

# Asia-Pacific Operating Executive Diversity, Equity and Inclusiveness Statement

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

Diversity, equity, and inclusiveness (DE&I) are core to who we are, how we work and how we live our values. We hold a collective commitment to continue to drive an environment where all differences are valued, practices are equitable and everyone can experience a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day.

## About this statement

The EY Asia-Pacific Area Operating Executive (AOE) has signed this statement to demonstrate our commitment to leading inclusively and elevate our focus and accountability around diversity, equity and inclusiveness (DE&I). DE&I are key to the EY ambition and strategy to shape the future with confidence, together.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teams. Including varying points of view in our decision-making, operations and actions is fundamental to creating new value for EY people, clients and stakeholders. This helps us to live our values and fulfil the EY purpose of building a better working world. Together through this, we demonstrate our organization's distinctiveness in navigating clients' most complex challenges, build trusted relationships across differences, enable equitable experiences for EY people that support their future needs and career expectations, and help deliver positive impact in our communities.

Diversity is about differences. At EY, we think about differences broadly, across a wide range of dimensions, such as nationality, language, education, gender and gender identity/expression, sexual orientation (as outlined in the LGBTQ+ principles), generation, age, socio-economic background, religious background, abilities and disabilities, as well as identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to working and thinking styles, experiences, career paths, technical skills, geography, service line, sector and function.

Equity is about recognizing that everyone has different starting points and different needs. Based on their backgrounds and identities, everyone faces different levels of structural and systemic advantages and disadvantages that impact access to resources, perception and evaluation, and sense of belonging in and out of the workplace. At EY, we have a specific commitment to advancing social equity. This includes working to remove barriers that impede equal outcomes across different backgrounds and identities – and proactively, continually addressing environments that do not support an inclusive experience for everyone. EY is committed to providing the tools, resources and environment that all EY professionals need to be successful and build meaningful careers.

Inclusiveness is about leveraging our differences, where everyone can experience a sense of belonging and feels safe to surface many aspects of who they are and bring forward their perspectives and ideas.

The AOE is committed to driving the strategy, policies and accountability to build and sustain a diverse global workforce, equitable processes and systems, and an inclusive environment where everyone can contribute their best in every encounter. This includes the executive leadership level. As such, the AOE will strive to ensure that the broad range of differences across EY are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the AOE.



**EY**

Shape the future  
with confidence

**Patrick Winter**  
EY Asia-Pacific Area  
Managing Partner

**Yew-Poh Mak**  
EY Asia-Pacific Deputy  
Area Managing Partner

**Mike Wright**  
EY Asia-Pacific Area  
Managing Partner,  
Assurance

**Iain Burnet**  
EY Asia-Pacific Area  
Managing Partner,  
Consulting

**Shannon Cotter**  
EY Asia-Pacific Area  
Managing Partner,  
Strategy and Transactions

**Eng Ping Yeo**  
EY Asia-Pacific Area  
Managing Partner, Tax

**Walter Tong**  
EY Asia-Pacific Area  
Managing Partner,  
Accounts

**Claire Cardno**  
EY Asia-Pacific Area  
Managing Partner, Risk  
Management

**Nobuko Kobayashi**  
EY Asia-Pacific Area  
Managing Partner,  
Strategy Execution

**Tokuya Takizawa**  
EY Asia-Pacific Area  
Managing Partner,  
Sustainability

**Michael Wong**  
EY Asia-Pacific Area  
Managing Partner, Talent

**Nam Soon Liew**  
EY ASEAN Regional  
Managing Partner

**Jonathan Zhao**  
EY Asia-Pacific Regional  
Managing Partner,  
Financial Services Office

**Jack Chan**  
EY Greater China Regional  
Managing Partner

**Moriaki Kida**  
EY Japan Regional  
Managing Partner

**Yong-Keun (Ken) Park**  
EY Korea Regional  
Managing Partner

**David Larocca**  
EY Oceania Regional  
Managing Partner

**Holly McGhee**  
EY Asia-Pacific Diversity, Equity and Inclusiveness Leader

Sponsored and led by:

# Asia-Pacific Operating Executive Diversity, Equity and Inclusiveness Statement

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



## Asia-Pacific Area Operating Executive Diversity, Equity and Inclusiveness Statement - LGBTQ+ Principles

This document details principles that relate to activating our EY value of inclusiveness specifically in the context of the Lesbian, Gay, Bisexual, Transgender and Queer community (LGBTQ+) and apply to all member firms within the Asia-Pacific Area. It has been adopted into the Statement from 1<sup>st</sup> July 2024.

LGBTQ+ Partners and Employees are present throughout the EY Asia-Pacific network and have the right to feel safe, respected and included when at work, regardless of the country in which they are based.



- 1. Leaders at EY will uphold a commitment to inclusiveness for all people, including members of the LGBTQ+ community.
- 2. When identifying suitable candidates for leadership roles, such as AOE positions, candidates' attitudes towards DE&I and LGBTQ+ allyship will be considered.
- 3. Leaders will support the achievement of the principles in this document.

- 1. All EY Asia-Pacific member firm Partners and Employees will receive emails, Daily News Articles or communications from the Asia-Pacific Unity mailbox or members of the Area Operating Executive on matters relating to LGBTQ+ inclusion.
- 2. All EY Asia-Pacific member firm Partners and Employees will be able to access the Asia-Pacific Unity SharePoint, or other Asia-Pacific wide, Global or Regional resources relating to LGBTQ+ inclusion.

- 1. All EY Asia-Pacific member firm Partners and Employees will be able to access DE&I training that includes LGBTQ+ inclusion content, including Allies training and other LGBTQ+ DE&I training that may be created.

- 1. All EY Asia-Pacific member firm Partners and Employees will be able to join the Asia-Pacific Unity network and their Regional or Country Unity network if one exists.
- 2. All EY Asia-Pacific member firm Partners and Employees have the right to contact members of the Asia-Pacific Unity Steering Committee to have a confidential conversation.
- 3. All EY Asia-Pacific member firm Partners and Employees will be able to attend Asia-Pacific Unity in-person and virtual events, including Area, Region or Country celebrations of LGBTQ+ inclusive days or months (e.g. IDAHOTB Day, Pride month).

## EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](http://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](http://ey.com).

© 2025 EYGM Limited.  
All Rights Reserved.

EYG no. 000733-25Gb1  
ED None.

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

[ey.com](http://ey.com)