



EY Ireland Societal Impact Report 2022



Our values

All EY people live by a set of shared values that define who we are.

These values are the fundamental beliefs of the EY organisation. They guide our actions and behaviour. They influence the way we work with each other, and the way EY professionals serve clients and engage with our communities.

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.

Our purpose

EY's purpose is *Building a better working world*.

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 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 - and will be the foundation for any future EY businesses.

Measuring our impact

This impact report is the first of its kind for EY Ireland. It uses quantitative metrics combined with qualitative disclosures aligned to best practice to measure how we generate societal value for our people, our clients and our wider communities and environment. To give transparency and make comparisons easy, we have adopted the World Economic Forum's International Business Council (WEF-IBC) metrics for measuring inclusive stakeholder capitalism. This will help us to report clearly on our environmental, social and governance performance for societal impact.

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Foreword from EY Ireland Managing Partner

Welcome to EY Ireland's first ever societal impact report. In it we explore how, over the past financial year, we've been working to create long-term value for a wide range of stakeholders including clients, our people, our suppliers and the communities we serve. We also set out how we are measuring progress against our ambitious long-term goals.

Creating long-term value is central to our vision, *Building a better working world*. That means developing solutions that help clients deliver better outcomes, investing in our people and giving back to the communities in which we live and work.

Measuring and reporting on progress beyond financial targets is an important way for us to hold ourselves accountable to these commitments. EY has adopted the World Economic Forum's International Business Council (WEF-IBC) metrics to measure our progress against the wider societal goals set out in the UN Sustainable Development Goals (SDGs).

We have also developed our own societal strategy which focuses on three pillars, Society, Prosperity and Planet, each of which is underpinned by a need for robust governance. As a people-led business, Society is a key area of focus, and where we believe we can create significant value.

The report is a Republic of Ireland (ROI) overview of our societal impact, however we operate as an island of Ireland (IOI) business and to understand the full scope of our business and our contribution to society, we make reference to both ROI and IOI contributions throughout the document.

Investing in people

The Society pillar covers our biggest asset – our EY people. This year we spent €3.1 million on coaching and learning opportunities for our colleagues, supporting graduates to gain professional qualifications and launching two new masters-level programmes. More than 1,800 EY Badges were

awarded, reflecting our emphasis on future-focused skills including cyber-security, strategy and transformation.

Our diversity, equity and inclusiveness (DE&I) networks continued to thrive, and our diversity targets across all our people processes enable us to track our progress. We are very focused on closing the gender pay gap and have created a detailed roadmap to help us achieve our goals of gender parity across our firm to director level, and 35% female representation in our Partnership.

Creating a truly inclusive environment means embracing difference, and I am proud of our industry-leading position on disability inclusion. I am also delighted with the ongoing success of our partnership with the Trinity Centre for People with Intellectual Disabilities, which provides meaningful work opportunities for people with intellectual disabilities. This is an initiative I care passionately about and hope to see scale at speed over the coming months.

Inclusion also means providing opportunities to have a positive impact on society. Our global EY Ripples programme has enabled many of our people to apply their skills, knowledge and experience to a range of initiatives including; the launch of the EY STEM app (designed to encourage girls to consider careers in science, technology, engineering and mathematics) and our Refugee Access Programme.

Unlocking economic opportunities

Our second pillar, Prosperity, looks at how we are delivering sustainable and inclusive growth, using our knowledge and expertise to help our clients capitalise on new opportunities and manage risk in a fast-changing and volatile world. Over the past year alone we have grown our business to reach revenue of €536 million on the Island of Ireland (€492m for EY in the Republic of Ireland), contributing €530 million to the island of Ireland's GDP and supporting, directly and indirectly more than 6,000 jobs.

To stay ahead and continue to provide our clients with the best possible support, we must embrace technology and innovation. Expanding our data and technology digital transformation capabilities is helping build trust by strengthening audit quality as well as creating new value opportunities for companies, government and entrepreneurs.

This year marks the 25th anniversary of our EY Entrepreneur Of The Year™ competition, which aims to drive and inspire the very best entrepreneurs. The introduction of a new category, the Sustainability Award, reflects the vital role entrepreneurs have to play in meeting sustainability challenges.

Reducing our environmental impact

The last pillar, Planet, focuses on our progress toward decarbonising our own business and helping our clients to

do the same. We've already achieved our goal of becoming carbon negative in 2021 and are currently on track to reach our net zero target in 2025.

As a provider of professional services, our focus is on reducing the impact of business travel and improving the efficiency of our offices. Our EY Hybrid flexible working policy, along with leveraging technologies to support remote meetings and co-working, is contributing to a significant reduction in emissions associated with travel and waste. We are also supporting clients with their sustainability goals through EY Carbon, a new client solution designed to support businesses in transforming to succeed in a net zero economy.

Looking to the future

I am proud of the progress we have made this year, but there is still much to do. Over the coming year, we intend to focus on extending the WEF-IBC metrics, developing additional targets and providing more information on both our successes and those areas where we could do more.

Indeed, EY itself is currently considering exciting plans to reshape the future of our profession. Earlier this year, EY leaders reached the decision to move forward with partner votes on a proposal to separate our firm into two distinct organisations. Partner votes will be held over the course of this financial year across our global network including here in the Republic of Ireland.

Should the outcome be to separate our business it will deliver two entities: one would be a global network of multidisciplinary member firms committed to assurance, tax and advisory services with all the capabilities required to deliver high-quality audits, serve the public interest, and focus on the CFO agenda and sustainability. The other would be a new global corporate organisation comprising Consulting, the majority of Tax, Strategy and Transactions, and managed services.

Of course, this proposal represents a significant change, but some things will remain the same. Both organisations will be value-focused and purpose-driven, and both will preserve the strong EY culture and commitment to DE&I, collaboration and teaming. I am proud of the leadership we are demonstrating and the bold course EY is charting. I look forward to the opportunities ahead, and to building an even better working world.



A handwritten signature in black ink, appearing to read 'F O'Keeffe'.

Frank O'Keeffe
EY Ireland Managing Partner

Introducing our strategy

Creating long-term value for all our stakeholders

SOCIETY

ROI employment

3,513

1,529

promotions/progressions

IOI employment

4,208

39 hours training

average per employee

48%

women in our workforce

41%

female equity partner admission in July 2022 (IoI)

27%

female equity partners (RoI)

340k

charity donations

797

volunteers in Ripples initiatives

70 wellbeing programmes

ROI - Republic of Ireland, IOI - Island of Ireland

PROSPERITY

Clarity of purpose

Building a better working world

6,080

IOI total employment supported

100+

wavespace™ sessions

580+

EOY Alumni

€536m

IOI direct revenue

7 Chambers

Collaborating with on the island of Ireland

75%

of alumni do business together

PLANET

Net zero

carbon target set for 2025

300

active eco innovators

56%

reduction in carbon footprint since FY19

Carbon negative

in 2021

#1

sustainability leader for outstanding work helping companies achieve sustainability goals, according to Verdantix

Our societal value strategy

We undertook detailed benchmarking and analysis to develop our societal value strategy. This had to align to our overall purpose as a firm - *Building a better working world* - which in turn aligns with EY Global approach to societal value. We held workshops with stakeholders at all levels from 17 competencies and functions across the Republic of Ireland firm, asking them to debate and validate the strategy. The result was a three-pillar approach to managing and measuring societal value: Society, Prosperity and Planet.

At the outset we had three core objectives:

- 1. Develop a societal value strategy for the firm.
- 2. Build a performance-measurement framework.
- 3. Report on our FY22 performance.

Our internal sustainability team was supported by our Climate Change and Sustainability Services (CCaSS) team. Governance of societal value reaches the top of the firm, with our managing partner, chief operating officer and CCaSS partner comprising the leadership team.

We used the WEF-IBC stakeholder capitalism framework as the basis for building our societal value strategy.

Our societal value pillars



Society

Invest in our people and our local communities. Create a sense of belonging where people feel culturally accepted, and are paid and treated equally.



Prosperity

Drive economic prosperity through employment, supporting productivity, initiating economic activity, and investing in entrepreneurs and innovation to unlock economic opportunities.



Planet

Reduce carbon emissions across our supply chain. Support clients with decarbonisation solutions and contribute to the development of nature-based solutions.

Underpinned by integrated governance within the foundation of each pillar

Measuring performance

We conducted extensive analysis to rate our performance. This involved assessing data quality and availability against 21 core and 34 expanded metrics from the WEF framework, 55 in total.

We engaged with the relevant service lines and business units across the firm to examine each metric, seeking to understand the sources of data and the processes, controls and governance around each. The results enabled us to build a holistic picture of our societal value performance, identify our strengths and weaknesses and develop a plan to drive long-term value for all our stakeholders.

For more detail, see Appendices (page 44).



Our ambition

We are committed to focusing on relevance and importance, communicating our impact to our stakeholders, and going beyond our traditional goals of client success and financial value creation.

We have set ourselves two disclosure targets over the next financial year:

- ▶ First, we want to reach the highest standards on at least eight of the core metrics, with measurable progress in each pillar.
- ▶ Second, as voted by our people, we will prioritise the Society pillar, focusing our campaigns and efforts in this area.

During the coming years we will stay up to date with developments at global, EU and national level regarding disclosure, alignment with relevant standards and reporting against the necessary directives.

Society

Is society today our biggest stakeholder?

Our Society pillar means investing in our people and our local communities. Creating a sense of belonging where people feel culturally and socially accepted, and are paid and treated equally.

Creating long-term value for society

100+ 4,753 €3.1m

volunteers supporting Ukrainian humanitarian crisis

Thrive wellbeing portal sessions

investment in firm-supported education

797 2,304 €390k

volunteers in Ripples initiatives

Webdoc consultations

exam performance bonuses (ROI)

466 997

EY employees availing of EY Gym benefit

EY employees availing of EY Health Insurance benefit

2 programmes dedicated to progressing and developing future female leaders

6 DE&I networks progressing our inclusion strategy

Purposeful growth

Women make up 41% of the new partner intake of EY in July 2022

3 neurodivergent colleagues employed

6 TCPID graduates across Ireland

23 Refugee Action Programme colleagues

Inclusive development

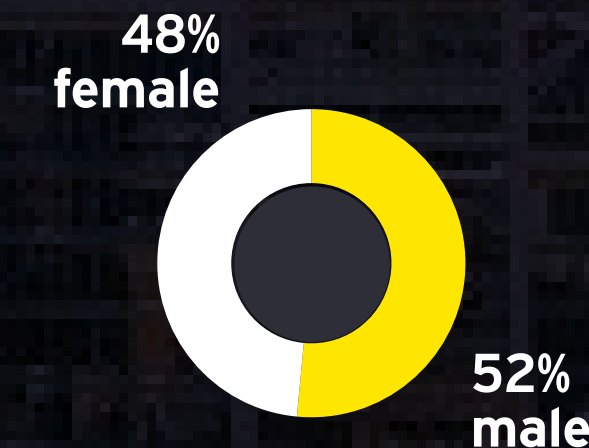
3,099 completed, Let's Talk About Race

1,560 completed Inclusion for All

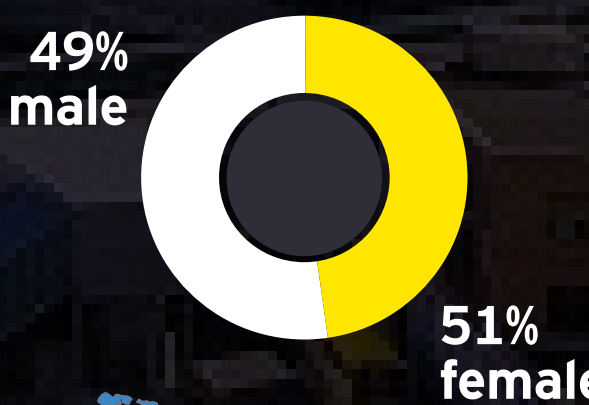
462 completed Inclusion & Belonging workshops

59 on talent development programmes

ROI headcount for FY22



FY22 promotions/progressions



121,985

total learning hours for ROI

2 Learning at Work dedicated weeks

EY Stem App active in 11 schools



Promoting a more inclusive society

We believe we have a duty to act responsibly and raise awareness and inspire social equity action in the long-term interests of all stakeholders. We are committed to investing in our people, advancing diversity, equity and inclusiveness (DE&I) and driving sustainable change for greater social equity. Global events such as pandemics, war, ongoing racism, injustice and discrimination, and increasing social divisions reinforce our focus and commitment to create a positive impact.

Social equity is about clearing obstacles, building more inclusive environments and enabling access to resources and opportunities so that everyone can thrive.

Our Society pillar focus areas includes:

1. Our impact through investment and development of our people - including skills development and wellbeing.
2. Our approach to promoting social equity and inclusion in EY and across society - breaking down barriers to access and opportunity in employment and valuing difference.
3. Giving back to society through our corporate responsibility volunteering programme, our fundraising and pro bono work.



Investing in and developing our people

EY is a knowledge-led business, so people and their skills are absolutely critical to what we do.

Our goal is to create a best in class diverse workforce. All our people at every level therefore have full access to world-class coaching and unrivalled opportunities for learning. In FY22, we spent €3.1 million on providing these development opportunities.

Our multi award-winning training and development programme gives our graduate population first-rate opportunities to develop their skills. We also invest significantly in supporting graduates to pass their professional qualification exams, including through Faculty EY Ireland tutorials and online modules hosted by experienced and recommended lecturers.

Complementing this, service line-specific learning provides our people with the tools and knowledge to develop their technical skills. This is further enhanced by a firm-wide curriculum that aims to enhance skills in the go-to-market area, operations and interpersonal relationships.

Continuous learning is key to staying relevant and developing skills for the future. Our EY Badges initiative recognises and rewards people for developing future-focused skills. So far 1,801 badges have been awarded on the island of Ireland, with an additional 3,099 in progress. In 2022, 33 additional badges were launched, covering domains such as Cybersecurity, SAP and Strategy & Transformation. On the island of Ireland, 315 colleagues have recently kickstarted badges in these areas.

Our leadership delivery framework includes **Better Me** (personal leadership), **Better Us** (team leadership), and **Better Working World** (client, business and societal leadership) and underpins our professional development and leadership programmes.

These advanced qualifications aim to help our people gain the knowledge, practical skills and experience they need to create long-term value for people, clients and society.

This year we launched **two new MBAs in partnership with Hult International Business School, accessible and free** to all EY colleagues. The Masters in Sustainability and Masters in Data Analytics add to our MBA in Technology, launched in 2020.

In FY22, we held two Learning at Work Weeks designed to focus our minds on the importance of learning and development. In total, there were 2,952 registrations across the island of Ireland.

EY knowledge and skills: an overview of our workforce



80%

of our people have completed
inclusive leadership training

Social equity at EY

To reflect the changes in our diversity and inclusiveness (D&I) journey and our thinking, we've evolved how we consider D&I at EY globally to explicitly incorporate equity. Equity accounts for the uniqueness we all bring, recognising that different individuals and social groups have different needs, starting points and opportunities. We now refer to our work as diversity, equity and inclusiveness (DE&I). It better reflects who we are and how we work, and shows our commitment to shaping environments that support inclusive experiences and remove barriers impeding equal outcomes, so everyone can thrive.

Together we are working to create spaces that are inclusive and equitable where all of us can be at our best, feel free to be ourselves, have access to the resources and opportunities we need to succeed, and experience a strong sense of belonging at EY.



Advancing social equity at EY

Investment in Inclusive Leadership and talent programmes

To help create a sense of belonging in our organisation and to support all EY people to develop into more inclusive leaders and team members, we developed an e-learning programme focused on the foundational behaviours of inclusive leadership. Last year the Inclusive Leadership for All course became available to all our employees, with more than 80% of people having completed the course and associated workshops since its launch. This programme is designed to highlight the dynamics of insider and outsider group behaviour and challenge unconscious bias. It also helps our people to talk more fluently about difference.

We have also developed a number of programmes aimed at improving representation of female talent within our organisation by identifying and overcoming barriers to progression. Further investment over the coming year will expand their reach to even more of our talented professionals.

We were excited to launch our new Accelerate@EY Programme and Future Leaders Programme are aimed at advancing high-potential women and ethnic minority senior managers, supported by senior allies within the business.

Breaking down barriers to access and investing in our local communities

Our EY Refugee Access Programme fits with our ambition to grow our firm purposefully and enhance societal value by breaking down barriers to access and opportunity in employment. An immersive 12-week programme on mentoring and upskilling aims to unlock potential and harness participants' experience and capabilities.

More than 100 EY colleagues have volunteered their skills and expertise to deliver this programme, which helps participants find and sustain meaningful work at EY or elsewhere in the marketplace. The knowledge acquired from the programme has not been one-sided, with EY colleagues gaining as much as the participants from this cross-cultural experience. To date EY Ireland has employed 23 graduates from this programme into roles across our service lines.



Refugee Access Programme
2022 highlights

Equity and purposeful growth in action



All 15 RAP 2022 participants have secured roles across our service lines

“

The Refugee Access Programme provided me with critical skills required by an organisation like EY, including strong stakeholder engagement and communication. It gave me a second chance to get back on my feet and begin my exceptional experience here at EY.

Thembi Malisa



Refugee Access Programme graduate and DE&I Coordinator at EY



Investing in our local communities

A thriving artistic, sporting and cultural environment is an integral part of a healthy community and a buoyant economy. That’s why our commitment to building a better working world isn’t limited to the office or the boardroom. Our sponsorships provide opportunities for our clients, our people and our alumni to be inspired and enjoy different perspectives, and to join us in celebrating how culture and sport stimulates, challenges and rewards us and fuels diversity of thought and experience. EY Ireland is proud to support the arts, sports and business with a variety of sponsorships including Ballet Ireland, UCD Rugby Club and Hockey Ireland.



Progressing gender equity at EY

The Gender Pay Gap Information Act 2021 requires employers with more than 250 employees to report on their gender pay gap for the first time in Ireland in December 2022. The gender pay gap is defined as the difference in the average hourly wage of men and women across an organisation, regardless of the nature of their work. It should not be confused with equal pay for equal work. The gender pay gap is about understanding gender representation across an organisation, to achieve greater representation of women in leadership roles.

Understanding the gender pay gap requires not just understanding how you reward individuals within an organisation but also the representation of women and men across all levels within the organisation. Addressing the representation differential is a key strategic focus for EY.

What does this mean for EY?

EY's gender pay gap is calculated in accordance with Irish legislation, and includes all employees within the organisation across our offices in the Republic of Ireland. The data shows our median hourly pay gap at 7.75% and mean hourly gap at 9.57%, which is below the reported national average of 11.3%.

Further detailed analysis of our data supports us in understanding the nature of the gap but more importantly in identifying the actions we need to take to further reduce the gap in the future.

Our data shows that we do not have a pay gap from our Level 1 employees up to assistant manager level. However, we do have a gap from manager upwards.

As an organisation we are aware of where the gap exists and we have performance metrics in place across our business units to reduce it.



How are we closing the gap?

EY is focused on a number of key measures to ensure that we reduce our gender pay gap in the coming years. We recognise that no one initiative will work in isolation, so we are implementing and tracking a series of coordinated measures to ensure that our organisation drives down our gap. Some of the initiatives we currently have in place include:

35% female representation in our Partnership:

EY Ireland Managing Partner Frank O’Keeffe has set ambitious targets to achieve gender parity across all levels of the firm to director level, and 35% female representation in our Partnership by FY25. This target is underpinned by a specific roadmap, which the partner group is collectively responsible for delivering. We currently have 27% female representation in our Partnership (up from 15% in FY19) including new admissions in July 2022.

DE&I analytics: Our advanced analytics team examines DE&I across a range of areas including reward, promotion and utilisation to ensure that men and women are being remunerated fairly, promoted when deserved and allocated opportunities that will help them thrive and progress within EY.



Understanding the characteristics of our people:

Understanding the make-up of our people is hugely important to us so we know where our focus should lie in terms of our strategic decisions in relation to DE&I.

Our leadership/talent programmes: When assessing our strategic talent we ensure that there is an equitable representation of people involved in these programmes and being considered for all leadership positions.



Accountability: Each service line can access a suite of DE&I metrics based on improving inclusion and representation of women at senior levels. These carry the same weighting when business unit performance is evaluated as all our other business KPIs. Outcomes against these metrics are measured and impact overall allocation of performance and reward across a business unit. Each of our service lines reports on the metrics on a quarterly basis.

Neutral language: Following a review of our recruitment practices, we invested in a gender-neutral software tool which filters for language that may be less favourable to female employees in our advertised job specifications.

Training for inclusive leadership: Inclusive Leadership training is available for all EY staff to ensure that everyone has the opportunity to develop awareness of and work to address unconscious biases in their day-to-day work.

Smart hybrid working: Our flexible working model is built on the fundamentals of providing opportunities for our people to work in a flexible manner that supports them in maintaining a work/life balance while enabling them to grow and further develop their careers within the firm. From our perspective it has enabled us to further create more high-performing diverse teams.

Investing in our female talent: To accelerate representation we have developed a number of programmes aimed at female talent and their sponsors within our organisation. Each programme focuses on identifying and overcoming some of the barriers to progression. We are piloting a formal mentoring programme for female employees to ensure they have access to the right coaching and opportunities to support them in their career ambitions. One-to-one coaching sessions are also available for employees returning from maternity leave to help them navigate the transition.

Our special leave policies: We have a number of specific special leave policies that support our people to take time to focus on their personal lives, e.g. when facing challenges around fertility, while maintaining their career path at work.

Networks play a vital role: Our six voluntary employee networks continue to play a vital role in contributing to our DE&I firmwide strategy and connecting people to each other. Our newest network, the Family Network, provides support to employees at all stages of their lives by building a network of peers who share their experiences of juggling all aspects of family life with their day-to-day working life. Our Women's Network focuses on accelerating gender parity through dialogue and recognising equitable practice and role model behaviour.



Valuing difference

Our EY Ireland DE&I networks are an integral part of our people culture, reflecting and supporting our DE&I strategy.

These networks are voluntary groups of EY employees based on shared identity, experiences and interests. They provide opportunities for our people to expand personal connections, exchange information and develop professional skills, all while connecting with leadership, peers, our communities and clients. Several colleagues across the business also actively and independently

express their views on a range of inclusion topics, through blogs and other channels.

The DE&I networks are open to anyone who wants to find out more, show support or bring their collective voices together to drive business impact. We work with our networks to reach all our diverse demographics, reshaping and investing in them to deliver improved outcomes for all our communities.

All networks undertake significant programmes during the year, notably:

- ▶ Virtual and in-person events to describe and discuss current global affairs impacting our communities and marginalised groups, such as Black Lives Matter, Stop Asian Hate and the impact of the COVID-19 pandemic.
- ▶ Participation in major events such as PRIDE, International Women’s Day, Mental Health Awareness Week and International Day of Persons with Disabilities.
- ▶ Supporting parents in the workforce.
- ▶ Highlighting the challenges of mental health and promoting self-care.
- ▶ Significant fundraising activities for charities.
- ▶ Recognising gender and LGBT+ allies and advocates at award events.

Our DE&I networks

Ability Network

Family Network

International Network

Mental Health Network

Unity Network

Women's Network

We are delighted to have been recognised for our progress with our DE&I strategy:

EY was awarded the CIPD D&I 2020 award for our partnership with the Trinity Centre for People with Intellectual Disabilities. Trinity, in association with EY, also won a Zero Project Award in 2021.

EY was again named top organisation for Executive Diversity Councils by *DiversityInc* magazine.

EY Ireland was the overall winner of the award for D&I at the 2020 CIPD Ireland HR Awards.

EY Ireland Partner Catherine Vaughan has been included in OUTstanding's list of top 100 global LGBT executives for three years running.

EY was a founding organisation of the Ireland branch of OUTstanding, the professional network for LGBT+ leaders, future leaders and allies, and of FuSloN, Ireland's financial services inclusion network.



Taking a proactive approach to disability inclusion

EY is committed to advancing disability inclusion in business and advocating for a proactive approach in this space. This means ensuring that opportunities are equitable, differences are valued, people feel supported and all voices are heard.

Our approach is based around the “Three As”: Awareness, Accessibility and Allyship (see right).

We are committed to taking an industry-leading position on disability issues. We were one of the first signatories – and the first of the Big Four – to the Valuable 500, a global collective of 500 CEOs and their companies which sets out to harness the power of business to drive lasting change for the 1.3 billion people worldwide living with a disability. As members, we are committed to the following areas of focus:

- ▶ Enabling EY people to proudly bring their authentic and full self to work every day
- ▶ Delivering an inclusive employment journey for EY people – from how we recruit to how we develop, retain and promote
- ▶ Providing a more accessible workplace through adjustments, accessible technology and building design
- ▶ Equipping EY people with the skills and knowledge they need to be inclusive of people with disabilities.

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**.

Accessibility

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

Allyship

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.

That commitment goes to the very top of our organisation. In March 2022 Frank O’Keeffe, EY Ireland’s Managing Partner, took on the newly created role of Executive Sponsor for Disability for Europe, the Middle East and Africa (EMEIA) and also sponsors the Diversity & Inclusion Steering Committee (DISC) for Ireland.

EY has been named as one of Valuable 500 15 “Iconic Leaders” in recognition of our commitment to disability inclusion.

EY’s Purple Champions initiative is a virtual allies programme aimed at advancing disability confidence. Anyone at any level within EY can take part. Recently the EMEIA executive team committed to becoming Purple Champions to lead by example in advancing disability inclusion.

“I’m hugely passionate about EY’s ongoing commitment to be the most accessible and disability-inclusive organisation, and I am delighted to be working closely with our area leadership to build on the great work done to date across our EMEIA DE&I programmes and accelerate our progress in helping everyone to feel confident in how they support our disability agenda.”



Frank O’Keeffe
EY Ireland Managing Partner

Our partnership with Trinity

Since 2017, EY Ireland has been working with the **Trinity Centre for People with Intellectual Disabilities** to provide meaningful work opportunities for people with intellectual disabilities. To date, six Trinity graduates have completed a paid internship with us and are now employed on a permanent basis.

This year we will launch a practical guide for CEOs sharing our experience and some of the lessons we've learned. Drawing on insights from Trinity graduates, EY managers and mentors, it captures our key learnings, providing useful practical guidance and also setting out the business case for creating a more inclusive workplace.

Allies in action

A panel event hosted by EY Ireland gave 100 attendees the opportunity to explore life at EY with a difference by hearing the lived experiences of those within the AbilityEY Network. The aim was to help our people understand how we as a firm can be even more inclusive, and how all of us can be active allies. Additionally, Rob Henson (Ability Network Partner Sponsor) and Marcus Purcell (DE&I EY Ireland Partner Lead) spent the day in a wheelchair in support of people whose lives have been affected by a spinal cord injury. The challenge raised €12,679 for Spinal Injuries Ireland.



Stephen Ryan, FSO Tax Associate

“

Stephen always said EY was the first place that ever wanted him as a person. In 27 years he's never felt that he belonged anywhere. In school he was always seen as a problem and he's not. He's a great person. But Trinity and EY were the first places he was ever able to shine or be himself.”

Brigid Ryan
Stephens mother

Investing in health and wellbeing

Recognising the importance of our peoples wellbeing, we invest significantly in their physical and mental health, and that of their families. Our strategy takes a holistic approach aimed at supporting our employees under three main pillars: mind, body and life.

We offer our employees a comprehensive service which includes free and easily accessible GP video consultations for them and their family members.

All employees have access to a 24/7 Wellbeing Support Programme provided by Laya Healthcare, offering services that range from mental health, financial wellbeing and life or career coaching to counselling support.

We actively promote this programme and have released a series of employee-led videos about the importance of seeking support, including personal testimonies.

All employees can sign up for private healthcare with Laya Healthcare at a discounted rate, and assistant managers and above have the option to swap their health allowance for a Laya Healthcare plan allowance. In 2021, the Inspire Plus plan was introduced for manager level and above. This improvement

in our healthcare offering was introduced to recognise the importance of our people’s wellbeing, and to build on the enhancements we have made over the last few years. We also introduced permanent health insurance for all employees, irrespective of whether they are members of the pension scheme.

In this way we can provide employees with some peace of mind and security should they fall ill while in our employment.

Our health and wellbeing vitality portal, Thrive, has around 900 employees registered. Thrive provides e-learning and webinars under the three pillars, as well as one-to-one consultations with experts including dietitians, sleep experts, psychologists, health coaches and more.

We continue to provide employees with access to free gym membership and a range of live online fitness classes across all our offices, as well as the Bike to Work Scheme. Through our “It’s OK” campaign, our senior leaders actively encourage our people to take time out during the working day to attend a fitness class or go outside to walk, run or cycle.

EY Ireland also has a Mental Health Network, a people-led initiative to raise awareness of and destigmatise mental illness. The network strives to proactively educate across the firm, while enabling and embedding an environment where our people feel safe to talk openly about their mental health and obtain help if needed. The Mental Health Network numbers almost 400 employees, highlighting the importance of keeping mental health at the forefront of our overall health and wellbeing strategy.

Free
GP access
Flu vaccinations
Gym memberships for all employees
Weekly mindfulness class

900
employees accessing wellbeing portal

400
members in mental health network





EY Cork hosted a family day out for Ukrainian families based in Millstreet to Fota Wildlife Park in June

Giving back to society

Every day the work we do helps generate long-term value in Ireland. The services and support we provide connect to every level of society whether it is advising government departments, innovating across a variety of sectors, empowering students or supporting community projects.



Limerick office supporting Daffodil Day

Ukraine humanitarian crisis

As the devastating humanitarian impact of the conflict in Ukraine unfolded, EY Ireland established a dedicated taskforce to coordinate and lead our response to the crisis. The taskforce worked with various key stakeholders (including our Ukrainian colleagues in Ireland, the Irish Refugee Council and our EY Central, Eastern and South Europe Network) to understand how best we could provide support and where we should concentrate our efforts.

Our response included financial support and donations to the Irish Red Cross, Irish Refugee Council, IRD Duhallow, two Polish-based NGOs directly supporting the relief effort on the ground and a fundraising campaign led by teams across our service lines and matched by EY.

Other support included a comprehensive relocation package for refugees taking up employment at EY Ireland and additional paid leave for staff involved in the relief efforts and/or hosting displaced families.

Our teams were provided with an additional two CSR days to support any volunteering effort either through EY initiatives or initiatives in their own communities. Any colleague who decided to host displaced Ukrainian families in their homes were also offered two additional days of paid leave.

We utilised our expertise to support local NGOs and refugees coming to Ireland including working with the Irish Refugee Council to provide support as they scaled up to deal with a high volume of enquiries. We also developed a relocation handbook (in both Ukrainian and English) for distribution through various agencies dealing directly with refugees.

Our pro bono work

This year our teams delivered a number of pro bono assignments using our skills and knowledge to support key initiatives including in the government and charity sectors.

The Community Foundation for Ireland (CFI) is one of the largest philanthropic organisations in Ireland working with individuals, families, corporates and other trusts and foundations as well as government to provide charity donations that are strategic, sustainable and impactful. Our data analytics team worked with CFI this year on a project to complete an initial analysis of their existing data, providing insights that will inform future system developments and data requirements across all their stakeholders.

Charity of the Year 2022

Our colleagues selected the Irish Cancer Society as our Charity of the Year for FY22 and FY23. The Society is focused on providing information, care and support to all those affected by cancer in Ireland, funding cancer research to find better treatments that will save more lives, advocating



Galway office supporting Darkness into light for Pieta house

for innovative services and working with partners to eliminate the survival gap between Ireland and other European countries.

In FY22, we collectively raised €340,000 for charitable causes, including €35,000 for the Irish Cancer Society. These funds were raised by our employees through various charity events, activities and donations. In addition to this, EY Ireland and our people supported a range of other charities

340k
charity donations
across 10+ charities



Waterford office participating in Marathon in a month

during the year. These included Focus Ireland, Collaborative Cures, Belong To, Women of Concern, Cooperation Ireland, the Alzheimer's Society and The Simon Community.

Our Wealth Management team led the Shine a Light Sleep out and raised €87,000 for Focus Ireland.

Positively impacting society: EY Ripples

Our global corporate responsibility programme, EY Ripples, provides our people with opportunities to use their skills, knowledge and experience to support the next generation workforce, work with impact entrepreneurs and accelerate environmental sustainability. These focus areas are where our global knowledge, skills and experience can make the biggest difference, in turn engaging and inspiring more of our people to get involved, creating a ripple effect that exponentially increases our impact.

This year the Ripples programme in Ireland expanded to include more than 15 key initiatives, thus giving EY people even more opportunities to use their skills and knowledge to make a positive impact.

45 people
volunteering with **Social Entrepreneurs Ireland**

Reviewing

200+
applications for **SEI support**

Working with impact entrepreneurs

Using our knowledge, skills and experience, we help develop small and growing businesses that are driving progress toward the UN SDGs of tackling inequality and empowering people to change their lives. In our work with impact entrepreneurs this year, we continued to provide wide-ranging support, from tackling the challenges of business resilience and continuity, market changes, cash and risk management, to tailored skills development and coaching.

We are delighted to continue to support Social Entrepreneurs Ireland, including by sharing the expertise of our Entrepreneur Of The Year programme alumni and EY staff in helping to select the highest potential individuals for both their Ideas Academy and Impact Programmes.

Together we can make a powerful contribution to Ireland's leading network of social entrepreneurs and have an even bigger impact on the wider entrepreneurial landscape. In FY22 some of our people also became involved with some impressive impact entrepreneurs and innovators to explore, identify and test opportunities to devise and develop breakthrough market solutions around the topic of green finance.



Supporting the next generation

This focus area aims to support the next generation workforce, including young people and underserved groups entering or re-entering the workforce, to develop the mindsets and transferrable skills they will need to find and sustain meaningful work in a transformative age. This year we continued our partnership with Junior Achievement Ireland; we were delighted to return to in-person coaching and mentoring of young people in primary and secondary schools. We also continued our virtual mentoring of students through a variety of programmes.

64 EY colleagues volunteered with Junior Achievement delivering seven programmes to four schools and 393 students across Ireland. This included mentoring a group of 60 students onsite in EY for mock interviews.

One of our key programmes this year was the launch of the EY Stem App. We are proud that the pilot received recognition from the Nobel Prize Summit, the UN Global Compact on Gender Equality, the OECD Observatory of Public Sector Innovation and the International Center for Research on Women.

The **EY STEM App** is an **innovative gamified mobile platform** for **girls aged 13-18** that aims to **identify, inspire and empower** the next generation of **girls in STEM** to create a more equal future. Launched in Ireland this year with 11 schools taking part in the initial phase, the app is now being scaled globally for 100,000 girls.

64 volunteers

working with Junior Achievement

393 students

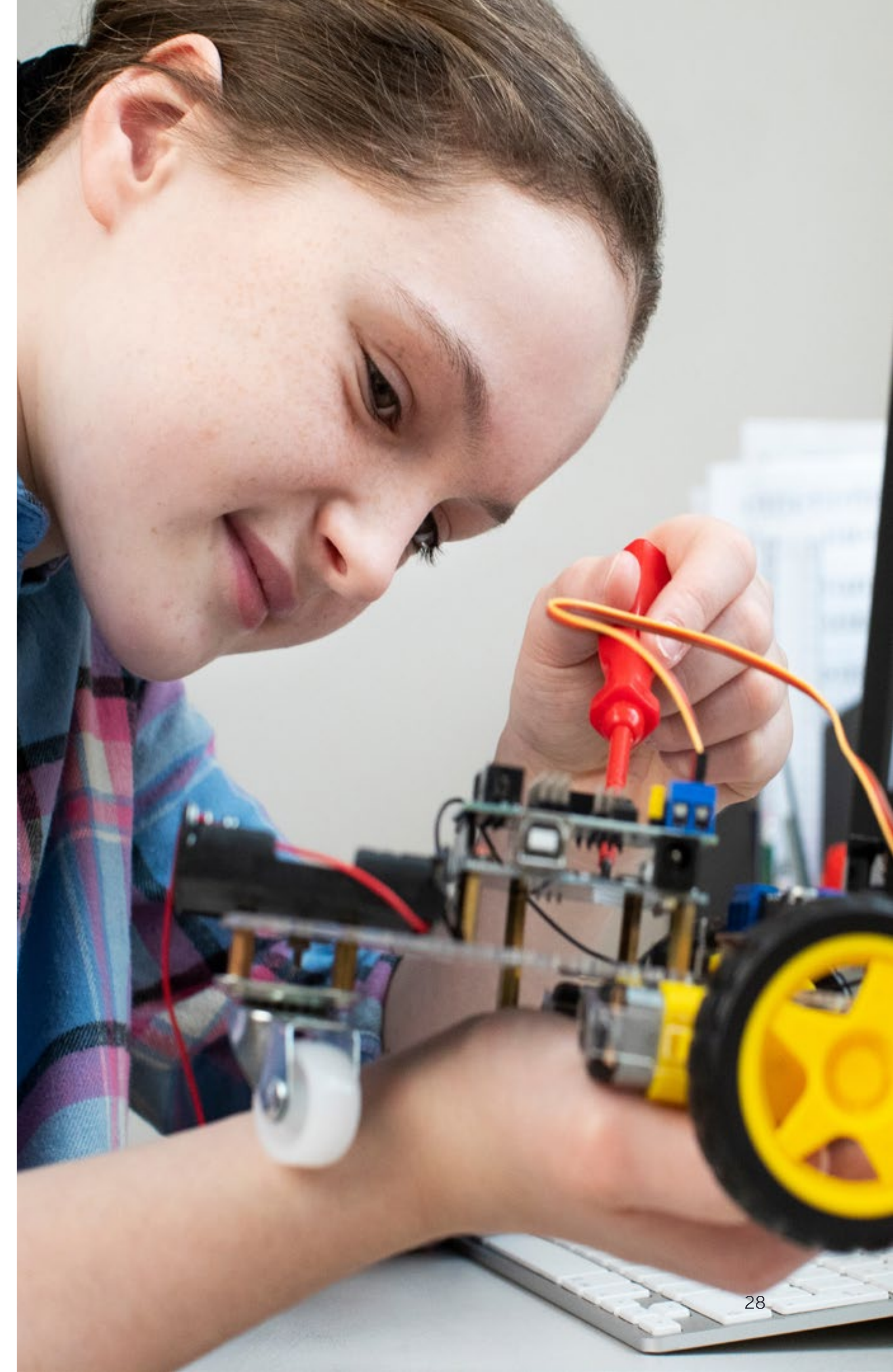
supported virtually or in person

2 mentors

each for participants in our Refugee Access Programme

30+ virtual mentors

supporting students worldwide



Accelerating environmental sustainability

In addition to EY's own sustainability efforts, through EY Ripples we continue to develop new ways to empower EY people to make more sustainable choices and encourage them to channel their skills and knowledge towards projects that not only protect and regenerate the environment, but also unlock the economic opportunities inherent in a net positive, circular economy.

Initiatives aimed at upskilling our people in environmental literacy include running regular events on sustainable living, forming a grassroots network of EY people dedicated to sharing ideas and practices for tackling the climate crisis, setting a summer intern challenge on sustainability and promoting further education in climate change through the EY Badges programme. Our people got involved with beach and canal clean-ups, tree planting and micro-volunteering through the Zooniverse citizen science platform to support professional research.

174 interns
in sustainability challenge

100+ people
participated in beach cleans
across the country

50+ volunteers
planting trees

194 people
registered to support scientists in
Zooniverse citizen science platform

174 summer interns partnered with business mentors to research and develop recommendations across a broad range of sustainability topics including the future of mobility, engaging employees on sustainability, Ireland's biodiversity crisis, greening energy supplies, sustainable finance and scaling a plant-based solution to tackling malnutrition in Malawi.

Prosperity

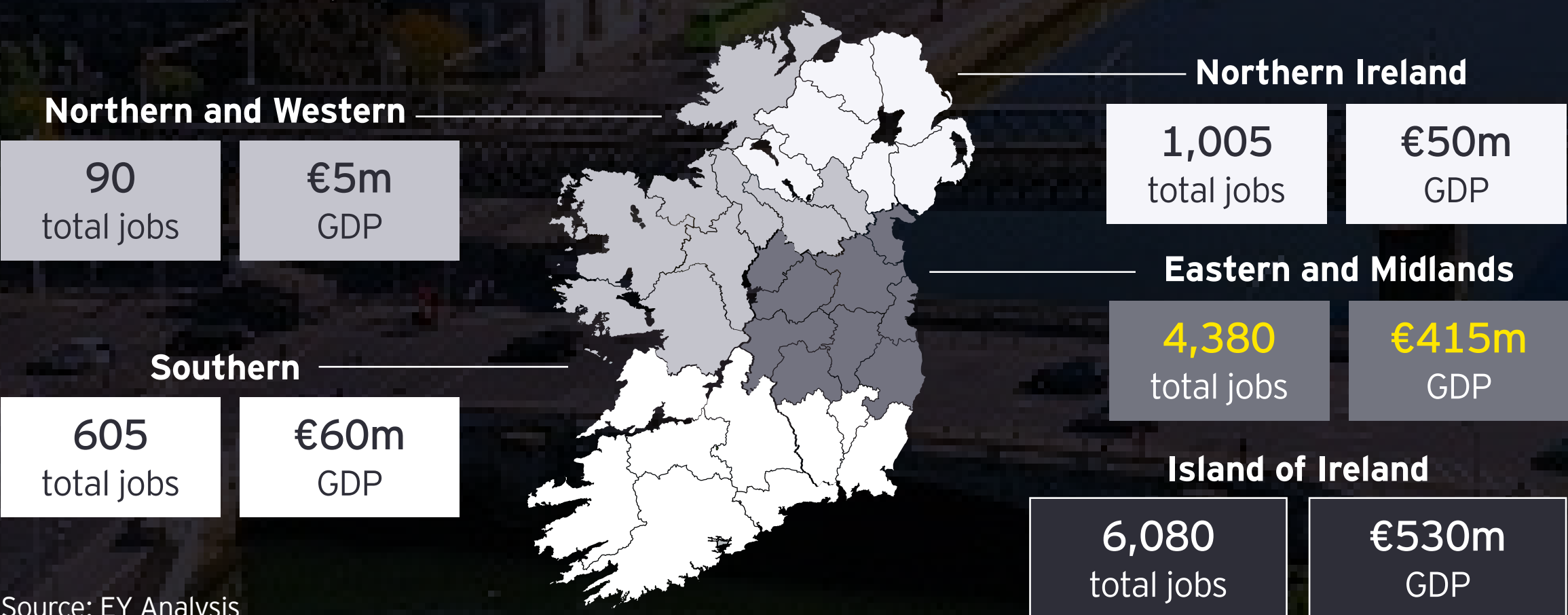
How can you make today count and still be accountable for tomorrow?

Our Prosperity pillar is about driving economic prosperity through employment, helping our clients to solve their problems, supporting productivity, initiating economic activity and investing in entrepreneurs and innovation to unlock economic opportunities.

Creating long-term value for the economy

DELIVERING ECONOMIC IMPACTS (IOI)

Currently we support:



Source: EY Analysis

SUPPORTING GROWTH IN THE ECONOMY

100+
wavespace sessions
FY22

Auditors to
34 of the top 100
Irish Times top 1000 companies

Collaborating with
7 Chambers
on the island of Ireland

40+
technology alliances

PROMOTING ENTREPRENEURSHIP

EOY in numbers:

€21bn
combined turnover

171,000
people collectively employed

78%
of entrepreneurs
are exporters

580+
entrepreneurs and
their companies

75%
of entrepreneurs doing
business with each other

Source: EOY Alumni Survey, August 2021

Delivering sustainable and inclusive growth

At EY, our purpose is *Building a better working world*, for our people, for our clients and for our communities. The insights and quality services we provide help build trust and confidence in capital markets and economies the world over. We develop outstanding leaders who work together to deliver on our promises to all our stakeholders.

In a world that is changing faster than ever, our purpose acts as our “North Star”, providing context and meaning for the work we do every day. We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and in innovation. We are proud to work with others – from our clients to entrepreneurs and wider stakeholders – to use our knowledge, skills and experience to help fulfil our purpose and create positive change.

This section shows EY’s contribution to the island of Ireland’s prosperity through three pillars:

1. Our economic and regional impact through our day-to-day operations and employment
2. Supporting growth in the economy using innovative solutions
3. How we promote entrepreneurship on the island through our Entrepreneur Of The Year programme.



Measuring our economic contribution

Over the last five years, our revenues have doubled to €536 million and we have significantly increased our employment footprint, proudly employing 4,208 people on the island of Ireland.

There are important economic impacts from the work we do, through supporting our clients to grow their businesses, the knowledge we transfer, the innovation we nurture, the learning and development we provide and the unique skills we have to offer. The quantitative element of economic impact presented in this report takes into account EY as a business – the purchases we make, the people we employ and the resulting economic benefits. In future, we would love to go further, and begin to quantitatively measure the economic value of the benefits we bring to our clients and society.

We contributed €530 million GDP to the all-island economy in FY22, and supported 6,080 jobs.

Supporting the national economy

Our contribution to GDP is generated through the salaries we pay our people, the added value we create as a business and the purchases we make, as well as supporting further activity in our supply chain across the island. As we continue to grow as a business, we are proud to be contributing further to the economic success story of the island of Ireland.



Creating employment opportunities

We directly employ **4,208** people across all regions on the island, and support an additional **1,872** jobs in the wider economy.

The additional jobs supported in the community from our activities are mainly in the retail, food and beverage, health, education and accommodation services sectors. These important impacts are from the purchases we make to our Irish suppliers, as well as our employees and suppliers' employees spending in their local areas.

EY Ireland is an important player in the labour markets on the island of Ireland. Our continuous ambition and growth has allowed us to attract talented people to develop with us as they expand their careers. We offer a diverse range of career opportunities to people with varied professional backgrounds. We invest time into our people to ensure that their EY experience is exceptional, and they truly learn and develop the right skills for success.

Our future growth strategy will allow us to continue to attract this extraordinary talent, contributing to the ongoing employment success story on the island.

Supporting the local economy

EY has a significant presence in multiple regions across the island, with offices in Dublin, Belfast, Limerick, Waterford, Galway and Cork. EY supported **6,080** jobs throughout the Island of Ireland in FY22. Of these, 1,005 are in Northern Ireland and **5,075** throughout the **Republic of Ireland** - with the majority in the Eastern and Midland region.

EY is an important regional employer, and the activities of our regional offices and employees are providing further jobs in local communities. EY offices are located strategically in central areas, which promotes spending activity in local shops and restaurants, driving further employment and activity.

EY has adopted a hybrid working model, whereby employees across the island have the option to work flexibly. This has given our employees greater choice as to where they live and work, and is promoting better work/life balance while also encouraging economic activity in the local areas of our employees.

EY has strong relationships with local Chambers of Commerce across the island. Our people support the Dublin and regional Chambers and several of our executives have active roles such as president, treasurer and chairperson. We also hold multiple board seats, chair task forces and mentor groups. The EY executive team vote in council elections and regularly attend events.



Transforming the world of work

EY brings 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 government.

Unlike pure play technology service providers, EY creates long-term value by bringing together deep business insights, multidisciplinary teams and powerful ecosystems to harness technology for positive human impact. This includes delivering technology-based solutions through alliances with Microsoft, SAP, ServiceNow, IBM and Enablon, and developing technology products, assets and services to help EY clients further embed sustainability into their strategies.

We also continue to expand our data, technology and digital transformation capabilities, and to embed them into everything we do. Not only is this helping further build trust in capital markets by strengthening audit quality, including technology-driven innovations in risk and audit procedures to detect and prevent fraud, but we are also focused on AI, data and other disruptive technologies.

Supporting our clients through innovation

Our purpose of building a better working world means that we can maximise the benefits we bring to our clients, helping them make the most of new opportunities to deliver their growth ambitions. We help digital pioneers fight data piracy; support governments through their most difficult challenges; unlock new medical treatments with data analytics; and pursue high quality audits to build trust in financial markets and business. Through our four integrated service lines – Assurance, Consulting, Strategy and Transactions, Tax and Law – and our deep sector knowledge, we help our clients to capitalise on new opportunities and assess and manage risk to deliver responsible growth.

Our high-performing teams help our clients fulfil regulatory requirements, keep investors informed and meet stakeholder needs. We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and in innovation. We are proud to work with others – from our clients to wider stakeholders – to use our knowledge, skills and experience to help fulfil our purpose and create positive change.

Driving better decision-making

By equipping policy-makers with better data-driven decision-making capabilities, EY has supported the Irish government to address the biggest problems facing our nation today. Our Data Analytics team worked with a number of departments to collate data on key strategic policy issues, encouraging information sharing and providing insights to support decisions and recommendations.

Launch of AI Labs

This year, EY launched AI Labs – a unique AI centre of excellence – offering clients access to game-changing capabilities in big data, AI, smart automation, VR/AR and advanced analytics. EY Ireland's expanding data analytics and technology consulting team, encompassing 220 people, will run and manage AI Labs to deploy a set of advanced technology client solutions and highly specialised client services. The skills and resources provided through AI Labs will ultimately equip organisations with the resources, tools and insights they need to drive growth and market-leading innovation.

Catching the wave of innovation

Our [EY wavespace™](#) network provides interactive, immersive spaces for creation and problem solving in some of the world's most dynamic and innovative urban areas. Our clients come to EY wavespace for many different reasons – some are facing burning issues that jeopardise their future, while others are simply inquisitive about new technologies or ways of doing business in a disruptive world. Rapid business case analysis and proof of concept prototyping helps clients define the transformations they need. Accelerated, collaborative decision-making enables them to adopt technology at speed and drive innovation at scale.

This year, clients have been particularly focused on how they can continue to evolve and grow, leveraging the lessons learned from the COVID-19 pandemic into a business-as-usual mindset. Human-centred design and collaboration are at the heart of EY wavespace methodologies because we believe that people will support what they help to create. We design immersive programmes that bring together EY's ecosystem of alliances, technology partners and breadth of services with pioneering thought leaders to give our clients the space and the tools they need to think differently.



Cell and gene therapy digital accelerator

EY Ireland supported the Industrial Development Agency and BioPharmaChem Ireland to run Ireland's Cell and Gene Therapy Digital Accelerator through wavespace™. This involved working with around 20 health and life sciences stakeholder organisations to help them:

1. Better understand the implications of cell and gene therapy on supply chains, patient experience and manufacturing
2. Explore the new health services that this new approach and ground-breaking technology requires
3. Identify and assess opportunities for Ireland to take a leading role globally in delivering these services.

EY is now working with a select number of life sciences organisations to further progress prioritised opportunities for job creation in Ireland and to maintain Ireland's position at the forefront of life sciences and technology innovation.

EY Entrepreneur Of The Year™ turns 25

Supporting entrepreneurship is part of our core purpose at EY. Since its launch in 1998, EY Entrepreneur of the Year (EOY) has been on a mission to facilitate, drive and inspire the very best entrepreneurs across the island of Ireland and in doing so, help shape the culture of our business community and create opportunities for the wider community.

Our EOY alumni are a highly impactful group of leaders, collectively employing over 171,000 people with a disproportionate impact outside Dublin, covering all regions on the island.

The EOY alumni also operate across the UK, Europe, the US and further afield, with nearly **80% of them exporting** their products as a core part of their operations. They contribute across a wide range of sectors including consumer products, technology, IT, manufacturing, health and life sciences, construction and professional services. Our alumni are the bedrock of an entrepreneurial culture which has flourished over the past 25 years, creating direct employment and complimenting the work of government and others in shaping Ireland as a positive and attractive place for critically important foreign direct investment.

The EOY alumni ecosystem is market leading with three out of four doing business with 10 or more fellow alumni together and a third of the group have made business investments with a fellow alumnus. This demonstrates a very significant level of trade and collaboration built on unique culture of trust and inclusion.

As we emerge from pandemic and face the current economic headwinds, we continue to heavily invest in the EOY Programme. Entrepreneurs

are our creators, sparking economic activity, stimulating technical and scientific innovation, creating jobs across the island of Ireland, and providing opportunities for people to thrive.

To ensure we capture a diverse range of businesses, EOY maintains three categories - Emerging, Established and International. In 2022 we introduced a Sustainability Award recognising the importance of innovators in developing solutions to accelerate environmental sustainability.

The 25 finalists take part in a six-month strategic development programme including our international CEO Retreat, business evolution sessions and media profiling. Our overall winner represents our EOY alumni and Ireland in World EOY each year.



580+

entrepreneurs and their companies

171,000+

people collectively employed

€21bn+

combined turnover

78%

of alumni export goods and services

75%

of alumni do business with one another

An aerial photograph of a vast green field, likely a cornfield, with a road and a line of trees running diagonally across the right side. A small car is visible on the road.

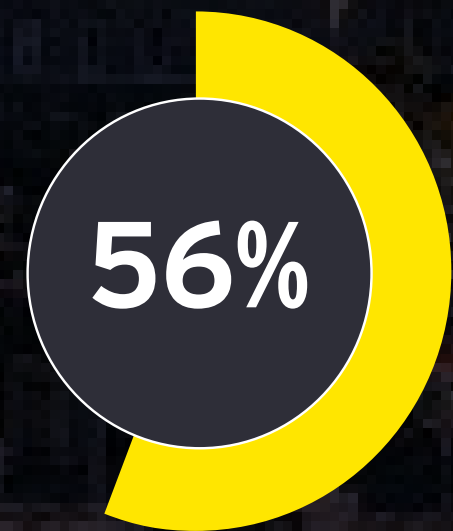
Planet

How can you prepare
for tomorrow's climate
today?

Our Planet pillar means reducing our carbon emissions, including across our supply chain, supporting clients with decarbonisation solutions and contributing to the development of nature-based solutions.

Creating long-term value for the planet

Carbon negative
in 2021



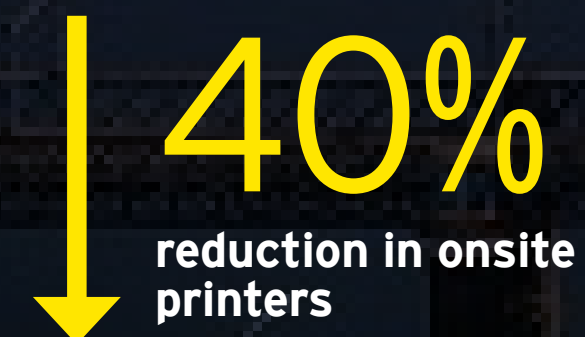
reduction in carbon footprint since FY19



sustainability leader

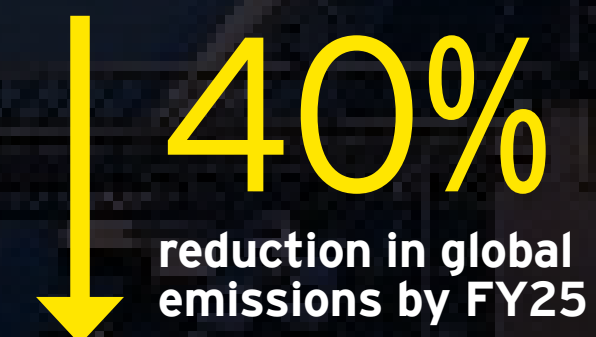
for outstanding work helping companies achieve sustainability goals, according to Verdantix

300
active Eco-Innovators



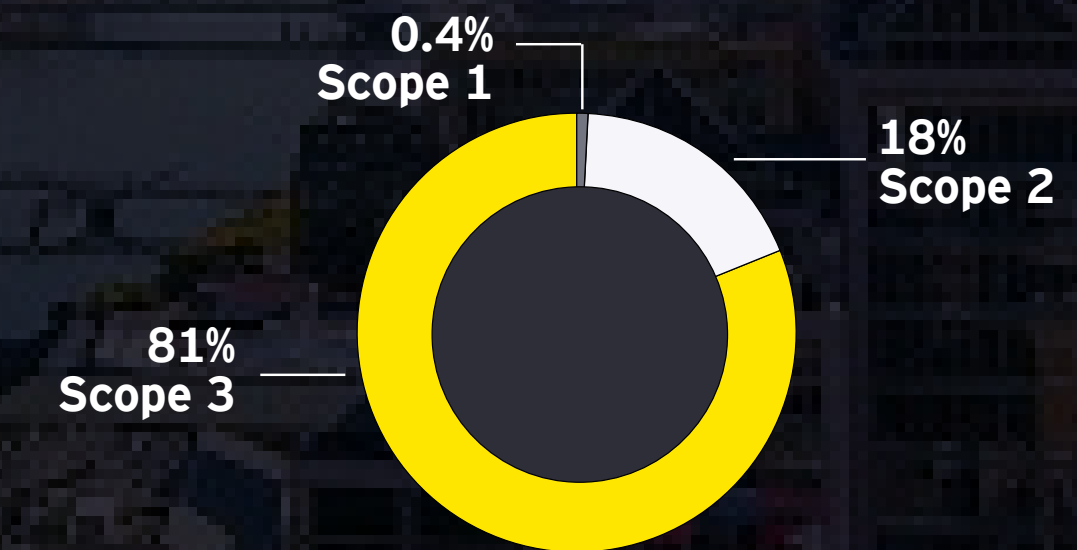
500%
growth in sustainability professionals

209
sustainability badges initiated



174
participants in summer intern challenge

Emissions*



Scope 1: direct emissions (gas/diesel for combustion, fugitive emissions from refrigeration/cooling plant)

Scope 2: indirect emissions (purchased electricity)

Scope 3: value chain emissions (all other indirect emissions (travel, waste, purchased goods/services etc.))

194 **3,400**

volunteers supporting Zooniverse project

trees pledged for all employees

7 point action plan
to net zero

* Percentage of location-based CO2e emissions by scope 1, 2 and 3 for FY22

Delivering on our environmental commitments

Our goal is to be a sustainability leader, decarbonising our business and reducing our environmental impacts and helping clients to do the same. We are investing in services, technology and products to help us and clients decarbonise their businesses and accelerate the transition to a low-carbon economy.

EY is proud to be carbon negative for the second year running and we remain on track to reach net zero in 2025. We are consistently innovating to improve environmental outcomes, and are using our experience, services, solutions and people to collaborate with others and help them transition to a sustainable economy.

The following pages focus on EY Ireland's climate actions across three key priorities.

1. Progress towards our Net Zero ambition
2. Operational innovations and employee engagement initiatives focused on the environment
3. Supporting our clients on their sustainability journey



Destination net zero

As part of our seven-point carbon ambition action plan, EY continues to reduce absolute emissions in line with our Science Based Targets initiative (SBTi) 1.5°C pathway. In 2021, we achieved our ambition to become carbon negative and we now aim to reduce total emissions by 40% by FY25 (across scopes 1, 2 and 3), putting us on track to reach net zero the same year. This target is aligned to the most ambitious aim of the Paris Agreement: to limit a global temperature rise to 1.5°C above pre-industrial levels.

As a professional services firm, our services are intellectually based. Emissions emanate from our offices and business travel undertaken by client teams. Our focus is therefore on

reducing air travel and improving the energy efficiency of our buildings year-on-year. We are committed to doing all we can to accelerate sustainability in our own practices and those of our clients. Science-based targets are there for us to target significant reductions in our absolute emissions, with our ultimate goal being that we remove and offset more carbon than we emit. We believe that science-based targets should be adopted by all services firms.

The transition to remote working as part of our new EY Hybrid flexible working policy, reduction in air travel and reduced commuting, has led to a reduction in emissions associated with travel and waste, and as such generated positive impacts for EY Ireland's carbon footprint.

Lots of small things make a large impact

We continue to invest in innovative ways of delivering client services that minimise our environmental impact, including:

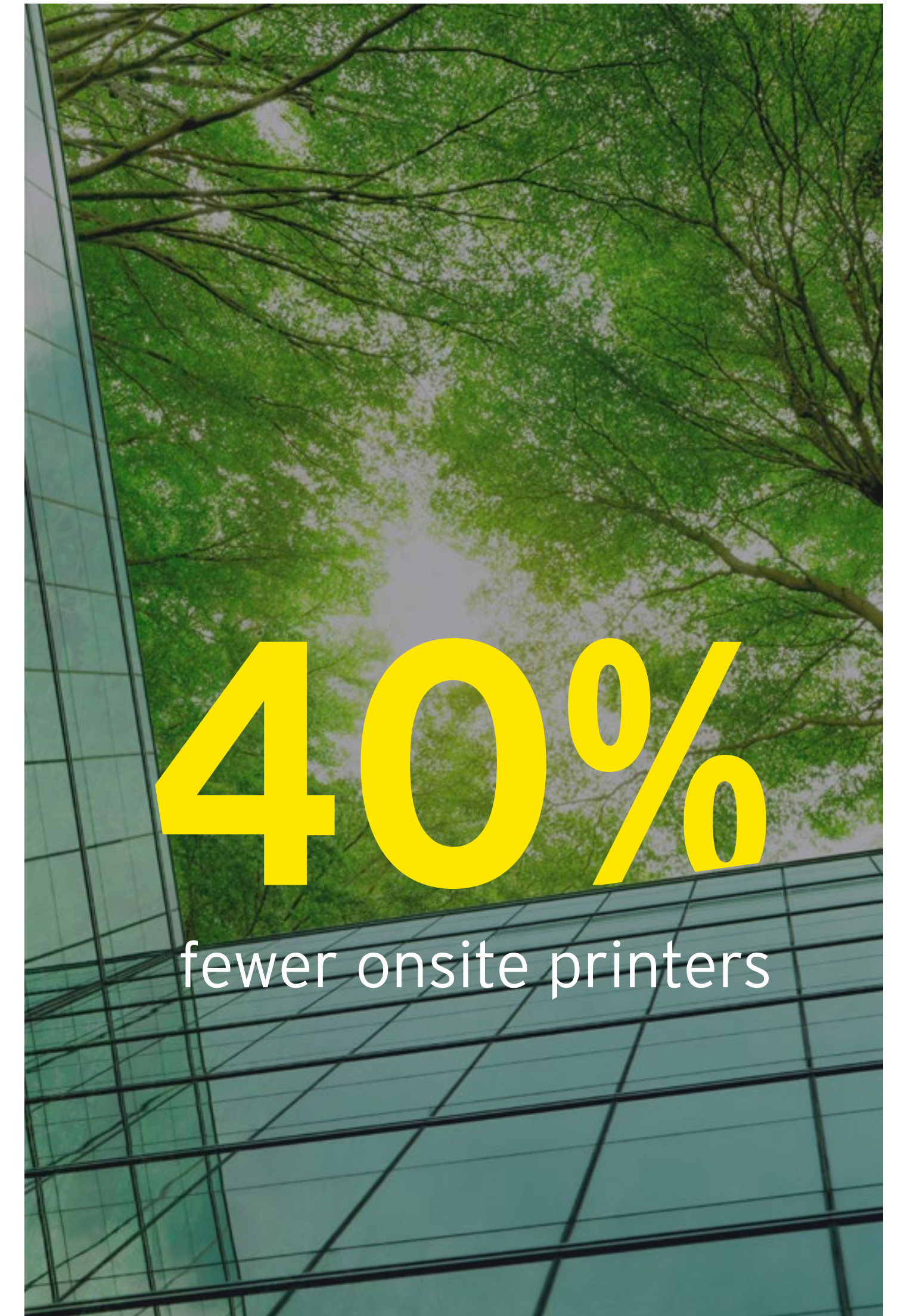
- Leveraging technologies such as MS Teams, modern meetings, video conference and video chat services in place of travel when possible
- Using travel options that minimise emissions
- Encouraging flexible working arrangements with EY people and clients.

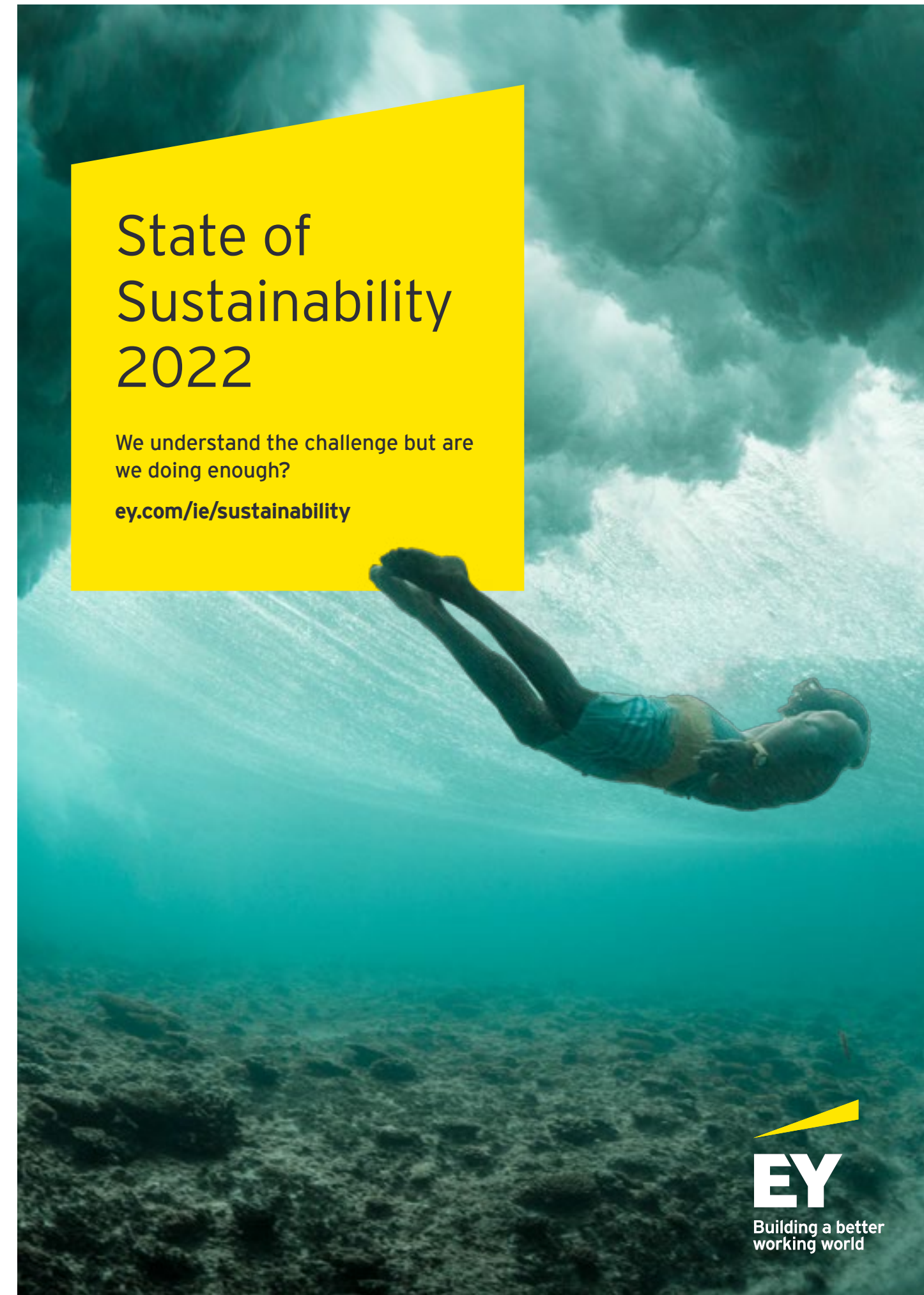
To minimise the environmental impact in our operations locally, we have undertaken several initiatives this year including:

- Developing carbon budgets per service line to monitor and track travel emissions in line with our SBTi commitment
- Reducing the number of onsite printers by 40%
- Implementing a protocol for all returned hardware to be reused (including keyboards, mice and headsets)
- Putting in place appropriate technology to deliver

engagements remotely and interactively for those working from home under our new hybrid model

- Ensuring that unwanted laptops are wiped and donated to NGOs, charities and schools
- Appointing a new stationery supplier, with the result that 70% of core items are now sustainable
- Supporting the Bike to Work scheme to reduce our scope 3 emissions footprint including by providing increased on-site facilities such as showers and additional bike racks
- Enhancing on-site canteen food choices and event catering (with a focus on local, sustainable and – increasingly – plant-based options)
- Seeking to sustain reductions in non-client related travel by adapting our learning and development and recruitment processes, and our overall travel policy, to reflect the post-COVID environment.





Supporting clients to meet sustainability goals

EY's own sustainability report [State of Sustainability 2022](#) showed an increased understanding within the Irish business community of the scale of the sustainability challenges it faces. At the same time, there is a lack of confidence that goals can be achieved. EY is working on best strategies and practices to empower our own people and our clients in tackling climate change.

The EY CCaSS team is a multidisciplinary, multi-sector and multi-perspective team drawn from across our traditional service lines and sector competencies. The team has developed a number of solution sets including: Sustainability Reporting, Sustainability Strategy, Sustainability Transformation, Renewable Transition, Sustainable Finance and Green, Circular Economy & Infrastructure.

CCaSS has been leading companies through the transition to decarbonisation and the development of sustainable business models, working on the creation of long-term value for stakeholders for many years. The team has helped organisations understand and address the material risks and

opportunities that climate change, and other environmental, social, and economic issues, present for business. The offer is continually evolving: this year, for example, we launched [EY Carbon](#), a tailored end-to-end decarbonisation solution helping businesses transform to succeed in a net zero economy.

CCaSS supports organisations with development of sustainability strategies, measurement and assurance of sustainability KPIs (e.g. greenhouse gas emissions), reporting publicly on sustainability performance, sustainability and climate risk assessments, supply chain sustainability and compliance assessments against increasing regulations in this and other critical areas.

As stakeholder demand for accountability and transparency on sustainability performance increases, EY will be able to support clients to meet stakeholder expectations and, more importantly, support Ireland's transition to a greener economy and help mitigate the current climate crisis.

Meet the Eco-Innovators

This year, a team from our Dublin office set up an Irish chapter of Eco-Innovators, an employee-led environmental and sustainability-focused global network with around 2,500 members worldwide. The Ireland hub has grown to around 300 members.

Since September 2021, Eco-Innovators has driven several initiatives across the island of Ireland, with a focus on implementing internal changes in behaviours, raising awareness, and building knowledge around sustainability.

The Ireland hub has run four sprint themes in this financial year:

SPRINT 1: Sustainable gift giving and celebrations

SPRINT 2: Raising awareness and encouraging participation in the national Veganuary event

SPRINT 3: Education around biodiversity and opportunities to act

SPRINT 4: Education around green tech, looking at the environmental impact of technology as well as how it can be used as a solution.

Eco-Innovators has also been driving long-term sustainability proposals across Irish offices including:

Green offices:

- ▶ Bringing more plants into the office to improve productivity, wellbeing and air quality



- ▶ Introducing a levy of 30c on disposable coffee cups, the proceeds of which will be donated to the Irish Environmental Network
- ▶ Providing plant milk across the offices in all kitchenette spaces
- ▶ Making used coffee grounds available to employees for gardens and compost
- ▶ Installing an upcycled bookcase.

Sustainable events:

- ▶ Making the Dublin Pride event EY Ireland's first net zero event
- ▶ Setting up a Sustainable Events committee to advise on future events across Ireland

- ▶ Securing a recommendation from EY Ireland that all events going forward should have 50% vegetarian food options.

Life Terra and the promise of green

Last year's EMEIA Leadership Summit launched a tree-planting pledge in collaboration with tree-planting foundation, Life Terra. Frank O'Keeffe, Managing Partner, and Colin Ryan, Financial Services Lead, pledged to plant 3,400 trees on behalf of EY Ireland.

Appendices



Reporting against the WEF-IBC Stakeholder Capitalism Metrics

The EY global organisation is a member of the World Economic Forum's International Business Council (WEF-IBC). This involved a collaborative effort to help standardise disclosures around ESG reporting. For the first time, EY Ireland is implementing the WEF-IBC Stakeholder Capitalism Metrics in this report. We have followed the approach set out in our global impact report, EY Value Realized 2022, which measures our impact globally against the WEF-IBC metrics. Certain metrics may require data that may not adequately measure EY's contribution to stakeholder capitalism. Where applicable, narratives and explanation have been provided in response to the metric.



Principles of governance

Theme	Metric	EY Ireland disclosure
Governing purpose	Setting purpose	At EY, our purpose is <i>Building a better working world</i> . We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and innovation. And we're proud to work with others - from our clients to wider stakeholders - to use our knowledge, skills and experience to help fulfil our purpose and create positive change. For more information please visit: Purpose - Our latest thinking EY Ireland
	Purpose-led management	At EY, we believe in purposeful growth by keeping our purpose at the heart of everything we do. By making the right choices we believe can grow and live our purpose of <i>Building a better working world</i> . Our five-year purposeful growth strategy is embedded into our business, bringing together our growth ambitions and our purpose. We have tied our ambition closely to our purpose by focusing on the lasting positive impact we can make for all stakeholders. Our purposeful growth leads across the organisation ensure we stay true to our core values and lead with purpose.
Quality of governing body	Governance body composition	Our leadership team includes a wealth of diverse perspectives, combined with an inclusive culture and equitable opportunities. They work to drive better decision-making, stimulate innovation, increase organisational agility and strengthen resilience to disruption. We empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are, and build their own exceptional EY experiences. For more information on our governance structure and composition please see our Transparency Reports.
Ethical behaviour	Anti-corruption	All EY people are required to complete anti-bribery and corruption training throughout their career. Our Global Code of Conduct is a clear set of standards for our business conduct. It provides the ethical and behavioural framework on which we base our decisions every day. The code is anchored in our values and beliefs and underpins all that we do. For more information, please refer to our Global Code of Conduct.
	Protected ethics advice and reporting mechanisms	<p>The EY/Ethics Hotline is a method for reporting conduct that may be unethical, illegal, in violation of professional standards, or otherwise inconsistent with the EY Global Code of Conduct. The hotline may be used for whistleblowing and whistle-blowers. Our people, clients and communities can make a report to EY using the EY/Ethics Hotline (online or by telephone), which also includes information about how EY will respond to the report.</p> <p>In EY Ireland there have been seven notifications to the hotline since 1 July 2021, none of which were deemed necessary to report to our regulators.</p>

Principles of governance

Theme	Metric	EY Ireland disclosure
Stakeholder engagement	Material issues impacting stakeholders	<p>To understand the most critical interests of EY stakeholders, EY completed a comprehensive global reassessment of the material environmental, social and economic issues relevant to the EY global organisation in FY22.</p> <p>The results of this global materiality assessment are informing the EY business strategy, goal setting, resource allocation, external disclosures, and identification and management of risks. For more details on the global materiality assessment results, please refer to pages 34-35 of our Global Impact Report.</p> <p>Moving forward, we are committing to conducting a materiality assessment for EY Ireland in FY23. This will be achieved by engaging with our Irish stakeholders to identify key material ESG issues that impact both our organisation and wider society specific to our region and the markets in which we operate.</p>
Risk and opportunity oversight	Integrating risk and opportunity into business process	<p>EY takes a comprehensive and forward-looking approach to the enterprise risk management process through a long-term value mindset that seeks to protect and enhance EY positioning in the market.</p> <p>The EY Risk Management function, leveraging expertise from across the EY member firms, works with business leaders to identify risks critical to the organisation’s public interest responsibilities and EY NextWave strategy. Given the fluid and multi-dimensional ways in which a risk or risks can materialise in any jurisdiction, EY benefits from a wide-ranging network of professionals that can rapidly respond as and when needed.</p> <p>The EY Risk Management function engages functional teams at the global, area, region and member firm levels to integrate these processes throughout the geographies in which EY operates. This extensive coverage allows EY to identify and actively monitor matters as close to real time as possible.</p> <p>ESG risk has emerged as a key risk category and is currently being embedded into this process. The ESG risk assessment has surfaced numerous ways in which EY operations or market positioning could be threatened from ESG risks, and specifically climate-related risks. Climate-related risk is a specific risk within the ESG risk category that threatens to impact businesses and communities with which EY teams work around the world. EY is developing a plan to mitigate these risks for the organisation and for EY teams’ work with clients and broader stakeholders.</p> <p>For more information on our key risk categories, please refer to page 38 of our Global Impact Report.</p>

Prosperity

Theme	Metric	EY Ireland disclosure
Community and social vitality	Total tax paid	<p>The FY22 total direct tax contribution for EY in the Republic of Ireland was €129.7m, incorporating corporate income taxes, VAT and sales taxes and employer-paid payroll taxes.</p> <p>Due to the fact that EY operates under a partnership structure, a significant component of the taxes related to EY revenue is paid by the individual owners of the business and not directly by the firm. These taxes are not included in the figure above.</p> <p>Our tax contributions are important sources of government revenues and provide our economy with revenues to fund government operations, public infrastructure and support essential services for our society.</p>
	Total social investment	Information on EY Ireland’s investment in societal initiatives is outlined on pages 10-28.
Employment and wealth generation	Economic contribution	This year we have measured our direct economic impacts on the island of Ireland for 2022. Our economic contributions to the Island of Ireland are outlined on pages 31-34.
	Absolute number and rate of employment	Absolute number and rate of employment data are available on page 6.
	Financial investment contribution	<p>Our total capital expenditure (minus depreciation) for FY22 was €2.8m.</p> <p>Our investment strategy is founded on the pillars of our NextWave strategy, to not only create financial value, but to create value for our clients, our people, and our society.</p> <p>EY continues to innovate and create, using technology and data, new solutions and services for clients. EY investments are delivering significant digital innovation in areas such as audit. Our investment in technology is helping EY support global clients on some of the most pressing issues of today, including across their supply chains, which face both strategic and operational challenges that can only be solved through transformation.</p> <p>We have also invested in our new broadcasting studio, a state-of-the-art broadcasting facility that will allow us to produce cutting-edge webcasts, live client and people events, podcasts and to enable us to engage better with our people, our clients and our communities.</p> <p>This year EY Ireland acquired Client Solutions, a leading domestic enterprise technology firm in Ireland. This acquisition will further strengthen our client offering across EY digital, technology and innovation services. Our clients are increasingly seeking guidance on how to innovate and transform their business models and EY makes investments to ensure that our clients continue to have access to cutting edge ideas, technologies and systems to help them realise their business goals while building long-term sustainable value.</p>
	Infrastructure investments and services supported	Information on our infrastructure investments into technology and EY wavespace is detailed on page 36. For more information on our services supported through innovation and technology investments, please see Volume 1 of our Transparency Report.

People

Theme	Metric	EY Ireland disclosure
Dignity and equality	Diversity and inclusion	More information on our DE&I programmes and initiatives can be found on pages 14-23. Further statistics on our DE&I performance can be found in the Facts and figures section on pages 54-55.
	Pay gap	<p>EY Ireland gender pay gap is calculated in accordance with the regulations (i.e. the Gender Pay Gap Information Act 2021) and includes all employees within the organisation across our offices in the Republic of Ireland. The data shows our median hourly pay gap at 7.75% and mean hourly gap at 9.57%, between men and women, below the reported national average of 11.3%. Further information on our pay gap results is detailed on pages 17-19.</p> <p>As per the legislation, Partners are not required to be included in our employee gender pay gap calculations, as they are owners rather than employees of the business.</p>
	Pay equality	The EY Ireland gender pay gap is calculated in accordance with the regulations (i.e. Gender Pay Gap Information Act 2021) and includes all employees within the organisation across our offices in the Republic of Ireland. The data shows our median hourly pay gap at 7.75% and mean hourly gap at 9.57%, between men and women, below the reported national average of 11.3%. Further information on our pay gap results is detailed on pages 17-19.
	Risk for incidents of child, forced or compulsory labour	<p>After EY issued its first Global Human Rights statement in 2021, teams were engaged across the EY organisation to identify initiatives across EY people, clients, suppliers, and communities that would reinforce the EY commitment to respect and uphold human rights. Over the course of the last year, EY has:</p> <ul style="list-style-type: none">▶ Developed training for all EY people to promote further understanding of human rights in the context of business. The training will launch in FY23.▶ Reviewed client and engagement acceptance and continuance procedures and identified opportunities to further incorporate human rights considerations.▶ Conducted reviews of top global suppliers on topics including modern slavery and have provided additional training resources to suppliers.▶ Developed listening sessions with EY people to understand key topics and pressing questions. These sessions will launch in FY23. <p>Just as the EY Global Code of Conduct sets out the standards of ethical behaviour expected of every EY person, the EY Supplier Code of Conduct does the same for EY suppliers. The EY Supplier Code of Conduct outlines expectations around issues including sustainability, human rights, modern slavery and child labour, and suppliers are asked to verify their adherence and standards at the Request for Information/Request for Proposal (RFI/RFP) stage (and reaffirming at the time of contract execution). At the RFI/RFP stage, responses to environmental and social sustainability questions are scored and weighted and influence the supplier selection.</p> <p>In addition, the EY Supplier Portal provides EY procurement professionals with visibility of the capabilities of current and potential suppliers. Suppliers meeting certain spend thresholds complete a self-assessment questionnaire so decision-makers can better understand the suppliers’ social and environmental policies, practices and certifications. Questions cover topics such as modern slavery, ISO 14001 certifications and how they monitor standards in their own supply chain.</p>

People

Theme	Metric	EY Ireland disclosure
Health and wellbeing	Health and safety	<p>The health and safety of EY people is paramount, and globally there are policies and procedures in place to ensure workplace safety. Fatalities and work-related injuries are not tracked globally, as the risk of accidents in EY businesses is low.</p> <p>More information on EY Ireland’s offering of non-occupational health and medical services can be found on page 24.</p>
	Employee wellbeing	<p>More Information on our employee wellbeing programmes offered and uptake can be found on page 24.</p>
Skills for the future	Training provided	<p>Information on our employee provided training and development can be found on page 12.</p>

Planet

Theme	Metric	EY Ireland disclosure
	Greenhouse gas (GHG) emissions	<p>We are committed to meeting our global ambition for net zero and this is reflected across the scorecards of all our leadership members. This means we have local and individual targets across all service lines and in every country which are aligned to our global Science Based Targets initiative (SBTi) commitments.</p> <p>At a local level, EY Ireland closely monitors our local footprint and progress against these targets. This year we completed a detailed review of our local carbon footprint by employee. This analysis set the same baseline year as our global calculations (FY19) and also aligned to the GHG Protocol Corporate Standard. Our methodology included calculations for stationary combustion, refrigerants, purchased electricity, business travel, purchased goods and services, waste, and fuel and energy-related activities for all employees registered within our Irish offices. The results of this analysis are displayed on page 39.</p> <p>We have already established several localised initiatives (such as waste segregation, coffee cup levys and more, see page 41 for localised initiatives) but are eager to increase our local impact through continued detailed review of our localised impact. We will be reviewing this methodology regularly and continuing to integrate effective initiatives to support EY in achieving our climate goals and ambitions. Information on our greenhouse gas emissions for FY22 can be found on page 39 and page 57.</p>
	Paris-aligned GHG emissions targets	<p>We will cut absolute emissions by 40% across Scopes 1, 2 and 3 by FY25, against an FY19 baseline, consistent with a 1.5°c science-based target, approved by the SBTi. And we have a seven-point plan to ensure we achieve this ambition. Details of GHG emissions can be found on page 39.</p> <p>EY’s net zero pathway was validated by SBTi in 2020. We continue to follow the latest SBTi developments on net zero standards.</p> <p>More information on our greenhouse gas emission can be found on page 57.</p>
Freshwater availability	Water consumption and withdrawal in water-stressed areas	For more information on our Global Aqueduct Water Risk Assessment, please refer to page 40 of our Global Impact Report.
Nature loss		<p>Annually at a global level, EY conducts an analysis to review EY office locations to understand if they are located in or adjacent to key biodiversity areas (KBAs). This year’s analysis determined that ten EY office locations, representing approximately 1% of EY office locations and approximately 1% of the aggregate global EY member firm headcount, are in KBAs.</p>
	Land use and ecological sensitivity	<p>Office locations of EY member firms are predominantly in major urban and business centres. The location selection process is driven by proximity to EY clients, talent pool and business case; key selection criteria include a Class A office building that is well located within the city and will meet the needs of clients, internal governance, and enablement of the workforce.</p> <p>We are pleased that the recent global KBA mapping analysis confirmed that most offices are not in or adjacent to key biodiversity areas. Land use management action plans are under development and the location selection processes continue to align with EY sustainability efforts.</p> <p>At a local level, EY Ireland further reviewed Irish office locations against Irish protected areas under EU directives as mapped by the Environmental Protection Agency. This analysis determined that four out of five offices in Ireland are located adjacent to protected areas, including Special Areas of Conservation (SAC), Special Protected Areas (SPA), and nutrient sensitive waters. While our operations do not directly impact the protection criteria, we are committed to investigating ways to promote these areas and their protection in the future.</p>

EY facts and figures -
societal value metrics



We are committed to delivering on our promise to all EY people: “The exceptional EY experience – it’s yours to build”. We achieve this by providing the support, experiences and opportunities our people need to build their careers in EY and beyond.

Formal learning¹

	FY22
Average learning hours per person	39.2 hours
Average training and development expenditure per full-time employee	€1,107

IOI headcount – overall and by gender²

	FY19	FY20	FY21	FY22
Women (%)	48.9%	50.5%	49.0%	48.5%
Men (%)	51.1%	49.5%	51.0%	51.4%
Overall	2,933	3,045	3,411	4,208

ROI headcount – overall and by gender

	FY19	FY20	FY21	FY22
Women (%)	49.0%	50.5%	48.5%	48.0%
Men (%)	51.0%	49.5%	51.5%	52.0%
Overall	2,411	2,483	2,852	3,513

NI headcount – overall and by gender

	FY19	FY20	FY21	FY22
Women (%)	50.7%	51.4%	51.9%	52.7%
Men (%)	49.3%	48.6%	48.1%	47.2%
Overall	522	562	559	695

Headcount by region

	FY19	FY20	FY21	FY22
Belfast (%)	17.8%	18.6%	17.0%	16.5%
Cork (%)	8.0%	8.2%	8.7%	7.5%
Dublin (%)	67.2%	66.3%	67.2%	69.8%
Galway (%)	1.4%	1.4%	1.5%	1.4%
Limerick (%)	2.8%	2.8%	2.8%	2.5%
Waterford (%)	2.9%	2.7%	2.9%	2.2%
Overall	2,933	3,045	3,411	4,208

FY22 workforce data (ROI) by gender ³

	Women	Men
Interns	48.31%	51.69%
Staff/associates	46.31%	53.57%
Seniors	55.04%	44.96%
Assistant managers	52.69%	46.77%
Managers	45.66%	54.19%
Senior managers	50.93%	49.07%
Directors (L4)	40.16%	59.45%
Directors (L5)	27.36%	72.64%
Equity Partners	26.96%	73.04%

Note: Equity Partners as at 2nd July 2022

EY fact and figures - societal



Carbon footprint

We are committed to meeting our global ambition for net zero and this is reflected across the scorecards of all our leadership members. This means we have local and individual targets across all service lines and in every country which are aligned to our global SBTi commitments.

At a local level, EY Ireland closely monitors our local footprint and progress against these targets. This year we completed a detailed review of our local carbon footprint by employee. This analysis set the same baseline year as our global calculations (FY19) and also aligned to the GHG Protocol Corporate Standard. Our methodology included calculations for stationary combustion, refrigerants, purchased electricity, business travel, purchased goods and services, waste, and fuel and energy-related activities for all employees registered within our Irish offices. The results of this analysis are displayed here.

We have already established several localised initiatives (such as waste segregation, coffee cup levys and more (see pages 39-40) but are eager to increase our local impact through continued detailed review of our localised impact. We will be reviewing this methodology regularly and continuing to integrate effective initiatives to support EY in achieving our climate goals and ambitions.

Greenhouse gas emissions

	FY19	FY20	FY21	FY22
Total emissions (tCO2e) - location-based ⁴	4,655	2,299	814	2,025
Total emissions (tCO2e) - market-based ⁴	4,186	1,911	515	1,656
Emissions per employee (tCO2e/FTE)	1.95	0.93	0.30	0.58
Scope 1 (tCO2e)	24	52	12	9
Scope 2 (tCO2e) - location-based	469	388	299	369
Scope 2 (tCO2e) - market-based	0	0	0	0
Scope 3 (tCO2e)	4,162	1,859	503	1,647

Notes to EY facts and figures tables

- 1

Average learning hours includes those recorded in our learning portal, Success Factors, only. It excludes hours not recorded in Success Factors, such as those spent by employees studying for professional qualifications and external certifications or completing EY Badges. Average training and development expenditure per full-time employee also excludes that contributing to the completion of professional qualifications, external certifications and EY Badges.
- 2

We have presented our people data under categories of gender identity as recorded by our voluntary EY people surveys i.e., women, men or other. In our overall headcount for the Island of Ireland in FY22, there were 0.1% of our people recorded in our HR system as at the end of FY22 with either no gender identifier or a gender other than male/female. The total figures presented for IOI FY22 include all EY employees.
- 3

For our workforce data, there were 0.03% of our staff/associates, 0.05% of our assistant managers, 0.03% of our managers, and 0.03% of our directors (L4) in our HR system as at the end of FY22 with either no gender identifier or a gender other than male/female.
- 4

Both location-based and market-based emissions have been reported as per the GHG Protocol guidance. *“A location-based method reflects the average emissions intensity of grids on which energy consumption occurs. A market-based method reflects emissions from electricity that companies have purposefully chosen.”* - as defined by **GHG Protocol Scope 2 Guidelines**

EY economic impact 2022



Economic impact methodology

EY’s economic impact assessment (EIA) methodology uses the Central Statistics Office’s Input-Output (I-O) tables which capture the relationships between the main sectors in the economy. Every time there is an injection of spending into the economy, there is a multiplier effect: extra income leads to more spending which creates more business activity, which continues through the supply chain. As such, any spending by EY or our supplier base will have a considerably larger effect on the economy than the initial amount spent. This supports an entire economic supply chain, not only in the professional services sector, but in sectors such as services, education and retail.

EIA analysis measures the impacts from activity in a particular sector and the knock-on effects in the wider economy. The data provided about a business or sector is used to calculate economic “multipliers” specific to that business or sector to quantify the direct, indirect and induced contributions to GDP and employment on the island of Ireland.

Detailed finance, employment and revenue data was gathered for EY Ireland’s activities in FY22. This was modelled using the EIA model to calculate the impacts throughout the wider Irish economy.

The quantitative element of economic impact presented here takes into account EY as an operational business, the purchases we make and the people we employ. It does not take into account the value we bring to the clients we serve, and as such, the economic benefits we bring to our clients are more expansive than the figures presented in this report.

The impacts captured as part of an EIA assessment are as follows:

- **Direct impacts:** the value added (GDP) and jobs generated through EY’s direct economic activities, that is, wages paid to employees, operating costs related to running the various EY offices across Ireland, and spending on EY suppliers.
- **Indirect impacts:** these impacts are as a result of firms in the economy supplying goods and services to EY.

- **Induced impacts:** these impacts arise when those employed directly by EY and its suppliers on the island spend their wages in the wider economy. This creates demand for consumer goods and services, which generates further economic activity and employment.

Gross Domestic Product (GDP)

The contribution to national GDP of a business can crudely be measured in terms of the additional payroll and profits generated throughout the economy as a result of its activities. GDP is the value added to the economy attributable to EY Ireland’s operations.

Employment

The employment impact shows the number of people employed throughout the economy in order to support EY’s activities.

This includes the number of people employed by EY on the island, employment in our supply chain and employment generated as direct and indirect wages are spent throughout the wider economy.

EY | Building a better working world

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