

BDO Assurance Report



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Independent Limited Assurance Report to EYGS LLP (“EYGS”) on EYGS’s selected ESG metrics of consolidated EY network wide data for the period 1 July 2023 to 30 June 2024 (“FY24”).

BDO LLP (“BDO” or “we”) were engaged by EYGS LLP (“EYGS”) to report on the consolidated EY network-wide performance against the selected ESG metrics, set out and defined further below in Appendix 1, for the period 1 July 2023 to 30 June 2024 (financial year 2024) (“the subject matter”) in accordance with EYGS’ basis of preparation (the “criteria”). We were engaged to report in the form of an independent limited assurance conclusion as to whether the applicable criteria have been met. Our work has been conducted in accordance with the International Standard on Assurance Engagements 3000 (Revised) and the International Standard on Assurance Engagements 3410.

Our review was limited to the metrics noted below in Appendix 1 and reported in the EY Value Realized Report 2024 and the EY Environment-Report 2024 (“EY Global Reports”), as referenced in EYGS’ reporting methodology within EYGS’ basis of preparation.

The performance in relation to the metrics in scope of our engagement is limited to operations of EYGS LLP and the EY network on a consolidated basis.

We have not performed any procedures with respect to other information or public disclosures made on metrics and performance.

EYGS’ Responsibilities

The LLP Designated Members of EYGS are responsible for the preparation of the subject matter in accordance with the criteria and associated disclosures within the EY Global Reports.

This responsibility includes the design, implementation, and maintenance of such internal controls as are determined necessary to ensure the subject matter is free from material misstatement, whether due to fraud or error, and for the prevention and detection of fraud. The LLP Designated Members are also responsible for identifying and ensuring that EYGS complies with laws and regulations applicable to its activities.

Our Responsibilities

We conducted the engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (“ISAE 3000”) and International Standard on Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements (“ISAE 3410”). The standard requires that we:

- Comply with the requirements of Parts A and B of the Code of Ethics for Professional Accountants, including independence, issued by the International Ethics Standards Board for Accountants (the IESBA Code);
- Implement quality control procedures that are applicable to the individual engagement in accordance with the requirements of the International Standard on Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements (ISQM 1); and
- Plan and perform our engagement to comply with the requirements of ISAE 3000 and 3410; which include obtaining sufficient evidence to provide limited assurance, over the subject matter for the period from 1 July 2023 to 30 June 2024 (“FY24”) in accordance with the criteria.

Scope of the Assurance Engagement

The procedures selected, and our determination of the nature, timing, and extent of these procedures, were dependent on our judgment, including an assessment of the risks of non-compliance with laws and regulation in the subject matter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations which we consider necessary in order to provide us with sufficient appropriate evidence to express a conclusion on the subject matter.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including the understanding of internal control, and the procedures performed in response to the assessed risks. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included, but were not limited to:

- Review and assessment of EYGS’ criteria to understand and identify risks of material misstatement in the EY Global Reports.
- Review and assessment of the systems, processes, and controls to collate, aggregate, validate and report on the subject matter.
- Discussions with key personnel responsible for the relevant process and the governance thereof.
- Documenting and understanding the key data sources.
- Review of the reasonableness of any information provided by EYGS.
- Analytical procedures and sample tests on collated data, verifying the accuracy of reporting by confirming back to source data and reperforming the metric calculation where applicable.
- Assessment of estimates and assumptions applied, and whether the rationale for these has been justified by EYGS.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion against the applicable criteria. While EYGS’ subject matter may be informed by the need to satisfy wider legal or regulatory requirements, the scope of work and our conclusions do not constitute assurance over compliance with those wider legal or regulatory requirements and is restricted to the identified subject matter in this report.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the subject matter for the period of 1 July 2023 to 30 June 2024 (as outlined in Appendix 1), has not been prepared, in all material respects, in accordance with the applicable criteria.

Inherent Limitations

Our opinion is based on historical information and the projection to future periods of any evaluation of the service description or subject matter, or conclusions on the controls or subject matter reviewed, would be inappropriate.

The following limitations are noted under ISAE 3410:

- ISAE 3410 recognises that Greenhouse Gas quantification process can rarely be 100 percent accurate due to:
 - Scientific uncertainty, arising from incomplete scientific knowledge about the measurement of the gases
 - Measurement uncertainty, arising from limitations in measurement techniques and the use of estimations.

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw, allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact accuracy and comparability. Greenhouse gas quantification is unavoidably subject to inherent uncertainty as a result of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Restriction of Use of Our Report

Our limited assurance report is made solely to EYGS LLP and designed to meet the agreed requirements specified by EYGS. Our limited assurance report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than EYGS for any purpose or in any context. Any party other than EYGS LLP who obtains access to our report or a copy thereof and choose to rely on our report (or any part thereof) will do so at their own risk. To the fullest extent permitted by law, we accept no responsibility and deny any liability to any party, other than EYGS LLP, for our work, for the limited assurance report, and for the conclusions we have reached.

DocuSigned by:

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BDO LLP
Chartered Accountants

55 Baker Street
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United Kingdom

2 October 2024

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

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Appendix 1: EYGS LLP’s FY24 performance against the metrics (the “subject matter”)

Environmental Metrics	EYGS LLP's FY24 Performance
Scope 1 total GHG emissions, tCO ₂ e (consisting of gas and car fleet)	19,000
Scope 2 (location-based) total GHG emissions, tCO ₂ e (consisting of electricity consumption)	136,000
Scope 2 (market-based) total GHG emissions, tCO ₂ e (consisting of electricity consumption)	49,000
Scope 3 total GHG emissions, tCO ₂ e (consisting of purchased goods and services, FERA, waste, business travel and employee commuting and homeworking only)	1,098,000 Scope 3 cat 1: 334,000 All other scope 3: 764,000
Greenhouse gas emission intensity ratios (per revenue and per employee)	
▶ Location based tCO ₂ /US\$000	0.0179
▶ Market based tCO ₂ /US\$000	0.0162
▶ Location based tCO ₂ /FTE	2.4
▶ Market based tCO ₂ /FTE	2.2
Total energy consumption (kWh)	364,900
Split per renewable sources (kWh)	223,600
Split per non-renewable sources (kWh)	141,300
Energy consumption intensity per revenue	0.0071
Total carbon credits (tCO ₂ e)	1,168,000
% per reduction	62
% per removal	38

“EY Ripples” Metrics	EYGS LLP's FY24 Performance
Number of participants in “EY Ripples”	168,942
Lives impacted by all Ripples activities	64,000,000
People Metrics	EYGS LLP's FY24 Performance
Gender diversity at the total Partners/ Principals and PPEDD levels	Total: 48% Women / 52% Men PPEDD: 29% Women / 71% Men Partners/Principals: 25% Women / 75% Men
Gender diversity of the “EY Global Practice” members	29% Women / 71% Men
Attrition rate / turnover at the total, women and men levels	Overall Attrition: 19.9% Male Attrition: 20.1% Women Attrition: 19.6%
% of women among new partners / principals	33%

People Metrics	EYGS LLP’s FY24 Performance
Gender split per rank reported across 13 ranks	Client Serving: Partner: 25% Women / 74.6% Men Executive Director: 31.2% Women / 68.7% Men Senior Manager: 38.4% Women / 61.6% Men Manager: 43.1% Women / 56.8% Men Senior: 46.5% Women / 53.4% Men Staff/Assistant: 51.9% Women / 47.9% Men Internal/CBS: Director: 50.3% Women / 49.6% Men Associate Director: 57.2% Women / 42.8% Men Assistant Director: 55.4% Women / 44.6% Men Supervising Associate: 58% Women / 42% Men Senior Associate: 61.1% Women / 38.9% Men Associate: 62.7% Women / 36.5 % Men Administrative: 85.7% Women / 14.1% Men
Formal learning hours delivered, per person, investment and expenditure per person	Learning Hours Delivered: 23.8m Learning Hours Per Person: 60.43 Total Investment In Training: \$354,048,783 Total Expenditure Per Full Time Employee (including travel): \$898.54
Average hours of formal learning per EY person by rank reported across 7 ranks	PPEDD: 45 Senior Manager/Associate Director: 42 Manager/Assistant Director: 52 Supervisory Associate/Senior Associate/Senior: 58 Staff/Assistant/Associate: 81 Intern: 66 Administrator: 12
Average hours of formal learning per EY person by gender	Male: 61 Female: 60 Overall: 60