gained and risks taken. By empowering our clients to leverage artificial intelligence responsibly, we contribute to the development of robust digital infrastructure, support inclusive and sustainable digitization, and foster an environment where innovation can thrive. Through our comprehensive training curriculum, we enhance the AI literacy of EY people by offering a diverse selection of courses. These programs cover key topics such as EY's Responsible AI principles and service risk assessment, equipping participants with the knowledge required to effectively integrate these principles into the development and implementation of GenAI projects, while also enabling them to identify emerging and elevated risks associated with these technologies. We embed sustainability considerations into the approach to developing and procuring AI systems and in how we work with clients

on AI engagements. We collaborate with governments, standards bodies, NGOs, academia and industry to shape policy and develop shared standards specific to enabling sustainable AI and leveraging AI for sustainability.

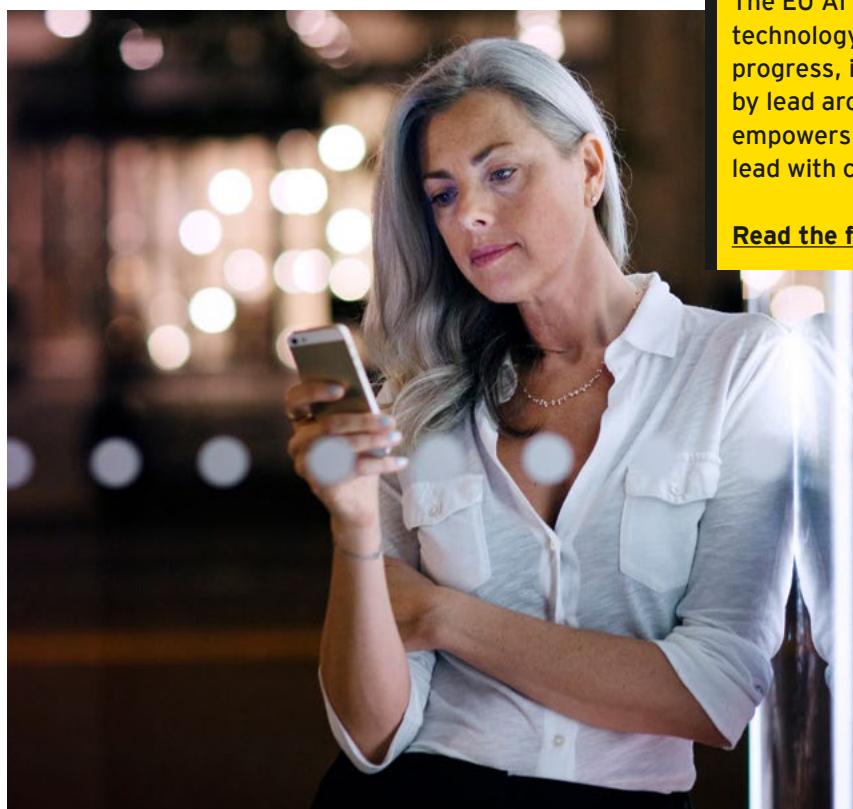
**EY's AI for Good** initiative harnesses artificial intelligence to advance progress toward the UN Sustainable Development Goals (SDGs) and address pressing societal and environmental challenges. Through collaborations with NGOs, academic partners and clients, EY develops responsible AI solutions that support social innovation, education and environmental stewardship. The initiative is part of EY's broader commitment to ethical technology and positive impact, aiming to empower communities, improve access to knowledge, and accelerate sustainable outcomes. For example, EY and Microsoft are expanding access to the **AI Skills Passport**, a free 10-hour online course that teaches AI skills, ethics and sustainability. The program offers a joint certificate and is now available in Switzerland as part of Microsoft's social impact initiative to reach over five million people by 2025. This aligns with EY Ripples' mission to benefit one billion individuals. Other projects like the Green Skills Passport and Skills Labs support inclusive, sustainable employment.

Looking ahead, we have set ambitious goals for FY30: EY will increase AI-related client services revenue by at least 30% by making responsible AI-enabled services a core part of client delivery, accelerating ethical and inclusive AI adoption. At the same time, more than 95% of EY Switzerland professionals will complete role-appropriate AI learning modules to embed responsible AI practices across our workforce and ensure the ethical use of AI technologies. The EY organization is implementing the European Union (EU) AI Act and other regulatory requirements related to AI while also helping clients do the same.

### Trust drives responsible innovation

The EU AI Act sets a global benchmark for ethical technology, proving that trust isn't a barrier to progress, it's the foundation for it. Spearheaded by lead architect Gabriele Mazzini, this regulation empowers businesses to innovate sustainably and lead with confidence.

[Read the full interview with Gabriele Mazzini here.](#)



# Engaging to inform, challenge and share our knowledge

As a part of our efforts to drive client centricity, we emphasize regular focused discussions, awareness generation and feedback sessions with our clients. This ensures continuous reassessment and realignment of our services and solutions with our clients' current expectations and requirements. This practice helps us to proactively assess any challenges that arise from the evolving market landscape and to address them in a timely manner. We bring together business and technology ecosystems and alliances, domain experience, and diverse teams with complementary skills and capabilities to create new business value for entrepreneurs, companies and governments.

As a keen market observer with links to many stakeholders in the wider economy, EY is well placed to share knowledge of emerging business topics. Besides hosting conferences, webcasts, panel discussions and round tables for our clients and business communities, we also have various programs to keep them up to date on current issues and upcoming trends. Each year, we host over 1,000 business professionals at our sustainability events.

We also recognize business achievement through programs such as the EY Entrepreneur Of The Year™ and EY Entrepreneurial Winning Women™. We want the business community around us to benefit from our knowledge, expertise and skills. That is why we conduct a wide range of presentations at public forums, platforms, universities and other spaces that are accessible to the public. Details of future events and how to register can be found [here](#). EY professionals across all service lines regularly conduct and publish studies, and write articles on the latest trends including our points of view.

## EY Entrepreneur Of The Year™

The EY Entrepreneur Of The Year™ is globally recognized not only as an award and a program, but as a mindset. Since its inception in 1986 in the United States, EY has remained committed to honoring leaders who demonstrate excellence in financial performance, social responsibility and personal dedication to their businesses and communities. The program now operates in over 79 countries and territories, including Switzerland. It is widely regarded as the world's most prestigious business award for entrepreneurs. EY's global alumni network includes more than 10,000 confirmed award recipients, with thousands of entrepreneurs nominated and hundreds selected as finalists each year. In Switzerland, the EY Entrepreneur Of The Year success story began in 1998 and has been held annually ever since. On average, around 50 entrepreneurs apply to participate each year. An independent jury selects three finalists in each of the three categories – Scale-up Leaders, Visionary Entrepreneurs and Entrepreneurs in Family Business – and designates one winner per category. The 2025 edition marked the 28th celebration of entrepreneurial excellence in Switzerland. Learn more at [eoy.ch](http://eoy.ch).

# Harnessing the transformational power of alliances

We know that in a complex, fast-changing world, no organization has all the answers. Over the past decade we have systematically built an ecosystem – a network of more than 100 alliance partners – with some of the most innovative technology companies in the world to provide the right technology, capabilities and insights to help clients create long-term value and transform at speed and scale.

The EY Partner Ecosystem is a fundamental part of the EY client proposition, helping EY clients through award-winning collaboration, co-creation and innovation. In FY25, we welcomed 21 new alliance partners. In the last five years, EY has grown its alliance partner revenues at 28% (compound annual growth rate).

EY Switzerland is a founding member of [digitalswitzerland](#), a Swiss-wide, cross-industry initiative that aims to transform Switzerland into a leading digital nation. Along with our network of 170+ association members and non-political partners, including more than 1,000 top executives, we are engaged in over 25 projects to inspire, initiate, co-create and lead digital change in Switzerland.



## Ensuring quality of our services and client satisfaction

To achieve our ambition of being recognized as the world's most trusted, distinctive professional services organization, we must provide exceptional client experience at every interaction. Client satisfaction is a key driver of business continuity and growth.

Exceptional client experience comes not only from ensuring the quality of our services but also through regular client experience reviews. Today, clients expect to be served by the best mix of people offering the most relevant and innovative services, but also seek an

interesting, memorable and value-enhancing experience from the organizations they work with. We need to be conscious of both our service quality and the level of client satisfaction attained through the EY experience.

In order to ensure the quality of our services, we have introduced a quality control system based on the policies, tools and procedures detailed in our [Transparency Report](#). For each of our service lines and functional areas, we have a partner in charge of quality and risk management along with a dedicated team. In addition, our Global Code of

Conduct sets out the guiding principles we follow to uphold our quality, independence, professional integrity and conduct while working with our clients. These principles also inspire us to deliver exceptional client services.

Two types of controls ensure the quality of our services: controls embedded within service delivery and annual on-the-spot controls of the services.

To further ensure that the nature, quality and accessibility of our services meet our clients' expectations and demands, we have established our Brand, Marketing and Communication (BMC) key buyer-based fields of play. Our brand impact is driven by eight principles based on strengthening the EY brand, adopting client centricity, leading by issues and enhancing and promoting EY's technical capabilities.

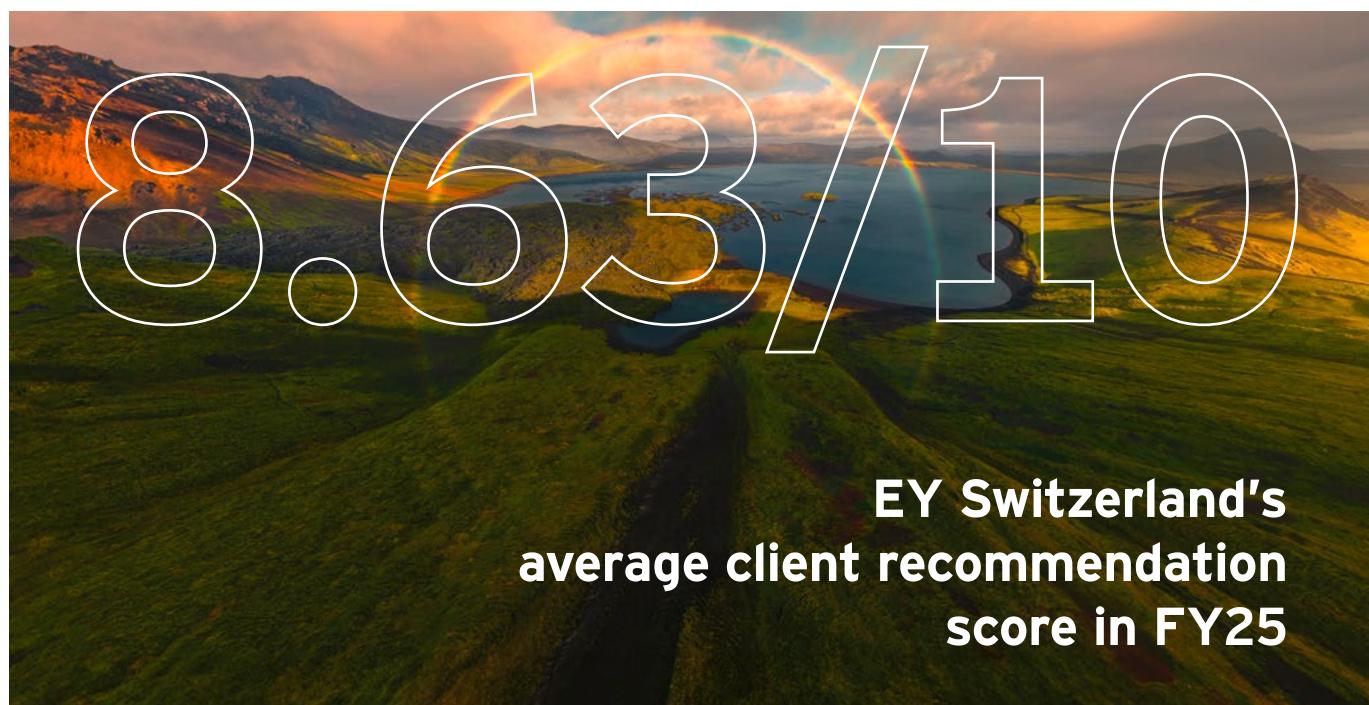
The BMC team's approach is to introduce agile, innovative, measurable and high-quality services for our client-facing teams. We leverage the brand, marketing and communication buyer-based fields of play to assess client issues and expectations, goals and targets and the existing global trends, risks and opportunities. Assessment outcomes are compared with EY's existing service database to help us to understand the nature of new services we

need to develop and how to customize existing ones. This process allows us to meet client demands and expectations, especially in terms of service quality.

We can confirm that we have had no incidents of non-compliance with regulations or laws resulting in fines or warnings in the last three financial years with respect to services information and labeling and marketing communication.

EY's Global Client Experience Program helps us anticipate client needs, assess our performance against expectations and provide our point of view on areas of opportunity and improvement. Under the program, all EY member firms carry out client satisfaction surveys through questionnaires or individual interviews.

To ensure independent feedback, interviews are carried out by someone not involved in any engagements for the respective client. We undertake the following interviews and questionnaire-based surveys: Assessment of Service Quality (ASQ), Expectation of Service Quality (ESQ), win-loss and relationship surveys and interviews. The FY25 results demonstrate continued improvement in our client recommendation score, which increased from 8.40 in FY24 to 8.63 in FY25.





# Shaping the future

# with confidence

# for EY people

3

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Empowering an extraordinary you

# Confident shapers of the future

Our diverse workforce is at the heart of our business and brings our purpose – **Building a better working world** – to life. Together, we aim to deliver exceptional service to our clients and strengthen trusted relationships with our stakeholders. It's how we generate impact and value. The promise to our people is to be empowering an extraordinary you – through professional growth, with personal fulfilment, in an inclusive culture. We are committed to creating an environment where everyone can thrive. We are united by a common purpose and guided by EY core values. Here, every individual has the opportunity to apply their skills, dedication and passion to their roles.

The Chief Talent Officer – part of our Swiss Management Committee – is responsible for our organization's talent strategy and activities. In executing the strategy, our Chief Talent Officer is supported by the Talent Team function, which is led by the Head of Human Resources and the Talent Partners in all our service lines. To continuously refine and enhance the talent strategy, define focus areas and continuously improve working conditions, we consider feedback from various employee listening channels – including EY People Pulse surveys three times a year; ongoing surveys conducted as part of the onboarding and exit processes; and consultations with our People Sounding Board representatives. Strategic workforce planning, inclusiveness and clear and transparent policies ensure that our people's needs directly shape business decisions and long-term value creation.



According to the results of our double materiality assessment, the following impacts, risks and opportunities (IROs) were identified as material:

Table 14

Sustainability matter	IRO category	IRO label
Working conditions for own workforce	Potential negative impact	High workload and work intensity can negatively impact employees' physical and mental well-being, work-life balance, development and job satisfaction
Working conditions for own workforce	Risk	Legal, reputational and financial risk due to pressurized work environment of own workforce
Equal treatment and opportunities for all	Actual positive impact	Investing in our own workforce knowledge, skills and career development positively impacting motivation, satisfaction and career experience
Equal treatment and opportunities for all	Potential positive impact	By ensuring an inclusive environment with equal opportunities for all, we can boost the workforce's mental health, well-being and job satisfaction.

Our FY30 sustainability scorecard sets the following target for our focus area "Investing in our people":

Table 15

Target	Metric	Baseline year performance	FY30 target
By FY30, EY will increase and maintain the percentage of employees who, in an anonymized survey, report that they feel included to 85%, compared to the FY25 baseline, fostering a culture where every individual feels valued and empowered.	% of survey respondents	FY25 84%	85%
By FY30, EY will increase and maintain the proportion of employees who experience a level of well-being that is right for them to 70%, compared to 63% in FY25, ensuring a healthier and more resilient workforce.	% of survey respondents	FY25 63%	70%
By FY30, EY will maintain our "advanced" gender pay gap certification promoting fairness and equal opportunity across the organization.	Fair-ON- Pay certification	FY25 "advanced"	"advanced"

## Characteristics of our workforce

Our workforce is categorized into two key groups; service line employees, i.e., those who hold client-facing roles in Assurance, EY-Parthenon, Consulting, and Tax and Law, and those who work in our Core Business Services, occupied across various business enablement functions. The majority of our workforce is hired directly by EY on permanent contracts and 6.5% of our workforce, including interns and apprentices, is hired on temporary contracts.

A portion of our workforce is made up of non-employees, including third-party contractors and freelancers. These individuals support a range of functions, including logistics, facility services, filling in for temporary absent employees and specialized consulting for internal or external clients. EY Partners are owners of the business. They act as employees in the daily operations and are therefore included in our FTE numbers. 41% of our workforce is composed of women and 59% of men contributing to our operations. This gender ratio has been consistent over the past three years. Our team is enriched by the presence of employees of nationalities originating from over 77 countries, bringing a wealth of perspectives and experiences that enhance our corporate culture and drive innovation for our clients. In line with applicable Swiss laws, we are unable to report data on employees with disabilities. Find all data tables in the section: Facts and figures, people data: [page 132-143](#).



## Human rights of our own workforce

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 draws on the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. In FY25, EY Switzerland issued an [amendment](#) to the Global Statement covering the human rights most salient to EY Switzerland's workforce based on the impact 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. The statement addresses the rights of EY people including those related to health and safety, labor rights and inclusiveness for all. It affirms EY's responsibility to avoid causing or contributing to adverse human rights impacts and to prevent or mitigate human rights impacts across its operations, products, services and business relationships. The EY Switzerland Human Rights Statement is signed by the Country Managing Partner, General Counsel and the Chief Risk Officer. EY's Ethics Hotline offers a confidential channel for anyone, including employees, suppliers and clients, to report concerns.

Throughout FY25, we continued 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. Among other things, we have updated our employee regulations and sanctions framework outlining responsibility, governance, monitoring and controls. We have established a regular reporting to the Swiss Management Committee on Human Rights for own workforce, and we have strengthened measures and language around remediation. We are currently focusing on implementing a more advanced time monitoring compliance framework and setting up training for supervisors and leadership members on enhanced dashboards and data availability.

## Working conditions

Our workforce is categorized into two key groups; service line employees, i.e., those who hold client-facing roles in Assurance, EY-Parthenon, Consulting, and Tax and Law, and those who work in our Core Business Services, occupied across various business enablement functions. The majority of our workforce is hired directly by EY on permanent contracts and 6.5% of our workforce, including interns and apprentices, is hired on temporary contracts.

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## Engaging with EY people

Our people have the opportunity to express themselves and be heard through a number of employee listening channels. Through regular feedback mechanisms and digitally enabled employee listening tools, we gain holistic insights about the experience of our people, including anonymous feedback on current working conditions such as reward and recognition, inclusiveness, well-being and flexible working, as well as career and learning

opportunities, etc. These channels also offer us an important source of feedback to refine our overall talent priorities when modifying working conditions. By speaking up, our people play an active role in building a culture of trust and transparency.

Our key listening tool is the EY People Pulse survey. This anonymous employee survey helps us to listen to our people, understand what we are doing well and what we need to improve. It fosters open and honest communication and supports us in making positive changes by reflecting beyond our overall Talent Strategy in Switzerland. The survey provides frequent and timely insights as we run it three times a year. The survey results showed a steady performance for each of the KPIs measured over the reporting period. A total of 82% of respondents expressed that they feel free to be themselves and 71% agree that their experience at EY is exceptional. We also review aggregated data, where applicable and in line with local law, on gender and cultural background differentials from the survey for insights on how people experience inclusiveness at EY. We acknowledge that there is more that we can do, and our listening tools help focus on how we can improve the experience of EY people and measure the success of our initiatives.

Feedback is also received through anonymous surveys conducted during recruitment, onboarding and exit processes for both new hires and voluntary leavers. Additional targeted surveys and polls are conducted to gauge the effectiveness of programs such as career development and learning initiatives. Qualitative feedback is collected using methods like focus group discussions when more detailed insights are required. Interactive sessions, including Your Voice and People Sounding Board meetings, provide a platform for nominated representatives from each service line to present employee perspectives.

Feedback collected through these channels is reviewed during management and talent leadership meetings, all-people webcasts, and Your Voice and People Sounding Board sessions. These discussions drive organizational decisions and can result in the implementation of well-being, recognition, reward and flexible working initiatives. People Sounding Boards, ad-hoc focus groups and office visits are also used to get employee views on proposed changes in working conditions.

## Employee health and safety

We are committed to ensuring a safe and healthy working environment where our people have the flexibility to balance the needs of our clients and our business with their individual needs. We recognize that mental health and well-being are key concerns for our profession. Given this, we strive to provide a safe work environment for all EY people and frequently review EY well-being programs to align with their needs. Our occupational health and safety management, covering 100% of our workforce, including both employees and non-employees, includes a variety of health programs and events, health awareness training, monetary and non-monetary benefits, and recognition instruments.

Our policies and commitments are based on a regular human rights impact assessment (read more about this in the section: Human rights of our own workforce, [page 64](#)), which includes employee health and well-being as one of our potential salient (most significant) human rights impacts. The policies and commitments ensure our operations manage potential adverse human rights impacts adequately. Employee health and safety matters are covered in various working conditions-related policies as mentioned in the previous section.

### Health and well-being initiatives at EY

EY's leadership model brings together EY's purpose, values and leadership behaviors. Well-being is a major focus area of our global leadership framework, which recognizes personal well-being as a core competence. FY25 saw the launch of the EY Mental Well-being Framework, which takes a holistic approach aligned to the World Health Organization (WHO) definition of mental health and integrates mental, physical, financial and social well-being into how we work. The framework sets clear principles and practical actions to build awareness, provide accessible resources and create a supportive environment for all our people, with defined responsibilities for employees, leaders and Talent teams. Core practices include healthy workload management, fair resourcing and time recording, the right to disconnect and take time off, flexible work options, access to confidential counseling and early-support

pathways, regular check-ins, and modern, healthy workplaces. Leadership behaviors, meaningful careers and an ethical, caring culture underpin our approach, with localization to the Swiss context and ongoing monitoring of impact.

**Well-being@EY** is the umbrella initiative that helps us to build resilience, manage stress, deal with pressure and ultimately stay physically and mentally well so we can realize our full potential. We offer many individual health programs and initiatives, including:

- **EY Day:** EY Day is an annual celebratory day that provides an opportunity for our people to invest in themselves, in their teams and in their communities. We offer a wide range of activities that are sponsored by the leadership across the areas of health and well-being, learning and upskilling, and corporate volunteering. Over 1,300 EY employees participated in the EY Day in FY25.
- **Employee assistance program:** Our external provider Movic offers confidential personal employee assistance services, providing support, coaching and expert information on any work-related, personal, health and financial issues that our people may encounter. The number of consultations in the calendar year 2024 was lower than in the previous year.
- **Flu shot:** We offer free flu vaccinations to our people every fall.
- **Sports:** Our people receive discounts at selected sports and fitness clubs.
- **Well-being training and knowledge:** We run various programs on maintaining the physical and mental well-being of our people. These include health webcasts, articles, mindfulness trainings, health-related tips and free access to external platforms for an improved lifestyle. The training offerings are made available to all employees and cover topics such as stress management, communication and conflict resolution.
- **Well-being webinar series:** The well-being webinar series featured experts in the field of health and well-being and addressed topics such as mental health, resilience, nutrition, and goal setting, with a focus on

early detection and coping strategies. It promoted structured recovery, personal strengths, and purposeful routines as key drivers of long-term well-being.

- **Mindfulness Network:** Mindfulness plays an important role in the business context – for more presence and focus but also for our mental health and well-being. We have a global network of professionals that practice mindfulness and provide trainings, webinars and internal articles.
- **EY Well-being Badges:** The EY Well-being Badges are designed to develop our people's ability to focus on and recognize the value of well-being, being mindful and fully present, maintaining personal well-being to sustain positive energy and fuel resilience.
- **Assigned e-learning on recording of working time:** Every employee is assigned an e-learning on "time recording and monitoring" to provide a better understanding of Swiss labor law requirements, overtime and extra-overtime accruals and compensation guidelines. As part of our monthly onboarding program, new employees attend a dedicated session to raise awareness of this topic. We monitor working hours and vacation balances to make sure that our people take time to disconnect from work and get enough rest.

Recognition contributes positively to employee well-being. EY promotes a culture of appreciation through initiatives that acknowledge individual contributions and personal milestones. Gifts are provided to mark occasions such as work anniversaries, promotions,

milestone birthdays, weddings or registered partnerships, and the successful completion of professional qualifications and apprenticeships.

EY has an employee recognition initiative known as EY Merci through which team members can commend their colleagues for exemplifying essential behaviors and upholding the organization's core values. During FY25, employees sent 610 thank you cards and awarded 4,266 monetary amounts under this initiative.

## Financial security at EY and beyond

We want our people to feel financially secure and capable of looking after their dependents during their careers at EY and beyond. Some ways we achieve this include:

- **Total reward and fair compensation:** We are committed to fair reward and compensation for all EY people, and have processes and policies that focus on equitable compensation. EY employee compensation is designed to be competitive in the market and reflect an individual's work experience and performance, while being equitable internally. To be equitable internally, EY people should be paid similarly when performing similar work. Beyond compensation, our total reward approach is about bringing together different components from the areas of compensation, benefits, recognition and well-being that contribute to the collective value of working at EY. It includes a variety of opportunities, benefits, programs and policies to help EY people achieve success and to recognize the value they bring to EY's business.

- **Pension fund and insurance coverage:** We support our people with mandatory and supplementary contributions to pension plans and offer our employees three different saving plans to choose from. We fully cover the cost for mandatory and supplementary accident insurance. Employees and their families receive discounts and access to consulting services about coverage and premium savings with supplementary health insurance providers.

- **Further benefits during employment:** We provide our people with an SBB Half Fare Travelcard, collective insurance offerings and corporate discounts with selected suppliers as well as refurbished IT hardware.



## EY pension

Occupational pensions, consisting of age, death and disability coverage, are an important part of the benefits we provide to our employees. EY employees are members of the Pension Fund Ernst & Young (PFEY). This is a separate legal entity operating an occupational pension scheme in line with statutory provisions. Its Board of Trustees consists of 50% representatives of the employees (other than equity partners) and 50% representatives of the equity partners. PFEY operates as a semi-autonomous pension institution. It covers the risk of longevity, death and disablement up to a defined level, and the risk with respect to investments. Excess risks are covered with insurance protection provided by an insurance company. PFEY reports to its insured members in an annual report covering key data, the audited financial statements as well as the report on exercising voting rights for public companies. There is no additional pension fund for equity partners.

For employees other than equity partners, EY contributes between 50% and 69% of the overall contribution payments which range from 8.5% to 19% of the insured salary, depending on the plan and on the age group. Retirees have the option of a one-time capital payment of the accumulated savings capital at retirement age instead of monthly old-age pension payments.

The pension fund investments are important to our insured employees and equity partners. Total investments amount to approximately CHF 1.1 billion. The investment regulations of PFEY include application of sustainability and ethics criteria when considering an investment. PFEY was rated "A" according to the MSCI ESG rating designed to measure a company's resilience to material, long-term environmental, social, and governance (ESG) aspects. The scale range is "AAA" (highest) to "CCC" (lowest) based on available ESG data for 86% of the pension funds' investments (as of 30 June 2025). PFEY is significantly restricted with respect to selecting investments due to the independence requirements imposed by our external regulations. Accordingly, most investments are indirect investments into funds whereby the fund managers exercise the voting rights. The majority of our investment managers, who are members of various associations related to sustainability and the transition to a low-carbon economy, aim to consider ESG factors in the investment process.



## A safe and flexible work environment

Our commitment to workplace health and safety includes a range of measures to prevent and manage accidents. We use questionnaires on Occupational Health and Safety issued by the Swiss National Accident Insurance Fund (SUVA) and Federal Coordination Commission for Occupational Safety (FCOS). The questionnaires are used to detect potential accident risks and energy points in all 11 offices. Further, we have for each office one dedicated building manager and one dedicated health and safety specialist, both of whom are designated by our external facility management provider. They are complemented by the Occupational Safety Lead, a respective Risk and Security Lead and the Office Managing Partners. All these individuals report to the Crisis Management team that manages the Emergency Response Plan and executes it across all EY offices.

We comply in all our offices with the norms published by SUVA and FCOS on office lighting, minimum required square meters per employee and minimum required number of restrooms. From the perspective of ergonomic

working, we apply the checklist of FCOS and adhere to guideline no. 6508 by providing adequate desks, chairs, monitors and lighting. The workstations at our new offices in Basel, Berne, Geneva, Lausanne, Lucerne and St. Gallen are equipped with ergonomic chairs and two screens each; with the exception of the Berne office, they also all have standing desks. We provide first aid kits in all our offices. In our larger office locations, we also maintain a medical and breastfeeding room.

We work with our external facility management provider to conduct a self-check to identify potential hazards in all our office locations. As a professional services firm, our people do not engage in dangerous work or perform activities in hazardous workplaces. As a result, there is no need for special workplace safety training. We have one to two designated company first responders at almost all offices. These individuals received emergency training provided by EY and an external provider. They oversee emergency situations and must refresh their training every two years. Further, we have dedicated evacuation staff trained by the respective landlords and. The Everbridge Mobile App is our primary method for alerting all EY employees about emergencies that threaten or impact our EY offices or the surrounding area, including while they are traveling or at a client site. Crisis Management teams at major Swiss offices (Berne, Basel, Geneva and Zurich) received training in FY25. Smaller locations have representation through members from these larger offices, so staff and learnings are shared across all sites. The Zurich team also conducts occasional crisis preparedness sessions with local leadership.

In the professional services industry, no work-related illnesses are defined by the public health authorities. Work-related fatalities and work-related injuries are not tracked, as the risk of accidents in EY businesses is low. However, we run various awareness campaigns around accident prevention in the office, accident prevention while off work (vacation time), and ergonomic working practices. For the first time this year we report hours for illness, accident and medical appointment separately. In FY25, we report a slight increase in our people's overall average absence rate due to illness, accident or medical appointment from 55.1 hours per capita in FY24 to 62.23 hours in FY25. All (100%) of our EY offices in Switzerland undergo an annual employee health and safety risk assessment conducted by our contracted facility manager.

We comply with all Swiss health and safety legislation and regulations. Most of the accidents involving our people occur during their non-working hours. To ensure the protection of our people in the event of an accident, they are provided with mandatory accident insurance coverage in alignment with the Swiss Accident Insurance Act (UVG). We offer private coverage, and the premiums are fully paid by EY. Additionally, we have salary provisions in case of illness or accident.

Our understanding of safety is not limited to only ensuring the physical safety of our people. As a responsible employer, we commit to providing a work environment where our people feel mentally and emotionally safe as well. To fulfill this responsibility, one of the primary focus areas for us is to foster a work environment of psychological safety, one that is free from discrimination, bullying and sexual harassment.

The EY/Ethics Hotline is our whistleblowing platform (for more details, see section: Whistleblowing procedures, [page 38](#)). Anyone can use it to register and handle employee concerns, including those related to any behavior that constitutes discrimination, bullying or sexual harassment. We are committed to ensuring that all reports are heard, investigated and remediated appropriately. Our external employee assistance provider Movis can also be consulted about any issues our employees may face. We impose strict rules prohibiting any retaliation against colleagues who in good faith report inappropriate behavior. To enhance employee awareness of these concerns and on the ways to report inappropriate conduct, we have implemented Dignity at Work Guidelines and Respect at Work training on our learning platform.

To maintain a healthy and collaborative work environment, we regularly familiarize our people – including new hires – with EY's compliance requirements. This includes training programs on EY's core values, Code of Conduct, independence and ethical standards. For more details on this training, see section: Education and training, [page 44](#).

The annual Code of Conduct training, which is mandatory for all our people, gives guidance on how to navigate potentially difficult situations that conflict with our values. Also, our Inclusive Leadership for All learning course helps people understand and adopt inclusive leadership behaviors that can bring our values to life and build an inclusive work culture.

## Workplace flexibility for better work-life integration

We are committed to a work environment in which people are free to be themselves and bring the best of themselves to work. We believe this benefits our clients, our people's career development and our organization. Client centricity, teaming and collaboration are central to who we are as a professional services organization. We have always enabled flexible working practices and continue to do so. Our hybrid working guidelines facilitate an appropriate balance of client and business needs with individual flexibility. Furthermore, all our people are entitled to the following benefits:

- **Vacation:** Our people get an annual leave entitlement exceeding the regulatory minimum of 20 days. The annual leave entitlement ranges from 25 to 30 days depending on employee category and rank.
- **Purchased leave:** Since October 2022, all employees can purchase up to 15 additional days of leave per year.
- **Unpaid leave:** If the regular vacation or other flexible working time options do not meet individual needs and requirements, employees can also apply for unpaid leave.
- **Job portability:** Since May 2023, EY Switzerland offers a flexible working solution enabling employees to perform their work for a short period of time from selected country locations for personal reasons.
- **Parental leave:** Mothers employed by us for more than one year are eligible to take 18 weeks of paid leave after the birth of the child. Fathers employed by us for more than one year are eligible to take three weeks of paid leave after the birth of the child. All parents are also covered by the Parents@EY Framework, which is designed to support our people during the transition to parenthood and beyond, focusing on work-life integration, long-term career value and flexible support for all. Key benefits include coaching for new parents, corporate membership for family-care services, increased paid parental leave, a phased return to work, emergency childcare reimbursement and the option to purchase additional leave. Additionally, the Parents@EY Network fosters a supportive culture, helping parents balance personal and professional demands.

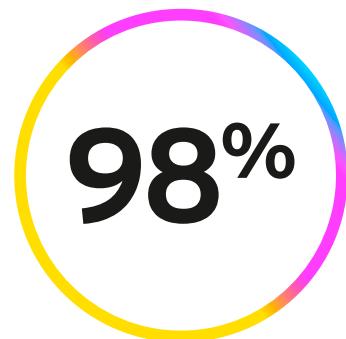
■ **Alternative family planning:** When becoming a parent to a child below six years of age, employees who have been with us for more than one year are eligible for four weeks of paid leave.

■ **Phased return:** Employees who have already taken maternity leave, paternity leave or alternative family planning leave within the required time are also eligible for a phased return of up to 15 days, i.e., the option to work reduced days while maintaining full pay according to the contractual level of employment.

■ **Care leave:** Our people are entitled to short-term leave and continued payment of salary for up to three days per incident to facilitate the organization and care for a family member or life partner. Employees who are parents of a minor child whose health is seriously impaired due to illness or an accident are jointly entitled to carer's leave of up to 14 weeks per incident provided that the employee is entitled to a carer's allowance under the Act on the Compensation for the Loss of Earnings ("EOG").

■ **Other paid leave:** Extra paid leave is provided in case of certain life situations such as a wedding or partnership registration, death of family members and relocation.

We promote flexible and part-time working models for colleagues at all stages of their professional career so that they can balance a fulfilling professional career with personal commitments. If our people wish to remain employed by EY after they reach retirement age, there are possibilities to extend employment.



of our people returned to work  
after parental leave, in the last three  
reporting periods

# Inclusiveness for Everyone

At EY, inclusiveness is a longstanding strategic priority that we continue to build upon in an increasingly dynamic and complex global business landscape. The way we work together inclusively is core to who we are, driving exceptional experiences for EY people and top- and bottom-line performance for our business.

Inclusiveness is about everyone. It takes everyone, and it benefits everyone. We are committed to a work environment in which differences are respected and valued, opportunities and practices are equitable, and everyone experiences a strong sense of belonging. Guided by our Global Code of Conduct, we embrace multicultural experiences and diverse perspectives as core strengths of our global organization. This means treating one another with respect and maintaining a workplace free from discrimination, intimidation, and harassment.

We embed inclusiveness across the entire employee lifecycle – from recruitment, development, and promotion to retention. The EY culture encourages teaming and inclusive leadership in everyday interactions. We know that the best ideas emerge when every voice is heard, enabling us to help clients tackle their most complex challenges.

To sharpen clarity and reduce distraction, we have moved away from the acronym “DE&I” and adopted the more direct language of inclusiveness. Our new global message, “Inclusiveness for Everyone,” reinforces that inclusiveness is for and about everyone.

## Governance for inclusiveness

Inclusiveness is embedded in the EY values and a collective commitment by the EY Global Executive. To deliver on our commitment to Inclusiveness for Everyone, we maintain a clear governance structure. The Global Inclusiveness Steering Committee co-chaired by EY Global Chair and CEO and EY Global Vice Chair – Inclusiveness, helps bring our strategy to life. Its members, drawn from leadership across the global EY organization, explore challenges, highlight successful practices and collaborate to advise on meaningful solutions. Our Swiss Inclusiveness Council and the Inclusiveness Project Team coordinate activities and turn leadership’s commitment into action. The Council Leader is a member of the Swiss Management Committee. The Council and Project Team work collaboratively and seamlessly together with the Talent and Corporate Responsibility functions to ensure consistent and coordinated alignment when it comes to the respective strategies execution as well as people experience. We also regularly collaborate and exchange experience and best practices with Inclusiveness leaders at the regional, Area and global levels as well as with our clients and external communities.

**Our commitment to Inclusiveness for Everyone** is based on our Global Inclusion and Anti-Discrimination Policy which ensures that diverse mindsets and opinions are represented and respected across EY. Not only does this reinforce that inclusiveness is a key business lever, but it also ensures that we hold ourselves accountable for progress.



## Fueling an extraordinary you in an inclusive culture

### Women. Fast forward

EY Switzerland works actively toward increasing women representation and participation across all service lines and business enablement functions. We currently have 1,321 female employees working with us – 41% of our total workforce. Of those women, 83% carry out client-facing roles.



EY Switzerland is a member of Advance, a leading business association for gender equality in Switzerland, with over 150 companies. By signing the Advance Diversity Charter, we commit to promoting gender balance and creating an inclusive workplace for women in management.

Our membership provides access to best practices, tailored development programs, and networking opportunities. We also contribute to the gender equality movement through thought leadership, sharing insights on underutilized female talent, and hosting workshops for knowledge sharing.

Through our partnership with Advance, we aim to close the gender gap in management and foster balanced leadership, making progress in gender equality within our organization and the Swiss business landscape.

EY has identified specific Inclusiveness metrics against which it tracks and evaluates its progress using the Global Inclusiveness Tracker. If any act of inequity or injustice is identified during the progress monitoring and evaluation process, it is addressed and resolved by EY's Global Social Equity Task Force (GSET) comprising EY leaders from around the world.

To support gender equality in Switzerland, we are measured against defined promotion and recruiting KPIs for the entire Swiss practice each year. In FY25, progress against the five-year targets set in FY21 has been reviewed twice and further interventions to accelerate the achievement of our Inclusiveness targets were discussed and agreed with each service line. We monitor gender equality in the context of performance appraisals, promotions and pay at each stage of the annual performance and reward review processes.

We conduct various learning programs at different stages of our female (also male) employees' careers to help them advance at EY. We focus our development programs for women at early and mid-stage careers by supporting participants in discovering their personal purpose, values and strengths. Building on this we then support them in acquiring leadership skills and crafting their own desired career path. For example, the Navigator development program, structured into three modules, is designed to help participants gain clarity on their career goals and advance on their leadership journey. By focusing on building self-awareness, articulating a personal brand and identifying key career experiences, this program empowers women and men to take ownership of their careers and confidently pursue leadership roles.



These learning programs support our people in building the skills that drive confidence and courage as they progress and grow into our future leaders. This, in turn, positively impacts gender equality in our organization. The positive effect is reflected in the number of female employees currently holding leadership positions and the promotions awarded to women.

The programs mentioned above are complemented by the virtual Unconscious Bias training, which is provided in two formats to ensure maximum reach and impact. A standalone session is offered twice a year, scheduled before the people performance reviews. Additionally, the training is included as part of the performance review briefing package.

#### During FY25:

- We promoted 14% of women and 16% men to their next-level role.
- 20% of Partners and Directors are female.
- Women represent 33% of the Board of Directors.
- Our Swiss Management Committee consists of 27% female partners.



EY participates annually in the St. Gallen Diversity Benchmarking to assess EY's progress in diversity inclusion and compare it with other Swiss companies and the Swiss consulting industry. The results of the 2025 benchmarking show that EY Switzerland outperforms the industry average by 3.5 percentage points, with a higher representation of women in managerial ranks.

This assessment not only delivers a clear view of the facts and figures but also provides us with specific recommendations for our recruiting, pipeline management and career planning practices. The results of the assessment are incorporated into the Advance & HSG Gender Intelligence Report, which measures the progress of Swiss companies in the area of gender equality.

Our commitment toward inclusive leadership is also evident in the programs we implement for integration and teaming at the global and Swiss level. These programs, including the examples below, foster inclusiveness among all our people, regardless of their gender, and provide opportunity for mobility and mentoring.

#### EY Switzerland mentoring program

The mentoring program is set up to accelerate the advancement of our people by sharing knowledge and building relationships. The program is digitally enabled and open for all employees from Consultant to Director ranks. Each cycle has a window of six months of focused mentoring. Participants receive onboarding documents and conversation guides to optimize the mentoring experience. The key benefits of the program for mentees include the opportunity to build a wider network, develop new skills and knowledge, and gain clarity and confidence on career goals.

Mentors gain visibility to EY's aspiring younger talent and help to develop them through knowledge transfer and advice. This brings personal satisfaction and exposure to fresh perspectives, ideas and approaches, contributing to an inclusive leadership team culture. Since the launch of this program in 2021, we have had over 90 mentoring couples.



## Key programs under Women. Fast forward

At EY, we believe gender equity is not a problem to solve. It is a solution to society's most complex issues. "Women. Fast forward" is an EY platform engaging EY people, clients and communities to accelerate gender equity in society. The platform aligns all the EY gender-focused efforts, from global programs to grassroots initiatives, to drive collective impact. It is a globally coordinated effort focused on three strategic pillars:

- Entrepreneurship
- Leadership
- Next generation

Some of the global programs under the Women. Fast forward umbrella includes EY Entrepreneurial Winning Women™, EY POWER Up™, EY Women Athletes Business Network, EY NextGen Women, the EY STEM App, and EY Women in Technology.

### EY Professional Women's Network

The EY Professional Women's Network connects professionals across service lines and levels, fostering career growth, leadership skills, and a sense of belonging. Through networking events, knowledge sharing, and success stories, the network creates opportunities to learn from one another. Locally, we are open for all genders and run "Let's Talk" networking series and facilitate bigger events on topics like men's health (e.g., Movember, Flavors of Unity Lunches and International Women's Day).

### EY POWER Up workshop

A leadership development program designed to accelerate the advancement of women by strengthening their confidence, influence, and leadership presence. Built around a practical tool developed by EY's Coaching practice, the program helps participants identify behaviors that enhance personal power, overcome limiting patterns, and build critical skills for career progression. In FY25, four workshops brought together 200 EY professionals and external leaders, fostering career clarity, networking, and strategies for success.

### Shaping Your Tomorrow

18-month leadership development program designed to empower female talent at the Senior Manager level across EY Switzerland. The program strengthens sponsorship and visibility with the executive team, provides career clarity, and enhances retention and leadership pipelines. Through a mix of group sessions, pod coaching with senior leaders, and insights from internal and external experts, participants build confidence, develop critical leadership skills, and expand their networks.

### EY Entrepreneurial Winning Women™

The program targets women founders who have built profitable small companies but have not yet found the essential tools needed to scale sustainably. The program offers female entrepreneurs the opportunity to participate in a bespoke executive education program with year-round activities to expand their knowledge, strengthen their skills and increase their visibility. The community consists to date of over 1,000 female entrepreneurs globally.

### Women Athlete

The program commits to supporting the global female athlete community through advancing thought leadership, promoting athlete dialogue and supporting female athletes with successful next career opportunities once they retire from their career in sports.

### NextGen Women Competition

This is a global competition that recognizes talented women currently studying at university with the potential of starting a career in EY Strategy and Transactions and Consulting practices. The challenge requires the participants to think critically and to come up with creative solutions for complex problems.

EY is also involved in EQUALS, the Gender Equality Forum convened by UN Women to bring together partners from the world over to commit to specific actions toward gender equality.

## Equal pay



EY Switzerland has successfully completed the mandatory interim audit for the Fair-ON-Pay label, confirming that no systematic gender pay discrimination exists and that salary differences remain within the accepted tolerance range of ±2.5%. Our net gender pay gap further improved by 0.8% compared to the previous analysis, taking into account personal, role, and organizational factors.

These results reinforce our strong track record: after earning the Fair-ON-Pay label in 2019, we achieved recertification in 2023 with the distinction "advanced." We continue to remain fully committed to fair compensation and to closing any remaining gaps.

## Standing with the EY LGBTQI+ community



Creating a work environment where our LGBTQI+ professionals can be their authentic self at work is a core element of our inclusiveness commitment. All EY people-oriented policies protect against discrimination based on sexual orientation or gender identity and our benefit packages apply to same-sex partnerships. EY's Unity Network for the LGBTQI+ community and its allies aim to raise awareness on biases and microaggressions, organize networking events and run mentoring programs. We have held a series of activities such as awareness-raising events, community and ally get-togethers and participated in the Zurich Pride Festival in 2025.

### Swiss LGBTI Label

In 2023, EY successfully completed the relabeling process, taking place every three years, in recognition of its ongoing efforts to foster an inclusive and respectful workplace for the LGBTQI+ community, earning the Swiss LGBTI Label once again. This distinction is awarded to organizations that demonstrate a strong commitment to a discrimination-free work environment. EY first received the Swiss LGBTI Label in 2020.

## Embracing every culture, empowering everyone

Mosaic is an inclusive community that celebrates all cultures and welcomes everyone who values diversity and allyship. It brings together individuals from a wide range of ethnic and cultural backgrounds including Black, Asian, and other underrepresented groups while inviting all who wish to learn, engage, and contribute. Mosaic's mission is to promote awareness of cultural differences, address biases and microaggressions, and foster understanding through dialogue, education, and meaningful connections.

## Driving disability inclusion at EY and beyond

EY acknowledges that everyone has a unique range of physical, sensory, neurological, cognitive and socioemotional abilities. Differences in abilities, just like other kinds of attributes, are seen as a source of strength, creativity and competitive advantage.

Globally, EY continues to play an important role with **The Valuable 500** – a global initiative of 500 organizations in national and international markets committed to innovating together for disability inclusion. As a part of The Valuable 500, we commit to the following:

- Enable our people to proudly bring their authentic and full selves to work every day.
- Deliver an inclusive employment journey from how we recruit to how we develop, retain and promote our people.
- Equip our people with the skills and knowledge needed to be inclusive of people with a disability.
- Provide a more accessible workplace through accessible technology and building design.
- Report required KPIs as part of our commitment to disability inclusion to Valuable 500 on an annual basis.

To build and deliver on our commitment to advancing disability inclusion in business, EY Switzerland is taking a variety of actions that are aligned with our strategy, focusing on three areas:

### 1. Awareness

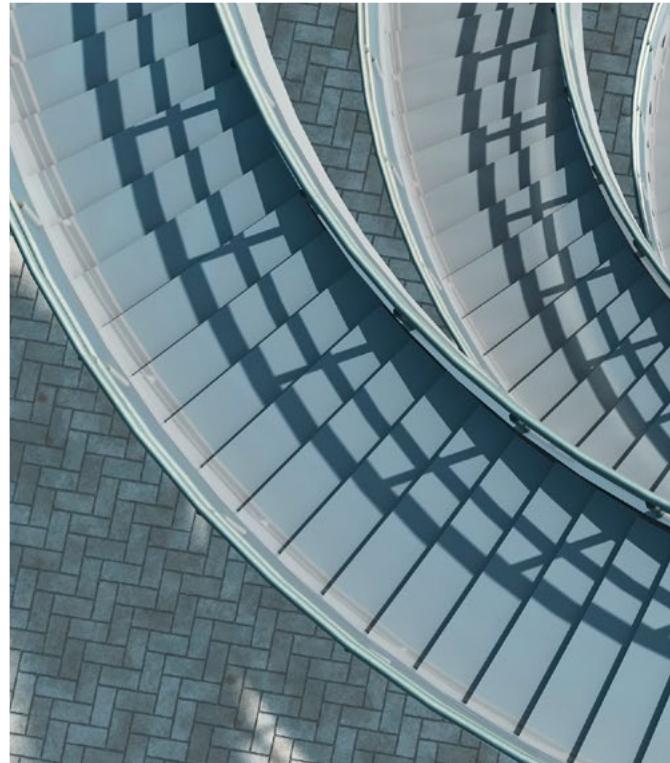
Increasing awareness of disability-inclusive practices among our leaders and teams to strengthen EY's open and inclusive culture around disability and support all of our people to feel disability confident.

### 2. Accessibility

Moving toward greater accessibility in our everyday work (including digital accessibility), with more transparency and consistency across EY for people requiring an adjustment.

### 3. Allies

Expanding our allies' network (the Purple Champions) to engage with our disabled community more proactively, to share best practices and accelerate progress on the disability agenda.



EY Switzerland advanced disability inclusion through three key initiatives in FY25:

#### 1. Partnership with myAbility

We continue our collaboration with myAbility, a social enterprise dedicated to creating equal opportunities for people with disabilities and chronic illnesses. Through our premium partnership with the myAbility Wirtschaftsforum, we strengthen ties with other partner organizations to share knowledge, exchange best practices, and collectively drive progress in disability inclusion. This partnership enables us to advance inclusion both within EY and across Switzerland's labor market, creating more opportunities and reducing barriers for people with disabilities.

#### 2. Purple Champions Network

Our Purple Champions network consists of EY volunteers dedicated to raising visibility and promoting inclusion for professionals with disabilities. Purple Champions actively work to build confidence and visibility for their colleagues, fostering a sense of belonging and support in the workplace.

#### 3. Inclusive interview guide

We created an inclusive interview guide to ensure a fair and supportive recruitment experience for candidates with disabilities. The guide helps remove barriers and promotes equal opportunities from the very first interaction. Through these initiatives, we are committed to fostering a more inclusive and equitable workplace for all employees.

Learn more about our commitment to disability inclusiveness and accessibility [here](#).



## Attracting, developing and retaining diverse talent

As a professional services organization, attracting and retaining the best talent is key to delivering exceptional client services and growing our business. The ambition of our Talent strategy is to attract, engage and retain exceptional and diverse people.



Figure 5  
Breakdown of total employees at EY Switzerland by gender (headcount)

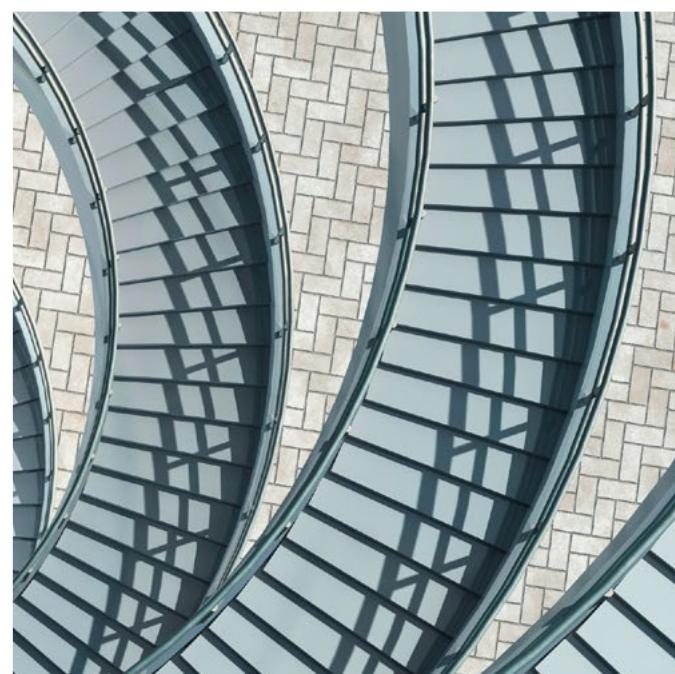
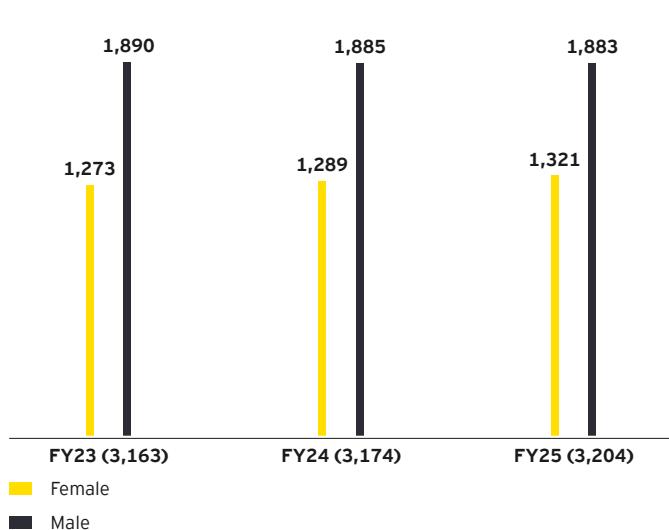
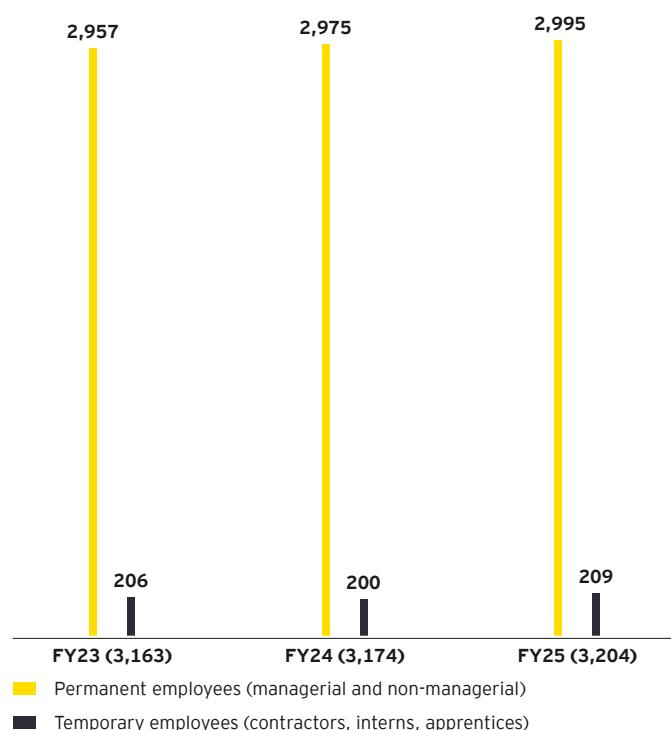


Figure 6  
Breakdown of employees at EY Switzerland by employee category (headcount)



## Talent attraction and acquisition

EY's attractive global employee value proposition for talent promotes diverse career opportunities. We continuously screen the market to identify people who have the potential and skills to provide exceptional services to our clients – and become experts in their field and future leaders in our organization.

Our recruitment process focuses on both talented graduate and post-graduate hires as well as experienced professionals. We source our talent from diverse educational backgrounds and sectors to bring a versatile range of skills and capabilities into the organization.

To attract the next generation of talent, EY actively engages with universities as part of our recruitment strategy. Campus ambassadors from each service line connect directly with students, promoting our employer branding activities and positioning EY as an employer of choice. We participate in numerous campus lectures and activities each year. Additionally, we collaborate with universities through formal and informal events, workshops and fairs, providing opportunities to network, exchange ideas and strengthen our professional relationships while promoting our employer brand.

We use various channels to reach and meet experienced candidates (e.g., our EY career site, external job boards, EY employee referrals, the EY Alumni Network, employment networks and agencies). Approximately 15% of our new hires came from employee referrals in FY25.

At EY, our people work together to deliver high-quality services to our clients. The individuals we employ must meet the needs of our business, e.g., bringing certain competencies, skillsets and mindsets required by the hiring service line and our clients. In addition to assessing the skills and qualifications of candidates during the interview process, the hiring service line also considers factors such as existing client engagements, service offerings and solutions, market demand and requirements and future trends.

We hire two types of employees – permanent and temporary. Permanent employees are hired at both managerial and non-managerial levels. Temporary staff generally include interns, trainees or apprentices as well as contractors. We offer internships to students

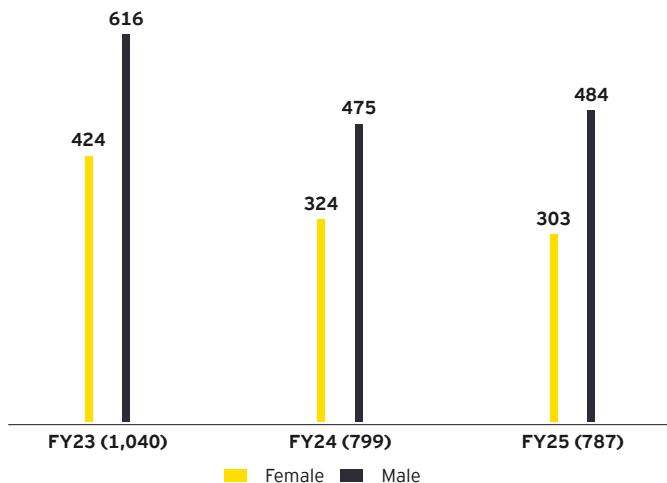
during or just after their bachelor's or master's studies. More than one-third of our interns stay with us after this experience and become working students or receive a permanent contract.

We are also a proud employer of commercial apprentices. A three-year dual program of vocational education and training is offered to young individuals. During the three-year period, apprentices rotate into different departments. We have certified practical trainers across various functional areas.

EY in Switzerland received 64,000 applications in FY25, which represents an increase of 22% compared to the prior year. To attract and recruit top talent, maintaining an exceptional candidate experience is critical. We are leveraging new technology to support this aim and continue to streamline processes for faster, more transparent hiring. We provide an onboarding program that sets new joiners up for success from day one. Each month we host an EY Welcome Day with various onboarding sessions covering important topics such as working time recording, inclusiveness agenda and events, corporate responsibility activities and counseling excellence. As a result, 82% of recent hires indicate that they have had an exceptional experience in their first year in FY25.

Figure 7

**Breakdown by gender (headcount) of new and re-hires, incl. acquisitions, for permanent and temporary staff**



## Supporting people's career agility

We believe that the career journeys of EY people should be as unique as they are, offering the possibility of multiple paths that align with their aspirations and interests.

Career agility describes the EY goal to support people in exploring and experiencing a personalized career path and development opportunities that matter to them. This could be pursuing a new role or client, a mobility opportunity, a change in service line or sector, or even a secondment.

Investing in our own workforce's knowledge, skills and career development positively impacts their motivation, satisfaction and career experience. We enable our people by providing the support, experiences and opportunities they need to build their careers at EY and beyond.

The EY Leadership framework is supported by our performance, development and career management tool LEAD (Leadership Evaluation and Development). LEAD facilitates regular exchanges between the employee (counselee) and their supervisor (counselor) who supports and guides them on their career journey with EY. Through LEAD, employees request and receive written feedback from senior colleagues they have worked with on engagements. Such feedback enables them to better understand their strengths and focus areas for improvement as they further grow and develop in their career.

The LEAD feedback cycle runs three times a year and all permanent employees are required to participate. The first cycle includes the expectation conversation where performance ratings and feedback from the previous year-end are discussed and goals and aspirations for the new fiscal year are captured. The second cycle focuses on the career conversation discussing development measures and potential next career steps in preparation for the mid-year review. The third cycle is focused on the year-end performance evaluation and promotion/progression discussions. In the financial year 2025, 100% of our eligible people engaged in career development conversations, received feedback and were assigned an individual contribution category (rating) in LEAD. The feedback conversations between counselees and counselors are aimed at identifying key areas of growth and learnings that enable targeted skill-building and help advance development needs.

The upward feedback process lets employees anonymously share feedback with managerial staff, focusing on transformative leadership. Leaders use this input to identify strengths and areas for growth. Personal reports are made available to those who receive at least four responses. Recipients of feedback are encouraged to discuss results with their counselors as well as colleagues, and to use their tailored development journey roadmap for further growth.

### Mobility4U

One of the most powerful experiences EY offers its people is the opportunity to work across cultures and borders. Our global Mobility4U program offers a single point of access for developmental and experiential mobility, giving our people the opportunity to work across geographies and service lines. Mobility assignments offered through the platform vary in duration (from three months up to two years) and location. We believe that mobility can provide an exceptional experience for our people, by building knowledge and skills as well as developing a global network and mindset. Our streamlined mobility offering encourages our people to take up mobility-based engagements as part of their next career milestones.

## Enabling a unique career journey

Each employee has a personalized training curriculum which is accessible through our learning platform. The platform offers over 3,000 training modules made up of both mandatory and elective courses and covering a wide range of both technical and non-technical, firm-wide learnings. All client-serving employees at EY Switzerland have a service line-specific learning and development curriculum which is enabled by SAP SuccessFactors. Colleagues that are not client-serving also have a learning and development curriculum that includes mandatory business ethics and risk management training courses. Our training modules comprise in-person trainings as well as virtual live and web-based trainings accessible through SAP SuccessFactors. After completion of each training course, we run feedback surveys to evaluate how we can improve the course.

### Technical training

Each service line conducts its own technical training programs, either physically or virtually, via the EY learning platform. Further, external online training courses on Udemy, Skillsoft, goFLUENT and others covering a range of topics are offered free of cost to our people. All courses are regularly updated considering multiple factors including the service line requirements, regulatory and technological developments, market trends, and changing societal and digital trends. Our education policy covers internal and external trainings, including support on eligibility and process.

### Non-technical skills and professional development

We offer training programs to help our people acquire and develop relevant skills. Non-technical skills training helps our people take up bigger challenges and embrace leadership responsibilities. Some of the key topics we address include transformative

**100% of client-facing  
people are required to undertake  
a minimum of**

**120**

**learning hours  
over a three-year  
period.**

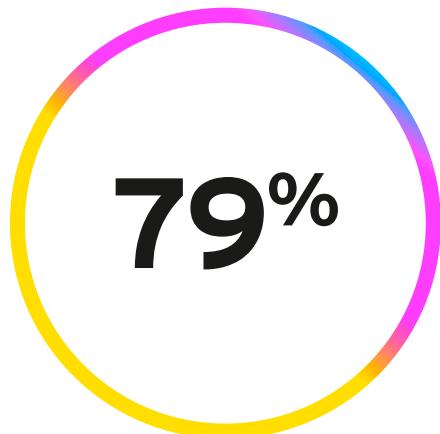


**EY Badges were earned by  
EY employees in FY25.**

leadership skills, negotiation skills, communication and presentation skills, self-management, time management, purpose finding, and mindfulness. Our people also receive appropriate milestone training when they are promoted.

During the last year, we launched “Learning Fridays” – EY’s cross-regional learning initiative. Optional and open to all ranks and service lines, this initiative is an investment in our people and the future of our practice. Every second Friday, a diverse portfolio of live online webinars, webcasts and other exciting e-learning opportunities are offered to hone essential interpersonal skills, enhance client and team interactions, and nurture the well-being of our people. The recordings are made available, and employees can access the sessions anytime, anywhere. Continuous learning is a key ingredient to thriving and staying competitive in today’s dynamic work environment.





**of EY people say the work they do challenges their abilities and allows them to continuously learn and develop new skills in FY25.**

We also offer voluntary certification training on a variety of topics through our **EY Badges** program. This global program is designed to upskill our people with digital capabilities and business acumen. Taking part helps individuals build the transformative mindset needed for the future. The program offers defined packages of learning content that help participants to develop new skills in areas like technology, artificial intelligence (AI) and sustainability. Upon completing each learning package, our people earn digital credentials, which can be shared internally and externally on their personal profile. There are over 302 Badges available, covering 27 topics across three pillars – technology, business and leadership. Badges range from bronze to platinum level and combine technical content with practical application, enhancing participants' ability to deliver relevant services to clients and coach their colleagues.

In FY25, our people earned 470 Badges, bringing the total number of Badges awarded since 2018 to 2,267.

In addition to the EY Badges, we also continue to offer EY degrees. Following the success of the EY Tech MBA and the EY Master's in Business Analytics, we launched another new fully accredited qualification in association with Hult International Business School – the EY Master's in Sustainability.





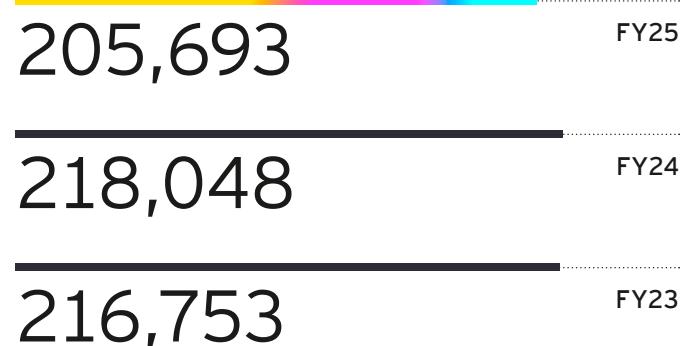
## On-the-job training

We complement formal training with ongoing on-the-job support and coaching from managers and other team members throughout the delivery of client engagements. This is a core element of how we help our people grow in their roles, improve the quality of client deliverables and ensure timely feedback on development areas. The variety of engagements and client challenges – all experienced in an international working environment – enables our people to develop their technical and interpersonal skills and deepen their sector knowledge and expertise.

In FY25, we recorded an average of 65 learning hours per employee. Approximately 79% of our employees have completed at least one of the career or skills-related training modules.

Figure 8

### Total learning hours delivered to EY employees per year





**Shaping the future  
with confidence  
for society**

# 4

## About us Clients People **Society** GRI Index Facts & figures Appendix

“

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

# Sustainability: driving impact for a 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 that create long-term value for society.

Today's world faces challenges like climate change, inequality, unemployment, limited opportunities for youth and low institutional trust. We are dedicated to using our knowledge and resources to address these issues and achieve better outcomes. Our commitment to the UN Sustainable Development Goals drives us to embed responsibility, inclusiveness, and sustainability into our business practices.

Our corporate responsibility (CR) program extends 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. 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 engagement is driven by our CR 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:

- Minimizing our environmental impact
- Ensuring we operate responsibly
- Creating meaningful 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 surveys.



The EcoVadis Business Sustainability Rating reviews the extent to which we introduce sustainability policies, practices and reporting in our business, and helps us to understand the gaps to further improve our performance.

In FY25, EY Switzerland was ranked among the top 1% of companies assessed by EcoVadis in the legal and accounting industry, resulting in a platinum medal for our fifth assessment. Our overall score increased by 12 points compared to FY24, to 87 out of 100. Our scores per category are as follows:

- Environment – 85/100
- Labor & Human Rights – 90/100
- Ethics – 79/100
- Sustainable Procurement – 89/100

As a provider of services and solutions, EY is required to comply with the sustainability criteria set by clients for supplier onboarding. EY supplies sustainability-related information during the procurement process. Clients are also able to view EY's EcoVadis Business Sustainability Rating on the EcoVadis platform. The outcomes from the EcoVadis Business Sustainability Assessment are available to stakeholders upon request. These results outline EY's indirect economic impacts on its employees, local communities, society, the environment and value chain partners.

Our community engagements are mostly linked to the following Sustainable Development Goals (SDG): 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 operational waste. We are committed to minimizing our environmental impact by promoting the use of renewable energy, enhancing energy efficiency and reducing business travel. We collaborate with our value chain partners and invest in engaging and upskilling our people to support client and stakeholder efforts to address environmental challenges. Our policies related to environmental topics, including mitigation and action, encompass the [EY Global Environment Strategy](#), EY Travel & Expense Policy and Guidelines and the Procurement and Supply Chain Global Policy. The EY Global Environment Strategy sets out concrete short and

long-term targets. We focus on realizing those targets through the transformation of our own business as well as by engaging with our stakeholders and value chain partners to do the same.

According to the results of our double materiality assessment, the following impacts, risks and opportunities (IROs) were identified as material:

Table 16

Sustainability matter	IRO category	IRO label
Climate change	Actual negative impact	Climate change due to greenhouse gas (GHG) emissions along our value chain
	Risk	Disruption in business continuity due to climate change and global nature decline

Our FY30 sustainability scorecard sets the following target to minimizing our environmental impact:

Table 17

Target	Metric	Baseline year performance	FY30 target
By FY30, EY will reduce Scope 1 and 2 emissions by 75% compared to the FY19 baseline, contributing to global efforts to limit warming to 1.5°C.	% reduction in Scope 1 & 2 emissions	FY19 360	-75
By FY30, EY will reduce business air travel emissions by 20% compared to the FY25 baseline, contributing to global efforts to limit warming to 1.5°C.	% reduction in business travel emissions	FY24 4,916	-20
Each year, 100% of electricity used across all EY Switzerland offices will be sourced from renewable energy to support low-carbon operations.	% of renewable electricity supply	FY25 99.6	100
By FY30, 95%+ of EY people trained in basic principles and issues of sustainability with a focus on EY's targets and decarbonization strategy compared to the FY25 baseline.	% of trained employees	FY25 82.5	95+

As part of the overall sustainability strategy, the environmental agenda and priorities have been developed in accordance with the second five-year phase of the updated **EY Global Environment Strategy** in FY25. The strategy updates climate targets to reflect current standards and includes a commitment to establish broader targets related to nature.

We aim to guide our progress toward net zero by 2050, with a clear focus on near-term action through 2030. By the end of FY30 we plan to halve absolute GHG emissions against an FY19 baseline, and develop new metrics and actions to integrate nature-positive practices for water, waste and pollution. We are also embracing an all-of-environment approach that addresses the interconnected issues of climate and nature, while also engaging with the EY value chain.

Over the next five years, these commitments integrate with the EY business and transformation strategy – **All in** – shaping sustainable growth for the EY organization, enabled by our people.

**All in** positions sustainability as a priority strategic initiative. While **All in** focuses on helping our clients seize sustainability opportunities, the EY Global Environment Strategy extends this ambition by aligning our own operations, supply chain and services with the

environmental outcomes we champion. Together, they reflect our dual role: to lead by example and enable others to do the same.

The responsibility for ensuring environmental sustainability rests with our Corporate Responsibility (CR) Board, chaired by a member of the Swiss Management Committee. The Swiss Management Committee serves as the highest governing authority, overseeing both the development and implementation of our sustainability strategy.

To achieve our goals, we maintain robust monitoring and reporting around our KPIs. We communicate our sustainability performance through our sustainability report, which is also the channel we use to inform our stakeholders. Additionally, the EcoVadis Business Sustainability Assessment and consequent rating enable us to review the extent to which we could incorporate various new sustainability aspects into our business and understand the gaps to further improve our performance. We participate in a range of external benchmarks such as the Carbon Disclosure Project (CDP). We entered the CDP A list for climate, received Science Based Targets initiative (SBTi) validation of our near-term and net-zero targets and met our RE100 target by matching our electricity consumption with 100% renewable energy globally, up from 88% last fiscal year.



## Considering climate and nature-related impacts, 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.

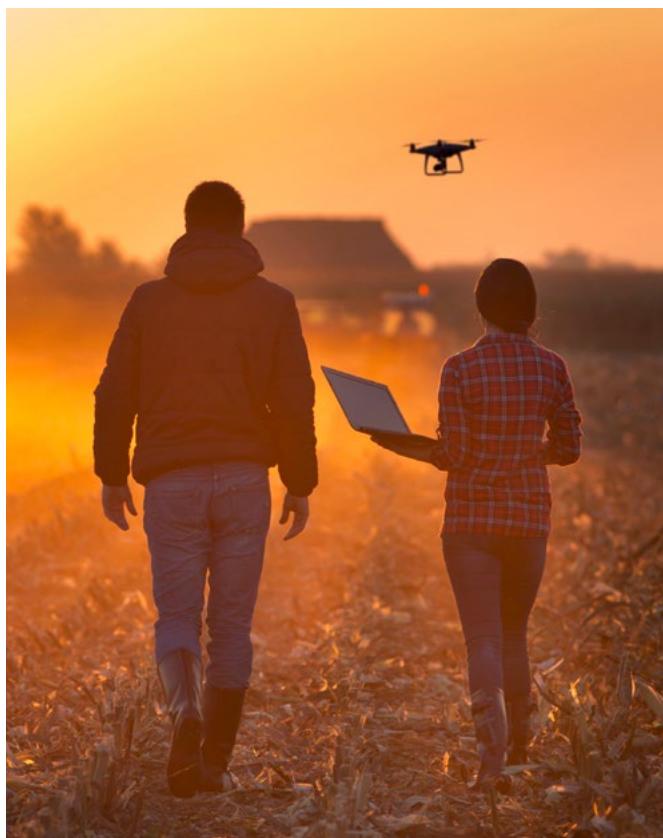
Our double materiality assessment identified climate-related risks and opportunities that are critical to our business. The assessment highlights two priority areas. On the opportunity side, we see increased client engagement driven by transition risks. As clients accelerate their shift toward climate-resilient business models, demand for EY's sustainability-related services is likely to rise, creating opportunities for growth, stronger client relationships and innovation. On the risk side, we must address potential disruptions to business continuity caused by physical climate impacts and global nature decline. Severe storms and flooding, for example, could damage offices or data storage facilities, leading to higher costs, loss of critical data and operational downtime. Recognizing and managing both dimensions, i.e., risk and opportunity, is central to building resilience.

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 and was used to inform our double materiality assessment. Our perspectives address the four climate disclosure themes recommended by the TCFD: Governance, Strategy, Risk Management, and Metrics and Targets.

The climate-related risk and opportunity assessment conducted by EY Global included all 11 office locations in Switzerland and Liechtenstein. The assessment was carried out using 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 to 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 were assessed, resulting in conclusions 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.

In 2024, we also 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. In 2025, we applied the TNFD's LEAP framework to help identify, assess and prioritize nature-related issues across our direct operations, supply chain and client services. For further information on our LEAP assessment or for a complete list of the nature-related and climate-related risks and opportunities please see the EY Global Value Realized 2025 report as well as the TCFD table for EY Switzerland in the appendix of this report, [page 166](#).



## EY's environmental commitments and goals

In line with our commitment to review our progress and plans within five years, the EY Global Environment Strategy updates our science-based target and evolves our plans in line with global standards and frameworks to build on the progress already made. This includes both a near-term target to halve emissions by FY30 and deep, sustained emissions reductions over time to achieve net zero by FY50 (90% GHG emissions reduction), both against an FY19 baseline.

Over the next five years, these commitments are an integral part of the EY **All in** execution roadmap and comprise key priorities aimed at reducing our impact:

### ■ Achieving 100% renewable energy by FY25

We have pledged to achieve 100% renewable electricity usage by FY25 through our RE100 commitment, transitioning entirely to clean energy sources across all operations.

### ■ Strengthening collaboration across our value chain

We are working closely with suppliers, clients and partners across our value chain to collectively address sustainability challenges and drive meaningful change.

### ■ Focused actions on nature

Our environment strategy includes a strong focus on protecting and restoring nature, ensuring that our business activities contribute positively to biodiversity and ecosystem health.

### ■ Reducing the impact of travel

We continue to take steps to reduce the environmental impact of business travel by leveraging technology, promoting virtual collaboration and optimizing necessary travel.

### ■ Supporting people, clients and stakeholders

EY is committed to supporting our people, empowering our clients and engaging stakeholders to help them achieve their sustainability ambitions.

EY Switzerland has a carbon reduction plan with short-, mid- and long-term actions, overseen by the Carbon Reduction Steering Committee. Key measures include targeted communications to major air travel emitters, improved monitoring tools, focused training, service line budget accountability and travel emission metrics in performance reviews. Longer-term initiatives involve revising travel policy, considering internal carbon taxes and aligning climate goals with major clients.

Our 2030 EY Global Environment Strategy builds on strong foundations. Since the launch of the original EY carbon ambition in 2021, we achieved globally a 33% reduction in our overall GHG emissions at the end of FY25 against a 2019 baseline. Further, we reduced our emissions intensity per dollar of revenue by 54% and our emissions per person by 52%. Read more about our globally achieved milestones in the [\*\*EY Value Realized Report 2025\*\*](#).

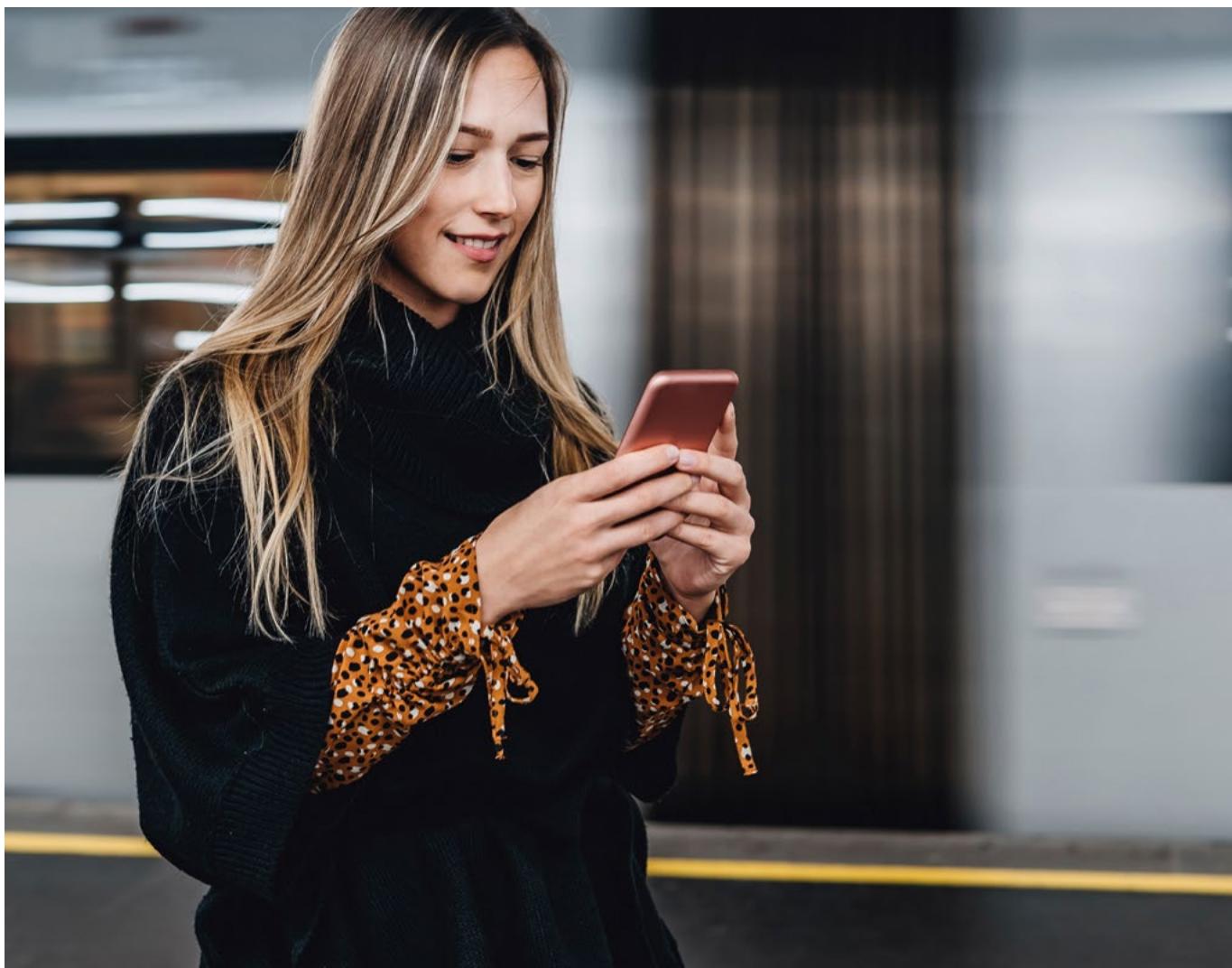
While globally we have been able to reduce emissions significantly, EY Switzerland has faced some challenges. In FY25, our combined Scope 1 and 2 emissions decreased by 52% vs. the FY19 baseline, while Scope 3 emissions increased, primarily due to increase in travel emissions by 11% vs. the FY19 baseline. Overall, we our emissions saw a slight increase by 8%. We observe similar trends across our industry as serving our clients on the ground and maintaining client proximity are core to the delivery of many of our service, including from a regulatory and data protection perspective. Travel remains the most challenging element of our long-term transition planning, and EY is taking multiple approaches to both reduce our impact and create demand for alternative fuels. While remaining committed and understanding the importance to reduce, we nonetheless anticipate difficulties in achieving the EY Switzerland-specific targets.

In the near term, we will continue to integrate investment in behavior change, alternative fuel and collaboration on travel planning with EY clients. Client-related travel emissions are part of EY clients' Scope 3 emissions and we use accounting tools to carefully plan and reduce emissions by meeting virtually when possible as well as using the lowest-emission travel options wherever practical.

Table 18

Focus areas	Key goals, targets and initiatives
<b>Reducing business travel by 35% against FY19 baseline by FY25</b>	<ul style="list-style-type: none"> <li>■ Looking at the nature of our business model, business travel makes the most significant contribution (80% as of FY19 and 79% in FY25) to our overall carbon footprint. Travel for client engagements, business development, learning and development of EY people, and internal meeting purposes also account for a large portion of our GHG emissions. To further minimize GHG emissions associated with client-facing business travel, we are actively promoting the use of virtual collaboration tools for stakeholder engagement and are upgrading our office environments with technology to support effective hybrid collaboration. Our travel guidelines and approval procedures encourage EY people to reduce internal travel and client-related travel to the extent possible where client needs allow.</li> <li>■ In FY25, business air travel emissions increased sharply by 31% compared to the prior year, driven by the ongoing global return to travel, office working post pandemic and further regional integration of our business. This result exceeds the FY19 baseline emissions by 6% and clearly falls short of the target set.</li> <li>■ As the deadline expires on our old targets, we are looking ahead and working toward the newly defined target to reduce 20% of our business air travel emissions by FY30 against the FY24 baseline.</li> <li>■ To stay within our annual carbon budget, we have implemented a carbon reduction plan with short-, mid- and long-term actions. Immediate measures include targeted communications to major air travel emitters, enhanced monitoring tools, focused training, service line budget accountability and integration of travel emission metrics into partner performance reviews. Longer-term initiatives will involve revising travel policies, considering internal carbon taxes and aligning climate goals with major clients.</li> <li>■ We identified EY Switzerland's top 50 travelers in terms of CO<sub>2</sub> emissions using several criteria. These individuals were actively informed about their emissions impact and our reduction strategies.</li> <li>■ To meet our new targets, we introduced a carbon budget allocation for service lines, setting tailored reduction goals based on travel needs. Using a weighted scoring system, each service line is assigned an emission reduction tier relative to the FY24 baseline, ensuring fair responsibility and encouraging thoughtful travel choices.</li> <li>■ 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.</li> <li>■ We provide our teams with tools and technologies to make more informed travel decisions: <ul style="list-style-type: none"> <li>– A reporting tool on Power BI allows for ongoing real-time monitoring of our overall air travel activities at EY Switzerland.</li> <li>– An individual emissions traveler dashboard was introduced showing the business travel footprint per employee.</li> <li>– Since last year, our travel booking system has been estimating the approximate footprint of a business trip and, for those involving flights, providing alternative connections via ground transportation.</li> <li>– 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.</li> </ul> </li> </ul>

Focus areas	Key goals, targets and initiatives
<b>Employee commuting: promoting public transportation</b>	<ul style="list-style-type: none"> <li>■ At our largest office in Zurich, we partner with Urban Connect to promote sustainable corporate travel and commuting. The initiative provides access to eco-friendly e-bikes and e-cars, encouraging greener commuting options. Strong adoption by our people has led us to explore additional features, such as integrating public transportation booking into the Urban Connect app creating a one-stop platform for carbon-neutral mobility. Looking ahead, we plan to extend these services to further office locations.</li> <li>■ Over the past two fiscal years, parking availability at four offices has been cut by 50-80% and we harmonized parking fees so users pay the standard daily rate, further reducing incentives for car travel.</li> <li>■ We subsidize our employees' commute with a SBB Half Fare Travelcard for all EY people.</li> <li>■ Our 11 offices, across 11 cities, enjoy central locations and are easily accessible by public transportation.</li> </ul>



## Focus areas

## Key goals, targets and initiatives

**More sustainable energy consumption****Increased share of renewable electricity measures**

- EY's global commitment was to operate all offices on 100% renewable energy by 2025 and to obtain the RE100 membership. This global corporate renewable energy initiative brings together the world's most influential businesses committed to reaching 100% renewable electricity by 2050. We are pressing ahead with our carbon ambition plan to procure more renewable electricity, and a number of virtual power purchase agreements are in progress. Globally, 100% percent of our electricity consumed is now supplied from renewable energy sources that meet our RE100 commitment. This covers also Swiss consumption. In Switzerland, electricity is sourced from the national grid, and all offices procure 99.6% renewable energy products. The remaining non-renewable part has been replaced as of March 2025. 77% of energy supplied by landlords and consumed in EY offices is renewable. We are continuously engaging with our landlords to increase the renewable energy share and ask them to consider choosing whenever possible renewable energy sources.
- The landlord at our Zurich office runs 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 data center – hosted on EY premises and run by third-party colocation providers – is powered 100% by electricity from renewable sources, as are our third-party cloud providers.

**Energy saving and efficiency measures**

- During the last five financial years, we have reduced office space at four of our Swiss offices, leading to an overall reduction of around 3,000 square meters since FY19.
- In collaboration with the property owner of our Zurich office, the property management team and the facility management service provider, we successfully entered into a 10-year cantonal office target agreement (Kantonale Zielvereinbarung). Developed with the support of EY's energy provider, this agreement establishes clear energy efficiency objectives for both the building and its office spaces, thereby supporting compliance with cantonal and federal energy regulations. In 2025, our recorded energy efficiency was 123.3%, significantly surpassing the set target of 109.3%. A range of energy-saving initiatives was implemented across our Swiss offices, including the initiation of a systematic LED lighting replacement plan and the execution of awareness and behavioral change campaigns sharing practical measures to further reduce energy consumption.
- Other measures taken 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.
- The reduction strategy for real estate involves coordination with property owners and managers. They supply data on electricity, heating, cooling and water consumption, which allows for measures to be implemented to reduce resource use. When evaluating new property contracts, environmental factors such as electricity consumption, availability of renewable energy and proximity to public transportation are considered. Office premises in certified buildings are selected whenever feasible. Currently, five (four certified, i.e., 36%) of our 11 offices are located in buildings that were constructed in accordance with Minergie®, BREEM or cantonal (Gebäudetechnikausweis der Kantone (GEAK)) standards. The Zurich, Bern, Geneva and Zug offices are certified, the Basel office was built according to Minergie standards but does not have a certificate. We are currently working on the refurbishment of our Zurich office; this project includes consideration of sustainability criteria and a newly agreed green lease handbook with our landlord.

## Our footprint

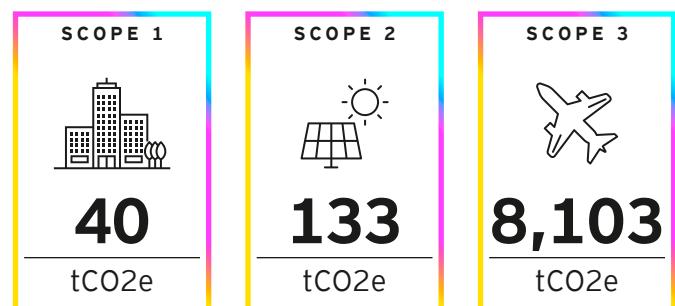
We track and estimate all three types of greenhouse gas (GHG) emissions for EY Switzerland, namely Scope 1, Scope 2 and Scope 3. The direct GHG emissions (Scope 1) are on account of the fugitive GHG emissions released from air conditioning equipment. Further Scope 1 emissions stem from natural gas usage for heating four 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 employees' commute, remote work, business travel, waste disposal as well as fuel and energy-related activities. In FY25, we also started to analyze EY Switzerland's emissions related to purchased goods and services although we are yet to include it within our science-based target. We plan to include this starting in FY26.

Figure 10

### Total GHG emissions by source



Figure 9



We leverage metrics such as renewable energy mix, energy intensity, office space in square meters per employee, etc. in order to consistently track and estimate the GHG emissions resulting from the business and 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 8,276 tonnes of carbon dioxide equivalent (tCO2e).

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

The majority of our overall 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 11

Total GHG emissions over the years (tCO2e)

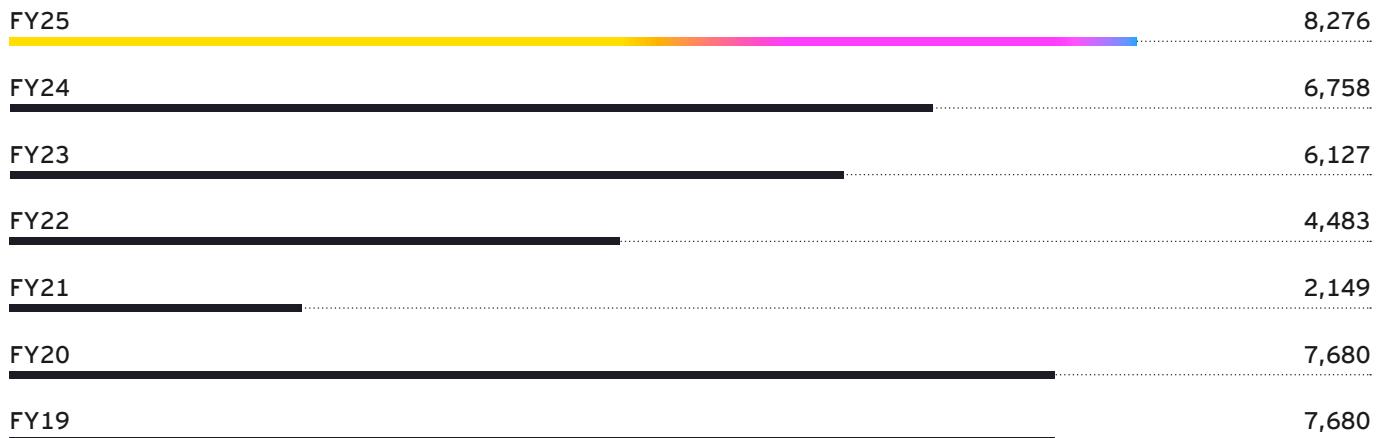


Figure 12  
Emissions intensity

2.68 tCO<sub>2</sub>e/FTE

FY25

2.23 tCO<sub>2</sub>e/FTE

FY24

2.03 tCO<sub>2</sub>e/FTE

FY23

1.63 tCO<sub>2</sub>e/FTE

FY22

0.87 tCO<sub>2</sub>e/FTE

FY21

3.28 tCO<sub>2</sub>e/FTE

FY20

3.18 tCO<sub>2</sub>e/FTE

FY19

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 168](#).

We note a 8% increase in GHG emissions in FY25 compared to the FY19 baseline and a 22% increase compared to FY24. Our business air travel activities, measured in kilometers, have also increased since FY24 and are 12% higher compared to FY19.

Figure 13  
Emission intensity

11.06 tCO<sub>2</sub>e/Revenue CHF

FY25

9.60 tCO<sub>2</sub>e/Revenue CHF

FY24

8.92 tCO<sub>2</sub>e/Revenue CHF

FY23

7.20 tCO<sub>2</sub>e/Revenue CHF

FY22

3.89 tCO<sub>2</sub>e/Revenue CHF

FY21

14.23 tCO<sub>2</sub>e/Revenue CHF

FY20

14.24 tCO<sub>2</sub>e/Revenue CHF

FY19

## 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 with costs being allocated to each member firm according to its footprint. Total carbon credits of 10,924 tCO<sub>2</sub>e have been retired and allocated to EY Switzerland in this reporting year (FY24: 9,865 tCO<sub>2</sub>e). EY Global allocations are based on the estimated GHG of the share of carbon offsets and removal credits per member firm. The list of our carbon offsetting projects can be found in the [latest Value Realized Report](#).

# 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 FY25 environmental assessment showed that none of our offices are located in a key biodiversity area (KBA). A water risk analysis conducted for EY Switzerland concluded that 0% of EY offices and 0% of the 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 where possible.



## 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 relevant consumption choices, we try to consider the environmental impacts along the product lifecycle (from procurement until disposal).

Integrating principles of responsible consumption into the business culture has become every EY employee's responsibility. Our procurement policies and procedures require that all our people uphold and abide by this principle while performing any activity. Read more about this in the section: Responsible supply chain management, [page 101](#).

## 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 we 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 place our waste bins strategically 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 FY25, we issued 31,681 invoices, of which 100% were digitally billed. 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 the FY19 baseline to 32 as of FY25. 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 FY25, our e-waste broker made ten collections from EY offices and processed 514 pieces of IT and mobile equipment with a total weight of 0.7 tons. The broker was able to resell 100% of the equipment after data destruction, hardware testing, spare parts procurement, repair work, upgrading and cleaning. The remaining appliances were professionally recycled. We have also donated phones and laptops to EY Ripple volunteer engagements, giving electronics a second impactful life.

To increase the duration of mobile phone usage, 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 have 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 FY25, further offices 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. Women's bathrooms across all EY 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.

Keiretsu is an impact entrepreneur that operates with a certified environmental management system, following principles of sustainability by design. The Giveaway Shop collaborates with Keiretsu to offer environmentally friendly alternatives, including recyclable stationery, bottles, mugs and eco-labelled products such as OEKO-TEX-certified clothing. This partnership has increased the proportion of sustainable products in the Giveaway Shop from 8% in December 2018 to 86% in FY25.

## Promoting responsible business behavior

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 Fresk 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. In FY25, four EY employees were trained as Climate Fresk Facilitators. We now have a total of 11 Climate Fresk Facilitators across EY Switzerland.

### ■ Sustainability training

Our goal was to train at least 60% of our people in sustainability matters by FY25. We have surpassed this goal, with 87% of all EY people who have completed the Sustainability Now training and/or the Sustainability Now 2.0 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 training offerings 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 FY25

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 2025 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 1,352 assurance professionals, 431 attended the mandatory sessions held as part of the ImpACT week in FY25.

### ■ Sustainability information at our EY Welcome Day

We cover corporate responsibility and sustainability topics for discussion at our introduction programs for new employees and hold quarterly deep dive sessions for new joiners.

### ■ Sustainability@EY Global Community

Working together in a community-led approach, Sustainability@EY helps 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 shortages, price pressures and geopolitical instability can sometimes cause environmental and social concerns to be overlooked in procurement. We take responsibility for reducing negative impacts not only within our operations but also among our suppliers. Consistent promotion of ethical standards and a focus on maintaining a diverse supplier base are central to serving our markets, clients and communities.

Governance of the sustainability matter “Responsible supply chain” at EY is structured on two levels. At the global level, our centralized Supply Chain Services function, which includes a Procurement team of more than 600 professionals operating in over 35 countries, is responsible for maximizing value and overseeing supply

chain practices. Supply Chain Services connects EY teams with leading services and suppliers globally, creating and maintaining a robust EY supplier ecosystem that builds business resiliency. Our goal is to enhance long-term value for EY and the markets, clients and communities we serve, prioritizing innovation, inclusion and sustainability.

Locally, procurement activities are managed by local functions with ultimate accountability resting with the EY Switzerland Finance Director and the Chief Operating Officer. In addition, sustainable procurement is specifically governed by the ESG Services team, a specialized division within Supply Chain Services, which leads our sustainable procurement program and administers supplier due diligence frameworks.

Through our DMA, we identified a range of material impacts, risks and opportunities (IROs) related to our supply chain.

Table 19

Sustainability matter	IRO category	IRO label
Responsible supply chain	Potential positive impact	Stimulating decent working conditions and equal opportunities for value chain workers
	Risk	Financial and reputational damage in case of non-compliance with human rights laws and regulations
Climate change	Risk	Disruption in business continuity due to climate change and global nature decline

Our FY30 sustainability scorecard sets the following targets for our focus area “Responsible supply chain”:

Table 20

Target	Metric	Baseline year performance	FY30 target
By FY30, 95%+ of newly onboarded suppliers managed by EY Procurement sign the EY Supplier Code of Conduct or demonstrate alignment with equivalent standards, promoting ESG impact along EY's supply chain.	% of onboarded suppliers	FY25 n/a	95+
Annually, 95%+ of EY Procurement staff complete ESG-related training to strengthen sustainable procurement capabilities and compliance.	% of trained EY Procurement staff	FY25 97	95+

Our procurement process is guided by the Procurement and Supply Chain Global Policy and is updated on an annual basis. The policy is applicable for the purchase of all goods and services on behalf of the organization and makes provisions for selecting suppliers and awarding contracts. The policy was updated in FY25 to include extended ESG-related considerations and cross-references to the updated EY Sustainable Sourcing Framework. The framework aims to integrate environmental, social and economic considerations into procurement processes, ensuring that purchasing decisions support long-term sustainability goals. The framework's due diligence process seeks to reduce environmental and social harm, encourage ethical conduct and ensure responsible resource use.

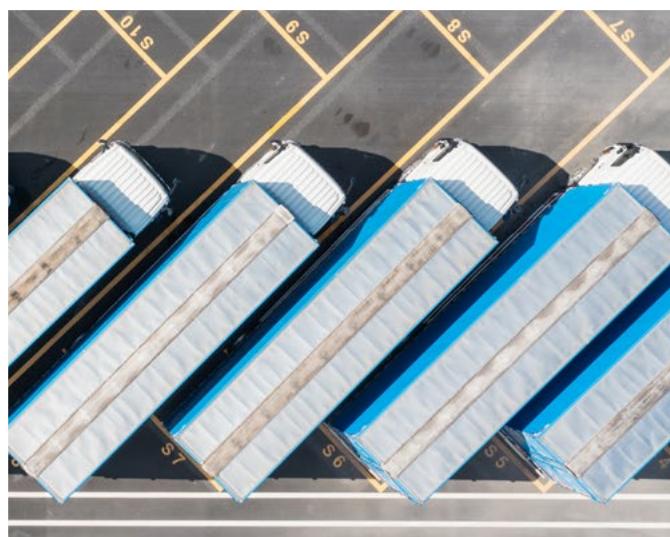
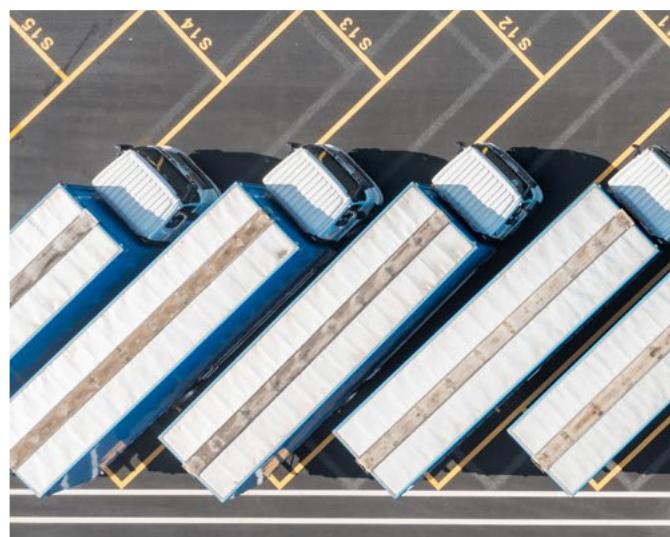
Our updated procurement policy sets out ethical guidelines and minimum standards of business conduct for EY suppliers. These standards cover compliance with laws and regulations, environmental responsibility, human rights (including modern slavery, child labor and labor rights), diversity, equity and inclusion, health and safety, and ethical integrity. EY's commitment to respecting human rights extends beyond our own operations into our supply chains, where we actively promote labor rights and monitor the human rights performance of both direct and indirect suppliers. The Supplier Code of Conduct is an integral part of all EY contracts managed by the Supply Chain Services function. Additionally, the Swiss General Terms and Conditions of Purchase of Goods and/or Services of Ernst & Young AG explicitly reference this Code.

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 report directly to the Managing Partner of Supply Chain Services, is responsible for driving an inclusive and sustainable mindset across the organization through our procurement strategy. The responsibility for human rights in the supply chain is assigned to our ESG Services team part of the Global Supply Chain Services team for globally managed suppliers and for local suppliers of EY Switzerland with our Finance Director and Chief Operating Officer.

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

In FY25, 31% of our spend was under contracts with strategic suppliers managed by Global Supply Chain Services. 92% of products and services spend was directed to Swiss suppliers.



## ESG supplier assessments

EY's ESG supplier assessment program for targeted suppliers falls into three main areas, managed by the Global Supply Chain Services function:

### 1. Supplier selection

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 must follow the Sustainable Sourcing Framework, which outlines key ESG risks by product and service category. The Framework outlines core ESG and human rights questions that are mandatory to include in every request for proposal (RFP), as well as product/service risk-specific questions that can be layered into the RFP.

Questions cover topics including, but not limited to, climate change commitments, social and environmental management systems, and how the supplier monitors standards in their own supply chain. For procurement of goods and services over a certain monetary threshold, we ask all potential suppliers, to respond to these questions, which are reviewed, scored and considered as part of the supplier selection process.

### 2. Supplier onboarding

EY uses our supplier onboarding tool to evaluate suppliers' ESG performance. New suppliers answer ESG questions that are reviewed and scored, resulting in a supplier rating based 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, and
- Details of their inclusion and supplier inclusion program.

This serves as a screening process to identify suppliers for additional engagement based on their scores. Suppliers whose scores meet EY's minimum

criteria are classified as sustainable. Those with significant spending who receive low scores are subject to further ESG due diligence. Suppliers identified as low-risk, along with small and medium-sized suppliers, are excluded from additional ESG evaluation. Since FY22, more than 1,300 global suppliers have completed ESG and inclusion onboarding questionnaires through our vendor management systems.

### 3. Deep-dive ESG assessment

As part of our overall global due diligence process, in 2022 and 2024 we conducted a desk-based review to map expected ESG risks within our supply chain. In 2024, we considered the top 2,500 suppliers, identifying the top 40 highest risk suppliers and then confirming the highest risk products and services in the supply chain, as well as which risks were most prominent for those products and services. EY's Global Climate Change and Sustainability team conducted this analysis and confirmed the highest risks in procurement categories to include technology, telecommunication, merchandise, recruitment agencies, airlines, hotels and integrated Facilities Management.

The risk assessment findings were used to determine which suppliers should be prioritized for a deep-dive ESG assessment. The assessment includes inviting targeted suppliers to share evidence of ESG standards and/or complete a survey on the EY Compass platform. EY Compass asks suppliers about their ESG policies and practices in several key areas, including governance, greenhouse gas emissions, resource management, human rights and modern slavery, harassment and discrimination, and inclusion, as well as vendor due diligence. EY Compass reviews submissions and provides the supplier with suggestions for improvement. The ESG Services team uses the insights as a foundation for follow-up with suppliers.

We invited 335 high-spend, high-risk suppliers to participate in the FY25 deep-dive ESG assessment globally. Of those, 12 (3.8%) are suppliers to Switzerland.

Based on the EY Compass submissions and/or desk research we were able to gain insights for 72% of our high-risk suppliers globally and 92% of Swiss suppliers. The results were as follows:

Table 21

	Global	Switzerland
Number of suppliers invited	335	12
Number of suppliers that responded	242	12
Percentage of suppliers with a high score	35.5%	16.7%
Percentage of suppliers with a medium score	18.5%	16.7%
Percentage of suppliers with a low score	46%	66.6%



Our supplier engagement program is based on continuous improvement. We will therefore continue to engage with the high-risk suppliers to understand their mitigation measures and action plans. Our ESG Services team follows up within defined time horizons and according to our leverage plan.

Some suppliers considered high-risk or associated with significant expenditure, such as technology vendors, are overseen by the Global Supply Chain Services team. Although these suppliers also provide goods and services to EY Switzerland, they are not listed as EY Switzerland suppliers.

No instances of modern slavery or child labor were detected in FY25 during the assessments with our own tool or based on EcoVadis scorecards.

In order to strengthen our supplier due diligence practices, we 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. Going forward, once a year, we will analyze human rights-related negative impacts based on country and industry risks across our supply chain. We will also evaluate our supplier shortlist for further due diligence measures. We have updated our ESG onboarding questionnaire in FY25 and are planning to roll out a supplier audit program pilot in FY26. Further, we are working on a new tracking tool to gain holistic oversight of target suppliers that have signed the EY Supplier Code of Conduct.

## 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 dedication
- Stipulated working hours, including reasonable breaks and overtime provisions that are voluntary and compensated
- Non-discrimination
- Provision of healthy, safe and hygienic working conditions

Training is provided to the Supply Chain Services team on human rights and modern slavery as part of "Responsible Sourcing Week" on an annual basis. The Responsible Sourcing 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. In our FY25 ESG training week for the Supply Chain Services team, 98% of Supply Chain Services team members were retrained on sustainable procurement. Supply Chain Services staff are all asked to take the following measures:

- Attend mandatory ESG trainings,
- Include ESG questions in requests for proposal and evaluate suppliers based on their performance
- Invite small and medium-size enterprises to submit proposals
- Include the EY Supplier Code of Conduct in all supplier contracts

## Grievance mechanisms

We use established policies and feedback channels to identify actual and potential human rights risks within our supply chain. Our grievance mechanism provides suppliers, value chain partners and their workers as well as clients with access to the EY/Ethics Hotline, where concerns about unethical behavior or practices can be raised anonymously (see Business ethics – whistleblowing procedures on [page 38](#) of this report and the [EY Switzerland Human Rights Statement](#) for details).

Currently, EY does not directly or proactively engage with value chain workers. To date, we have not identified any human rights violations among our tier 1 strategic suppliers managed by the Supply Chain Services team, nor have we received reports from value chain workers through local grievance mechanisms.

Responsibility for addressing grievances lies with the Swiss Management Committee, which includes executives from all EY business functions and service lines. Appropriate measures are coordinated, implemented, communicated and documented in collaboration with the General Counsel Office, Risk Management, Human Resources and global Supply Chain Services. Each case is reviewed and evaluated by the responsible team, with final decisions made by the Swiss Ethics Committee. Where necessary, remedial actions are taken in line with EY's Sanctions Policy and other appropriate measures.



## 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 on 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 previous impact assessments, 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, which do not lead to additional Swiss compliance requirements, we are committed to further enhancing and implementing due diligence procedures.

EY Switzerland's impact assessment 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, and were associated with nine enhanced or higher potential adverse human rights impacts. Based on the assessment, we identify suppliers operating in those industries and therefore 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 shortlist every year between 30-40 high-risk suppliers to be investigated by our Supply Chain Services supplier due diligence program in order to flag any actual adverse human rights impacts in our supply chain. Throughout FY25, 48% of the shortlisted suppliers have been included in the deep-dive ESG assessments with a response rate of 92%. We confirm that there have been no considerable changes in our supply chain throughout FY25. Nonetheless, we have screened the FY25 supplier base applying our impact assessment framework, identifying the top 40 high-risk suppliers for our supplier engagement program throughout FY26.



## Supplier inclusiveness

We seek to actively identify, develop and do business with small and medium-sized enterprises suppliers as an integral component of our procurement activities. To promote supplier inclusiveness in our supply chain, EY sourcing managers are encouraged to engage with suppliers that are of small and medium scale. Our ESG Services team undertakes multiple capacity-building initiatives like mentoring, education and networking programs for such suppliers. Our award-winning supplier inclusion initiatives demonstrate our organization's commitment to an inclusive economy. We actively collaborate with advocacy organizations to support small and diverse-owned businesses.

## 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 (determined by spend) to set science-based carbon-reduction targets by FY25. We aimed to achieve this by identifying the large (by spend) suppliers and tracking development of their target.

Globally, 72.1% of our suppliers managed by the Global Supply Chain Services team, had set a science-based target by the end of FY25.

From FY26 onwards, EY has a renewed **Environment Strategy** that includes working with our supply chain to further reduce Scope 3 purchased goods and services emissions. In FY25, we identified and mapped our targeted suppliers. In FY26, we will continue monitoring their emissions data, deliver training on emissions measurement and reduction, and conduct one-on-one meetings with these suppliers. Locally, we have adjusted our sustainable procurement strategy to align with EY Global direction.

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.

[\*\*Learn more\*\*](#) about how ESG Services drive sustainability and social and economic impact for EY teams and the communities we serve.



# Having a positive impact on our communities

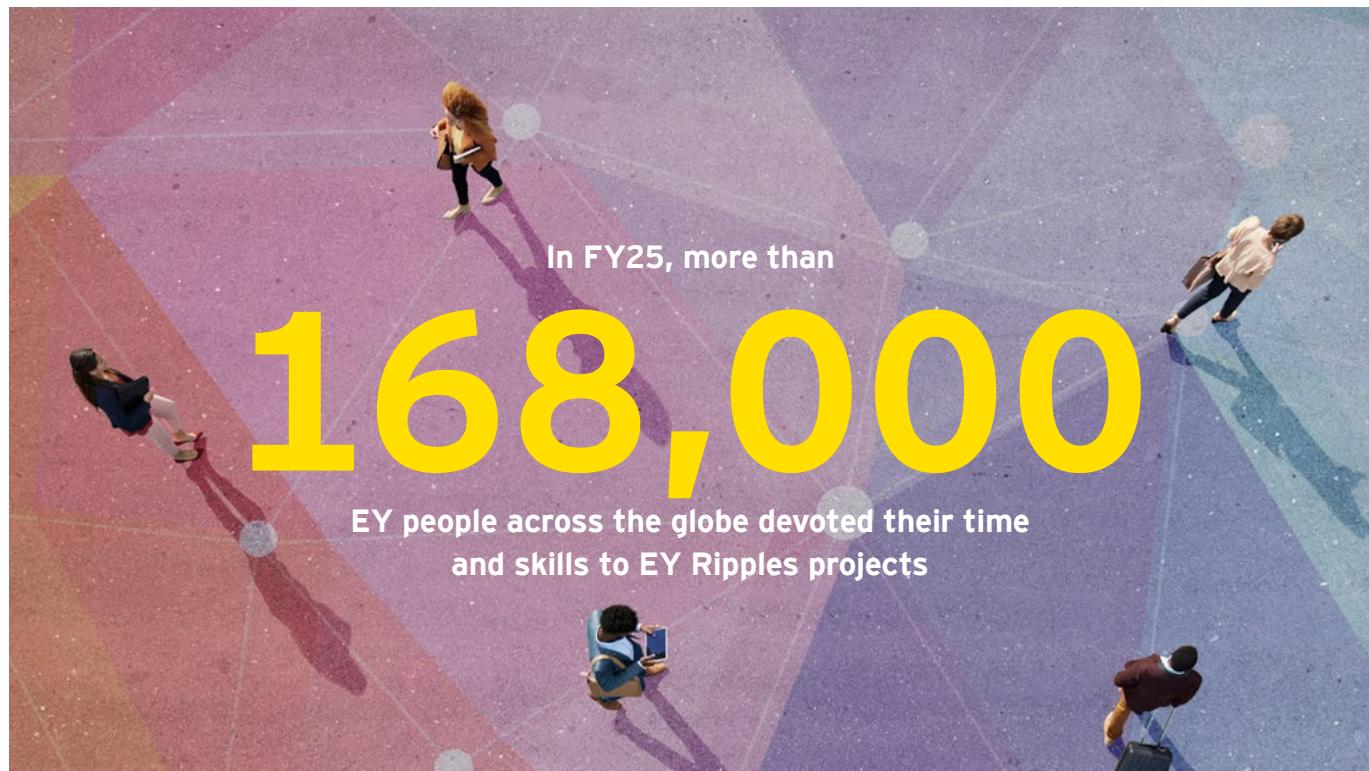
Today, businesses have a greater influence on both the economy and society than ever before. Our focus is not only on organizational growth but also on the positive impact we create for society and the communities where we live and work. In FY25, EY Switzerland generated revenues of CHF 748.3 million, a significant portion of which was allocated to employee wages, benefits and owner compensation. Beyond this, EY actively engages in a wide range of Community Investment projects, collaborations and partnerships. We give back through

skills-based volunteering, hands-on support, and contributions in cash, in-kind, and time. Additionally, we deliver pro bono and low bono consulting and audit services to entrepreneurs and non-profit organizations. Since FY19, we have invested a total of CHF 9.3 million in these community initiatives, with CHF 1.5 million (17%) contributed in FY25.

Our FY30 sustainability scorecard sets the following target for our focus area “Investing in our communities”:

Table 22

Target	Metric	Baseline year performance		FY30 target
By FY30, 5,000 EY employees, cumulatively, will have actively contributed their skills through the EY Ripples and EY Cares programs, supporting the communities we operate in.	# Participants	FY25	1,500	5,000
By FY30, EY volunteers will have positively impacted a cumulative total of 1.5 million lives through skills-based volunteering through the EY Ripples program, focusing on education, economic empowerment and environmental sustainability.	# Lives impacted (k)	FY25	510	1,500



# 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<sup>1</sup>. It unites our regional CR programs as well as collaborations with clients, NPOs and NGOs, impact networks, and many others under one bold vision.

The EY Ripples vision is globally to positively impact the lives of 1 billion people and the communities where they live and work. In FY25, more than 168,000 EY people across the globe devoted their time and skills to EY Ripples projects, positively impacting 60.8 million lives. Since EY Ripples launched in 2018, we have positively impacted more than 253 million lives. We aimed to impact 300,000 lives annually in Switzerland by 2025. In FY25, we surpassed this goal, reaching 510,201 lives and bringing our cumulative total since FY19 to 2,383,629.

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 opportunities and ways to build their leadership skills. It also helps them develop new perspectives on personal impact, broadens their horizons, builds their personal brand and gives them a sense of pride in helping to build a better working world.

EY Ripples focuses on three key areas:

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

## Supporting the next-generation workforce

We support young and underserved individuals to develop the mindsets and skills they'll need to find and sustain meaningful work.

To support the next-generation workforce, we engage in various initiatives through EY Ripples, including:

- The “Girls in ICT” robot programming workshop is a long-standing initiative aimed at inspiring young girls to pursue STEM careers. During FY25 our workshops engaged 23 EY volunteers to teach 87 state school students in Switzerland about coding and programming with educational robots. In collaboration with Young Enterprise Switzerland (YES), we provided training to 12 EY volunteers. These volunteers subsequently delivered informative lessons on business, entrepreneurship and social issues to young learners in schools throughout Switzerland.
- A total of 31 EY volunteers have demonstrated their commitment to combating youth unemployment by supporting Pro Juventute’s initiative, which empowers students in their transition from compulsory schooling to working life by providing valuable job application support in local schools, ultimately impacting 1,000 lives.

<sup>1</sup> The Lives Impacted Methodology measures the outcome and added value of EY initiatives in the community. It quantifies the impact by specifically evaluating how many lives have been positively influenced by the initiative. The methodology uses the EY Ripples portal and external data sources. The approach to calculating the lives impacted is developed based on approaches and frameworks used by international development and charitable organizations, as well as on long-term value principles. The approach will continue to evolve as empirical evidence is gathered, and both internal and external data sources evolve. More information can be found in the report EY Value Realized 2025.

## Working with impact entrepreneurs

Helping scale small and growing businesses that are driving progress toward the UN Sustainable Development Goals. Some of the key EY Ripples initiatives focusing on work with impact entrepreneurs include:

- For the third consecutive year, nine EY volunteers from Zurich supported the Circular Economy Incubator in collaboration with Impact Hub, guiding startups in defining their goals and fostering a supportive learning environment to develop impactful solutions for a circular future.
- The Age Innovation Prize, organized by the Institute for Ageing Research, is a nationwide competition in Switzerland that promotes innovative AgeTech solutions for older adults. With the Age Innovation Prize, the Institute for Ageing Research, in collaboration with EY Switzerland and other sponsors and partners, promotes innovative and passionate developers who can sustainably change and improve the lives of older people with their projects as part of the AGE-INT project. Winners of the Age Innovation Prize receive various prizes, including a strategy voucher from EY, which five EY employees utilized to conduct a workshop that provided essential guidance to refine their innovative ideas and strategies.
- Three EY volunteers actively participated in the Start-Up Seed Night, supporting VentureLab and the participating startups founded by students from the University of Lausanne and EPFL, while also holding a jury seat to evaluate innovations in industries such as biotech, medtech and greentech; this annual event fosters connections among stakeholders such as academics, founders, investors and alumni, allowing for the exchange of ideas and insights on emerging entrepreneurial projects.





## Accelerating environmental sustainability

This is about driving adoption of behaviors, technologies and business models that protect and regenerate the environment while unlocking economic opportunity.

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

- Thirty colleagues participated in a day of climate-focused activities, exploring the science of climate change through the Climate Fresk game, discussing its causes and effects, and brainstorming actionable ideas for personal and organizational impact.
- Twenty EY volunteers supported Viva con Agua Switzerland at the FOOD Zurich Festival, impacting nearly 2,000 lives by collecting reusable cups, educating attendees on recycling, and raising awareness about sustainability and WASH initiatives in underserved communities.
- Forty-two EY volunteers participated in a successful clean-up event with an environmental organization, where they worked together to clean a piece of wild land, categorize waste and gain valuable insights from experts on waste management and sustainable consumption.

We are supporting the development of our first large community reef, planned for early 2026 in the Philippines, in partnership with a Zurich-based biodiversity start-up. The project pilots a structured, time-bound collaboration that engages multiple companies to restore clearly defined reef areas while ensuring all partners receive consistent, science-based monitoring, reporting and communications. Our contribution will help rebuild approximately 4 m<sup>2</sup> of reef habitat, accompanied by three years of scientific monitoring and visual documentation. We are doing this to protect and regenerate vital marine ecosystems, enhance biodiversity and coastal resilience, and to generate transparent, credible data for our sustainability disclosures on advancing our nature-positive ambitions and working toward SDG 14 (Life Below Water). By investing in community-led

reef restoration, we aim to catalyze collective action and establish a scalable model that can be replicated across priority coastal regions.

#### **Better targeting and measuring our disaster response efforts**

In 2025, we continue to prioritize disaster response as a key component of EY's strategic EY Ripples initiatives. Building on our efforts from 2024, we have further refined our methodology for assessing the impact of our disaster response, ensuring it encompasses all forms of aid, including volunteer efforts, donations and in-kind contributions.

In Switzerland, we have continued to support selected organizations with emergency fund donations and have maintained a dedicated budget for potential disasters, allowing us to swiftly initiate donations as needed. Additionally, we provide in-kind donations of essential goods to support those affected by crises. This year, we have expanded our partnership with ServiceNow.org to enhance support for its Humanitarian and Crisis Relief Grant for Good, further amplifying our impact in crisis situations.

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.

In FY25, EY Switzerland 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 goods needed.

#### **Measuring and reporting our progress toward the EY Ripples vision**

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

In FY25, 1,564 EY people have impacted over 510,000 lives, significantly exceeding our set targets of 868 participants and 375,485 lives impacted. For the global EY performance, please refer to the EY Global Value Realized Report 2025.

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 FY25.



# 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 FY25, we organized a total of 7 EY Cares projects with the support of 178 EY volunteers.

One of our key initiatives is the Year-End Gifts for Children in Need campaign. In December 2024, EY employees generously donated gifts and monetary contributions for the year-end season to support children in need for the fourth consecutive year. The funds were directed to two humanitarian organizations operating in Switzerland. The children sponsored come from migrant backgrounds and/or have grown up in impoverished 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 150 children.

## Corporate Responsibility (CR)

### Ambassador Network

Our national CR Ambassador Network with 21 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 FY25, our ambassadors initiated nine hands-on volunteering or office operations improvement projects like clean-up activities or blood donation drives.





# 5

# About us

# Clients

# People

# Society

# GRI Index

# Facts & figures

# Appendix

“

Standards help us measure and report our progress accurately and consistently, providing a clear snapshot of our sustainability efforts to all our stakeholders

# GRI Index

<b>Statement of Use</b>	Ernst & Young Ltd has reported the information cited in this GRI content index for the period 01.07.2024-30.06.2025 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI sector standards</b>	Currently not available

## GRI 2: General Disclosures 2021

1/4

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>The organization and its reporting practices</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About us	<u>12</u>		
	2-2 Entities included in the organization's sustainability reporting	About us	<u>8</u>	In Switzerland, Ernst & Young Ltd is a corporation incorporated in Basel and a member firm of EY Global. EY Switzerland also includes Ernst & Young AG, Vaduz, an EY Global member firm in Liechtenstein. Ernst & Young AG, Vaduz, is a wholly owned subsidiary of Ernst & Young Ltd, Basel and reference made in this report to EY Switzerland includes its subsidiary in Liechtenstein.	
	2-3 Reporting period, frequency and contact point	About this report	<u>8</u>		
	2-4 Restatements of information	EY facts and figures: Environmental value	<u>145</u>	<ul style="list-style-type: none"> <li>GHG emissions for FY19-FY23 have been slightly adjusted to reflect actual consumption data received, source changes and replacement of emission factor sources.</li> </ul>	
		EY facts and figures: Financial value	<u>151</u>	<ul style="list-style-type: none"> <li>Financial value restatements for FY24: The debt figures were restated due to a reclassification between assets and liabilities. In addition, the economic value generated was restated following a reclassification between personal expenses and other operating expenses. Furthermore, the distribution of revenues was adjusted to reflect the transfer of the sub-service line Technology Risk from the Consulting to the Assurance service line.</li> </ul>	
	2-5 External assurance	About this report Assurance report	<u>8</u> <u>176</u>		
	<b>Activities and workers</b>				
	2-6 Activities, value chain, and other business relationships	How we create long-term value Our value chain Confidence for sustainability transformation Facts and figures: Financial value	<u>13</u> <u>13</u> <u>51</u> <u>151</u>	No significant changes to the organization's size, structure, ownership, or supply chain have been made.	
	2-7 Employees	EY facts and figures: People value	<u>132</u>	A significant proportion of our activities are performed by our own employees. No significant variations in the number of employees by contract type, by gender and by region have been observed.	8, 10
	2-8 Workers who are not employees	Characteristics of our workforce	<u>64</u>	A significant proportion of our activities are performed by our own employees. No significant variations have been observed in the number of employees by contract type, by gender or by region.	8, 10

## GRI 2: General Disclosures

2/4

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Governance</b>					
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Our governance	<b>20</b>		
	2-10 Nominating and selecting the highest governance body	Our governance	<b>24</b>		5,16
	2-11 Chair of the highest governance body	Our governance	<b>26</b>	The chairman is not a member of the Management Committee but a partner within EY. None of the members of the Board of Directors are allowed to be members of the Management Committee.	16
	2-12 Role of the highest governance body in overseeing the management of impacts	Our governance	<b>24</b>		
	2-13 Delegation of responsibility for managing impacts	The role of administrative, management and supervisory bodies	<b>23</b>		
	2-14 Role of the highest governance body in sustainability reporting	The role of administrative, management and supervisory bodies	<b>23</b>		
	2-15 Conflicts of interest		<b>24</b>	Members of the Board of Directors (BoD) of EY Holding Ltd cannot at the same time be members of the Swiss Management Committee of our operating entities. BoD members need to hold senior partner positions within EY. Each member undergoes a thorough independence check under the application of the directorship policy and has to disclose all other (board) memberships they might hold in conflict/direct connection with our business.	
	2-16 Communication of critical concerns	Double materiality assessment Stakeholders and their interest Whistleblowing procedure Engaging with EY people	<b>27</b> <b>31</b> <b>38</b> <b>65</b>	To communicate critical concerns to the highest governance body, general counsel reporting is in place. All material cases are brought forward to the board either in quarterly updates or ad-hoc, if needed.	
	2-17 Collective knowledge of the highest governance body	The role of administrative, management and supervisory bodies	<b>24</b>	BoD members like all other partners and directors are subject to regular technical and non-technical training including ESG-related matters, at least once year.	
	2-18 Evaluation of the performance of the highest governance body	Remuneration of the Board and Swiss Management Committee	<b>26</b>	The BoD of EY Holding Ltd reports to the owners, i.e., the Swiss Partners, at the annual Swiss Partner Pool Meeting. The performance and final remuneration of the BoD follows the EMEA partner reward system (EPRS), with final rewards being validated outside of Switzerland.	
	2-19 Remuneration policies	Remuneration of the Board and Swiss Management Committee	<b>26</b>		
	2-20 Process to determine remuneration	Remuneration of the Board and Swiss Management Committee	<b>26</b>		16
	2-21 Annual total compensation ratio			As EY Switzerland is a privately held company, no information on compensation is disclosed.	

## GRI 2: General Disclosures

3/4

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Strategy, policies and practices</b>					
<b>GRI 2: General Disclosures 2021</b>	2-22 Statement on sustainable development strategy	A note from the leadership Our sustainability strategy	<b>4</b> <b>16</b>		
	2-23 Policy commitments	Our sustainability strategy Responsible business conduct Human rights of own workforce Minimizing our environmental impact Responsible supply chain management	<b>16</b> <b>36</b> <b>64</b> <b>88</b> <b>101</b>	EY has various responsible business conduct policies in place such as the: <ul style="list-style-type: none"> <li>▪ <a href="#">EY Code of Conduct</a></li> <li>▪ <a href="#">EY Environment strategy</a></li> <li>▪ <a href="#">EY Supplier Code of Conduct</a></li> <li>▪ <a href="#">EY Procurement Policy</a></li> <li>▪ <a href="#">EY Switzerland Human Rights Statement</a></li> <li>▪ <a href="#">EY Global Inclusiveness Statement</a></li> <li>▪ <a href="#">EY Global Responsible AI principles</a></li> <li>▪ EY Global anti-bribery and corruption policy (internal)</li> <li>▪ EY Global Anti-money laundering policy (internal)</li> <li>▪ EMEA Dignity at Work Guidelines (internal)</li> </ul>	
	2-24 Embedding policy commitments	Our sustainability strategy Responsible business conduct Human Rights of own workforce Minimizing our environmental impact Responsible supply chain management	<b>16</b> <b>36</b> <b>64</b> <b>88</b> <b>101</b>		
	2-25 Processes to remediate negative impacts	Whistleblowing procedure A safe and flexible work environment Responsible supply chain management	<b>38</b> <b>69</b> <b>105</b>		
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing procedure Engaging with EY people Responsible supply chain management	<b>38</b> <b>65</b> <b>105</b>		
	2-27 Compliance with laws and regulations	Responsible business conduct		No fines and no non-monetary sanctions were imposed for non-compliance with environmental laws, social and economic areas and/or regulations as of 30 June 2025.	

## GRI 2: General Disclosures

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
	2-28 Membership associations			EY is a member of various industry, educational and advocacy associations in Switzerland. These memberships include but are not limited to: Advance Gender Equality in Swiss Business, British-Swiss Chamber of Commerce, CFO Forum, Commodity Trading Associations, Ethics and Compliance Switzerland (ECS), ExpertSuisse, Handelskammer Deutschland-Schweiz, Handelskammer Schweiz-Österreich-Liechtenstein, IGKG Bern, Institut für Finanzwissenschaft, Finanzrecht und Law and Economics (IFF-HSG), Interessengemeinschaft Kaufmännische Grundbildung, International Fiscal Association (IFA) Schweiz, Schweizerische Vereinigung Diplomierter Steuerexperten, Schweizerischer Energierrat, SVIR – Institute of Internal Auditing Switzerland (IIAS), Swiss-American Chamber of Commerce, Swiss – Japanese Chamber of Commerce, Swiss Private Equity & Corporate Finance Association (SECA), The Swiss Arbitration Association(ASA), Verband Schweizerischer Elektrizitätsunternehmen (VSE), Verein Berufsbildungsfonds OKGT, WIF (Wirtschaftsforum für Frauen).	
<b>Stakeholder engagement</b>					
<b>GRI 2: General Disclosures 2021</b>	2-29 Approach to stakeholder engagement	Stakeholders and their interests	<b>31</b>		
	2-30 Collective bargaining agreements			There are no collective bargaining agreements in place for our industry. All EY employees are subject to the same terms and conditions in accordance with their rank and in line with the EY Switzerland employment regulations. There are at no time restrictions of collective bargaining.	

## GRI 3: Material Topics 2021

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Double materiality assessment	<b>27</b>		
	3-2 List of material topics	Impacts, risk and opportunities	<b>28</b>		

# Economic

1/2

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Economic performance</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	A note from the leadership	<b>4</b>		
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	EY facts and figures: Financial value	<b>151</b>	The economic value generated and distributed from operations by our subsidiary in Liechtenstein is insignificant in value and hence has been included in the amount by EY Switzerland.	8
	201-2 Financial implications and other risks and opportunities due to climate change	Impacts, risks and opportunities	<b>28</b>	Further analysis of potential financial implications can be found in the <a href="#">EY Environment Report</a> .	
<b>Market presence</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Having a positive impact on our community	<b>108</b>		
<b>GRI 202: Economic Performance 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			We pay all our staff (regardless of gender) above the statutory minimum wage, if one is defined by the relevant cantons (i.e., Geneva, Basel-Stadt and Ticino). Our remuneration policies are governed by the employment regulations.	
	202-2 Proportion of senior management hired from the local community			We only operate and hire in Switzerland and Liechtenstein.	
<b>Indirect economic impacts</b>					
<b>GRI 3: Management Approach 2021</b>	3-3 Management of material topics	Having a positive impact on our community	<b>108</b>		
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect impacts	EY facts and figures: Societal value	<b>150</b>	We do not measure the significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda.	1, 3, 8
<b>Procurement practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible supply chain management	<b>101</b>		
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Responsible supply chain management	<b>102</b>		8

## Economic

2/2

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Anti-corruption</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible business conduct	<b>39</b>		
<b>GRI 205: Anti-Corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Responsible business conduct	<b>39</b>	Corruption and bribery risks are part of the risk register which is annually assessed and reported by the Chief Risk Officer to the Swiss Management Committee and Board of Directors, covering 100% of operational sites in Switzerland and Liechtenstein.	16
	205-2 Communication and training about anti-corruption policies and procedures	Responsible business conduct	<b>40</b>	The percentage of employees who have been trained in respective business ethics topics are not disclosed by region or gender, as these trainings are assigned as mandatory per rank and/or service line affiliation of our employees.	16
	205-3 Confirmed incidents of corruption and actions taken	Responsible business conduct	<b>40</b>	As of 30 June 2025, we confirm that EY Switzerland has not identified any incidents of corruption throughout the last three reporting periods.	16
<b>Anti-competitive behavior</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible business conduct	<b>42</b>		
<b>GRI 206: Anti-Competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible business conduct	<b>42</b>	There are no pending or completed court actions or out-of-court proceedings, monetary fines or penalties for non-compliance with laws or regulations, nor were there any anti-competitive conduct or breaches of anti-trust laws issued against EY Switzerland as of 30 June 2025.	16

# Environment

1/2

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Materials</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Ensuring responsible business operations	<b>98</b>		
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	Resources management EY facts and figures: Environmental value	<b>98</b> <b>148</b>		8, 12
<b>Energy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Minimizing our environmental impact	<b>88</b>		
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Minimizing our environmental impact EY facts and figures: Environmental value	<b>94</b> <b>147</b>	Standards, methodologies and assumptions applied for the calculation of energy consumption are provided on <a href="#">page 169</a> .	7, 8, 12, 13
	302-3 Energy intensity	EY facts and figures: Environmental value	<b>147</b>		7, 8, 12, 13
	302-4 Reduction of energy consumption	Minimizing our environmental impact EY facts and figures: Environmental value	<b>94</b> <b>148</b>	Standards, methodologies and assumptions applied for the calculation of energy consumption are provided on <a href="#">page 169</a> .	7, 8, 12, 13
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Minimizing our environmental impact	<b>88</b>		
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	EY facts and figures: Environmental value	<b>144</b>	The EY Global Environment Strategy, entering its second phase in FY25, sets out our path to achieve our updated science-based target aiming to halve emissions by	
	305-2 Energy indirect (Scope 2) GHG emissions	EY facts and figures: Environmental value	<b>144</b>	FY30 and achieve net zero (90% reduction) by FY50 against the FY19 baseline.	
	305-3 Other indirect (Scope 3) GHG emissions	EY facts and figures: Environmental value	<b>144</b>	No significant changes have required recalculating baseline year emissions. Minor changes/restatements of emissions are explained on <a href="#">page 145</a> .	
	305-4 GHG emissions intensity	EY facts and figures: Environmental value	<b>145</b>		
	305-5 Reduction of GHG emissions	EY facts and figures: Environmental value	<b>145</b>		
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Minimizing our environmental impact	<b>88</b>		
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Resources management EY facts and figures: Environmental value	<b>98</b> <b>148</b>	We collect waste data nationwide in Switzerland. If certain categories are unavailable, we extrapolate from Zurich office data.	12
	306-2 Management of significant waste-related impacts	Resources management	<b>98</b>		12

## Environment

2/2

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Supplier environmental assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible supply chain management	<a href="#">103</a>		
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 Percentage of new suppliers that were screened using environmental criteria.	Responsible supply chain management	<a href="#">104</a>	As of FY25, globally 72.1% of suppliers to EY by spend have a SBTi or similar commitment.	
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible supply chain management	<a href="#">104</a>	To date, our supplier assessment and onboarding process has not detected actual serious ESG incidents. Our risk mapping, however, has detected potential risks for products and services (for contracts over CHF 50k in value).	

## Social

1/5

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Characteristics of our workforce	<a href="#">64</a>		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	EY facts and figures: People value	<a href="#">136</a>		5, 8, 10
	401-3 Parental leaves	Workplace flexibility for better work-life integration	<a href="#">70</a>		5, 8
<b>Labor/Management Relations</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Engaging with EY people	<a href="#">65</a>		
<b>GRI 402: Labor/Management Relations</b>	402-1 Minimum notice periods regarding operational changes	Engaging with EY people Working conditions	<a href="#">65</a>	At present, we do not operate under a collective bargaining agreement. We ensure that any changes are communicated to employees at the earliest opportunity and consistently adhere to the notice periods stipulated by our employment regulations, with the maximum notice period being four months.	8

# Social

2/5

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Occupational Health and Safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Employee health and safety	<u>66</u>		8
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Employee health and safety A safe and flexible work environment	<u>66</u> <u>68</u>	Our industry does not have a legal obligation for an occupational health and safety management system. We assess accident risks at all 11 offices using SUVA and FOCS questionnaires and conduct an annual EHS assessment in each location.	8
	403-2 Hazard identification, risk assessment, and incident investigation	Human rights of own workforce Employee health and safety A safe and flexible work environment	<u>64</u> <u>66</u> <u>68</u>	There are no work-related hazards defined for our industry. However, we conduct an annual EHS assessment in all locations and a regular human rights impact assessment.	8
	403-3 Occupational health services	Employee health and safety	<u>66</u>		8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Engaging with EY people Employee health and safety A safe and flexible work environment	<u>64</u> <u>66</u> <u>68</u>	There is no formal joint management-worker health and safety committee.	8
	403-5 Worker training on occupational health and safety	Employee health and safety	<u>66</u>		8
	403-6 Promotion of worker health	Employee health and safety	<u>66</u>		8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human rights in own workforce Responsible supply chain management	<u>64</u> <u>105</u>		8
	403-8 Workers covered by an occupational health and safety management system	Employee health and safety	<u>66</u>	There are no legal requirements for EY to implement an occupational health and safety management system.	8
	403-10 Work-related ill health	A safe and flexible work EY facts and figures: People value	<u>68</u> <u>142</u>	In this reporting year, absence hours attributable to illnesses, accidents and medical appointments are disclosed separately.	8, 16
<b>Training and Education</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Enabling a unique career journey	<u>80</u>		
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Enabling a unique career journey EY facts and figures: People value	<u>83</u> <u>138</u>		4, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	Enabling a unique career journey	<u>80</u>		4, 8
	404-3 Percentage of employees receiving regular performance and career development reviews	Enabling a unique career journey	<u>79</u>	100% of EY people receive regular performance and career development reviews.	4, 5, 8

# Social

3/5

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Diversity and Equal Opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Inclusiveness for everyone	<b>71</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	EY facts and figures: People value	<b>139</b>		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Equal pay	<b>75</b>	We hold the Fair-ON-Pay label issued by Comp-On AG in accordance with the certificate standard of Société Générale de Surveillance SA (SGS) and in compliance with the standards set by the Swiss Federal Office for Gender.	5, 8
<b>Non-Discrimination</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human rights for own workforce	<b>64</b>		
		Inclusiveness for all	<b>71</b>		
		Working conditions	<b>65</b>		
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Human rights of own workforce	<b>64</b>	We are not aware of any discrimination incidents during the reporting period.	5, 8
<b>Freedom of association and collective bargaining</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human rights of own workforce	<b>64</b>		
		Responsible supply chain management	<b>105</b>		
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights of own workforce	<b>64</b>	100% of our employees have full, unrestricted rights to freedom of association and collective bargaining. We monitor human rights compliance of our strategic suppliers through the supplier due diligence process. Based on available policies, risk assessment and feedback mechanisms, we aim to identify the actual and potential human rights risk of suppliers. To date, we have not identified any actual human rights impacts among strategic suppliers as part of the global due diligence program (for contracts with a volume of CHF 50k or more).	8, 12, 16
		Responsible supply chain management	<b>105</b>		

# Social

4/5

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Child labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human rights of own workforce Responsible supply chain management	<u>64</u> <u>105</u>		8
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights Responsible supply chain management	<u>64</u> <u>105</u>	Our employment policies strictly prohibit the use of child labor. The activities conducted by our organization are not hazardous in nature. To date, we have not identified any risks or incidents involving child labor or young workers exposed to hazardous conditions within our operations, nor have we observed any direct impacts related to these issues.  We monitor human rights compliance of our strategic suppliers through the supplier due diligence process. Based on available policies, risk assessment and feedback mechanisms, we aim to identify the actual and potential human rights risk of suppliers. To date, our supplier assessment and onboarding process has not detected actual serious ESG incidents. Our risk mapping, however, has detected potential risks for products and services (for contracts over CHF 50k in value).  Based on our regular impact assessment over the full Swiss supplier base, we have not detected any case of reasonable suspicion of child labor within our supply chain.	8, 12, 16
<b>Forced or compulsory labor</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human rights of own workforce Responsible supply chain management	<u>64</u> <u>105</u>		
<b>GRI 409: Forced or compulsory labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights of own workforce Responsible supply chain management	<u>64</u> <u>105</u>	Our employment policies ensure zero tolerance of forced or compulsory labor. Therefore, to date we have identified no risks for incidents of forced or compulsory labor within our own operations. To date, our supplier assessment and onboarding process has not detected actual serious ESG incidents. Our risk mapping, however, has detected potential risks for products and services (for contracts over CHF 50k in value).	8, 12, 16
<b>Human rights assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Human rights of own workforce Responsible supply chain management	<u>64</u> <u>105</u>		
<b>GRI 412: Human Rights Assessment 2016</b>	412-1 Operations that have been subject to human rights reviews or impact assessment	Human rights of own workforce Employee health and safety	<u>64</u> <u>105</u>	In FY24, we conducted a human rights impacts assessment for own operations covering 100% of our employees and 100% of EY offices in Switzerland and Liechtenstein. Next review is due in FY26.	5, 8, 10, 16
	412-2 Employee training on human rights policies or procedures	Education and training Human rights of own workforce A safe and flexible work Responsible supply chain management	<u>44</u> <u>64</u> <u>68</u> <u>105</u>	The annual Code of Conduct update training contains various topics including aspects of human rights, anti-discrimination and harassment. Specific ESG and human rights-related trainings are provided to our Supply Chain Services teams, which are responsible for procurement.	5, 8, 12, 10, 16

# Social

5/5

GRI Standard	Disclosure title	Location	Page	Comment and omission	SDG mapping
<b>Local communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Having a positive impact on our communities	<a href="#">108</a>		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Having a positive impact on our communities	<a href="#">108</a>		5, 8, 10, 13, 16, 17
<b>Supplier social assessment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Responsible supply chain management	<a href="#">105</a>		
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Responsible supply chain management	<a href="#">105</a>	To date, our supplier assessment and onboarding process has not detected actual serious ESG incidents. Our risk mapping, however, has detected potential risks for products and services (for contracts over CHF 50k in value).	8, 10, 12, 16
<b>Marketing and labeling</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Ensuring service quality and client satisfaction	<a href="#">58</a>		
<b>GRI 417: Marketing and Labeling</b>	417-2 Incidents of non-compliance concerning product and services information and labeling	Ensuring service quality and client satisfaction	<a href="#">59</a>	We confirm that we had no incidents of non-compliance with regulations or laws resulting in fines or warnings in the last three financial years with respect to services information and labeling and marketing communication.	
	417-3 Incidents of non-compliance concerning marketing communications	Ensuring service quality and client satisfaction	<a href="#">59</a>	We confirm that we had no incidents of non-compliance with regulations or laws resulting in fines or warnings in the last three financial years with respect to services information and labeling, and marketing communication.	
<b>Customer privacy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Global Data Protection & Confidentiality Policy	<a href="#">43</a>		
		Responsible AI and digital technology	<a href="#">54</a>		
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Global Data Protection & Confidentiality Policy	<a href="#">44</a>	We disclose that there have been no complaints received from outside parties or regulatory bodies in the last three financial years with regard to complaints concerning breaches of customer privacy and losses of customer data.	16



# 6

## About us Clients People Society GRI Index Facts & figures Appendix

“

We define success broadly –  
we measure the value we create  
for our stakeholders alongside  
our financial performance

# EY facts and figures

## Client value

### Average client recommendation score (non-GRI)

Parameter	FY23 (out of 10)	FY24 (out of 10)	FY25 (out of 10)
Average client recommendation score	8.3	8.4	8.6

### Client base (non-GRI)

Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Number of clients served	6,317	6,361	6,578
Number of Swiss Market Index (SMI) clients served	19/20	19/20	20/20

### Sustainability-related services

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Sustainability-related services growth (wins)	32	39	51

### Percentage of operational sites with a risk assessment (GRI 205-1)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Percentage of operational sites subject to an annual risk assessment incl. anti-bribery and corruption risks	100	100	100

### Business ethics trainings (GRI 205-2)

Name of mandatory training	% of employees trained in the respective business ethics topic		
	FY23 (%)	FY24 (%)	FY25 (%)
Independence Policy <sup>2)</sup>	99.5	99.9	99.4
Independence Policy Update <sup>3)</sup>	99.7	97.3	99.2
Conflicts of Interest <sup>2)</sup>	98.3	97.4	96.4
Global Code of Conduct <sup>2)</sup>	99.9	98.3	94.7
Code of Conduct Learning Update <sup>3)</sup>	96.9	n/a	98.1
Data Protection and Information Security Update <sup>3)</sup>	94.1	94.0	93.6
Data Protection Fundamentals <sup>2)</sup>	95.5	93.3	94.6
Financial Crime Update <sup>3)</sup>	n/a	96.7	97.6
Financial Crime Fundamentals <sup>2)</sup>	94.2	93.5	94.5
Information Security <sup>2,4)</sup>	n/a	n/a	56.9

1) The ratio depicts the completion ratio, i.e., the percentage of employees in the workforce required to undertake the training that have completed the training. Non-completion of training by some employees is either due to long-term leave, parental leave, status as contract workers or the training deadline being outside of the reporting period.

2) New joiner training.

3) Annual training.

4) New training launched on 28 March 2025. Current completion ratio is low due to the training deadline being outside of the reporting period.

n/a Training not deployed or available in respective reporting year.

## Client value

### Anti-bribery and corruption cases over the years (GRI 205-3)

Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Number of confirmed incidents of anti-bribery and corruption	0	0	0

### Client data privacy (GRI 418-1)

Parameter	FY23	FY24	FY25
Certified information security management system*	ISO/IEC 27001:2013	ISO/IEC 27001:2013	ISO/IEC 27001:2022
Certified information security management system – cloud security	ISO/IEC 27017:2015	ISO/IEC 27017:2015	ISO/IEC 27017:2015
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

\* 100% of Global Data Centers and Data Rooms in Switzerland are certified.

### Grievance mechanism (non-GRI)

Ethics cases	FY23		FY24		FY25	
	Workplace concerns	Other concerns	Workplace concerns	Other concerns	Workplace concerns	Other concerns
Number of cases reported through the EY/Ethics Hotline by category	10	5	8	5	5	13
<b>Total number of cases reported through the EY/Ethics Hotline</b>	<b>15</b>		<b>13</b>		<b>18</b>	

### AI-related trainings (non-GRI)

Parameter	FY23	FY24	FY25
Percentage of employees who completed the AI Now learning	n/a	59.73	83.09
Percentage of employees who completed the AI Now 2.0 learning	n/a	n/a	27.47
Percentage of employees who have completed the responsible use of co-pilot for Microsoft 365 learning	n/a	n/a	36.52
Percentage of employees who have completed at least one AI-related learning	n/a	59.73	86.53

n/a Training not deployed or available in respective reporting year.

## People value

## Data on employment

### Employees by employment contract and by gender (GRI 2-7 & 2-8)

Parameter	FY23 (No.)	Female (%)	Male (%)	FY24 (No.)	Female (%)	Male (%)	FY25 (No.)	Female (%)	Male (%)
Permanent employees	2,957	40.14	59.86	2,974	40.59	59.41	2,995	41.30	58.70
Temporary employees	206	41.75	58.25	200	41.00	59.00	209	40.19	59.81
<b>Total employees</b>	<b>3,163</b>	<b>40.25</b>	<b>59.75</b>	<b>3,174</b>	<b>40.61</b>	<b>59.39</b>	<b>3,204</b>	<b>41.23</b>	<b>58.77</b>

Note: Numbers refer to the total headcount of each financial year including contractors, interns, trainees/apprentices.

### Employees by workload type and by gender (GRI 2-7)

Parameter	FY23 (No.)	Female (%)	Male (%)	FY24 (No.)	Female (%)	Male (%)	FY25 (No.)	Female (%)	Male (%)
Full-time employees	2,625	36.23	63.77	2,637	37.09	62.91	2,697	38.15	61.85
Part-time employees	363	69.15	30.85	384	65.63	34.38	366	64.48	35.52
Non-guaranteed hours employees*	175	39.43	60.57	153	38.56	61.44	141	39.72	60.28
<b>Total employees</b>	<b>3,163</b>	<b>40.25</b>	<b>59.75</b>	<b>3,174</b>	<b>40.61</b>	<b>59.39</b>	<b>3,204</b>	<b>41.23</b>	<b>58.77</b>

\* Employees who are not guaranteed a minimum or fixed number of working hours per day, week or month, but who may need to make themselves available for work as required, e.g., working students, contractors, etc.

### Employees by office and region (GRI 2-7)

Region	Office	FY23 (No.)	FY24 (No.)	FY25 (No.)
Northwest	<b>Total</b>	<b>256</b>	<b>265</b>	<b>253</b>
	Aarau	30	28	27
	Basel	226	237	226
Midland	Berne	<b>224</b>	<b>216</b>	<b>203</b>
Romandie	<b>Total</b>	<b>631</b>	<b>628</b>	<b>640</b>
	Lausanne	141	139	144
	Geneva	490	489	496
Central	<b>Total</b>	<b>99</b>	<b>104</b>	<b>105</b>
	Lucerne	34	40	45
	Zug	65	64	60
Ticino	Lugano	<b>41</b>	<b>41</b>	<b>41</b>
East	<b>Total</b>	<b>78</b>	<b>81</b>	<b>85</b>
	St. Gallen	66	70	73
	Vaduz	12	11	12
Zurich	Zurich	<b>1,834</b>	<b>1,839</b>	<b>1,877</b>
<b>Total employees</b>		<b>3,163</b>	<b>3,174</b>	<b>3,204</b>

## People value

## Data on employment

### Employees and non-employees (headcount) per employee category and region (GRI 2-7 & 2-8)

Parameter	Managerial	Non-managerial	Contract employees	Interns, trainees/apprentices	Total employees	Full-time employees	Part-time employees	Non-guaranteed hours employees*
<b>FY25</b>								
<b>Northwest</b>	103	142	4	4	<b>253</b>	207	42	5
<b>Midland</b>	78	114	6	5	<b>203</b>	167	29	7
<b>Romandie</b>	253	335	16	26	<b>640</b>	578	46	16
<b>Central</b>	42	55	1	7	<b>105</b>	79	24	2
<b>Ticino</b>	13	27	0	1	<b>41</b>	38	3	0
<b>East</b>	22	60	0	3	<b>85</b>	68	15	2
<b>Zurich</b>	844	879	97	39	<b>1,877</b>	1,560	207	110

### FY24

<b>Northwest</b>	112	144	4	5	<b>265</b>	217	43	5
<b>Midland</b>	75	129	8	4	<b>216</b>	172	32	12
<b>Romandie</b>	252	344	20	12	<b>628</b>	562	45	21
<b>Central</b>	41	53	2	8	<b>104</b>	77	24	3
<b>Ticino</b>	14	26	0	1	<b>41</b>	36	5	0
<b>East</b>	22	57	0	2	<b>81</b>	61	17	3
<b>Zurich</b>	804	901	91	43	<b>1,839</b>	1,512	218	109

### FY23

<b>Northwest</b>	112	135	6	3	<b>256</b>	215	35	6
<b>Midland</b>	81	133	8	2	<b>224</b>	168	47	9
<b>Romandie</b>	232	366	18	15	<b>631</b>	562	49	20
<b>Central</b>	40	52	1	6	<b>99</b>	74	21	4
<b>Ticino</b>	12	27	0	2	<b>41</b>	37	4	0
<b>East</b>	21	53	0	4	<b>78</b>	65	10	3
<b>Zurich</b>	794	899	92	49	<b>1,834</b>	1,504	197	133

\* Employees who are not guaranteed a minimum or fixed number of working hours per day, week or month, but who may need to make themselves available for work as required, e.g., working students, contractors, etc.

## People value

## Data on employment

### Full-time equivalent (FTEs) by office and region (GRI 2-7)

Region	Office	FY23 (No.)	FY24 (No.)	FY25 (No.)
Northwest	<b>Total</b>	<b>246</b>	<b>251</b>	<b>242</b>
	Aarau	29	27	26
	Basel	217	224	216
Midland	Berne	<b>209</b>	<b>202</b>	<b>192</b>
Romandie	<b>Total</b>	<b>617</b>	<b>615</b>	<b>628</b>
	Lausanne	139	137	141
	Geneva	478	478	487
Central	<b>Total</b>	<b>88</b>	<b>94</b>	<b>97</b>
	Lucerne	32	38	43
	Zug	56	56	54
Ticino	Lugano	<b>40</b>	<b>40</b>	<b>40</b>
East	<b>Total</b>	<b>71</b>	<b>72</b>	<b>77</b>
	St. Gallen	60	62	66
	Vaduz	11	10	11
Zurich	Zurich	<b>1,743</b>	<b>1,762</b>	<b>1,808</b>
<b>Total full-time equivalents</b>		<b>3,014</b>	<b>3,036</b>	<b>3,084</b>

### Total number of employees by employment category (GRI 2-7) and workers who are not employees by gender (GRI 2-8) and percentage of employees per employee category by gender (GRI 405-1)

Parameter	FY23 (No.)	Female (%)	Male (%)	FY24 (No.)	Female (%)	Male (%)	FY25 (No.)	Female (%)	Male (%)
Managerial (permanent)	1,292	33.90	66.10	1,320	34.24	65.76	1,365	35.02	64.98
Non-managerial (permanent)	1,665	44.98	55.02	1,654	45.65	54.35	1,630	46.56	53.44
Contract employees (temporary)	125	37.60	62.40	125	36.80	63.20	124	38.71	61.29
Interns, trainees/apprentices (temporary)	81	48.15	51.85	75	48.00	52.00	85	42.35	57.65
<b>Total employees</b>	<b>3,163</b>	<b>40.25</b>	<b>59.75</b>	<b>3,174</b>	<b>40.61</b>	<b>59.39</b>	<b>3,204</b>	<b>41.23</b>	<b>58.77</b>

## People value

## Data on employment

### Percentage of employees per employee category by age group (GRI 405-1)

Parameter	FY23 (No.)	Age in years			Age in years			Age in years			Age in years		
		<30 (%)	30-50 (%)	>50 (%)	FY24 (No.)	<30 (%)	30-50 (%)	>50 (%)	FY25 (No.)	<30 (%)	30-50 (%)	>50 (%)	
Managerial (permanent)	1,292	3.48	82.66	13.85	1,320	4.01	81.97	14.02	1,365	3.81	83.22	12.97	
Non-managerial (permanent)	1,665	59.52	37.06	3.42	1,654	60.46	36.28	3.26	1,630	60.74	36.32	2.94	
Contract employees (temporary)	125	12.00	48.00	40.00	125	11.20	50.40	38.40	124	10.48	51.61	37.90	
Interns, trainees/apprentices (temporary)	81	98.77	1.23	0.00	75	98.67	1.33	0.00	85	97.65	2.35	0	
<b>Total employees</b>	<b>3,163</b>	<b>35.76</b>	<b>55.20</b>	<b>9.04</b>	<b>3,174</b>	<b>35.95</b>	<b>55.01</b>	<b>9.04</b>	<b>3,204</b>	<b>35.52</b>	<b>55.99</b>	<b>8.49</b>	

### Employees by service line split by gender (non-GRI)

Parameter	FY23 (No.)	Female (No.)	Male (No.)	FY24 (No.)	Female (No.)	Male (No.)	FY25 (No.)	Female (No.)	Male (No.)
Assurance	1,110	719	391	1,187	422	765	1,352	480	872
Consulting	704	487	217	739	266	473	585	218	367
Core Business Services	336	104	232	325	225	100	324	221	103
People Advisory Services	173	70	103	0	0	0	0	0	0
EY-Parthenon	241	163	78	215	69	146	218	70	148
Tax and Law	474	269	205	583	261	322	601	284	317
<b>Total</b>	<b>3,038</b>	<b>1,812</b>	<b>1,226</b>	<b>3,049</b>	<b>1,243</b>	<b>1,806</b>	<b>3,080</b>	<b>1,273</b>	<b>1,807</b>

Note: People Advisory Services was integrated into Consulting, and Tax and Law, as of 1 January 2024. EY-Parthenon serves as the new brand identity for Strategy and Transactions as of FY25.

## People value

### Data on new hires

#### Total number and rate of employee new and re-hires, incl. acquisitions, for permanent and temporary staff by gender (GRI 401-1)

Parameter	FY23 (No.)	Female (%)	Male (%)	FY24 (No.)	Female (%)	Male (%)	FY25 (No.)	Female (%)	Male (%)
New hires	1,040	40.77	59.23	799	40.55	59.45	787	38.50	61.50
Hiring rate (%)	32.89	33.31	32.60	25.17	25.14	25.20	24.56	22.94	25.70

Note: Hiring rate is equal to the number of employees hired to total headcount. Hiring rate of female employees is the number of female employees hired to the total female headcount. Hiring rate of male employees is the number of male employees hired to the total male headcount.

#### Total number and rate of new employee hires by age group (GRI 401-1)

Parameter	FY23		FY24		FY25	
	Hires (%)	Hires (No.)	Hires (%)	Hires (No.)	Hires (%)	Hires (No.)
Age in years <30	62.79	653	71.59	572	69.76	549
Age in years 30-50	32.40	337	25.91	207	28.08	221
Age in years >50	4.81	50	2.50	20	2.16	17
<b>Total hires</b>	<b>100</b>	<b>1,040</b>	<b>100</b>	<b>799</b>	<b>100</b>	<b>787</b>

#### Total number of new or re-hired employees by office and region (GRI 401-1)

Region	Office	FY23 (No.)	FY24 (No.)	FY25 (No.)
Northwest	<b>Total</b>	<b>78</b>	<b>61</b>	<b>53</b>
	Aarau	10	6	5
	Basel	68	55	48
Midland	Berne	<b>55</b>	<b>41</b>	<b>34</b>
Romandie	<b>Total</b>	<b>230</b>	<b>153</b>	<b>186</b>
	Lausanne	51	29	44
	Geneva	179	124	142
Central	<b>Total</b>	<b>26</b>	<b>36</b>	<b>32</b>
	Lucerne	13	17	19
	Zug	13	19	13
Ticino	Lugano	<b>17</b>	<b>11</b>	<b>11</b>
East	<b>Total</b>	<b>29</b>	<b>29</b>	<b>29</b>
	St. Gallen	26	27	25
	Vaduz	3	2	4
Zurich	Zurich	<b>605</b>	<b>468</b>	<b>442</b>
<b>Total hires</b>		<b>1,040</b>	<b>799</b>	<b>787</b>

## People value

## Data on employee turnover

### Total number and rate of employee turnover by gender (GRI 401-1)

Parameter	FY23	Female	Male	FY24	Female	Male	FY25	Female	Male
Employee turnover (No.)	733	304	429	726	283	443	702	258	444
Turnover rate (%)	23.17	23.88	22.70	22.87	21.96	23.50	21.91	19.53	23.58

Note: Turnover rate is calculated by total leavers divided by total headcount. Turnover rate of female employees is calculated by total female leavers divided by total female headcount. Turnover rate of male employees is calculated by total male leavers divided by total male headcount.

### Total number and rate of employee turnover by age group (GRI 401-1)

Parameter	FY23 (No.)		FY24 (No.)		FY25 (No.)	
	Turnover rate (%)	Employee turnover (No.)	Turnover rate (%)	Employee turnover (No.)	Turnover rate (%)	Employee turnover (No.)
Age in years <30	30.59	346	29.54	337	27.94	318
Age in years 30-50	19.93	348	19.36	338	18.78	337
Age in years >50	13.64	39	17.77	51	17.28	47
<b>Total</b>		<b>733</b>		<b>726</b>		<b>702</b>

### Total number of employee turnover by office and region (GRI 401-1)

Region	Office	FY23 (No.)	FY24 (No.)	FY25 (No.)
Northwest	<b>Total</b>	<b>59</b>	<b>45</b>	<b>52</b>
	Aarau	6	5	6
	Basel	53	40	46
Midland	Berne	<b>42</b>	<b>45</b>	<b>50</b>
Romandie	<b>Total</b>	<b>132</b>	<b>138</b>	<b>168</b>
	Lausanne	27	28	35
	Geneva	105	110	133
Central	<b>Total</b>	<b>20</b>	<b>22</b>	<b>28</b>
	Lucerne	4	8	13
	Zug	16	14	15
Ticino	Lugano	<b>14</b>	<b>10</b>	<b>11</b>
East	<b>Total</b>	<b>14</b>	<b>28</b>	<b>19</b>
	St. Gallen	14	24	17
	Vaduz	0	4	2
Zurich	Zurich	<b>452</b>	<b>438</b>	<b>374</b>
<b>Total hires</b>		<b>733</b>	<b>726</b>	<b>702</b>

## People value

### Data on apprentices

#### Apprentice data (non-GRI)

Parameter	FY23	FY24	FY25
New hires	5	5	6
Active apprentices employed	14	14	17

## People value

### Data on career management and training

#### Total and average learning hours per gender and employee category (GRI 404-1)

Parameter	FY23 (hours)	FY24 (hours)	FY25 (hours)
Total learning hours	216,753	218,048	207,552
Total average learning hours per female employee	62	60	56
Total average learning hours per male employee	72	74	71
<b>Total average learning hours per employee</b>	<b>69</b>	<b>69</b>	<b>65</b>

Note: Average learning hours per employee are the total learning hours divided by the total headcount.

#### EY People Pulse Survey: listening items (non-GRI)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Survey result: Exceptional experience	72	70	71
Survey result: EY provides me with learning opportunities that build the skills I need to be successful	74	n/a	n/a
Survey result: The work I do challenges my abilities and allows me to continuously learn and develop new skills	n/a	n/a	79

Note: n/a indicates that the survey item was not included in the respective financial year.

#### EY Learning Badges (non-GRI)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Number of EY Badges awarded	402	503	470

Note: Each EY Badge requires 15 hours of formal learning plus a practical exam/paper.

## People value

### Data on diversity of governance bodies and employee categories

#### Nationalities among all employees (GRI 405-1)

Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Diversity in nationalities (citizenship)	71	75	77

#### Diversity of governance bodies by gender as of 30.06.2025 (GRI 405-1)

Parameter	FY23 (No.)	Female (%)	Male (%)	FY24 (No.)	Female (%)	Male (%)	FY25 (No.)	Female (%)	Male (%)
Board of Directors	3	33	67	3	33	67	3	33	67
Swiss Management Committee members	10	17	83	11	18	82	11	27	73

#### Diversity of employee categories by gender (GRI 405-1)

Parameter	FY23		FY24		FY25	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
PPEDD (partners/principals, executive directors, directors)	18	82	20	80	20	80
Middle management (senior managers and equivalent Core Business Services ranks)	66	34	32	68	33	67
Junior management (managers and equivalent Core Business Services ranks)	44	56	45	55	45	55

Note: Excluding contractors.

#### EY People Pulse Survey: inclusiveness items (non-GRI)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
I feel included and supported by the people I interact with each day	84	84	84
EY provides a work environment where I feel free to be myself	86	83	82
I feel safe to voice my views, even when they are different	79	80	78

## People value

### Data on diversity of governance bodies and employee categories

#### Diversity of governance bodies and employees by age (GRI 405-1)

Parameter		FY23 (%)	FY24 (%)	FY25 (%)
Board of Directors	Age in years <30	0	0	0
	Age in years 30-50	0	0	33
	Age in years >50	100	100	67
Swiss Management Committee members	Age in years <30	0	0	0
	Age in years 30-50	42	37	27
	Age in years >50	58	63	73
PPEDD (partners/principals, executive directors, directors)	Age in years <30	0	0	0
	Age in years 30-50	61	63	62
	Age in years >50	39	37	38
Middle management (senior managers and equivalent Core Business Services ranks)	Age in years <30	0	0	0
	Age in years 30-50	90	90	92
	Age in years >50	10	10	8
Junior management (managers and equivalent Core Business Services ranks)	Age in years <30	9	10	10
	Age in years 30-50	89	87	87
	Age in years >50	3	3	3

Note: Excluding contractors.

#### Diversity of employee ranks by gender (GRI 405-1)

Parameter	FY23		FY24		FY25	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
Equity Partner	13.86	86.14	14.97	85.03	15.43	84.57
Non-Equity Partner	19.39	80.61	21.78	78.22	22.03	77.97
Associate Partner	30.00	70.00	36.67	63.33	25.00	75.00
Director/CBS Director	44.44	55.56	45.45	54.55	45.45	54.55
Market Facing Director	19.42	80.58	25.89	74.11	29.35	70.65
Senior Manager/Associate Director	37.34	62.66	34.26	65.74	34.35	65.65
Manager/Assistant Director	43.84	56.16	44.55	55.45	45.42	54.58
Supervising Associate	78.79	21.21	71.79	28.21	68.42	31.58
Senior Consultant/Senior Associate	41.62	58.38	43.39	56.61	45.12	54.88
Consultant/Staff/Assistant/Associate	41.66	58.34	41.42	58.58	42.11	57.89
Administrative Staff	93.98	6.02	96.20	3.80	94.67	5.33

Note: The rank of Non-Equity Partner was introduced in FY23.

## People value

### Data on diversity of governance bodies and employee categories

#### Diversity of employee ranks by age (GRI 405-1)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Equity Partner	Age in years <30	0	0
	Age in years 30-50	62.05	61.08
	Age in years >50	37.95	38.92
Non-Equity Partner	Age in years <30	0	0
	Age in years 30-50	62.24	65.35
	Age in years >50	37.76	34.65
Associate Partner	Age in years <30	0	0
	Age in years 30-50	46.67	50.00
	Age in years >50	53.33	50.00
Executive Director/CBS Director	Age in years <30	0	0
	Age in years 30-50	66.67	63.64
	Age in years >50	33.33	36.36
Market Facing Director	Age in years <30	0	0
	Age in years 30-50	84.47	89.29
	Age in years >50	15.53	10.71
Senior Manager/Associate Director	Age in years <30	0.51	0.51
	Age in years 30-50	91.56	89.85
	Age in years >50	7.93	9.64
Manager/Assistant Director	Age in years <30	8.69	10.10
	Age in years 30-50	88.68	86.73
	Age in years >50	2.63	3.17
Supervising Associate	Age in years <30	18.18	7.69
	Age in years 30-50	66.67	69.23
	Age in years >50	15.15	23.08
Senior Consultant/Senior Associate	Age in years <30	43.68	45.66
	Age in years 30-50	54.67	52.74
	Age in years >50	1.65	1.60
Consultant/Staff/Assistant/Associate	Age in years <30	79.17	81.58
	Age in years 30-50	18.27	16.90
	Age in years >50	2.56	1.52
Administrative Staff	Age in years <30	20.48	16.46
	Age in years 30-50	56.63	56.96
	Age in years >50	22.89	26.58

Note: Excluding contractors.

#### Gender salary ratio (GRI 405-2)

Parameter	FY23	FY24	FY25
Equal pay certification of 100% of all operational sites	100%	100%	100%
Threshold	+/-2.5	+/-2.5	+/-2.5

## People value

### Data on parental leave

#### Parental leaves of permanent employees (GRI 401-3)

Parameter	FY23		FY24		FY25	
	Female	Male	Female	Male	Female	Male
Employees entitled to parental leave (No.)	1,187	1,770	1,207	1,767	1,237	1,758
Employees that took parental leave (No.)	73	102	54	102	60	86
Employees that returned to work in the reporting period after parental leave ended (No.)	69	102	54	100	60	83
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work (No.)	63	90	53	89	53	76
Rate of return to work that took parental leave (%)	95	100	100	98	100	97
Retention rates of employees that took parental leave (%)	86	88	98	87	88	88
Average weeks of parental leave taken	18	3	18	3	18	3

Note: Only permanent employees are entitled to parental leave.

## People value

### Data on occupational health and safety

#### Occupational safety risk assessment (GRI 403-1)

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Annual occupational safety assessment conducted across all offices	100	100	100

#### Illness/accident/medical appointment-related leave (GRI 403-10)

Parameter	FY23 (hours)	FY24 (hours)	FY25 (hours)
Total hours worked in reporting year	6,582,576	6,630,624	6,735,456
Leave related to illness	147,194	152,607	180,182
Leave related to accident	12,701	13,119	9,105
Leave related to medical appointments	8,643	8,888	10,101
Average leave per employee due to illness	46.54	48.08	56.24
Average leave per employee due to accident	4.02	4.13	2.84
Average leave per employee due to medical appointments	2.73	2.80	3.15

Note: This is the first reporting year, where absence hours are reported per absence category.

## People value

## Data on occupational health and safety

### Absences due to illness longer than 90 days (GRI 403-10)

Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Number of absences longer than 90 days due to illness	11	23	37
Number of absences longer than 90 days due to accident	2	3	1

### Employees who purchased additional vacation days (non-GRI)

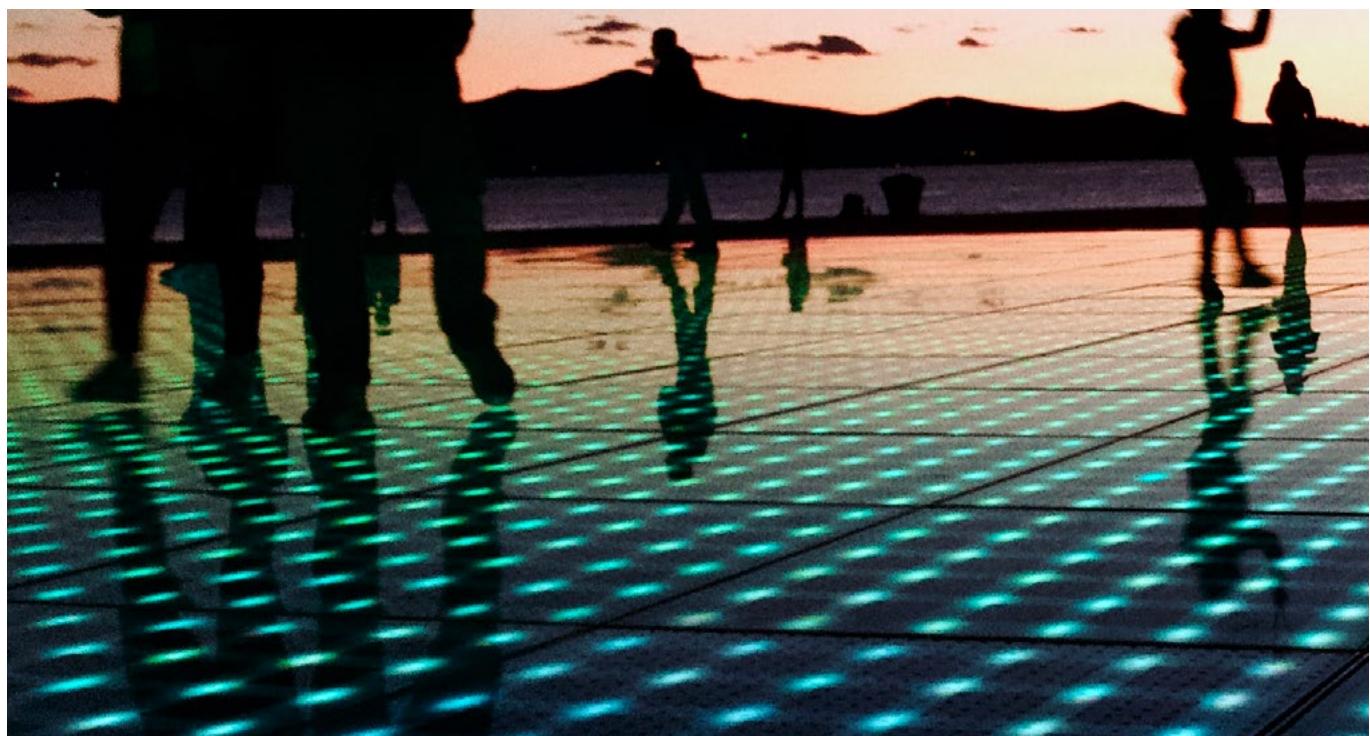
Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Number of employees who purchased additional vacation days	12	75	78
Total number of vacation days purchased by employees	76	530	541

Note: Purchased leave was introduced in FY23.

### EY People Pulse Survey: well-being item (non-GRI)

Parameter	FY23 (No.)	FY24 (No.)	FY25 (No.)
Survey result: Experiencing a right level of well-being	n/a	61	63

Note: n/a indicates that the survey item was not included in the respective financial year.



## Environmental value

## Data on GHG emissions

### Direct (Scope 1) GHG emissions; Energy indirect (Scope 2) GHG emissions; Other indirect (Scope 3) GHG emissions (GRI 305-1, 305-2, 305-3)

Parameter	Baseline year FY19 (tCO2e)	Percentage of total GHG emissions (%)	FY23 (tCO2e)	Percentage of total GHG emissions (%)	FY24 (tCO2e)	Percentage of total GHG emissions (%)	FY25 (tCO2e)	Percentage of total GHG emissions (%)	
<b>Scope 1</b>	Fugitive emissions	35	0.45	73	1.18	8	0.12	12	0.14
	Energy generation (heating gas)	83	1.08	45	0.74	35	0.52	28	0.34
	<b>Total Scope 1 emissions</b>	<b>118</b>	<b>1.54</b>	<b>118</b>	<b>1.92</b>	<b>43</b>	<b>0.64</b>	<b>40</b>	<b>0.48</b>
<b>Scope 2</b>	Grid electricity (market-based)	44	0.57	65	1.06	61	0.90	56	0.68
	Grid electricity (location-based)	286	3.73	246	40.2	227	3.36	206	2.49
	District heating (market-based)	n/a	n/a	40	0.65	39	0.56	36	0.43
<b>Scope 3</b>	District heating (location-based)	198	2.58	87	1.42	80	1.18	76	0.92
	<b>Total Scope 2 emissions</b>	<b>242</b>	<b>3.15</b>	<b>152</b>	<b>2.48</b>	<b>141</b>	<b>2.08</b>	<b>133</b>	<b>1.60</b>
	Fuel and energy-related activities (market-based)	50	0.65	36	0.59	32	0.47	31	0.37
	Fuel and energy-related activities (location-based)	82	1.08	80	1.31	73	1.09	75	0.91
	Waste disposal	2	0.02	2	0.03	0	0.01	1	0.01
<b>Scope 3</b>	Business travel	6,068	79.01	4,138	67.53	4,916	72.74	6,444	77.86
	Air travel	5,131		3,744		4,498		6,013	
	Rail travel	54		75		60		70	
	Road travel	549		226		224		227	
	Hotel stays	334		93		134		135	
	Employee commute	1,132	14.73	418	6.83	393	5.81	304	3.67
	Remote working	69	0.89	1,264	20.62	1,234	18.25	1,324	16.00
	<b>Total Scope 3 emissions (market-based)</b>	<b>7,320</b>	<b>95.31</b>	<b>5,858</b>	<b>95.60</b>	<b>6,575</b>	<b>97.28</b>	<b>8,103</b>	<b>97.91</b>
	<b>Total market based GHG emissions (tCO2e)</b>	<b>7,680</b>	<b>100.00</b>	<b>6,127</b>	<b>100.00</b>	<b>6,758</b>	<b>100.00</b>	<b>8,276</b>	<b>100.00</b>

Please find more information on the basis of reporting for greenhouse gas emission estimation in the section: Appendix, [page 168](#).

#### Notes:

- Due to rounding, certain figures may not total precisely 100%.
- The baseline year as per our science-based target is FY19.
- Following GHG Protocol Scope 2 guidance, we report total greenhouse gas emissions (tCO2e) using both location-based and market-based factors. For target-setting, tracking progress, and strategy implementation, we use market-based tCO2e throughout the report.
- District heating data has been collected this year also with market-based emission factors. Since we cannot make a reliable comparison with baseline year, the overall GHG emissions include for district heating the location-based method emissions to allow for proper comparability over the reporting years.
- All EY offices are leased, and we do not maintain a company fleet of vehicles.
- For Scope 3, we estimate five of 15 categories following EY Global methodology. In category 7 (employee commute), we have separated the data into employee commuting, which uses our collected data, and remote working, which is based on federal statistics.
- Total business travel encompasses air, road, and rail transportation, as well as hotel stays, and includes radiative forcing and well-to-tank (WTT) emissions.
- Emission factor sources specific to Switzerland and Liechtenstein are used, taking local conditions into account when feasible.
- Since we use Mobitool as emission factor source for business air travel, we also disclose business air travel emissions applying DEFRA emission factors for global comparison reasons: FY19: tCO2 5,929; FY22: tCO2e 2,009; FY23: tCO2e 3,163; FY24: tCO2e 5,387; FY25: tCO2e 6,999.
- Air travel kilometers: FY19 – 16,052,347 km vs. FY25 – 17,959,998 km reflects an 11.8% increase.
- Energy consumption and district heating data has been classified with respect to renewable and non-renewable sources from FY23 onwards, using evidence provided by landlords. For locations where information regarding the split between renewable and non-renewable energy sources is unavailable, the source has been recorded as non-renewable.

## Environmental value

## Data on GHG emissions

### Restatements:

For this year's report, we are restating Scope 1, 2 and 3 data published in the EY Sustainability Report 2024 for all financial years. Overall emissions have slightly changed from the figures previously stated, with decreases of 0.35% for FY19, increases of 0.34% for FY23 and 0.51% for FY24. The changes are attributable to the following reasons:

- **Energy generation:** Emissions from natural gas have fallen due to smaller surface areas in Zug and Vaduz and actual consumption data received for St. Gallen and Lucerne. Since 2023, Lucerne has been using natural gas instead of district heating. Updated KBOB values, excluding WTT and T&D per DEFRA 2025 ratios, were applied. All fiscal years now use more precise KBOB factors to separately report WTT in Scope 3 emissions.
- **District heating:** As of FY25 market-based emission factors have also been applied to district heating also retroactive for FY23 and FY24.
- **Grid-electricity market-based:** Emission factors from landlords were used when available and adjusted for each site's energy mix; otherwise, KBOB factors were applied similarly. With actual consumption data now replacing previous estimates for FY23 and FY24, reported emissions have decreased.
- **Fuel and energy-related activities:** Overall emissions have slightly increased due to the inclusion of WTT of T&D emission factor to calculate the WTT of transmission and distribution loss for district heating.
- **Emission factor calculations:** In FY25, information on energy mix and emission factors for electricity, cooling, and district heating was provided by the landlord. For locations lacking market-based emission factors, WTT, T&D, and WTT T&D were calculated using DEFRA ratios in relation to overall market-based emission factors for grid energy purchases, referencing the KBOB emission factor as determined by their energy mix. This resulted in a minor change in overall market-based emissions.
- **Remote working:** Emissions for FY24 changed slightly after restating the heating system percentage distribution.

### GHG emission intensity (GRI 305-4)

Parameter	FY19	FY23	FY24	FY25
Emission intensity in tCO2e/FTE	3.18	2.03	2.23	2.68
Emission intensity in tCO2e/revenue CHF	14.24	8.92	9.60	11.06

Note: All emissions scopes as covered under GRI 305-1 are included.

### Reduction of GHG emissions (GRI 305-5)

Parameter	FY19	FY23	FY24	FY25
Carbon offset credits allocated to EY Switzerland in tCO2e	n/a	5,746	9,865	10,924

n/a = data is not available

### Reduction of GHG emissions (GRI 305-5)

Parameter	FY19		FY 23		FY 24		FY 25			
	Baseline year emissions (tCO2e)	Absolute emissions (tCO2e)	Emissions reduction vs. baseline year (tCO2e)	Percentage reduction (%)	Absolute emissions (tCO2e)	Emissions reduction vs. baseline year (tCO2e)	Percentage reduction (%)	Absolute emissions (tCO2e)	Emissions reduction vs. baseline year (tCO2e)	Percentage reduction (%)
Scope 1 emissions (market-based)	118	118	1	1	43	75	64	40	78	66
Scope 2 emissions (location-based)	242	152	90	37	141	101	42	133	109	45
Scope 2 emissions (location-based)	484	333	15	31	307	178	37	282	202	42
Scope 3 emissions	7,320	5,858	1,463	20	6,575	746	10	8,103	-783	-11
<b>Total emissions</b>	<b>7,680</b>	<b>6,127</b>	<b>1,553</b>	<b>20</b>	<b>6,758</b>	<b>922</b>	<b>12</b>	<b>8,276</b>	<b>-596</b>	<b>-8</b>

### Notes:

- The actual figures may differ slightly from those stated due to rounding adjustments.
- We are stating both market-based and location-based scope 2 emissions to allow for proper comparison against FY19 baseline. The total emissions consider market-based emissions for electricity and location-based for district heating.

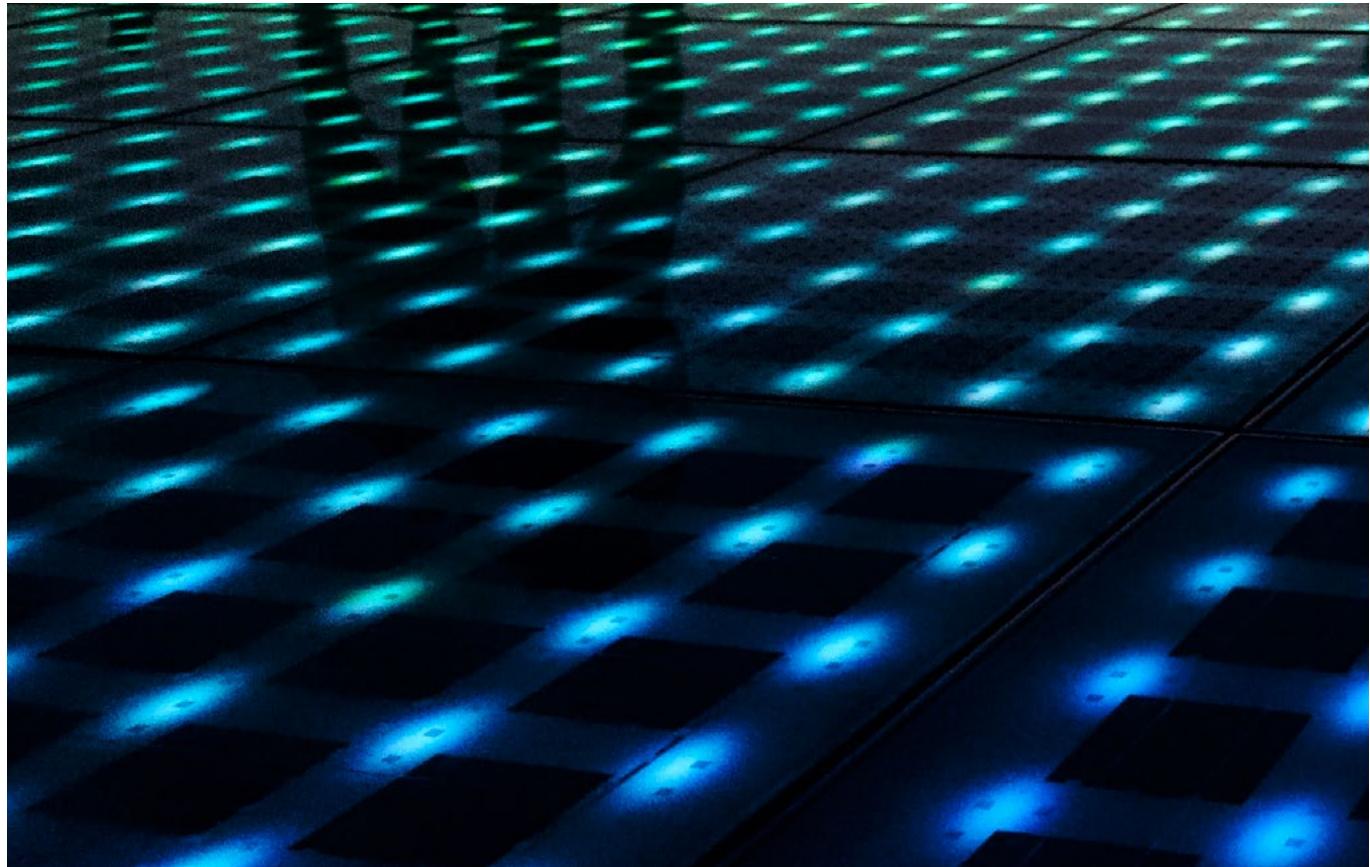
## Environmental value

## Data on GHG emissions

### Certified office buildings (non-GRI)

EY Switzerland office location	Green building certificate
Zurich	BREEAM
Bern	Minergie® certificate
Basel	No certificate
Geneva	Minergie® certificate
Lausanne	To be determined
Lugano	No certificate
Aarau	No certificate
Zug	GEAK – Gebäudetechnikausweis der Kantone
Lucerne	No certificate
St. Gallen	No certificate
Vaduz	To be determined

Note: 36% of our offices are located in certified green buildings.



## Environmental value

## Data on energy

### Energy consumption in gigajoules (GJ) within the organization (GRI 302-1)

Parameter	Base year FY19 (GJ)	Percentage of total energy consumption (%)	FY23 (GJ)	Percentage of total energy consumption (%)	FY24 (GJ)	Percentage of total energy consumption (%)	FY25 (GJ)	Percentage of total energy consumption (%)
Electricity consumption from power company	6,582	30.03	4,989	30.93	4,910	33.20	4,435	31.70
Non-renewable	n/a	n/a	17	0.11	17	0.12	10	0.07
Renewable	n/a	n/a	4,972	30.82	4,893	33.08	4,425	31.62
Electricity consumption from landlord	1,578	7.20	1,765	10.94	1,564	10.57	1,570	11.22
Non-renewable	n/a	n/a	105	0.65	110	0.74	114	0.81
Renewable	n/a	n/a	1,660	10.29	1,455	9.84	1,457	10.41
Cooling consumption from landlord	4,336	19.78	2,654	16.45	2,236	15.12	2,219	15.86
Non-renewable	n/a	n/a	779	4.83	770	5.21	748	5.35
Renewable	n/a	n/a	1,874	11.62	1,466	9.91	1,471	10.51
District heating from landlord	7,935	36.20	5,842	36.22	5,428	36.70	5,229	37.37
Non-renewable	n/a	n/a	1,932	11.98	1,906	12.89	1,800	12.87
Renewable	n/a	n/a	3,909	24.24	3,532	23.88	3,439	24.58
Natural gas from landlord	1,487	6.78	879	5.45	653	4.41	538	3.85
Non-renewable	n/a	n/a	822	5.09	639	4.32	511	3.65
Renewable	n/a	n/a	57	0.36	27	0.18	27	0.19
<b>Total energy consumption within the organization</b>	<b>21,918</b>	<b>100.00</b>	<b>16,129</b>	<b>100.00</b>	<b>14,790</b>	<b>100.00</b>	<b>13,992</b>	<b>100.00</b>
Total energy consumption within the organization (non-renewable)	n/a	n/a	3,655	22.66	3,443	23.28	3,183	22.75
Total energy consumption within the organization (renewable)	n/a	n/a	12,473	77.34	11,372	76.89	10,819	77.32

#### Notes:

1. Conversion factor 1 kWh = 0.0036 GJ.
2. FY19 data is not available. Limited data availability and/or unresponsive landlords have prevented us from identifying for some locations whether the energy source is renewable or non-renewable. For the locations, where the renewable and non-renewable split of energy source is unavailable, we have considered the source as non-renewable.
3. Energy intensity is the total energy consumption within the organization/total FTE. We are restating results to reflect the adoption of a new methodology for calculating emission factors (EF) for Well-to-Tank (WTT), Transmission & Distribution (T&D), and combined WTT T&D using KBOB data for fiscal years FY25, FY24, and FY23. This approach is based on the ratio of DEFRA market-based EFs applicable to landlord electricity, cooling, and district heating estimates. For FY25, we obtained updated information regarding energy mix and emission factors from landlords for electricity, cooling, and district heating covering FY23 through FY25. Where market-based emission factors were unavailable for certain locations, we derived WTT, T&D, and combined WTT T&D values using DEFRA ratios applied to the overall market-based emission factors for grid energy purchases, utilizing the relevant KBOB emission factor according to the specific energy mix.

### Energy intensity (GRI 302-3)

Parameter	FY19	FY23	FY24	FY25
Energy intensity in GJ/FTE	9.07	5.35	4.87	4.54

## Environmental value

## Data on energy

### Reduction of energy consumption (GRI 302-4)

Parameter	FY19		FY 23		FY 24		FY 25	
	Base year energy consumption (GJ)	Energy consumption (GJ)	Reduction in energy consumption vs. baseline year (GJ)	Percentage reduction (%)	Energy consumption (GJ)	Reduction in energy consumption vs. baseline year (GJ)	Percentage reduction (%)	Energy consumption (GJ)
Electricity consumption	8,161	6,754	1,406	17.23	6,474	1,687	20.67	6,005
Heating consumption	9,421	6,721	2,701	28.67	6,080	3,341	35.46	5,667
Cooling consumption	4,336	2,654	1,682	38.80	2,236	2,100	48.43	2,219
<b>Total energy consumption within the organization</b>	<b>21,918</b>	<b>16,129</b>	<b>5,789</b>	<b>26.41</b>	<b>14,790</b>	<b>6,321</b>	<b>28.84</b>	<b>13,992</b>
								<b>7,926</b>
								<b>36.16</b>

## Environmental value

## Data on waste

### Total waste generation (GRI 306-1)

Parameter	FY19 (in tons)	FY23 (in tons)	FY24 (in tons)	FY25 (in tons)
<b>Non-hazardous waste</b>				
Paper waste recycled	40.15	22.96	17.32	78.99
Cans/aluminum recycled	–	0.10	0.124	0.124
Mixed waste combustion	31.79	46.64	41.47	47.01
PET waste recycled	–	3.89	3.360	3.33
Cardboard waste recycled	–	7.12	6.69	6.62
<b>Total non-hazardous waste generated</b>	<b>71.93</b>	<b>80.72</b>	<b>68.97</b>	<b>136.06</b>
<b>Hazardous waste</b>				
E-waste recycled (including lightbulbs/tube lights)	0.11	0.48	0.84	0.81
E-waste reused	0.62	26.67	13.13	15.91
<b>Total hazardous waste generated</b>	<b>0.73</b>	<b>27.15</b>	<b>13.97</b>	<b>16.72</b>
<b>Total waste generated</b>	<b>72.66</b>	<b>107.87</b>	<b>82.93</b>	<b>152.78</b>
<b>Total waste recycled and reused</b>	<b>56%</b>	<b>57%</b>	<b>50%</b>	<b>69%</b>

Note: Paper and e-waste data cover all CH offices; other waste types are reported only for Zurich, representing 60% of FTEs (1,808 out of 3,084 in FY25). Zurich's waste management processes are assumed for all locations, with Zurich data extrapolated accordingly. E-waste is collected annually. In FY19, PET and cardboard weren't tracked due to free recycling, and cans were not separated.

## Environmental value

## Nature-related data

### Nature-related data (GRI 303-3/303-5)

Parameter	FY23	FY24	FY25
Percentage of offices in water-stressed locations	0%	0%	0%
Percentage of offices in key biodiversity areas	0%	0%	0%
Water consumption in m <sup>3</sup> across all offices	5,706	5,233	5,107
Water consumption in m <sup>3</sup> per CHF million net revenue	8.3	7.4	6.8

## Environmental value

## Business travel

### Total kilometers traveled (non-GRI)

Parameter	FY19 (km)	FY23 (km)	FY24 (km)	FY25 (km)
Air travel	16,052,347	11,486,235	13,579,137	17,959,998
Road travel	2,631,032	1,210,443	1,200,181	1,215,310
Rail travel	5,424,807	6,583,935	5,132,717	6,046,067
<b>Total</b>	<b>24,108,186</b>	<b>19,280,613</b>	<b>19,912,036</b>	<b>25,221,374</b>

## Environmental value

## Sustainability-related training

### Percentage of workforce who received training

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Sustainability Now	74	84	83
Sustainability Now 2.0	n/a	n/a	66
Sustainability Now or Sustainability Now 2.0	74	84	87

Note: The Sustainability Now training series covers a range of ESG-related topics with an emphasis on EY's environmental targets. The Sustainability Now 2.0 training was launched in FY25.

## Societal value

### Supplier social/environmental risk assessment (GRI 414)

Parameter	FY23	FY24	FY25
Total local supplier screened in impacts assessment	1,132/100%	1,204/100%	1,222/100%
Enhanced to heightened ESG risks identified across local supplier base	Child labor	Human rights	ESG incl. human rights, emissions and responsible AI
EY human rights risk procurement categories	6	14	8
Number of enhanced/heightened human rights risk suppliers	89/100%	164/100%	n/a
Number of enhanced/heightened human rights risk suppliers shortlisted for follow-up within the Global supplier due diligence program	n/a	10	n/a
Number of enhanced/heightened ESG rights risk suppliers shortlisted for follow-up	n/a	n/a	41
Percentage of suppliers who have signed the supplier code of conduct	60%	n/a	n/a

Note: Due to a change in our supplier management system, tracking of signing of the Supplier Code of Conduct was interrupted. We are currently working on a solution.

### Sustainability-trained procurement staff

Parameter	FY23 (%)	FY24 (%)	FY25 (%)
Procurement staff trained in sustainable procurement (ESG sourcing week)	n/a	97	98

### Community investments (GRI 201-1)

Parameter	FY23 (CHF)	FY24 (CHF)	FY25 (CHF)
Charitable contributions	Cash	254,874	138,890.70
	Equipment/facilities	4,169	0
	Selected sponsorships	560,628	1,121,742
In kind	Pro-bono/low-bono	15,575	17,926
Time	Traditional volunteering	131,605	33,763
	Skills-based volunteering	356,765	313,937
Program management cost (functional staff cost and program management expenses)	354,112	366,656	338,812
<b>Total</b>	<b>1,677,727</b>	<b>1,992,915</b>	<b>1,570,684</b>

Note: The figures presented are sourced from the Enablon community investment reporting tool. This tool enables us to identify cash donations, SDG-related sponsorships and memberships, as well as pro-bono engagements that are not explicitly marked in our financial system. These items require manual tracking. As a result, the reported amounts represent the minimum detected investments; actual values are likely higher.

### Skill-based volunteering: EY Ripples (non-GRI)

Parameter	FY23	FY24	FY25
Lives impacted (No.)	319,785	593,233	510,201
Employee participation (No.)	891	1,070	1,564
Staff hours (hours)	5,036	5,614	6,321

## Financial value

### Total capitalization (GRI 2-6)

Parameter	FY23 (CHF)	% of total capitalization	FY24 (CHF)	% of total capitalization	FY25 (CHF)	% of total capitalization
Debt	297,705,295	94	316,082,541	95	357,152,457	95
Equity	18,070,713	6	18,016,828	5	18,254,427	5
<b>Total</b>	<b>315,776,008</b>	<b>100</b>	<b>334,099,369</b>	<b>100</b>	<b>375,406,884</b>	<b>100</b>

### Economic value generated (GRI 201-1)

Parameter	FY23 (CHF)	% of total value generated	FY24 (CHF)	% of total value generated	FY25 (CHF)	% of total value generated
Assurance	280,679,000	41	318,014,000	45	343,349,000	46
Consulting	173,881,000	25	152,727,000	22	161,796,00	21
People Advisory Service	0	0	0	0	0	0
Strategy and Transactions	64,840,000	9	63,468,000	9	65,893,000	9
Tax and Law	167,492,000	24	170,219,000	24	177,253,000	24
Net revenue from all service lines	686,892,000	100	704,428,000	100	748,291,000	100
Income from any other sources	0	0	0	0	0	0
<b>Total economic value generated</b>	<b>686,892,000</b>	<b>100</b>	<b>704,428,000</b>	<b>100</b>	<b>748,291,000</b>	<b>100</b>

Note: Total economic value generated (CHF) is the net revenue from all service lines plus income from any other sources. People Advisory Services was integrated into Consulting, and Tax and Law, as of 1 January 2024. The distribution of revenues for FY24 had to be restated as sub-service line Technology Risk moved from Consulting to Assurance.

### Economic value generated by EY sectors (GRI 201-1)

Parameter	FY23 (CHF)	FY24 (CHF)	FY25 (CHF)
Consumer health	202,427,200	207,684,398	206,813,639
Cross sector	-	-	-
Financial services	234,694,361	237,552,133	251,626,408
Government and infrastructure	47,460,391	55,231,396	65,181,796
Industrials and energy	121,510,964	112,862,210	125,272,848
Not applicable	1,113,959	394,816	8,344,832
Other	33,419,393	37,351,260	24,129,025
Private equity	13,097,899	13,647,671	25,091,764
Technology, media & entertainment, telecommunications	36,167,833	39,704,116	41,830,688
<b>Total</b>	<b>689,892,000</b>	<b>704,428,000</b>	<b>748,291,000</b>

## Financial value

### Economic value distributed (GRI 201-1)

Parameter	FY23 (CHF)	% of total value distributed	FY24 (CHF)	% of total value distributed	FY25 (CHF)	% of total value distributed
Operating costs	88,390,115	13	75,629,396	11	72,727,729	10
Employee wages and benefits	541,549,340	79	566,744,944	81	609,898,492	82
Payments to providers of capital	3,182,538	0	2,609,985	0	2,817,439	0
Payments to government	50,687,413	7	54,957,058	8	55,792,046	8
Community investments	44,084	0	40,500	0	50,522	0
<b>Total economic value distributed</b>	<b>683,853,490</b>	<b>100</b>	<b>699,981,883</b>	<b>100</b>	<b>741,286,228</b>	<b>100</b>

Note: The economic value generated for FY24 had to be restated as due to reclassification between personal expenses and other operating expenses.

### Economic value retained (GRI 201-1)

Parameter	FY23 (CHF)	FY24 (CHF)	FY25 (CHF)
Total economic value retained (CHF) = Total value generated – total value distributed	3,038,510	4,446,117	7,004,772

Note: Total economic value retained (CHF) represents the difference between total value generated and total value distributed. The figures for FY24 were revised due to adjustments in both the economic value generated and the economic value distributed for that year.





# 7

## About us

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## Appendix

“

Details and supplementary information that give depth to our commitment and actions toward sustainability

# Our sustainability scorecard and roadmap

In line with our new sustainability strategy, we are launching a new scorecard featuring clearly defined KPIs aligned with our overarching sustainability framework and specific targets to be achieved by FY30. We have broadened the scope of these targets as part of a more comprehensive and integrated sustainability approach. These targets are designed to assess progress in relation to our established policies, measures and initiatives.

## Environmental

Targets	Metric	Baseline year performance	FY30 target
<b>#1 GREENHOUSE GAS EMISSIONS</b>			
By FY30, EY will reduce business Scope 1 and 2 emissions by 75% compared to the FY19 baseline, contributing to global efforts to limit warming to 1.5°C.	% reduction in Scope 1 & 2 emissions	FY19 0	-75
By FY30, EY will reduce business air travel emissions by 20% compared to the FY24 baseline, contributing to global efforts to limit warming to 1.5°C.	% reduction in business travel emissions	FY24 0	-20
<b>#2 RENEWABLE ELECTRICITY</b>			
Each year, 100% of electricity used across all EY Switzerland offices will be sourced from renewable energy to support low-carbon operations.	% of renewable electricity supply	FY25 99.6	100
<b>#3 SUSTAINABILITY AWARENESS</b>			
By FY30, 95% of EY people trained in basic principles and issues of sustainability with a focus on EY's targets and decarbonization strategy compared to the FY25 baseline.	% of trained employees	FY25 82.6	95+

## Social

1/2

Targets	Metric	Baseline year performance	FY30 target
<b>#1 INVESTING IN OUR COMMUNITIES</b>			
By FY30, 5,000 EY employees, cumulatively, will have actively contributed their skills through the EY Ripples and EY Cares programs, supporting the communities we operate in.	Number of Participants	FY25 1,500	5,000
By FY30, EY volunteers will have positively impacted a cumulative total of 1.5 million lives positively through skilled-based volunteering through the EY Ripples program, focusing on education, economic empowerment and environmental sustainability.	Number of lives impacted (k)	FY25 510	1,500
<b>#2 INVESTING IN OUR CLIENTS</b>			
By FY30, EY will double Sustainability Services-related revenue compared to the FY25 baseline, accelerating client transformation and ESG impact.	Wins in CHF	FY25 0	2×
By FY30, EY will double the number of sustainability-trained (technical skills) professionals compared to the FY25 baseline, building the capacity to deliver measurable client and societal impact.	Number of employees	FY25 0	2×

## Social

2/2

Targets	Metric	Baseline year performance		FY30 target
<b>#3 INVESTING IN OUR PEOPLE</b>				
By FY30, EY will increase and maintain the percentage of employees who feel included in an anonymized survey to 85%, compared to the FY25 baseline, fostering a culture where every individual feels valued and empowered.	% of survey respondents	FY25	84	85
By FY30, EY will increase and maintain the proportion of employees who experience a level of well-being that is right for them to 70%, compared to 63% in FY25, ensuring a healthier and more resilient workforce.	% of survey respondents	FY25	63	70
By FY30, EY will maintain our "advanced" gender pay gap certification promoting fairness and equal opportunity across the organization.	Fair-ON-Pay certification	FY25	advanced	advanced

## Governance

Targets	Metric	Baseline year performance		FY30 target
<b>#1 RESPONSIBLE BUSINESS CONDUCT (ETHICS)</b>				
Annually, 95%+ of EY employees complete the EY Code of Conduct training reaffirming EY ethical standards across all roles and levels.	% of mandated employees	FY25	93.6	95+
Annually, 95%+ of in-scope EY employees complete mandatory financial crime training.	% of mandated employees	FY25	97.6	95+
Annually, 95%+ of EY employees complete the data protection fundamentals training to ensure secure and compliant handling of personal and client data.	% of mandated employees	FY25	94.6	95+
EY Switzerland aims to maintain zero confirmed incidents of corruption through preventive measures, regular training and effective reporting channels.	Number of confirmed corruption incidents reported annually	FY25	zero	zero
<b># 2 RESPONSIBLE AI</b>				
By FY30, EY will grow AI-related client services revenue by at least 30% by making responsible AI-enabled services a core part of client delivery, accelerating ethical and inclusive AI adoption.	% of revenue growth	FY25	30	30
By FY30, 95%+ of EY Switzerland professionals will have completed role-appropriate AI learning (including "AI Now", "Responsible use of AI" and/or service-line specific modules) to embed responsible AI practices across our workforce and ensure ethical use of AI technologies.	% of mandated employees completed AI learning modules	FY25	83	95+
<b>#3 RESPONSIBLE SUPPLY CHAIN</b>				
By FY30, 95%+ of newly onboarded suppliers managed by EY Procurement sign the EY Supplier Code of Conduct or demonstrate alignment with equivalent standards, promoting ESG impact along EY's supply chain.	% of onboarded suppliers	FY26	n/a	95+
Annually, 95%+ of EY Procurement staff complete ESG-related training to strengthen sustainable procurement capabilities and compliance.	% of trained EY Procurement staff	FY25	97	95+
<b>#4 GENDER DIVERSITY</b>				
By FY30, EY will increase and maintain the female share across the Equity Partners, Partners, Executive Directors and Directors (PPED) population to 25% or more, compared to 20% in FY25, advancing gender equity in leadership roles.	% of female PPEDs	FY25	20	25
By FY30, EY will maintain a better gender balance with a minimum of 30% women on our governance bodies (BoD & SMC).	% of female BoD and SMC members	FY25	30	30

Rooted in our purpose of Building a better working world and guided by our **All in** strategy and recently conducted double materiality assessment, our updated strategy integrates sustainability into how we operate, collaborate with our ecosystem and serve clients. For each financial year, we define targets and measures under each strategic pillar. The following table provides an overview of the current action plan:

## ACTION CATEGORY

## Environmental ambition

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Reduce GHG emissions by 40% by 2025 compared to the FY19 baseline, contributing to global efforts to limit warming to 1.5°C</b>	<ul style="list-style-type: none"> <li>FY25 marks the culmination of multiple years of investment and integration. Underlining this progress, EY entered the CDP A list for climate and achieved SBTi validation of our near-term and net-zero targets and met our RE100 target. We have established new, rigorous processes for managing decarbonization offsets, procuring sustainable aviation fuel and renewable energy certificates.</li> <li>In the past five years, we have focused on reducing Scope 1 and 2 emissions by engaging with landlords and selecting certified buildings where possible, achieving a reduction of 52% since 2019.</li> <li>Despite our carbon reduction initiatives, business air travel emissions have continued to rise over the past two fiscal years. We developed a new data insights tool, engaged with top emitters company-wide and asked service line leaders to have one-on-one discussions with frequent travelers. Additionally, we launched a campaign to raise awareness about our updated environmental strategy and targets.</li> </ul>	<ul style="list-style-type: none"> <li>Our renewed agreement with our landlord at the Zurich office, includes a green lease handbook.</li> <li>We continue to explore ways to further engage with our landlords.</li> <li>We continue to execute our carbon reduction plan to deliver on our updated environment targets. The main focus of this plan is to further drive accountability for our reduction targets across service lines, accounts as well as our partnership. In the longer term we will include a more holistic green delivery model with clients.</li> <li>We will develop new metrics and actions to integrate nature-positive practices for water, waste and pollution</li> </ul>	<span style="color: orange;">●</span> Slowly progressing	7, 12, 13, 15
<b>Reduce electricity consumption and procure 100% renewable electricity for our EY offices by FY25</b>	<ul style="list-style-type: none"> <li>Reduction targets as agreed with the canton of Zurich for our largest office was exceeded.</li> <li>The final contract containing a minor component of non-renewable energy has been transitioned to a product that utilizes 100% renewable electricity.</li> </ul>	<ul style="list-style-type: none"> <li>Explore further measures with landlords to reduce electricity consumption.</li> <li>Continue replacement of lighting systems with LED-bulbs.</li> </ul>	<span style="color: green;">●</span> On track	7, 12, 13, 15
<b>Reduce waste generated and increase the percentage of waste recycled</b>	<ul style="list-style-type: none"> <li>Although total waste generated has increased by 80% compared to FY24, as we saw higher paper waste generation due to archive dissolving, the share of waste recycled has increased by 19% compared to FY24.</li> <li>Battery recycling boxes have been distributed across the Zurich office.</li> </ul>	<ul style="list-style-type: none"> <li>Identify further measures to increase data accuracy on waste and enable appropriate reduction measures.</li> <li>Expanding batterie recycling boxes to all offices.</li> </ul>	<span style="color: green;">●</span> On track	7, 12, 13, 15
<b>Revise mobility/car allowance guidelines</b>	<ul style="list-style-type: none"> <li>Parking spaces at three offices were further reduced by roughly 50%.</li> <li>Transitioned pilot on carbon neutral employee commuting and business travel with Urban Connect to a permanent offering at the Zurich office. This offering was also extended for public transportation bookings.</li> </ul>	<ul style="list-style-type: none"> <li>Identify further measures to incentivize carbon-neutral or more environmentally friendly modes of transportation including extending the Urban Connect offering to the Geneva office.</li> </ul>	<span style="color: green;">●</span> On track	7, 12, 13, 15
<b>Conduct environmental risk assessments</b>	<ul style="list-style-type: none"> <li>Annual environment risk assessment concluded; none of the EY Switzerland offices, are located in Key Biodiversity Areas or water-stressed locations.</li> <li>Last year's TCFD assessment was considered in the FY25 double materiality assessment.</li> <li>TNFD assessment published in this year's <u><a href="#">EY Value Realized Report</a></u>.</li> </ul>	<ul style="list-style-type: none"> <li>Drive further discussions on the assessment outcomes and integrate into decision-making.</li> </ul>	<span style="color: green;">●</span> On track	7, 12, 13, 15

## ACTION CATEGORY

## Environmental ambition

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Train 60% of EY people in basic principles and issues of sustainability with a focus on EY's carbon ambition by FY25.</b>	<ul style="list-style-type: none"> <li>Combined, 87% of our people have completed Sustainability Now and/or Sustainability Now 2.0 training on EY environment strategy and the broader sustainability context including human rights.</li> <li>Roughly 32% of our audit professionals have attended one or more trainings from the ImpACT week FY25 to skill up and prepare for the latest ESG regulatory and due diligence developments affecting the audit profession.</li> </ul>	<ul style="list-style-type: none"> <li>Assign new Sustainability Now 3.0 training to all EY employees.</li> <li>Increase number of trained employees to 95%+ in the coming years.</li> <li>Enhance reporting on sustainability-related technical trainings for each service line.</li> </ul>	● On track	7, 12, 13, 15

## ACTION CATEGORY

## Responsible supply chain

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Engage 75% of our main Swiss suppliers by spend in the Science Based Targets initiative (SBTi) by FY25.</b>	<ul style="list-style-type: none"> <li>Globally, by the end of FY25 72% of our main suppliers by spend had set a science-based target.</li> </ul>	<ul style="list-style-type: none"> <li>This target will be included in our overall endeavors as part of our supplier due diligence plans.</li> <li>Include purchased goods and services into our Swiss GHG footprint.</li> <li>Develop an action plan to reduce emissions in our supply chain.</li> </ul>	● On track	12, 13
<b>Train 100% of procurement staff on ESG-related matters every year.</b>	<ul style="list-style-type: none"> <li>98% of directly employed Supply Chain Services staff were retrained on sustainable procurement.</li> </ul>	<ul style="list-style-type: none"> <li>No changes.</li> </ul>	● On track	12, 13
<b>Expand ESG Risk Assessment Pilot to further high-risk suppliers (self-audit) in FY25.</b>	<ul style="list-style-type: none"> <li>Global Supply Chain Services shortlisted 335 high-spend and risk suppliers for the cohort of the FY25 ESG deep-dive program. Out of these 12 suppliers were suppliers to EY Switzerland.</li> </ul>	<ul style="list-style-type: none"> <li>For the FY26 cohort, 41 Swiss suppliers have been short-listed for the ESG deep-dive program.</li> </ul>	● Progressing	12, 13

## ACTION CATEGORY

## Climate change and sustainability impact through client service

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>50% of EY people attend service-specific sustainability training (technical skills) to serve clients accordingly</b>	<ul style="list-style-type: none"> <li>In FY25, 431 assurance professionals (~32% of all assurance employees) attended the ImpACT week, acquiring technical sustainability skills with respect to non-financial reporting and due diligence regulations.</li> <li>ESG training series was launched for EY partners, then made available for all employees.</li> <li>A skills matrix was set up monitoring the number of sustainability-skilled employees; a target was set to double this number.</li> </ul>	<ul style="list-style-type: none"> <li>Set up coherent monitoring of sustainability learning hours of all people across service lines.</li> <li>Continue to invest in learning and development along the sustainability curriculum.</li> </ul>	● On track	9, 12
<b>Triple our wins stemming from projects related to ESG, speeding up sustainable development of EY clients by FY25</b>	<ul style="list-style-type: none"> <li>We have exceeded our FY25 target to triple our wins, which increased by 51% compared to FY24. Overall, the target to triple revenues compared to FY22 has been achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Work on delivering on the renewed targets.</li> </ul>	● On track	9, 12

## ACTION CATEGORY

## Human rights

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>EY Switzerland Human Rights Statement</b>	<ul style="list-style-type: none"> <li>Held workshops with relevant stakeholders to define measures to close gaps identified in last year's assessment.</li> <li>Updated working condition-related policies and sanctions framework.</li> </ul>	<ul style="list-style-type: none"> <li>Revisit statement and update.</li> <li>Revisit impact assessment on own workforce.</li> </ul>	● On track	3, 5, 8, 10
<b>Comply with the human rights due diligence duties of the Swiss Code of Obligations, Article 964j-l</b>	<ul style="list-style-type: none"> <li>Based on regular impact assessment considering our Swiss supplier-base, we have not detected any case of reasonable suspicion of child labor within our supply chain.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Drive defined short-, medium- and long-term measures to strengthen due diligence routines across the supply chain.</li> </ul>	● Progressing	3, 5, 8, 10
<b>Roll-out of human rights training to key functions.</b>	<ul style="list-style-type: none"> <li>EY business and human rights web-based training developed and made available on learning platforms.</li> </ul>	<ul style="list-style-type: none"> <li>Human rights training to be assigned to key functions.</li> </ul>	● Delayed	3, 5, 8, 10

## ACTION CATEGORY

## Diversity, equity and inclusiveness

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Maintain and uphold an inclusive culture and work environment with 80% of people saying they feel free to be themselves by FY25.</b>	<ul style="list-style-type: none"> <li>EY People Pulse survey: 83% of people say they feel free to be themselves, a steady result compared to FY24.</li> <li>We held various trainings, events and awareness sessions throughout the year.</li> </ul>	<ul style="list-style-type: none"> <li>Follow set program to achieve new ambition.</li> </ul>	● Achieved	5, 10
<b>Increase the female share in governance bodies to 30% by FY25.</b>	<ul style="list-style-type: none"> <li>As of FY25, female representation in the SMC increased to 27%, resulting in a combined female representation of 30% in the BoD and SMC</li> </ul>	<ul style="list-style-type: none"> <li>Build a gender-balanced pipeline for the next generation of leaders for our highest governance bodies and senior leadership.</li> </ul>	● Achieved	5, 10

## ACTION CATEGORY

## Employee health and wellbeing

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Fostering workplace flexibility and work-life integration.</b>	<ul style="list-style-type: none"> <li>Introduction of additional monitoring KPIs on well-being from our People Pulse Survey.</li> </ul>	<ul style="list-style-type: none"> <li>Further explore measures and action with regard to employee health and well-being.</li> </ul>	● On track	3, 5, 8

## ACTION CATEGORY

## Workplace culture, purpose and engagement

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Increase the share of people who say their experience at EY is exceptional to 75% by FY25.</b>	<ul style="list-style-type: none"> <li>71% of EY people say their experience is exceptional.</li> </ul>	<ul style="list-style-type: none"> <li>Continue conducting surveys and introduce actions and measures.</li> </ul>	<span style="color: orange;">●</span> Progressing	

## ACTION CATEGORY

## Integrity, ethics and independence

Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>No incidents of non-compliance with laws, regulations and EY values and professional standards.</b>	<ul style="list-style-type: none"> <li>Continued monitoring compliance of mandatory business ethics trainings to EY employees.</li> </ul>	<ul style="list-style-type: none"> <li>Continuous training and awareness program on anti-bribery and corruption, ethical business conduct, data privacy, independence and responsible AI.</li> </ul>	<span style="color: green;">●</span> On track	16
<b>100% of EY people sign annually the EY Code of Conduct and therefore uphold EY values and professional standards every year.</b>	<ul style="list-style-type: none"> <li>94.72% of all new hires have signed the Code of Conduct or completed the Code of Conduct training.</li> </ul>	<ul style="list-style-type: none"> <li>Continuous training and awareness program on EY Code of Conduct.</li> </ul>	<span style="color: green;">●</span> On track	16, 17

## ACTION CATEGORY

## Community investment and contribution

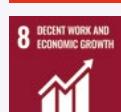
Target	Progress/regress and activities in FY25	Planned activities in FY26 and beyond	Status	SDGs
<b>Positively impact (measured through standardized impact formula) 300,000 lives through the EY Ripples program with 800 EY volunteers per year by FY25.</b>	<ul style="list-style-type: none"> <li>The FY25 target on lives impacted has been exceeded at 510,201 compared to the target of 375,485.</li> <li>The FY25 target on participants has been exceeded at 1,564 compared to the target of 868.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to collaborate with partner organizations.</li> </ul>	<span style="color: black;">●</span> Achieved	16, 17

# Supporting the UN Global Compact Ten Principles

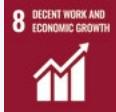
EY has committed to the UN Global Compact (UNGC) and UN Sustainable Development Goals (SDGs) to accelerate the progress of our strategy and ambition adhering to this commitment, [EY Global reports](#) its progress on the Ten Principles of the UN Global Compact and the SDGs.

Aligning ourselves with EY's global commitment, EY Switzerland maps the UN Principles and SDGs that are most relevant for our business and stakeholders to the material topics identified in our materiality analysis. The outcomes are integrated into our sustainability strategy and business decision making. EY responds to globally the annual [Communication of Progress survey](#). In the table below, we have highlighted how all the relevant UN Principles align with our sustainability report.

## Human rights

Alignment to UNGC Principle	Our commitment	Related SDG impact
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p>EY's Global Human Rights Statement and the EY Switzerland Human Rights Statement reflect the EY Global Code of Conduct and the United Nations Principles on Business and Human Rights. The statements addresses the rights of our people, including those related to health and safety, labor rights and diversity, equity and inclusiveness. Through our policies, commitments, procedures and initiatives we operationalize the statements in our workspace, supply chain and communities. All our employees undergo training and confirm their commitment to our EY Global Code of Conduct.</p> <p>Our responsibility to respect human rights extends beyond our direct operations 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.</p> <p>Our Procurement and Supply Chain Global Policy includes our Supplier Code of Conduct, which provides guidance on the highest levels of human rights standards that our suppliers must adhere to, and all our contractual agreements are bound by, the Code. The Supplier Code of Conduct outlines expectations around issues including sustainability, human rights, modern slavery and child labor and suppliers are asked to verify their adherence and standards at the Request for Proposal stage (and to confirm these details at the time of contract execution). Further, we collaborate with our Climate Change and Sustainability Services team to train our Supply Chain Services on human rights and modern slavery; to shape policy and processes; and to actively input on procurement strategy in our supply chain.</p> <p>We also conduct ESG due diligence (including human rights standards review) prior to onboarding new suppliers and periodic ESG reviews for our existing suppliers. For more details, see section: Responsible supply chain management, <a href="#">page 101</a>.</p> <p>We acknowledge our roles and responsibilities toward protecting and upholding human rights in our communities. As a part of this, we involve our own people and also collaborate with clients, NGOs and impact networks to engage in social activities through corporate responsibility programs like EY Ripples &amp; EY Cares. For more details, see section: EY Ripples, <a href="#">page 109</a>.</p>	     

## Labor

Alignment to UNGC Principle	Our commitment	Related SDG impact
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,	See UNGC Principal 1	
<b>Principle 4:</b> the elimination of all forms of forced and compulsory labor,		
<b>Principle 5:</b> the effective abolition of child labor, and		
<b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.	EY has a Global inclusiveness commitment, which ensures that diverse mindsets and opinions are represented and respected across EY. Our approach to inclusiveness-related activities is outlined in the Global Inclusiveness Roadmap and Culture Change Continuum. As part of our inclusiveness progress monitoring, we regularly review our compensation practices, both in terms of our workforce and individual employees. In addition, the Global Inclusion and Non-Discrimination Policy complements our commitments to ensure zero tolerance of discrimination, intimidation and harassment and encourages equitable and respectful treatment for our people across borders.	
	Since 2019, EY Switzerland is certified with the "Fair-ON-Pay" label, which is regularly re-audited. The label signifies the robust and fair overall average salary definition practice adopted by EY in the previous five years and underlines the firm's efforts to close biased pay gaps that might exist on an individual level. For more details, see section: A more diverse, equitable and Inclusiveness for everyone, <a href="#">page 71</a> .	
		

# Environment

Alignment to UNGC Principle	Our commitment	Related SDG impact
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	We incorporate environmental challenges into our strategic decision making and align our efforts to EY's Global Environment Strategy. The strategy outlines our organization's environmental agenda and priorities and guides us to focus on the following function areas for effective environmental management: business travel, office operations, procurement and continuous improvement and reporting on environmental performance.	
<b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and	To deliver upon our Global Environment Strategy on the functional areas, we commit to drive transparency and accountability to both internal as well as external stakeholders. As a part of this, we maintain robust monitoring and reporting around our KPIs and have initiated the process of communicating our sustainability performance through a sustainability report and the external EcoVadis Business Sustainability Rating.	
<b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.	Corresponding with our efforts to enhance sustainability performance, we are implementing specific initiatives and programs to reduce our company's environmental footprint. Such initiatives include raising awareness, encouraging responsible material consumption, endorsing greener alternatives for business travel, collaborating with our value chain partners and educating our people on eco-friendly work practices. For more details, see section: Minimizing our environmental impact, <a href="#">page 88</a> .	 

## Anti-Corruption

Alignment to UNGC Principle	Our commitment	Related SDG impact
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>We adopt the EY Global Anti-bribery Policy that supports the EY Global Code of Conduct by establishing a prohibition on bribery in all forms, including facilitation payments. Additionally, we have the Global Policy for reporting Non-Compliance with Laws, Regulations and EY's Code of Conduct (NOCLAR).</p> <p>To ensure that no corrupt activities exist across the organization's value chain, our people are also expected to comply with the Procurement Global Policy, the Business Relationships Global Policy and the Hospitality and Gifts Policy.</p> <p>Along with implementation of robust policies, we also raise our people's awareness of corruption risks through our comprehensive training and communication offerings. For instance, all our people (including partners) are required to complete the financial crime fundamentals as well as the annual financial crime update trainings, which include anti-bribery and corruption.</p> <p>We empower our people to raise any concerns about suspected fraud, bribery and corruption or any violation through our EY/Ethics hotline and without fear of retaliation.</p> <p>Externally, we play a significant role in helping our clients' businesses combat corruption and other forms of financial crime through our service offerings such as the EY Forensic &amp; Integrity Services. These services help clients balance business objectives and risks, build data-centric ethics and compliance programs and ultimately develop a culture of integrity.</p> <p>The EY organization engages with the World Economic Forum's Partnering Against Corruption Initiative (PACI) Community. The PACI is a key avenue to engage with peers across professional services and beyond to understand the corruption risk landscape, debate and contribute to evolving practices to combat corruption and to share thought leadership on the same. Over the years, the focus of PACI has evolved to take on financial crime matters more broadly, and the EY organization continues to hold a seat on the Gatekeeper's taskforce that examines these issues more closely.</p>	 

For more details, see section: Responsible business conduct, [page 36](#).

# Taskforce on Climate-related Financial Disclosures (TCFD) Index

The TCFD recommendations are structured around four thematic areas that represent core elements of how companies operate: Governance, Strategy, Risk Management, and Metrics and Targets. The four recommendations are interrelated and supported by 11 recommended disclosures that build out the framework

with information that should help stakeholders understand how reporting organizations think about and assess climate-related risks and opportunities. The disclosure below links to reporting locations of information relevant to each recommendation.

## TCFD PILLAR

### Governance

TCFD recommendations	Reporting details and location in the EY Switzerland report
<b>a.</b> <b>Describe the board's oversight of climate-related risks and opportunities</b>	<p>Ernst &amp; Young Ltd, operating in Switzerland, is steered by its Swiss Management Committee (SMC), which oversees the company's strategy, execution and operations. The committee is tasked with the development, approval and revision of the organization's purpose, values and mission statements, as well as strategies and policies that address economic, environmental and social issues, including their associated impacts, risks and opportunities. Refer to the report section "Driving sustainability at EY," <a href="#">page 22</a>. EY Global governance is described in the "Governance of our sustainability matters" section in <a href="#">EY Value Realized Report 2025</a>.</p>
<b>b.</b> <b>Describe management's role in assessing and managing climate-related dependencies, impacts, risks and opportunities.</b>	<p>EY Switzerland management members are involved in the stakeholder consultation along our Double Materiality Assessment (DMA). Results of the DMA are validated by the SMC. Climate-related IROs and Risks are also monitored as part of our enterprise risk management, which is overseen by the Chief Risk Officer, a member of the SMC. The SMC reviews the inventory of risks and evaluates potential risk mitigation and opportunities at least quarterly, consequently defining strategies and initiatives to if need be. Refer to the report section "Driving sustainability at EY," <a href="#">page 27</a> and "Managing impacts, risks and opportunities," <a href="#">page 27</a>. EY Global governance is described in the "Governance of our sustainability matters" section in <a href="#">EY Value Realized Report 2025</a>.</p>

## TCFD PILLAR

### Strategy

TCFD recommendations	Reporting details and location in the EY Switzerland report
<b>a.</b> <b>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</b>	<p>The organization's climate-related physical risks, transition risks and opportunities are analyzed in terms of short, medium- and long-term relevance for Swiss office locations and our business activities. The monitoring, assessment and management of climate opportunities and risks is integrated in this report in the section "Considering climate and nature-related impacts, risks and opportunities," see <a href="#">page 90</a>. The full list of risks and opportunities are described in the section "Climate- and nature-related risks and opportunities" in <a href="#">EY Value Realized Report 2025</a>.</p>
<b>b.</b> <b>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</b>	<p>Key climate opportunities and risks are integrated into EY's <b>All in and environment strategy</b>. Various climate-related service offerings are being expanded in an interdisciplinary manner across our service lines to develop business in these sectors. Risks and opportunities are managed company-wide using defined targets as part of our science-based target and corresponding action plans. Refer to the report section "Our sustainability strategy," <a href="#">page 16</a>, "Managing impacts, risks and opportunities", <a href="#">page 27</a>, and EY's broader impact of identified risks and opportunities in the section "Climate- and nature-related risks and opportunities" in <a href="#">EY Value Realized Report 2025</a>.</p>
<b>c.</b> <b>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</b>	<p>EY Global's climate risk and opportunity assessment encompasses all 11 offices across Switzerland and Liechtenstein, utilizing the EY Climate Analytics Platform for detailed data. This platform aligns with IPCC climate scenarios, specifically the Business as Usual (BAU) scenario predicting a 4-5°C temperature rise and the Low Carbon Economy (LCE) scenario aiming for less than 2°C warming. A detailed discussion on EY Switzerland's climate strategy and scenarios used is included in the section "Considering climate risks and opportunities," <a href="#">page 90</a>. See also EY's broader scenario analysis in the section "Climate-related risks and opportunities scenario analysis" in <a href="#">EY Value Realized Report 2025</a>.</p>

## TCFD PILLAR

## Risk Management

TCFD recommendations	Reporting details and location in the EY Switzerland report
<b>a.</b> <b>Describe the organization's processes for identifying and assessing climate-related risks.</b>	An annual risk assessment helps us to identify, monitor and mitigate risks and summarizes major risks in a register. EY utilizes Archer, a tech-enabled risks management solution, to manage the planning, monitoring and mitigation of each of the 15 listed key risk categories for EY Switzerland. Further, EY conducts on a regular basis a global TCFD and TNFD assessments, providing country level results for member firms. Read more about the management processes in the section "Identification and prioritization of material impacts, risks and opportunities," <a href="#">page 27</a> , and in the most recent TCFD aligned scenario analyses within the <a href="#">EY Environment Report 2024</a> .
<b>b.</b> <b>Describe the organization's processes for managing climate-related risks.</b>	Our integrated response to the environmental risks and opportunities is our Environment strategy based on a science-based target. As part of ongoing integration of nature and climate within our environmental strategy, we continue gathering data and planning across key areas, including green IT, sustainable buildings, air pollution, water and waste management, and our impact on nature. Read more about our integrated response to broader environmental risks and impact management in the "Risk and impact management" section of the <a href="#">EY Value Realized Report 2025</a> .
<b>c.</b> <b>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</b>	Our integrated response to the environmental risks and opportunities begins with our robust, science-based targets to meet stakeholder expectations for action by our global network, one of the largest professional services organizations, and to contribute to the achievement of Paris-aligned and Montreal-aligned goals for the environment. As part of our ongoing integration of nature and climate within our environmental strategy, we continue gathering data and planning across key areas, including green IT, sustainable buildings, air pollution, water and waste management, and our impact on nature. Read more about our integrated response to broader environmental risks and impact management in the "Risk and impact management" section of the <a href="#">EY Value Realized Report 2025</a> .

## TCFD PILLAR

## Metrics and targets

TCFD recommendations	Reporting details and location in the EY Switzerland report
<b>a.</b> <b>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</b>	The EY Global Environment Strategy published in FY25 is the second five-year phase of our strategy guiding us to FY30 in the context of long-term 2050 goals. Over the next five years, these commitments are focused on halving scope 1,2 and 3 GHG emissions compared to FY19, achieving 100% renewable electricity procurement, reducing the impact on travel, strengthening collaboration across our value chain and focused action on nature. Disclosed metrics can be found in the sections: Our footprint, <a href="#">page 95</a> , and Environmental value, <a href="#">page 144</a> .
<b>b.</b> <b>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</b>	Detailed data on EY Switzerland's Scope 1, Scope 2 and applicable Scope 3 GHG emission are mentioned in the sections: Our footprint, <a href="#">page 95</a> , and Environmental value, <a href="#">page 144</a> . The related risks are discussed in the sections: Considering climate risk and opportunities, <a href="#">page 90</a> .
<b>c.</b> <b>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</b>	EY Global Environment Strategy updates our science-based target and evolves our plans in line with global standards and frameworks to build on the progress already made. This includes both a near-term target to halve emissions by FY30 and deep, sustained emissions reductions over time to achieve net zero by FY50 (90% GHG emissions reduction), both against an FY19 baseline. Read more about our globally achieved milestones in the <a href="#">EY Value Realized Report 2025</a> .

# Basis of reporting for greenhouse gas emission estimation

GHG emissions are calculated in line with the EY global carbon footprint methodology. This is based on the GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). The GHG emissions are reported in line with EY's financial year, which runs from 1 July to 30 June. We collected and consolidated the data for all our offices in

Switzerland and Liechtenstein, representing 100% of our Swiss member firm headcount. We estimate our Scope 1, 2 and 3 emissions by multiplying the activity data of the environmental indicator and the relevant emission factor for the activity. These emissions are reported in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), which considers the impact of the greenhouse gases carbon dioxide, methane, and nitrous oxide and hydrofluorocarbons.

## 1. Estimation of Scope 1 emissions

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### 1.1 Refrigerant emissions

Scope 1 emissions encompass the estimated fugitive emissions associated with the refrigerant gases R-410A, R-404A and R-134a used in HVAC systems.

<b>Method</b>	Site-specific method
<b>Definition</b>	Emissions from HVAC systems resulting from the leakage and refill service of refrigerant gases over the operational life of the equipment.
<b>Activity data</b>	The activity data encompasses the number and type of HVAC equipment present in each location to obtain refrigerant gas recharged into the HVAC system.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>Where no maintenance reports are available, we have assumed a max. of 0.8 kg capacity of refrigerants for our HVAC systems which will need a refill every three years.</li> <li>We assume that a HVAC system of 1 TR capacity requires 1kg so it's R-410A/R-134a/R-404A.</li> </ul>
<b>Source of emission factors considered</b>	Percentage of leakage: UNDP Montreal Protocol (2022) (Refrigerant and other) emission factors: DEFRA/BEIS 2025

### 1.2 Stationary combustion

Scope 1 emissions encompass the estimated emissions associated with heating natural gas consumption for five EY offices.

<b>Method</b>	Site-specific method
<b>Definition</b>	Emissions from heating system fueled by natural gas, operated by our landlords in offices, controlled by EY but not owned by EY.
<b>Activity data</b>	The activity data encompasses the natural gas consumed by the offices for providing heating system.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>We receive annual invoices from our landlords for gas consumption for heating at five offices. This annual billing cycle does not match our reporting period for three of our five offices heated with gas. Taking a conservative approach for those three offices, we consider the consumption for the invoicing period and financial reporting period to be the same as there have been no significant changes in our operations.</li> <li>In FY25, we are yet to receive gas consumption data for three of five offices. Due to unavailability of gas consumption data, we have taken a conservative approach and considered gas consumption for FY25 and FY24 to be equal as there have been no significant changes in our operations for Vaduz, St. Gallen, and Lucerne.</li> <li>For the office in Vaduz with reduced area, we assumed proportional reduced consumption for FY24 and FY25 from FY23 consumption data.</li> <li>Zug office has reduced office area in March 2024. Accordingly, we have assumed a proportionate reduction in consumption in FY25.</li> <li>For the locations, where the renewable and non-renewable split of energy source is unavailable, we have considered the source as non-renewable.</li> </ul>
<b>Source of emission factors considered</b>	Switzerland (natural gas) emission factor: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

## 2. Estimation of Scope 2 emissions

### 2.1 Purchased electricity from power utility companies

<b>Method</b>	Location-based and market-based method
<b>Definition</b>	Emissions resulting from electricity generation for use within the offices controlled by EY but not owned by EY.
<b>Activity data</b>	The activity data encompasses the electrical energy consumption (with renewable and non-renewable split from FY23 onwards) in kWh in all our offices received from the power utility company.
<b>Assumption</b>	In Vaduz, electricity is not procured from power companies but provided by the landlord, hence to calculate market-based emission from grid we use location-based product mix emission factor derived from KBOB.
<b>Source of emission factors considered</b>	Grid (electricity generation) market-based and location-based emission factor for Switzerland: KBOB – Ökobilanz-daten im Baubereich 2009-1-2022 version 7. Same emission factor has been assumed for Liechtenstein. FY19-FY22: considered KBOB and FY23-FY25: considered as per power company provided emission factors/energy mix. We have received the market-based mix from the supplier and applied WTT, T&D, WTT of T&D split as per the DEFRA suggested split and calculated the emission factors.

### 2.2 Purchased electricity from landlord

<b>Method</b>	Location-based and market-based method
<b>Definition</b>	Emissions resulting from the use of electricity purchased from the landlord for ancillary services such as heating, cooling, ventilation and water treatment and provision.
<b>Activity data</b>	The activity data encompasses the electrical energy consumption (with renewable and non-renewable split from FY23 onwards) in kWh for ancillary services in all our offices received from our landlords.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>▪ We receive annual invoices from our landlords for electrical energy consumption. This annual billing cycle does not match our reporting period for 6 of our 11 offices. Taking a conservative approach for those 6 offices (Zurich, Basel, Geneva, Lucerne, Zug and Vaduz), we consider the electrical energy consumption for the invoice period and financial period to be the same as there have been no significant changes in our operations.</li> <li>▪ We have not received electricity consumption data for these 6 locations for FY25. Due to unavailability of electricity consumption data for these offices in FY25, we have taken a conservative approach and considered consumption for FY25 and FY24 to be equal as there have been no significant changes in operations for these locations except Zug.</li> <li>▪ For the office in Vaduz with reduced area, we assumed proportional reduced consumption for FY24 from FY23 and FY25.</li> <li>▪ The Zug office decreased its office area in March 2024. As a result, a corresponding reduction in consumption has been projected for FY25.</li> </ul>
<b>Source of emission factors considered</b>	Location-based and market-based emission factors Switzerland: Ökobilanzdaten im Baubereich 2009-1-2022 version 7. Same emission factors have been assumed for Liechtenstein. For FY19 to FY22, KBOB values were used, while for FY23 to FY25, landlord-provided emission factors and energy mix were considered.

### 2.3 Purchased cooling from landlord

<b>Method</b>	Location-based and market-based method
<b>Definition</b>	Emissions resulting from the use of cooling from the landlord for air conditioning purposes
<b>Activity data</b>	The activity data encompasses the cooling energy consumption (with renewable and non-renewable split from FY23 onwards) in kWh in our offices received from our landlords.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>▪ We receive annual invoices from our landlords for cooling energy consumption. This annual billing cycle does not match our reporting period for 7 of our 11 offices. Taking a conservative approach for those 7 offices, we consider the cooling energy consumption for the invoicing period and financial reporting period to be the same as there have been no significant changes in our operations.</li> <li>▪ We have not received cooling energy consumption data for these 7 locations for FY25. Due to unavailability of electricity consumption data for these offices in FY25, we have taken a conservative approach and considered consumption for FY25 and FY24 to be equal as there have been no significant changes in operations for these locations except Zug.</li> <li>▪ For the new office in Vaduz with reduced area, we assumed proportional reduced consumption for FY24 and FY25 from FY23.</li> <li>▪ Zug office has reduced office area in March 2024. Accordingly, we have assumed a proportionate reduction in consumption in FY25.</li> </ul>
<b>Source of emission factors considered</b>	Location-based and market-based emission factors Switzerland: KBOB - Ökobilanzdaten im Baubereich 2009-1-2022 version 7. Same emission factors have been assumed for Liechtenstein. For FY19 to FY22, KBOB values were used, while for FY23 to FY25, landlord-provided emission factors and energy mix were considered.

## 2. Estimation of Scope 2 emissions

### 2.4 Purchased heat (district heating) from landlord

Method	Location-based and market-based method
Definition	Emissions resulting from the use of heating electricity (district heating) purchased from the landlord for use within the offices controlled by EY but not owned by EY.
Activity data	The activity data encompasses the heating energy consumption (with renewable and non-renewable split from FY23 onwards) in kwh in our offices received from our landlords.
Assumption	<ul style="list-style-type: none"> <li>We receive annual invoices from our landlords for heating energy consumption. This annual billing cycle does not match our reporting period for 5 of our 11 offices. Taking a conservative approach for those 5 offices, we consider the heating energy consumption for the invoicing period and financial reporting period to be the same as there have been no significant changes in our operations.</li> <li>Consequently, we have received heating energy consumption data for 5 out of 11 offices that use district heating for FY23. Due to unavailability of heating energy consumption data for remaining offices in FY25, we have taken a conservative approach and considered heat energy consumption for FY25 and FY24 to be equals as there have been no significant changes in our operations.</li> </ul>
Source of emission factors considered	Switzerland (district heating) emission factor: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

## 3. Estimation of Scope 3 emissions

We follow the Scope 3 standard of the GHG Protocol to monitor and quantify our Scope 3 emissions. As part of setting our science-based target, EY globally identified relevant Scope 3 activities and categories to report on.

### 3.1 Purchased good and services

EY included in the updated SBTi category 1 "Purchased goods and services", which will be incorporated in our footprint for the first time in FY26.

### 3.2 Capital goods

N/A: Not included yet in our science-based target. Not applicable to the nature of our business.

### 3.3 Fuel and energy-related activities

This includes our upstream emissions related to electricity and heat generation and emissions associated with transmission and distribution (T&D) loss.

#### 3.3.1 Upstream emissions related to natural gas generation

Method	Site-specific method
Definition	This accounts for emissions associated with natural gas generation extraction, refining and transportation used by our offices for heating energy.
Activity data	The activity data encompasses natural gas consumed for heating.
Assumption	We assume that the ratio of WTT, T&D and WTT T&D for the emission factors of KBOB are the same as for the DEFRA emission factors splits.
Source of emission factors considered	Switzerland (natural gas WTT) emission factor: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

## 3. Estimation of Scope 3 emissions

### 3.3.2 Transmission and distribution losses related to electricity supply

<b>Method</b>	Location-based and market-based average method
<b>Definition</b>	This accounts for emissions associated with the electrical energy lost during supply of electricity from the electric supply company to our offices.
<b>Activity data</b>	The activity data encompasses the electrical energy loss in T&D.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>▪ We have considered T&amp;D loss factors for the calendar year 2021 from IEA databases. For the FY25 estimation, we have used IEA 2021 emission factors due to unavailability of updated 2025 data.</li> <li>▪ T&amp;D loss factors for Switzerland and Liechtenstein are assumed to be the same.</li> <li>▪ We assume that the ratio of WTT, T&amp;D and WTT T&amp;D for the emission factors of KBOB are the same as for the emission factors of DEFRA and have calculated the KBOB emission factor accordingly.</li> </ul>
<b>Source of emission factors considered</b>	UK electricity (T&D loss): DEFRA 2025 emissions database. T&D loss % (IEA): IEA 2021. T&D Emission factor: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

### 3.3.3 Transmission and distribution losses related to supply of heating energy (district heating)

<b>Method</b>	Site-specific method
<b>Definition</b>	This accounts for emissions associated with the heating energy (district heating) lost during supply of heat from the source of generation to our office.
<b>Activity data</b>	The activity data encompasses the heating energy loss in district heating distribution.
<b>Assumption</b>	<ul style="list-style-type: none"> <li>▪ We have used for each financial year the respective T&amp;D loss factor of UK DEFRA/BEIS.</li> <li>▪ T&amp;D loss factors for Switzerland and Liechtenstein are assumed to be the same.</li> <li>▪ We assume that the ratio of WTT, T&amp;D and WTT T&amp;D for the emission factors of KBOB are the same as for the emission factors of DEFRA and have calculated the KBOB emission factors accordingly.</li> </ul>
<b>Source of emission factors considered</b>	T&D loss %: UK DEFRA/BEIS 2025 T&D Emission Factor: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

### 3.3.4 Upstream emissions related to electricity generation and T&D loss

<b>Method</b>	Site-specific method
<b>Definition</b>	Upstream emissions related to electricity generation are emissions associated with extraction, refining and transportation of primary fuels before their use in the generation of electricity.
<b>Activity data</b>	The activity data encompasses the electrical energy consumed and the losses occurring in the transmission and distribution.
<b>Source of emission factors considered</b>	We assume that the ratio of WTT, T&D and WTT T&D for the emission factors of KBOB are the same as for the emission factors of DEFRA and have calculated the KBOB emission factor accordingly: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

### 3.3.5 Upstream emissions related to heating generation and T&D loss

<b>Method</b>	Location-based method
<b>Definition</b>	Upstream emissions related to heat generation are emissions associated with extraction, refining and transportation of primary fuels before their use in the generation of heat.
<b>Activity data</b>	The activity data encompasses the heat energy consumed and the losses occurring in the distribution.
<b>Assumption</b>	We assume that the ratio of WTT, T&D and WTT T&D for the emission factors of KBOB are the same as for the emission factors of DEFRA and have calculated the KBOB emission factor accordingly: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.
<b>Source of emission factors considered</b>	KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7.

## 3. Estimation of Scope 3 emissions

### 3.4 Upstream transportation and distribution

N/A: Not included yet in our science-based target.

### 3.5 Waste disposal

Method	Average data method
Definition	Emissions from third-party disposal and treatment of waste generated including transportation of waste. This includes hazardous waste and non-hazardous waste categories.
Activity data	The activity data encompasses the average quantity of waste recycled and combusted.
Assumptions	<ul style="list-style-type: none"> <li>Actual waste data, which is only available for the Zurich office, is extrapolated based on the waste generated per full-time equivalent in the Zurich office to estimate total waste generated at all offices by overall full-time equivalent count.</li> <li>We assume the waste treatment procedures at all operations are the same as those of our Zurich office.</li> <li>For e-waste, there is one large collection drive that occurs in April-May. FY24 onwards, we have incorporated light-bulbs, tube lights into the hazardous e-waste recycled category.</li> </ul>
Source of emission factors considered	Waste Disposal: DEFRA/UKBEIS 2025 emissions database.
Exclusions	Emissions from wastewater treatment are not accounted for in our estimation.

### 3.6 Business travel

This includes emissions associated with employee transport and hotel stays for business reasons.

#### 3.6.1 Business travel related emissions

Method	<ul style="list-style-type: none"> <li>Where available distance-based method</li> <li>Where not, spend-based method</li> </ul>
Definition	Emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses and passenger cars including emissions associated with extraction, refining and transportation of the raw fuels before they are used to power the transport mode.
Activity data	Activity data encompasses the distance traveled from travel agencies or derived based on spend in our financial accounting systems.
Assumption	<ul style="list-style-type: none"> <li>We have considered the cost per km traveled by road derived from available data on cost and distance traveled for a sample population of employees for FY25.</li> <li>We have considered the cost per km traveled on SBB railways for FY25.</li> <li>Air travel data has been received in km, separated into long haul (&gt;3700 kms), short haul (&lt;3,700 kms) and domestic air travel (flights within countries) and into the classes coach, premium economy, business and first.</li> </ul>
Source of emission factors considered	<ul style="list-style-type: none"> <li>Emission factors for business air travel: Mobitool-Faktoren v. 3.0</li> <li>Emission factors for business travel – cars, taxi and rail: Mobitool-Faktoren v. 3.0</li> <li>WTT conversion factor for employee business travel (extraction, refining and transportation of the raw fuels before they are used to power the transport mode) – air, cars, taxi, rail: Mobitool-Faktoren v. 3.0</li> </ul>

#### 3.6.2 Hotel stays

Method	Actual data used
Definition	Emissions associated with overnight hotel stays during business trips.
Activity data	We obtained EY employees' travel hotel report data for the number of nights spent in each country.
Assumptions	In cases where emission factors are unavailable for a country, we used region-wise average from the available emission factors for the relevant countries.
Source of emission factors considered	Hotel stay emission factors: DEFRA/UKBEIS 2025 emissions database.

### 3.7 Employee commute

<b>Method</b>	Distance-based method
<b>Definition</b>	Emissions from the transportation of employees between their homes and work sites, including emissions associated with extraction, refining and transportation of the raw fuels before they are used to power the transport mode.
<b>Activity data</b>	The activity data encompasses the distance traveled by employees on each mode of transport.
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>▪ The total percentage of hours worked from home in FY25 is 76% while 24% of hours were spent in the office. Data basis is the average of annual daily employees present in 11 offices.</li> <li>▪ We have not considered the data on the share of work at our clients' site, as we assume it is accounted for in business travel, hence emissions are included in the share of working from home with corresponding assumptions applied to estimate those emissions.</li> <li>▪ We conducted an employee commuting survey in FY22 and FY25 to capture employee habits as a basis for this estimation as per GHG protocol – distance-based method. We surveyed one-way distance traveled by an employee between home and office and the share of each mode of transport used to commute.</li> <li>▪ All assumptions for operation in Switzerland are applicable for Liechtenstein.</li> <li>▪ Based on the survey data of FY22, we have determined that the average distance (2-ways) per employee is 47 km. We assume that this average distance is consistent for FY19, FY20, FY21, FY23 and FY24.</li> <li>▪ For FY25, the average distance (2-ways) per employee is 29 km based on FY25 survey data.</li> </ul>
<b>Source of emission factors considered</b>	<ul style="list-style-type: none"> <li>▪ The emission factors for employee commuting, including cars, motorbike, taxi, rail and buses were sourced from Mobitool-Faktoren v.3.0, which is a database containing processed environmental data and emission factors (2023).</li> <li>▪ Where Mobitool did not provide average emissions, we have calculated the average emissions of all available modes of transportation in one category.</li> <li>▪ WTT conversion factor for employee commuting, encompassing the extraction, refining and transportation of the raw fuels before they are used to power various mode of transportation such as cars, motorbikes, rail and buses, was also obtained from Mobitool-Faktoren v.3.0.</li> <li>▪ To calculate the Scope 3 emissions for employee commuting, we considered the factors road usage, wear and tear, exhaust maintenance and disposal.</li> </ul>

### 3.7a Remote working

<b>Method</b>	Average data method
<b>Definition</b>	These includes emissions pertaining to working from home, including emissions associated with extraction, refining and transportation of the raw fuels before they are used to power home heating systems, electronic devices and the lightning systems.
<b>Activity data</b>	The activity data encompasses the electrical energy consumption and heat energy consumption of our employees, attributed to remote working.
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>▪ The total percentage of hours worked from home in FY25 is 76% while 24% of hours were spent in the office. Data basis is average of annual daily personnel present in 11 offices. Our approach takes a conservative stance by assuming that any employee not present in the office is working from home. Therefore, employees working on client sites are classified as remote due to data limitations, which contributes to a higher overall emissions estimate.</li> <li>▪ We have adopted the EcoAct 2020 homeworking emissions whitepaper to estimate emissions related to remote working. There has been no updated source to use.</li> <li>▪ We have referred to the survey of the Federal Statistical Office on the energy sources of residential buildings to obtain the assumption on the share of each heat energy source such as heating oil, natural gas, wood, district heat, electricity, electric heat pumps and solar energy in Switzerland. This is applicable for Liechtenstein.</li> <li>▪ We assume employees require six months of heat supply to their homes in a year.</li> <li>▪ All assumptions for operations in Switzerland are applicable for Liechtenstein as well.</li> <li>▪ For FY25, we used the emission factor of KBOB 2009-2022 version 7 adjusted to exclude WTT, T&amp;D, WTT T&amp;D calculated in the ratio of DEFRA emission factors. Updated the previous year's data tool in the same manner.</li> </ul>
<b>Source of emission factors considered</b>	<ul style="list-style-type: none"> <li>▪ Emission related to home working: EcoAct (2020)</li> <li>▪ T&amp;D Loss % (IEA): IEA 2021</li> <li>▪ District heating, fuel oil, electric heat pumps, natural gas, solar and wood: Switzerland emission factors calculated from: KBOB – Ökobilanzdaten im Baubereich 2009-1-2022 version 7. For FY25 we used the emission factor of KBOB 2009-2022 version 7 adjusted to exclude WTT, T&amp;D, WTT T&amp;D calculated in the ratio of DEFRA emission factors.</li> <li>▪ Percentage share of heating energy in Switzerland: Federal Statistical Office (2024).</li> </ul>

### 3. Estimation of Scope 3 emissions

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#### 3.8 Upstream leased assets

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N/A: Not included.

#### 3.9 Downstream transportation and distribution

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N/A: EY is a service provider and therefore does not sell any products.

#### 3.10 Processing of sold products

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N/A: EY is a service provider and therefore does not sell any products.

#### 3.11 Use of sold products

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N/A: EY is a service provider and therefore does not sell any products.

#### 3.12 End-of-life treatment of sold products

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N/A: EY is a service provider and therefore does not sell any products.

#### 3.13 Downstream leased assets

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N/A: EY does not lease out assets to other entities.

#### 3.14 Franchises

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N/A: EY does not operate franchises.

#### 3.15 Investments

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N/A: Not included yet in our science-based target.



# ASSURANCE REPORT



+41 41 769 50 00

info@avanta.ch

www.avanta.ch

To the Management Committee of  
Ernst & Young Ltd, Basel

Zurich, 12 December 2025

## Report of the Independent Auditor on EY Switzerland's Sustainability Report 2025

### Our engagement

You engaged us to perform a limited review of the EY Switzerland Sustainability Report 2025 (hereinafter: "Report") for the period from 1 July 2024 to 30 June 2025 based on the Global Reporting Initiative (GRI) Guidelines. Our engagement did not include a review of forward-looking statements.

### Criteria

We reviewed the Information in the Report against the following criteria (hereafter: „criteria“) applicable for the reporting period from 1 July 2024 to 30 June 2025:

- Financial Value,
- Greenhouse gas emissions and
- GRI Sustainability Reporting Guidelines.

We chose to focus on these core criteria, which we believe are a suitable basis for our review.

### Responsibility of the Management Committee of Ernst & Young Ltd

The Management Committee of Ernst & Young Ltd is responsible for preparing the Report and the Information contained therein with reference to the criteria. This responsibility includes developing, implementing, and safeguarding internal controls of material importance for preparing a Report that is free from material misstatements. This responsibility includes selecting and applying suitable reporting standards, as well as measurement methods and estimates deemed suitable in view of the circumstances.

### Independent Auditor's responsibility

Our responsibility is to express a conclusion on the Information disclosed in the Report based on our review to obtain limited assurance. We have planned and performed our engagement in accordance with the International Federation of Accountants' International Standard (ISAE 3000) for Assurance Engagements other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform the limited review to obtain limited assurance whether the Information complies with the criteria. Further, our firm applies the International Standard on Quality Control (ISQC1), issued by the International Federation of Accountants (IFAC), which deals with a firm's responsibilities for its system of quality control for audits and reviews of financial statements and other assurance and related services engagements. We also complied with the Code of Ethics for Professional Accountants, issued by the IFAC, which includes requirements in relation to our independence. In accordance with the

# ASSURANCE REPORT



engagement letter, our duty of care for this engagement only extends to the Management Committee of Ernst & Young Ltd.

## Our approach

Our procedures were planned to obtain limited assurance as a basis for our conclusion. The scope of work to obtain evidence is reduced compared to the scope required to obtain reasonable engagement assurance and therefore a lower degree of audit assurance is obtained. We have performed all the procedures required to ensure a suitable and sufficient basis for our conclusion. Within the scope of our engagement, we obtained evidence on a sample basis considering materiality and assurance engagement risk to obtain limited assurance on the compliance of the Report with the criteria. The nature and scope of our work, including appropriate samples, were based on our professional judgment used in forming our conclusion. The performance of our engagement included the following procedures:

- Assessing the appropriateness of the underlying criteria and its consistent application,
- Interviews with employees responsible for preparing the Report to assess the processes involved in drawing up the Report, the reporting system, the methods used to obtain and process data, as well as internal controls to the extent relevant for a review of the Report,
- Analytical considerations and enquiries regarding the collection and reporting of quantitative information. In addition, we reconciled disclosed figures with supporting evidence of the sections "Report highlights" and "Additional facts & figures" of the Report but not for other sections of the Report,
- Review of the financial value in accordance with the Audit Report 2025 of Ernst & Young AG,
- Review of the greenhouse gas (GHG) emissions, with focus on other indirect GHG emissions (Scope 3),
- Review of the application of the GRI guidelines with reference to the GRI Standard, further we reconciled the GRI standards of the "GRI Index with UN SDG mapping" with the specific disclosures (respectively with the text) in the Report and reviewed if the disclosures comply with the requirements of the GRI Standards and
- Evaluation of the overall view of sustainability information provided in the Report.

## Our conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Report for the reporting period ending on 30 June 2025 does not comply, in all material respects, with the specified criteria.

Avanta Audit Ltd

In accordance

A handwritten signature in blue ink, appearing to read "P. Rüegsegger".

Peter Rüegsegger  
Licensed audit expert

A handwritten signature in blue ink, appearing to read "S. Zünti".

Severin Zünti  
Licensed audit expert

# Glossary

<b>AI</b>	Artificial intelligence
<b>ArGV 2</b>	Ordinance 2 on Swiss Labor Law (Verordnung 2 zum Arbeitsgesetz)
<b>BAU</b>	Business as usual
<b>BoD</b>	Board of Directors
<b>CSRD</b>	Corporate Sustainability Reporting Directive (CSRD)
<b>CR</b>	Corporate responsibility
<b>DMA</b>	Double materiality assessment
<b>DE&amp;I</b>	Diversity, equity and inclusiveness
<b>EFRAG</b>	European Financial Reporting Advisory Group
<b>ESG</b>	Environmental, social, governance
<b>ESGS</b>	Environmental, Social, Governance Services (EY procurement division)
<b>ESRS</b>	European Sustainability Reporting Standards
<b>EW</b>	Europe West
<b>EYG</b>	Ernst & Young Global Limited
<b>FCOS</b>	Federal Coordination Commission for Occupational Safety
<b>FSO</b>	Financial Services Organization
<b>FTES</b>	Full-time equivalent
<b>FY</b>	Financial year
<b>GenAI</b>	Generative AI
<b>GHG</b>	Greenhouse gas
<b>GRI</b>	Global Reporting Initiative
<b>HVAC</b>	Heating, ventilation and air conditioning systems
<b>IRO</b>	Impacts, risks and opportunities
<b>LCE</b>	Low carbon economy
<b>LEAP</b>	Locate, evaluate, assess, prepare
<b>LGBTQI+</b>	Lesbian, gay, bisexual, transgender, queer and intersex
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>PFETY</b>	Pension Fund Ernst & Young
<b>RFI</b>	Request for information
<b>RFP</b>	Request for proposal
<b>RM</b>	Risk management
<b>SBT</b>	Science-based target
<b>SBTi</b>	Science Based Targets Initiative
<b>SDG</b>	Sustainable Development Goals
<b>SMC</b>	Swiss Management Committee
<b>SQM</b>	System of quality management
<b>STEM</b>	Science, technology, engineering and mathematics
<b>SUVA</b>	Swiss National Accident Insurance Fund
<b>T&amp;D</b>	Transmission and distribution
<b>tCO2e</b>	tonnes (t) of carbon dioxide (CO2) equivalent (e)
<b>TCFD</b>	Task Force on Climate-related Financial Disclosures
<b>TNDF</b>	Taskforce on Nature-related Financial Disclosures
<b>TR</b>	tons of refrigeration
<b>UN</b>	United Nations
<b>UNGC</b>	United Nations Global Compact
<b>UVG</b>	Mandatory accident insurance
<b>WTT</b>	Well-to-tank

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Ernst & Young Ltd  
Aeschengraben 27  
4051 Basel  
+41 586 31 11  
[ey.com/en\\_ch](http://ey.com/en_ch)

## Responsible

Robin Errico

## Project management and contact

Schamim Hamzian  
[cr@ch.ey.com](mailto:cr@ch.ey.com)

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## Notes

Every care has been taken to ensure that we do not exclude any gender in the terms used in this report.

This report is published in English only.

Please note that figures in this report have been rounded. This can lead to minor differences compared to the actual amounts.



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