

EY Ireland

Societal Impact Report

2025



Shape the future
with confidence

Small Sparks. Shared Strength. Collective Change.

At EY Ireland, we believe that small sparks – of compassion, resilience, knowledge and creativity – can ignite powerful change. Each of us carries a light and when we share it, we amplify our collective strength. Through shared purpose and action, we create not only impact for others but transformation in the world around us. This report explores how these sparks, when united, drive meaningful societal progress.

Together, we turn small sparks into lasting progress.



INTRODUCTION FROM
EY IRELAND MANAGING PARTNER

Frank O'Keeffe

I am proud to present our fourth Societal Impact Report where once again we report on our work across the three key pillars of Society, Prosperity and Planet. This is such important work we in EY Ireland are very proud to do with a special focus on building inclusion, expanding opportunity and supporting sustainable growth across this island.

This year, driven by our commitment to building a more inclusive society, we undertook a range of initiatives to expand our efforts to increase access to employment, support the wellbeing and development of our people, and positively impact the communities we serve.

Amid ongoing global disruption, we continued to strengthen our economic contribution and champion innovation and entrepreneurship, and invested in the launch of our new geopolitical strategy unit to help our clients navigate these turbulent times.

Our EY Entrepreneur Of The Year™ programme – celebrating and connecting Ireland's most ambitious business leaders and fostering a thriving entrepreneurial ecosystem across the island – remains a key focus of ours. Now in its 28th year, the programme continues to inspire, recognise and support entrepreneurs through a powerful community of over 650 alumni, who collectively employ more than 275,000 people.

Our continued focus on wellbeing, learning and growth ensures our people are empowered to thrive, while our commitment to community engagement enables meaningful contributions through volunteering, mentorship and local partnerships.

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With 110 nationalities represented in EY Ireland, our diversity is a defining strength - and with it comes a responsibility to build a culture where every individual feels seen, valued and empowered to thrive.

Frank O'Keeffe

EY Ireland
Managing Partner



INTRODUCTION FROM
EY IRELAND MANAGING PARTNER

Frank O'Keeffe

These efforts are deeply connected to our broader sustainability agenda, which remains central as we accelerate actions to decarbonise our operations and help conserve the planet for future generations.

This year we also stepped up our commitment to inclusion through our work with young people, our support for entrepreneurs and our drive to foster a more equitable and inclusive working environment.

With 110 nationalities represented in EY Ireland, our diversity is a defining strength – and with it comes a responsibility to build a culture where every individual feels seen, valued and empowered to thrive. It is this ethos that guides us in our work with clients, helping them to navigate a rapidly changing world and in the connections, we build with the communities around us.

As we look ahead, our purpose remains clear: to build a better working world by creating opportunity, driving innovation and delivering long-term value for society. We know that progress is rarely linear, and the challenges we face – locally and globally – require resilience, partnership and a bold sense of ambition.

Together, we will continue to do the hard work to help shape a future that is fairer, more sustainable, with opportunity for all.



Making a difference - highlights of FY25

Making a difference for prosperity

€843m

IOI revenue

€745m

GDP impact

#1

Professional services firm

16.4%

5 year compound annual growth rate in revenue

5,460

Direct jobs across Ireland

3,340

Indirect jobs supported by our activities in the wider economy across Ireland

8,800

Total direct and indirect jobs supported

46%

Growth in regional jobs (outside Dublin) over the past four years

1,300+

EY Technologists

\$1.4bn

EY global investment in AI

90%

of EY people have completed foundational AI training

EY.AI

Award winning generative AI solution at the Stevie American Business Awards

650+

Alumni of the EY Entrepreneur Of The Year™ programme

275k

Jobs provided by EOY alumni globally

€28bn

EY Entrepreneur Of The Year™ alumni combined revenues

11,400+

Hours by EY employees supporting EOY entrepreneurs

783

C-Suite attendees at EY leaders events in FY25

1,200+

CEOs surveyed for CEO Outlook Survey

1,500+

Client views of geopolitical Strategy unit webcasts

71

Business leaders interviewed in our CEO and CFO podcasts

Making a difference - highlights of FY25

Making a difference in society

€584k

Charitable contributions

22,241

hours invested by EY people in community initiatives and pro bono work

1,799

Hours supporting the homeless community at Tiglin Lighthouse Cafe

€97k+

Raised for our charity partner of the year Irish Cancer Society

2,400+

Young people supported through our EY programmes

20+

Initiatives supporting young people to reach their full potential

171

EY volunteer mentors signed up to support Open Doors Initiative

247k+

16% increase in hours of learning provided to EY people

Making a difference for our planet

63%

Reduction per person in greenhouse gas emissions

31%

Reduction in carbon footprint since FY19

€23.5k

Raised through sustainable cup levy and donated to 10 charities

220

Participants in student sustainability challenge

47

Four Futures climate awareness sessions and three free online sustainability masterclasses

A climate change consulting leader

According to independent research firm Verdantix – Green Quadrant: Climate Change Consulting 2025

100%

of our global electricity consumption matched with renewable sources to meet our RE100 commitment



Guided by EY's new global strategy, All in, EY Ireland has embraced a culture of togetherness, inclusiveness, collaboration and partnership.

In an increasingly complex and interconnected world, we are proud to put these principles into action, driving purposeful growth and delivering exceptional outcomes for all. Together, we shape the future with confidence, striving to make a meaningful and lasting impact.

At EY, our purpose is Building a Better Working World. Every day, our insights and high-quality services help build trust and confidence in capital markets and economies across the globe. We develop outstanding leaders who team to deliver on our promises to clients, colleagues and communities. Our people, almost 5,500 strong across Ireland, draw purpose and meaning from this work, creating real impact for those we serve.

Our values guide everything we do. We champion integrity, respect, inclusiveness, energy, enthusiasm and the courage to lead. We build strong, collaborative relationships with clients, colleagues and partners to drive change that truly matters.

Through our All in strategy, we are empowering individuals, embracing diverse perspectives and strengthening communities. By living our values and acting with purpose, EY Ireland is helping to create a better working world where everyone can thrive together.



Measuring our impact

This is EY Ireland's fourth impact report, marking another step forward in our journey to create long-term value in society. Over the past year, we have built on the foundations of our initial reports, expanding both the reach of our strategy and the impact of our initiatives. Through a blend of quantitative data and real-world stories, this report shows how we generate value – not just for our people and clients, but for the communities and environment around us.

To make our progress clear and comparable, we have aligned our reporting with the World Economic Forum International Business Council (WEF-IBC) metrics. This framework allows us to tell a transparent story of our environmental, social and governance (ESG) performance – showing not only what we do, but the positive difference it makes.

INTRODUCTION FROM
EY IRELAND SOCIETAL VALUE LEAD

Sarah Connellan

This has been another incredible year for us at EY Ireland. Last year, we refreshed our societal value strategy, with the aim of positioning ourselves as the societal value leader in professional services. This year, we built on that work under our three established pillars: Society, Prosperity and Planet.

Our work under the Society pillar focused on inclusion and breaking down barriers to achievement. This year, our efforts reached more than 2,400 young people and we continued our work with marginalised groups including refugees. We also supported our own people to thrive, through our wellbeing initiatives and our extensive learning and development programmes.

Despite the turbulent economic and political climate, we made a significant contribution to prosperity on the island of Ireland, contributing more than €745 million to GDP and directly or indirectly supporting more than 8,800 jobs.

We connected at the highest levels of our client organisations via outstanding programmes such as our CFO Summit and our EY Funds Forum and engaged with the country's top entrepreneurial talent through our world-renowned EY Entrepreneur of the Year™ programme.

Finally, under the Planet pillar, we continued to work towards our own ambitious carbon reduction goals, progressing our move to a sustainable new building at Wilton Park in Dublin and working to raise awareness and building capability across our colleagues and clients.

We know that change doesn't happen overnight. This is why we remain committed to investing in the long-term future of our people, our communities and our planet. Together, we will drive purposeful growth and shape the future with confidence.

“

Through our efforts to promote inclusion and remove barriers to achievement, we reached more than 2,400 young people this year

Sarah Connellan
EY Ireland
Societal Value
Lead





Society

Chapter 01

By investing in people and the communities around us, we believe we can achieve our vision of a society where people feel culturally and socially accepted and are paid and treated equally.

We continue to demonstrate our commitment to building a more inclusive society through a range of initiatives aimed at increasing access to employment opportunities, creating a more supportive workplace for our own employees and boosting our positive impact on the communities around us.

This year saw us strengthen our investment in young people, including signing up to the Youth Employment Charter. We expanded our support to reach 210 Transition Year students, and extended our participation in Junior Achievement Ireland. In all, more than 2,400 young people were reached by our initiatives.

Through our EY4All initiative, we continued to break down barriers to entry, focusing on diverse groups and individuals facing unique challenges – particularly through our Refugee Access Programme and working closely with the Open Door Initiative. We expanded our efforts to advance neuroinclusion, while our vibrant employee networks drove meaningful progress toward a truly inclusive workplace where everyone can thrive.

In response to rising xenophobic incidents in Ireland, we hosted a webinar providing a safe space for people to share their lived experiences, be heard and connect.

Our ongoing work in intercultural competence and reverse mentoring equips us to build stronger connections and a more inclusive culture across EY. Strengthening these skills ensures everyone feels seen and valued – creating a workplace where everyone belongs.

We reinforced our commitment to our people by expanding wellbeing initiatives and broadening learning and development opportunities, delivering 247,500 learning hours across Ireland. By fostering a love of learning, we empowered colleagues to grow and give back to their communities through volunteering and mentoring – combining personal growth with meaningful social impact.



Supporting our communities

€584k

Charitable contributions

22,241

Pro bono volunteer hours

514

Shifts at Tiglin Lighthouse
Café for the homeless

210

Transition Year students

230

Summer Internship
Programme

171

EY volunteers for
Open Door Mentoring
Programme

60

DEI Network events

2,242

DEI Network members

12

Trinity Centre for People
with Disabilities employees

Junior Achievement

93

volunteers

572

students
impacted

10

schools

Debra Cycle to Cork

14

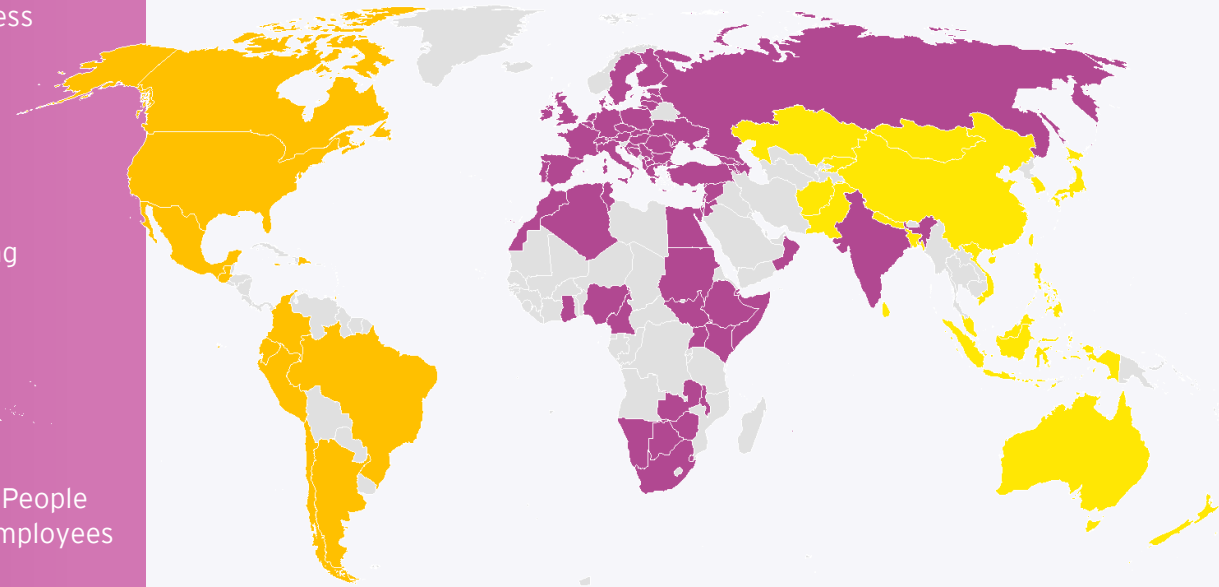
cyclists

300km

€19k

funds raised

110
NATIONALITIES



16 nationalities from Americas

21 nationalities from Asia Pacific

73 nationalities from EMEA

Investing in young people

Every year, we welcome around 400 talented new colleagues into our business via our graduate programme. We are committed to supporting young people across Ireland – growing the talent pipeline, breaking down barriers and opening doors so they have the opportunity to build meaningful, exciting careers.

Youth Employment Charter

EY Ireland was delighted to sign up to the government's Employment and Youth Engagement Charter, which aims to increase labour participation among jobseekers under 30, the long-term unemployed and members of marginalised groups.

We supported and hosted sessions on job searching, CV writing and interview preparation, and are working with the Open Door Initiative to provide mentoring.

2,404

YOUTH PARTICIPANTS

+20

INITIATIVES SUPPORTING
YOUNG PEOPLE



Summer Internship Programme

More than 230 interns took part in our eight-week summer programme. While gaining hands-on experience at EY, together they tackled a sustainability challenge (see page 57), with guidance from EY mentors.

“From the very beginning of my time at EY, I was actively involved and engaged with my teams. Throughout the internship, I’ve developed not only my technical skills but also my personal and interpersonal abilities. I’m extremely grateful for the opportunity and the valuable experience I’ve gained.

Lorcan Dunne

UKI Assurance SIP participant



Transition Year

The Transition Year initiative brought together 210 students from schools throughout Ireland, with some also participating via our Junior Achievement programme which targets underserved communities.

Students worked on an entrepreneurial-themed project and EY colleagues gave their time voluntarily to provide mentoring and support.

Time to Code

For the third year running, EY volunteers worked with Business in the Community Northern Ireland (BITCNI) to deliver its Time to Code programme. In FY25, 27 volunteers took part, delivering an eight-week programme to 240 pupils in nine primary schools.

Time to Read

Our volunteers also supported BITCNI's Time to Read programme, with 19 volunteers supporting 40 pupils across 17 schools to improve their reading skills.

Corporate Tech for Teens

We continued our youth technology education programme, hosting three groups of Transition Year students in our offices. 90 students learned about AI, cybersecurity, developing communication skills and problem solving.

3
SCHOOLS

90
TY STUDENTS

Teen-Turn

We were excited to participate in Teen-Turn's Project Squad 2024 initiative, which began in September and ran until December. Six EY volunteers mentored young girls in various areas, including ideation and business planning, design thinking, marketing and pitching and app development, providing encouragement and feedback on their ideas.



Learning Hub

EY proudly supports the Limerick Learning Hub, which enriches lives of children and young people by igniting their passion for learning through four core programmes: STEM and sustainability, art, music and health. During EY Giving Week, 65 volunteers from our Limerick office attended a volunteer day, taking part in activities including gardening, painting and outdoor work. We look forward to strengthening this partnership and supporting the Limerick community.



Junior Achievement

Junior Achievement Ireland (JAI) is a non-profit organisation dedicated to inspiring and preparing young people for success in a global economy. During EY Giving Week and across the year, a total of 93 EY volunteers participated; delivering valuable workshops on career development, impacting 572 students across Cork and Dublin. In Cork, 33 volunteers engaged with 290 students, while in Dublin, 60 volunteers reached 282 students.

572STUDENTS ACROSS
CORK & DUBLIN**93**

EY VOLUNTEERS

Supporting young entrepreneurs

We have a longstanding relationship with Young Enterprise NI (YENI) which supports young people to develop and pitch their own product. Each month, we provide funding for 50 young entrepreneurs to participate in YENI programmes. This year, 18 EY volunteers acted as coaches, mentors and judges, and a further four worked with 57 pupils from Special Educational Needs (SEN) schools to prepare to pitch at the NI Big Market Experience, where pupils have the opportunity to market their products to the public.

MAKING AN IMPACT

“Having a positive impact on the next generation is the greatest feeling.”

I started at EY during Covid and once we were able to get back into the office, I was keen to get involved in as many things as I could. I'd been a swim teacher during college and always loved working with young people so when I saw the email about Junior Achievement Ireland, it really resonated with me.

I'm proud of how we've managed to build the programme up, from taking part in JA In a Day sessions out in the community to hosting JA Inspires seminars at EY Cork. I think we have a duty as an employer to show that there are different ways in, and that we welcome and value people from all walks of life and with different experiences.



My focus this year has been on making sure the programme is sustainable, setting up a committee and trying to get more colleagues involved across the organisation. We're also getting involved in different activities including organising mock interviews and a Dragon's Den competition. I'm really excited to see where we can take this. That feeling of being able to have a positive impact on the next generation and showing them what's possible is one of the greatest things you could do.

Conor FlynnStrategy and
Transactions Executive



EY Athlete Readiness Programme

In 2024, we were proud to be named Sport Ireland Athlete Friendly Employer of the Year. At EY, we're passionate about supporting athletes as they navigate life beyond sport, helping them channel their talent, discipline and leadership skills into meaningful careers. The EY Athlete Career Readiness Programme provides a global learning platform with twice-yearly, cohort-based career readiness badges in areas including technology consulting, leadership and business development. Ireland Hockey player and Olympian Ben Johnson, part of the second cohort, has since joined our Climate Change and Sustainability Services team.

Assured Skills Academy

The Assured Skills Academy programme is a joint initiative between the Department of the Economy and Invest NI offering demand-led pre-employment training. In FY25, we completed a further three Assured Skills Academies on Digital Engineering, Data and Analytics and Risk and Regulatory Compliance, bringing the total number delivered to six. Of the 57 students taking part in this year's academies, a quarter were either unemployed or economically inactive. 41 have gone on to join EY NI.

57
STUDENTS
TOOK PART

41
JOINED EY

Co-operation Ireland Leadership Programme

The Cooperation Ireland Future Leaders Programme (CIFL) is a leadership development initiative aimed at empowering young people across the island of Ireland to become peacebuilders and community leaders. In February, EY Cork welcomed 30 students and teachers from Belfast High School and Cork's Nagle College to take part in a programme of Purpose and Leadership.

EY STEM App

EY Northern Ireland (NI) launched its EY STEM app with a pilot in three schools – Ashfield Girls' High School in Belfast, Assumption Grammar School in Ballynahinch and St Cecilia's College in Derry/Londonderry. In total more than 200 girls engaged with the app in FY25 and plans are under way to offer the app to all post-primary all-girl schools in NI in FY26.

STEM Passport

The All-Ireland STEM Passport for Inclusion programme is a collaborative initiative involving Maynooth University, Microsoft Ireland, Science Foundation Ireland and the Department of Education, aimed at addressing inequalities in access to STEM careers for secondary school students in socially disadvantaged communities. EY contributed by providing mentors who worked with small groups of five to six girls during their lab sessions, supporting them in their STEM ambitions.



EY4All: Creating pathways into work

We believe a better working world is one based on both sustainability and inclusive economic participation. Our EY4All employment programme reflects our commitment to building an inclusive working environment by breaking down barriers, creating pathways into work and empowering everyone to realise their potential.

Refugee Access Programme

Now in its fifth year, the Refugee Access Programme (RAP) remains a cornerstone of EY Ireland's equity strategy. In FY25, the programme supported 10 participants through a 12-week journey focused on mentoring, upskilling and career readiness. A new collaboration with LinkedIn enabled us to provide additional support with speed networking and coaching, as well as providing premium LinkedIn subscriptions.

10RAP
PARTICIPANTS**12**WEEK
PROGRAMME

Participating in the RAP programme has been a transformative experience, the talent, critical thinking and determination exhibited by my fellow RAP participants served as a powerful reminder that potential exists everywhere and, when nurtured, can catalyse meaningful change. I am immensely grateful for this opportunity, which has not only shaped my career but also redefined my vision of the professional I aspire to be and the impact I hope to create.

Mukhtar Mar

Graduate, Business Consulting



Open Door Mentorship Programme

EY was delighted to take part in the Open Door Mentorship Programme, which focuses on supporting individuals facing barriers to entering the workforce. In total, 171 colleagues stepped up to provide mentorship, supporting mentees to navigate their career paths and fostering professional growth.

CV workshop

This year we were delighted to support Change Please, an award-winning social enterprise that tackles homelessness by training people to become baristas and supports them with everything they need to turn their lives around including a living wage job, accommodation advice, therapy, a bank account and onward employment opportunities. A number of EY volunteers supported this year's participants with their CVs and interview skills.

MAKING AN IMPACT

“Volunteering has shown me that my skills and knowledge have value.

Over the past 18 months I've worked with two incredible mentees through the Open Door Initiative. I've been made redundant twice myself and there were definitely times when I wondered if I'd ever find my dream job. I know from my own experience how helpful it can be just to talk to someone who's been through the same thing and come out the other side. It's been amazing seeing my mentees gain confidence week by week. Now they've both gone out and got jobs they love. I feel so proud!

This summer, our team took on an intern via the Refugee Access Programme. It's the first time I've had someone reporting into me and I learned so much from it. I've done a couple of talks to Transition Year students too, as part of Junior Achievement Ireland.



That was nerve-wracking, but so rewarding. Having that opportunity to speak to young people and hopefully get them feeling engaged and inspired at such a critical stage in their lives felt like a really powerful thing.

Becoming a volunteer mentor has given me more clarity about the kind of person – and the kind of manager – I'd like to be in the future. But the biggest thing is the confidence it gives you. I know now that my skills and knowledge have value and I really do have something to contribute.

Dáirne Black

Senior Social Media Executive

Neuroinclusion at EY

EY Ireland's long-standing partnership with the Trinity Centre for People with Intellectual Disabilities (TCPID) continues to evolve, along with the skills and capabilities of the graduates. In FY25, four colleagues from our Talent team revamped the "Transition to employment" workshops for graduating students and supported TCPID alumni through mentoring and internal mobility pathways.



We are also investing in continuous learning and improvement for both graduates and their EY buddies, including reviewing job roles to enable "job carving" – where responsibilities are tailored to individual strengths – and embedding neuro-inclusive intelligence into our mentoring and development frameworks. We recently launched the Diverse Abilities e-learning which will equip our people to better understand experiences and have confident conversations on disability, diverse abilities and neurodiversity.

UCC ID+ Project

EY Cork offered a three-month work placement to a participant in the UCC ID+ Project, which promotes the fundamental rights of people with intellectual disabilities to attend third-level education and progress to paid employment.



Specialisterne

Specialisterne is a social enterprise that helps autistic and neurodivergent people to get ready for, start or continue careers. In FY25 EY volunteers hosted two employer engagement and insight days at our offices in Belfast for Specialisterne's 12-week academy graduates. Topics covered included CV writing and interview skills, cybersecurity and data visualisation, while a neurodiverse colleague shared insights into their own pathway to employment. Several graduates successfully secured year-long placements with EY NI.

Support for charities

Our Charities of the Year: Supporting the fight against Cancer

This year marked the fourth year of our partnership with the Irish Cancer Society (ICS). Highlights included our popular **Pink Breakfast**, which brought colleagues together to support breast cancer awareness, and **Daffodil Day**, where we rallied to raise funds for cancer research and support services.

Several colleagues went the extra mile by participating in the Dublin Marathon, raising significant funds for ICS through their efforts. The Freezbury event featured a colleague-led sponsored sea swim and many of our colleagues ran to support the cause at the VHI Mini Marathon. We continued our partnership with UCD Rugby for Daffodil Day, raising over €19,000. Through these collective efforts we raised a total of €97,276 for ICS, reflecting our commitment to making a meaningful impact in the fight against cancer.

The Yellow Fest was another successful fundraising event for ICS along with our partnership with UCD Rugby, which raised €19,591

€97,276
raised for ICS





We are proud to support Action Cancer's vital work in saving lives and supporting people affected by cancer throughout Northern Ireland. This year we helped fund new dermatoscopes and an additional 300 skin cancer detection appointments

This year marked the start of a two-year charity partnership between EY NI and Action Cancer. Throughout the year hundreds of colleagues took part in events including marathons, cycle challenges, 5-a-side football tournaments, cake sales, raffles, bucket collections, abseils and treks, raising vital funds for Action Cancer's early detection, prevention and support work.

We also held several lunch and learn sessions to raise awareness of early detection and the Corporate Responsibility team visited Action Cancer to learn firsthand about its work. We are delighted to report that we have already achieved our two-year fundraising target, meaning that we can deliver even more from the partnership than originally planned.



Focus Ireland

Focus Ireland's annual Shine a Light sleep-out aims to increase awareness of homelessness in Ireland and raise crucial funds to support the charity's work. This year, colleagues from a number of EY offices took part, raising almost €5,000.

€5,000

RAISED



Debra Cycle to Cork

In August 2024, 14 EY colleagues embarked on an incredible charity cycle from Dublin to Cork over two days in aid of Debra Ireland, raising over €19,000. Debra is the national charity dedicated to supporting people living with epidermolysis bullosa (EB) – a rare and painful genetic skin condition with no known cure. Debra Ireland is a charity close to our hearts as team member Gary O'Callaghan's niece, Sienna, was born with EB. The route spanned 300km, 1km for each person in Ireland currently living with EB. All funds raised went directly to Debra Ireland to support their mission of providing care and finding a cure.

Darkness into Light

The EY Mental Health Network was proud to once again support Darkness into Light, the flagship fundraising event for Pieta House, which provides free support to people in distress including via a 24-hour crisis helpline. EY and the Mental Health Network sponsored 50 registrations equating to a €1,500 donation with EY colleagues participating throughout the island of Ireland.

€1,500

RAISED IN DONATIONS



VHI Women's Mini Marathon

In the lead-up to the VHI Women's Mini Marathon on June 1, the EY Women's Network partnered with the EY Run Club to host a series of inclusive, community-driven events aimed at building connection and confidence among both aspiring and experienced runners. The EY Women's Network sponsored 100 EY participants in the VHI Women's Mini Marathon.

100+

EY PARTICIPANTS



Tiglin Lighthouse

Tiglin provides support for those facing life-altering circumstances, through initiatives like the Lighthouse Homeless Café, providing hot meals and pathways to recovery and stability. Over the past year 320 colleagues have covered 514 shifts in the café, spending a total of 1,799 hours on site. Colleagues also raised funds through the Sea Swim for Tiglin and the Christmas Shoebox Appeal.



Brew Bar donations

Each month, our Brew Bar collects the proceeds from special seasonal drinks and paper cup levies and donates them to charity. This year, the Brew Bar contributed over €23,500 to charities including Debra Ireland, Children's Health Ireland, Movember, Tiglin Lighthouse, MS Ireland, Women's Aid and the Irish Cancer Society.

€23,500+

IN CHARITABLE CONTRIBUTIONS

MAKING AN IMPACT

“Lessons I’ve learned have positively influenced my personal and professional relationships.”

In May 2024, I set a target of running the Paris Half Marathon the following March, which quickly evolved into my current 2025 Running Challenge: completing 12 races in 12 months across 12 cities. I have completed four half-marathons and three 10ks in locations from Morocco to Berlin. The memories of these experiences will last a lifetime

I took on this challenge to raise funds for a cause aligned with my personal values. The EY Foundation Charity aims to equip young people from low-income families with the skills to get



into work and achieve the same earnings potential as their peers. Having grown up in a single-parent household and received free school meals, that really resonated with me.

The experience has taught me so much – about health and fitness, and about perseverance and consistency. These are lessons that have positively influenced both my personal and professional relationships.

Nicola Henry

Senior Manager, Strategy and Transactions

EY Ripples: focus on entrepreneurs

EY Ripples, our global corporate responsibility programme, enables our people to apply their skills, knowledge and experience to bring about positive change across three focus areas: supporting the next generation workforce (SNG); working with impact enterprises (WIE) and accelerating environmental sustainability (AES).

Scaling social enterprises for growth

Social impact entrepreneurs are delivering better answers to global problems and purposefully driving progress toward the UN SDGs. This year we supported a number of these innovative businesses to achieve greater scale and impact, by extending EY knowledge, skills and experience on a pro bono basis.



Rethink Ireland

Rethink Ireland partners with the Irish government, individuals, corporates and foundations to support Ireland's most innovative non-profit organisations. Through its venture philanthropic model, it provides innovators with cash grants and business supports to grow and maximise their impact across Ireland, focusing on key areas of societal concern including education, health, equality, the green transition and social enterprise.

This year, a cross-functional team of 10 EY colleagues from FAAS, Tech Consulting, People Consulting and Forensics donated 300 hours of their time to support Rethink through its ongoing transformation process. Working closely with the leadership team, they explored ways of scaling and standardising processes and systems, with the aim of achieving efficiencies and giving the organisation a solid foundation for future growth.



Impact Hives

In FY25 we ran three Impact Hives – short, targeted innovation events that harness the power of the collective to help social impact organisations unlock breakthrough ideas for achieving their goals. At our EMEA Milestones Event, held at the Dublin Convention Centre, 750 new senior managers were briefed to ideate for My Mind and Grow it Yourself, coming up with new ways in which AI could help scale their businesses.

My Mind is a charity that delivers unique community – based mental health services with the aim of giving every person in Ireland equal access to mental health support early, affordably, directly and without stigma or delay.

GrowItYourself is a social enterprise started in Ireland that is creating a global movement of people who grow food for a healthy and sustainable future.

Sports & arts sponsorships

In EY Ireland, we believe that sports and the arts bring communities together and inspire creativity. Through our ongoing support, we help enrich local and national initiatives, celebrate talent and demonstrate our commitment to the communities where we live and work. This year we proudly sponsored: Hockey Ireland, UCD Rugby Club, Ballet Ireland, Neptune Basketball Club Inclusion Team and Cork Youth Orchestra.



Hockey Ireland

EY Ireland has been a primary sponsor of Hockey Ireland since 2015. In 2023, we expanded our support of Hockey Ireland to include sponsorship of the men's and women's national teams at junior and senior levels. We featured the Hockey Ireland Women's Team in an International Women's Day video series and we participated in the Hockey Mondays Podcast series.



UCD Rugby Football Club

EY was delighted to renew sponsorship of the UCD Rugby Club in 2024 for the coming years. UCD Rugby Club has over 260 active players and currently runs eight different teams including junior and women's teams.

Galway 5km Series

This is the fifth year we have sponsored Galway AC's 5km Series, which takes place across six weeks from April to June and attracts more than 1,200 participants. All proceeds go to Galway AC to support with operating and development costs.

Waterford AC Half Marathon

Taking place during the first weekend of December, the Waterford AC Half Marathon is a major event in the south-east's athletic calendar, attracting more than 2,500 participants. EY has supported the event for the past five years, helping to raise funds for Waterford AC and its chosen charity.

2,500+
PARTICIPANTS



Cork Youth Orchestra

EY Cork was honoured to sponsor the Cork Youth Orchestra and their Christmas concerts, a cornerstone of Cork's cultural calendar.



Neptune Basketball Club Inclusion Team

EY Cork was proud to continue its sponsorship of the Neptune Inclusion Basketball team, established in 2023 to support and encourage young people with a disability, aged between 8 and 16, to participate in basketball.

Ballet Ireland

EY and Ballet Ireland first partnered in 2019. In 2024, we were proud to support Ballet Ireland's autumn programme, including a tour of 14 venues across Ireland with its Nutcracker Sweeties production.



Working for gender equality

Connecting Women in Tech

Carol Murphy, Head of Markets at EY Ireland is the EY Lead for the Connecting Women in Technology network, a coalition of 20 technology firms across Ireland that aims to attract, retain and promote women in the technology industry.

30% Club

The 30% Club is a global campaign championing gender balance in business leadership. As sponsor of its Senior Women in Technology programme, we delivered leadership sessions to 80 senior women. Frank O'Keeffe, EY Ireland Managing Partner, sits on the club's advisory board, reflecting our commitment to driving gender equity in business and society.

Women in STEM

EY is a proud sponsor of Women in STEM. This year's event took place on 13 March and featured three EY speakers: Dr Mary Coghlan, Bronagh Riordan and Anna Gozdalik-Coakley.

Women of Concern

In October, we sponsored the annual Women of Concern lunch supporting Concern Worldwide goal to end extreme poverty. Globally gender inequality is the most common form of inequality and remains a major obstacle to the eradication of poverty. Women of Concern places women's empowerment at the heart of their humanitarian and development programmes.

SaT NextGen Women

The EY NextGen Women in Strategy and Transactions competition aims to inspire and attract the next generation of exceptional female talent. This year's competition had 175 strong applicants from Ireland's universities and colleges with 12 finalists (pictured) and one overall winner, Hannah Duffy, who will represent EY Ireland at the global competition later this year.

EY Women's Networking Series

The EY Women's Networking Series brought together female business leaders from various industries, providing a platform for learning and empowering women to elevate their impact and build connections.



Investing in our people

We believe that creating a better working world begins with individuals – the extraordinary people who make up our workforce. That’s why we are committed to supporting our people and prioritising their wellbeing, helping them grow, thrive, and reach their full potential.

Employee wellbeing remains a cornerstone of our employee value proposition. Throughout FY25, EY Ireland continued to foster a supportive and inclusive environment, offering initiatives tailored to our people’s needs.

Mental health is a key element of our wellbeing strategy. We increased our Mental Health First Aiders bringing the total number to 65. Across the firm, mental health awareness training continues to be rolled out,

ensuring that employees know how to detect mental health issues in themselves and their peers and where to go for support.

Physical and social wellbeing are also central to our approach. We encourage an active lifestyle by providing gym memberships and wellbeing workshops. In FY25, our sports and social clubs continued to thrive with approximately 30 clubs featuring activities such as hiking, golf, tag and tennis, alongside social activities including book clubs, board games and arts and crafts. Together with our annual flu vaccinations; this year we rolled out heartbeat screening in all our offices, with 800 employees taking part.

Through our Financial Wellbeing Programme, we offered financial education and tailored advice via webinars and one-on-one consultations, equipping employees with the tools to make informed financial choices for themselves and their families.

Supportive leave policies

Reflecting our commitment to fostering an inclusive and supportive workplace, we introduced a suite of new policies on supportive leave, including dedicated support for:

- menopause
- fertility treatment
- early pregnancy loss
- domestic violence, and
- surrogacy

To complement the launch and provide additional support for employees and managers on these sensitive topics we ran a series of learning and awareness events with external experts on the topics of fertility, menopause and domestic violence.

By acknowledging these deeply personal and often challenging circumstances, EY is taking meaningful steps to ensure that every individual feels seen, supported and empowered to thrive both personally and professionally. These initiatives reflect EY’s broader mission to create a culture of care and belonging, where wellbeing is prioritised.



Learning & development

At EY we believe that learning is not a moment – it's a mindset. We empower our people to grow, explore and evolve continuously, combining core and structured programs with flexible, personalised opportunities that spark curiosity, deepen expertise and unlock potential.

In FY25 we delivered more than 247,500 learning hours across the island of Ireland and celebrated the promotion and progression of 1,642 colleagues.

Highlights this year include the design and launch of the **EY Tax and Law Learning and Innovation Academy (ETALLIA)**, a new four-year learning academy for our 200+ Tax Graduates. We also delivered a local **New Senior Programme** to 250 newly promoted seniors, equipping them with the essential business and professional skills to thrive in their next career stage.

250

NEWLY PROMOTED SENIORS

247,500+

LEARNING HOURS



We refreshed and refocused our **exam strategy and culture** across the business, embedding exam success and celebrations in leadership comms, firmwide meetings and Counselling Family Trees. As part of this we also:

Enabled counsellors to provide strong support to trainees through targeted sessions on exam structure, preparation and policy awareness.

Increased data-driven engagement by improving reporting on attendance and adjusting policies to support trainee success.

Enhanced internal exam lecture delivery by placing greater emphasis on building foundational knowledge and focusing on learning and exam technique to boost exam readiness.

Supporting wellbeing by providing internal support initiatives to help trainees manage work-life balance, promote resilience and enhance wellbeing while preparing for exams.

Coinciding with the global launch of EY.ai, the EY overarching AI strategy, we introduced a specialised learning course – **AI Now**. The uptake has been exceptional, with over 4,537 of our colleagues completing the course within the first six months and a further 2,900 going on to complete further modules of AI now. The eagerness of EY people to gain AI proficiency is also reflected in the 735 AI badges that have been awarded and a further 1,365 in progress.

Our networks

Our networks, led by EY people for EY people, are at the heart of our inclusive community – connecting colleagues, celebrating diversity and making a real difference in the communities we serve. Here's a look at some of their remarkable achievements this year.

The Ability Network

Our Ability Network aims to create a more inclusive environment for colleagues with visible and invisible disabilities. Highlights included training from AsIAM to help employees better support neurodivergent colleagues. EY became a Sunflower sponsor for the Hidden Disabilities initiative, helping to make invisible challenges more visible and supported.

Making travel easier

The Travel Accessibility Desk is our new service centre designed to make corporate travel easier and more equitable for EY colleagues with disabilities, including those facing temporary challenges. The service includes pre-travel guidance, accessible accommodation and transport options such as wheelchair-friendly vehicles along with help to navigate airports and stations.

The Family Network

Our Family Network works to support employees with caregiving responsibilities and to foster intergenerational inclusion. A family-friendly Cinema Day attracted nearly 500 attendees in Dublin, Waterford, Belfast and Cork, while fundraising efforts generated €1,000 for Children's Health and The Parent Rooms.



The Mental Health Network

Our Mental Health Network continues to prioritise emotional wellbeing and psychological safety. Membership has grown by 20% since FY24, reflecting increased awareness of mental health issues. This year the network raised €11,899 for Movember, supporting men's health initiatives and €1,500 through the Darkness into Light walk organised by Pieta, a charity focused on suicide prevention.



The Women's Network

Our Women's Network focuses on gender equity and leadership development. The network supported the development and raised awareness of EY's Menopause Policy. More than 1,270 nominations were received for International Women's Day, with 11 colleagues recognised for their contributions.



The International Network

Provides support for colleagues from diverse cultural backgrounds. Highlights of the year included a “Taste of Cultures” food fair and cookbook launch, which brought colleagues together to celebrate global cuisines. The network also continued to offer practical support through visa and mortgage clinics, monthly coffee sessions for new joiners, the Cultural Connector Programme and fundraising events.



The Unity Network

The Unity Network made significant strides in supporting LGBTQIA+ inclusion this year. EY received the Outstanding Company award at the GCN Galas 2024 and hosted a networking event with GCN, bringing together 50 industry professionals from across Ireland. We also launched a campaign to celebrate Pride in Dublin, Waterford, Belfast, Cork and Limerick, donating more than €2,150 to BelongTo.

€2,150
DONATED

Black History Month

The Africa Connect Group – part of the International Network – aims to bridge the gap between Africa and Ireland, offering mentorship, career development opportunities and a platform for dialogue that addresses the unique challenges faced by African expatriates in the Irish workplace. In October 2024, we celebrated Black History Month with a series of events including a panel discussion, bake and crafts sale and Black Heritage Night, based around the theme “Reclaiming Narratives”.

“These events are a wonderful opportunity to celebrate our unique cultures and share them with our colleagues. The Africa Connect Community truly embodies the spirit of collaboration and support, making a significant impact on our lives as we build our futures here in Ireland.”

Lizzy Fabiyi
Africa Connect Committee

Building intercultural competence

Over half of our workforce is international, representing 110 nationalities. As we continue to evolve, we recognise that true inclusion requires intentional, equitable, intercultural action. In FY25, we introduced our Intercultural Competence Programme, aimed at building awareness, sensitivity and competence at all levels.

Our Reverse Mentoring Programme pairs colleagues from diverse backgrounds with managers and senior managers, creating a space to challenge power dynamics and foster mutual learning. We are also offering two e-learning modules focused on intercultural awareness, communication, and collaboration and facilitating targeted leadership workshops, known as Courageous Conversations, for partners, directors and senior managers.



In response to the recent rise in xenophobic incidents across Ireland, our DE&I team and the International Network led a Let's Talk webinar on xenophobia.

Over 330 colleagues attended an eye-opening and cathartic session that underscored the impact on our colleagues – especially our ethnic and racial minority colleagues, their families and friends. The session led by our managing partner, Frank O’Keeffe, encouraged reflection and upstanding action, fostered empathy and reaffirmed our commitment to intercultural awareness, sensitivity and competence.



“Our firmwide Intercultural Competence Programme is about more than awareness. It’s about action. It’s about equipping our leaders and teams to thrive in a global, multicultural environment — and to ensure every colleague feels seen, heard, valued and empowered.”

David Ryan
DE&I Partner Sponsor



Prosperity

Chapter 02

We are committed to increasing economic prosperity by creating employment opportunities, boosting productivity, supporting entrepreneurial activity and driving innovation.

Against a backdrop of turbulence and geopolitical uncertainty, we continue to make a significant contribution to prosperity on the island of Ireland, contributing €745 million to GDP and directly and indirectly supporting more than 8,800 jobs. We advised on seven Finance Ireland Deals of the Year.

We remain committed to investing in our collective future through our support for entrepreneurs and innovators. Our Entrepreneur of the Year™ competition, now in its 28th year, shines a spotlight on some of the country's most promising new businesses, while our targeted support for female entrepreneurs includes our Entrepreneurial Winning Women programme and the Grow-It All Island programme.

As thought leaders, we work to deliver valuable research insights into economic trends and consumer behaviour, while our new Geopolitical Strategy Unit has been created to help clients navigate an era of unprecedented global volatility.

We are committed to ensuring both our own and our clients' AI journeys are managed in a responsible way, providing tools, training and support for innovation including through our wavespace™ AI lab.

And we continue to build networks, drive growth and create opportunity through our strong presence in chambers and industry organisations throughout Ireland.



Supporting economic growth

7

Offices on the island of Ireland

1,200

CEOs surveyed for CEO Outlook Survey

800+

Client attendees at wavespace sessions

EOY class of 25**24**

EOY finalists

4,000+

Employees

28

Years of EOY in Ireland

650

EOY alumni

€750k

Raised by EOY alumni for One4Humanity

c.€1bn

Revenue

**Direct jobs
5,460****Indirect jobs
3,340****Total jobs
8,800****Total GDP
€745m**

Northern Ireland

**Direct jobs
1,029****Indirect jobs
631****Total jobs
1,660****Total GDP
€85m**

Dublin

**Direct jobs
3,589****Indirect jobs
2,196****Total jobs
5,785****Total GDP
€550m**

Regional

**Direct jobs
842****Indirect jobs
513****Total jobs
1,355****Total GDP
€110m**

Our economic impact

Every year, EY Ireland generates economic impact in many meaningful ways: through the purchases we make from suppliers: the direct and indirect jobs we support; the taxes we contribute to the Exchequer; and the work we do with clients to help their businesses grow – supporting communities and driving growth across the economy.

Over the past year, geopolitical uncertainty has presented new challenges, yet EY Ireland has continued to grow and expand as an IOI business, demonstrating resilience, adaptability and the ability to navigate change with confidence.

Building on our growth and resilience, FY25 also saw continued progress in our expansion across the island of Ireland and in reaching new talent.

Works began on fitting out our new Dublin headquarters at Wilton Park, where we plan to move in summer 2026, and we proudly opened our newest office in Derry/Londonderry – strengthening our presence and increasing accessibility for colleagues and clients alike.

In FY25, we contributed €745 million to GDP on the island and we now employ 5,460 people, 4,431 in the Republic of Ireland and 1,029 in Northern Ireland.

€745m

Total contribution to GDP on the island

4,431

Number of employees (ROI)

5,460

Total number of employees across the island

1,029

Number of employees (NI)

Our activities support more than 3,340 additional jobs in the wider and local economies around the island.



Our regional impact

We are committed to expanding our impact across the island of Ireland, particularly in regional areas. This is demonstrated by the total growth in our colleague numbers across our regional footprint exceeding 46% in the past 4 years. The firm leads professional services in Ireland for geographical coverage, partners and headcount, with a particular focus on developing regional competencies alongside national growth. We are delighted to provide local employment for talented graduates from our regional academic institutions – University College Cork, Munster Technical University, University of Limerick, South East Technical University and University of Galway.

842

Employees in ROI
Regional offices (Galway,
Cork, Limerick and
Waterford)

+46%

Growth in regional
headcount over past four
years

Our investment includes full alignment across our four regional offices – Galway, Cork, Limerick and Waterford – sharing resources and expertise to best meet client needs and serving a mix of multinational and indigenous clients. We continue to invest in technology and transformation trends, supporting regional centres of excellence and focusing on people and talent attraction as headcount continues to grow. Additionally, investment in real estate, sponsorships and strong community partnerships further reinforce EY Ireland's commitment to strengthening its presence and impact across the regions.



Expanding our regional impact

Our new office at Ebrington Plaza, Derry/Londonderry, which officially opened in May 2025, is our second in Northern Ireland and our seventh on the island of Ireland.

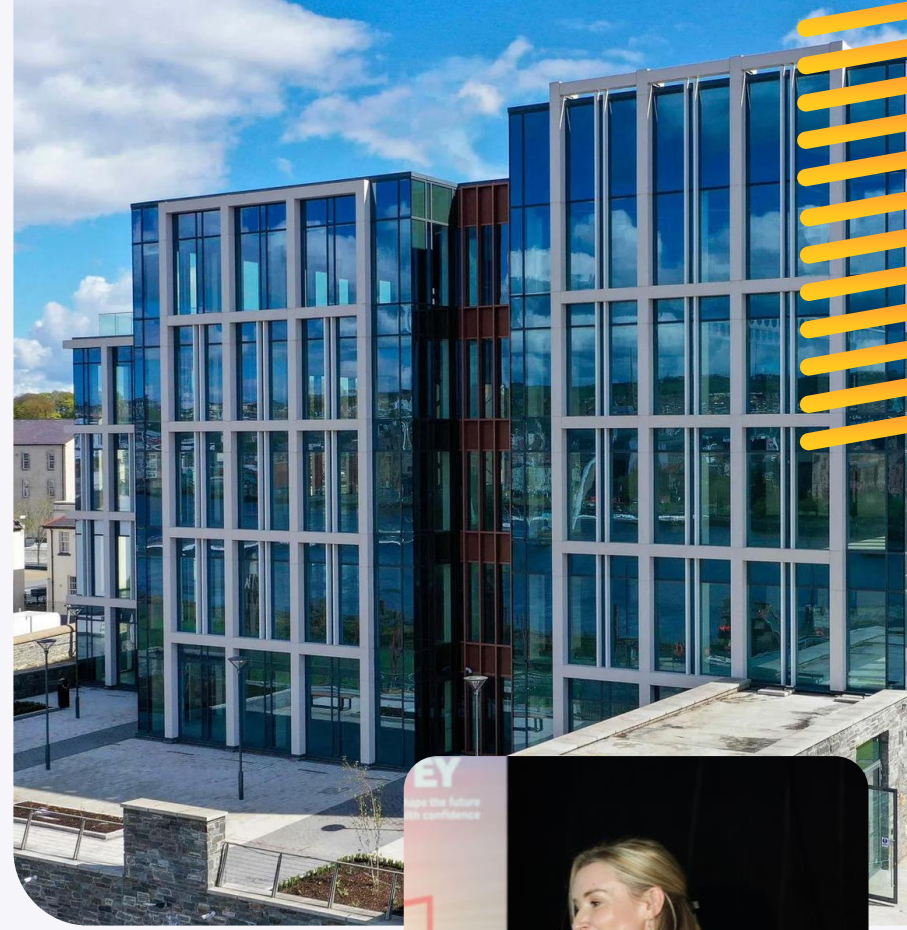
The office, which will accommodate up to 120 people, will play a crucial role in our strategy to expand our presence in Northern Ireland in response to client demand and enable us to draw on the outstanding talent available in the region.

For the launch we worked with ASpace2, a social enterprise offering training and support for young people and adults with additional needs. They baked and handed out over 400 bakery favourites boxes during the day. Our partnership with them has helped increase their awareness throughout the region. EY Northern Ireland also sponsored Derry City Jazz Festival and the Waterside Half Marathon.

“

Our expansion into the north-west reflects our long-term commitment to helping the outstanding businesses in the region solve their most complex challenges and our confidence in the region’s exceptional and deep talent pool. We’re looking forward to working closely with local businesses, education partners and the wider community to drive innovation and inclusive economic growth for many years to come.”

Rob Heron
Managing Partner
EY Northern Ireland



Executing winning deals

Our EY-Parthenon and Tax teams support businesses to grow at pace and on a global scale, promoting Ireland as a place to do business and ultimately boosting economic activity and prosperity on the island of Ireland. EY is proud to have advised on seven Finance Ireland Deals of the Year for 2025, in the M&A and Loans & Financing categories.



The seven winning deals were:

EQT's acquisition of a majority stake in AMCS, one of the largest ever sales of an Irish-founded tech company

Kerry Co-op's acquisition of Kerry Group's Irish dairy business in what has been called "the deal of the century"

Securing of bank lending, critical to the success of the Kerry Co-Op deal

Acquisition of Mannok Group by Türkiye's Sabanci Group in a complex cross-border deal

3i's investment in Waterwipes, supporting the company's European expansion

A series of acquisitions for NetZero Group, supporting its aim to become the largest installer of energy-efficient heat pumps in Ireland

Buttimer Engineering's expansion in the UK, enabled by Development Capital's investment

Promoting entrepreneurship

Now in its 28th year, the EY Entrepreneur Of The Year™ (EOY) programme continues to go from strength to strength.

The EOY programme not only ensures national and international recognition for successful finalists and alumni but also provides invaluable networking and business opportunities within a growing, 650+ strong EY Entrepreneur Of The Year™ Ireland Alumni community. Collectively, alumni employ more than 275,000 people across the IOI and generate revenues of more than €28 billion annually. 75% of our alumni do business with each other, while a third make or receive investment in each other's businesses.

Activities this year included the annual two-day Ireland Retreat and week-long CEO Retreat in May. This year saw a delegation of 140 – our biggest group ever – travel to Japan for a week of networking, executive education, thought leadership and cultural experiences. In June 2025, this year's EOY Entrepreneurs of the Year Sharon Cunningham and Orlaith Ryan of Shorla Oncology represented the EOY Ireland programme at the World EY Entrepreneur Of The Year Awards in Monaco.

Alongside our busy events programme, we also support our EOY alumni community through various initiatives, including charitable fundraising and Irish Rugby Football Union mentorship. In addition, EY offers private technical workshops on topics of concern to our alumni such as taxation and family business.



650+
EOY ALUMNI

€28bn
IN REVENUE

275k
PEOPLE EMPLOYED

“

The EY EOY™ programme exists to showcase and celebrate the remarkable entrepreneurial spirit that thrives throughout our island. Irish entrepreneurs not only serve as the bedrock of our economy but also punch far beyond their weight on the global stage. EY is proud to celebrate and support these truly exceptional and inspirational business leaders.

Roger Wallace

Head of Assurance and EY Entrepreneur of The Year, Ireland

Our 2024 EOY winners

Overall EY Entrepreneurs of the Year™

Sharon Cunningham and Orlaith Ryan, Shorla Oncology

Established Award

John Mackey, Ruth Mackey and David Mackey, Mbryonics Limited

International Award

Ivor Queally, QK Group South Africa

Sustainability Award

Duncan O'Toole, Captured Carbon Ltd

Special Award

Former Taoiseach Enda Kenny for his notable contribution to Ireland

The power of EOY alumni

Starting with a €25,000 donation from EY, EOY alumni have gone on to raise over €750,000 for One4Humanity, a charity founded by fellow EOY alumnus Shane Leahy, which supplies medical aid to crisis and war zones.



Focus on female entrepreneurs

Entrepreneurial Winning Women

Seven exceptional women entrepreneurs from Ireland have been selected to join the 2025 EY Entrepreneurial Winning Women EMEA class, a global programme designed to support high-potential female founders who are ready to scale internationally:

Christine Boyle, MBE – CEO, Senergy

Yvette McGaffin – CEO, Reform RX

Linda Stinson – CEO, Bellamianta/Iconic Bronze

Ciara Crossan – Founder & CEO, WeddingDates

Laura McCarthy – Managing Director, Drink Botanicals Ireland

Morgan Pierce – CEO, SolarSmart

Carley Quigley – Founder & CEO, Grey Dog

These inspiring leaders joined a cohort of 70 women founders from 23 countries, collectively employing over 4,000 people. The programme offers strategic resources, global networking and tailored support to help unlock their full potential, as well as an alumni community.



70

GLOBAL WOMEN
FOUNDERS

7

ENTREPRENEURIAL
WINNING WOMEN FROM
IRELAND

Grow-It All Island Programme

In collaboration with Women in Business NI, Network Ireland, and funded by InterTradeIreland's Synergy Fund, EY is also supporting the Grow-It All Island Programme, a fully funded initiative designed to unite and empower 30 women entrepreneurs by providing mentoring and sponsoring events.

EOY Female Forum

Our 90-strong EOY Female Forum offers female EOY alumni the opportunity to share ideas and experiences and ultimately to think bigger for themselves and their business. Our special guest this year was Dr Jennifer Carroll MacNeill TD, Minister for Health.



Shaping the debate

Through our reports, surveys and articles, we provide clients with insights they can act on to drive smarter business decisions. At the same time, our research sparks wider conversations – shaping public policy, informing debate and advancing understanding on the issues that matter most in today's fast-changing world.

In FY25, EY Ireland delivered a number of local and global research reports and created topical articles, videos and insights, including:

Future Consumer Index A global study surveying 20,000 consumers across 26 countries, focused on how Irish consumers are recalibrating their priorities in response to rising costs. Success lies in delivering real value, earning trust and adapting strategies to meet the changing expectations of a more cost-conscious, yet ethically minded, shopper.

CEO Outlook Survey Our global CEO Outlook Survey of 1,200 senior executives – including 40 in Ireland – found CEOs preparing for a future marked by greater instability. Recent crises have reinforced a key lesson: resilience and bold strategy are essential to managing uncertainty and delivering for stakeholders.



Mental Health Survey Authored by Dr Ronan Glynn, Health Sector Lead for EY Ireland, this survey of 750 respondents, highlighted increasing public acceptance of digital tools while acknowledging persistent challenges such as affordability and wait times. The findings advocated for reform and reinforced the need for timely and equitable access to mental health care services in Ireland.

CFO Survey Launched in March 2025, the CFO Survey gauged the pulse of 200 CFOs and finance leaders in Ireland. The findings paint an optimistic picture, with many planning to invest in talent, expand into new markets and boost capital spending. Interest is also growing in AI.

Tech Leaders Outlook Survey Led by Eoin O'Reilly, Partner and Head of Data & AI, our annual evaluation of technology leaders' sentiments in Ireland revealed significant trends in technology priorities. Cybersecurity emerged as the foremost investment focus, accompanied by a rise in AI adoption, with more organisations considering it fundamental.



Navigating global volatility

In early April 2025, EY Ireland launched its new Geopolitical Strategy Unit to help clients navigate an era of unprecedented global volatility. Led by EY Ireland partners Simon MacAllister (EY Parthenon) and Aidan Meagher (Tax), the team offers a uniquely integrated approach to geopolitical risk. Former Tánaiste Simon Coveney also joined the unit as a consultant, bringing invaluable political insight and experience to the team and our clients.



1,500+

CLIENT VIEWS OF
GEOPOLITICAL
STRATEGY UNIT
WEBCASTS

80k+

VIEWS OF
GEOSTRATEGIC EDGE
VIDEO SERIES



“

Since its inception, the team has been actively working with both indigenous companies and multinational organisations. Together, they are helping clients adjust their strategies in real-time, identify and advance ‘no regret’ decisions and confidently shape the future with confidence amid these unprecedented challenges.”

Frank O’Keeffe
EY Ireland Managing Partner

Focus on leaders

CFO Summit

The EY Ireland CFO Summit held in partnership with the *Financial Times* focused on “Resilience and growth in a time of global instability”. Speakers included Ireland’s Minister for Finance Paschal Donohoe TD and Dr Karin von Hippel, former Director-General of Royal United Services Institute and former Senior Adviser in the Bureau of Counterterrorism in the US Department of State. 214 senior leaders joined the in-person event in Dublin with a further 1,462 views of the live broadcast.

Centre for Board Matters Programme

This programme supports board members in their oversight role by addressing common board matters and providing an exclusive networking platform to build strong peer relationships. This year we hosted two dinners with 62 non-executive directors and chairs with special guest speakers David McRedmond, CEO of An Post and former Chairman of eir Ireland and Albert Manifold, former CEO of CRH.



The C-suite podcast

Our C-suite podcasts – CEO Outlook and CFO Outlook – feature leading business figures discussing their paths to success and looking at the big issues facing organisations today. To date, 47 CEOs and 24 CFOs have taken part.



The C-suite roundtable dinners

Our regular roundtable dinner discussions provide an opportunity for business leaders to network with their peers. Events this year included:

12 CEOs and CFOs attended a roundtable dinner with the Minister for Public Expenditure, Infrastructure, Reform and Digitalisation Jack Chambers TD in May

18 CEOs and CFOs attended an FDI Roundtable with Minister for Finance Paschal Donohoe TD in March

9 CEOs, CFOs and CTOs attended our AI roundtable with Minister Dara Calleary TD, former Minister of State for Trade Promotion and Digital Transformation, in October



Investing in responsible AI

Since we first established our AI lab capability back in 2022, the AI landscape has changed beyond recognition. As both generative and agentic AI grow in maturity, it is becoming increasingly central to how we engage with our clients, staff and wider stakeholders.

EY as AI “client zero”

EY is a powerful case study for lessons learned in becoming an AI-powered organisation. To date, we have invested US\$1.4 billion in an extensive transformation programme spanning both enterprise and client services with the aim of incorporating advanced AI-driven technologies into our daily routines, reducing operating costs, driving efficiencies, improving decision-making and empowering our people.

Out of this has come the EY.ai Value Accelerator methodology, a structured approach to mapping value chains, estimating impact and developing cost profiles for business cases. We have also developed our own ecosystem of GenAI capabilities, powered by our global foundational technology platform EY Fabric, which includes EYQ, our private large language model.



Throughout, we have focused on solving challenges and identifying lasting impacts, all the while putting people at the centre. The lessons learned can now be shared more broadly to help others on their own AI transformation journey.

Guiding Principles

To ensure that both our own and our clients' AI journeys are managed in a responsible way, we have adopted nine principles for responsible AI: 1) accountability; 2) data protection; 3) reliability; 4) security; 5) transparency; 6) explainability; 7) fairness; 8) compliance; and 9) sustainability. On behalf of the Irish government, we have also developed *Guidelines for the Responsible Use of AI in the Irish Public Service*, published in May 2025. This makes Ireland the first EU country to release comprehensive guidelines for all public servants and government officials on how to design, develop, deploy and maintain AI solutions responsibly.

Developing AI skills

In partnership with Microsoft, EY has launched the AI Skills Passport (AISP), a free online programme to help students build their AI skills. The programme has already reached around 2.5 million people and involved 6,700 EY employees globally. We are looking to accelerate the roll-out of AISP across Ireland, working closely with schools and other organisations.



Helping clients on their AI journey

Our wavespace™ AI lab has also supported 40 clients in exploring, planning and delivering AI solutions, including setting up a global AI Centre of Excellence, collaborating with international trade leaders to explore how AI can tackle tariff challenges, and designing future customer and finance processes using agentic AI for a major utility company. Some outputs included:

- Embedding AI in a B2B contact centre, supporting a **15% increase** in sales
- Supporting the roll-out of **Microsoft Copilot** across a major Irish PLC to over **2,000 global users**
- Driving the AI manufacturing strategy and AI use cases for a major life sciences organisation.

15%Increase
in sales**+2k**

Global users

Leading the way for AI services in Ireland

Our Future Won't Wait campaign raised awareness of AI's transformative potential among Irish business leaders, positioning EY as a trusted partner in AI adoption. The campaign reached the finals of the All-Ireland Marketing Awards and secured a Bronze Award at the Irish Media Awards.

We sponsored a number of major industry events including the Analytics Summit and Dublin Tech Summit, further amplifying our voice and influence. We created exceptional client experiences, including our first roundtable dinner, with Emer Higgins, Minister of State for Public Procurement, Digitalisation and eGovernment. We played an active role in the Dublin Tech Summit, leading sessions on agentic AI and AI confidence building.

MAKING AN IMPACT

“My volunteering makes me more aware of putting people at the centre.

Volunteering with Women in AI ticks a lot of boxes for me. In my day job I develop solutions that help people in their work, freeing them up to make the best use of their skills. Women in AI is all about empowerment, and building confidence to get involved in what is still often seen as a man's world. As a woman in tech, that's something that really resonates too.

I'm also interested in how we can use technology in general and AI in particular to break down barriers to participation. Now I'm working with women, but in the past I've also worked with older people and refugees. All that feeds into my work, and makes me more aware of putting people at the centre when I'm creating something new.



One of the highlights this year has been organising a Responsible AI event, in collaboration with EY and Women in AI. We hosted it in the Dublin office and we had some really inspiring speakers. Now we're planning a pilot with an Irish charity, looking at how we can help them to become more analytics savvy. It's so rewarding when we can bridge the gap and really connect people with all the benefits AI can bring.

Meghana Rath
Assistant Manager,
Data & Analytics

Building networks & making connections

As members and leaders of chambers of commerce and industry bodies across the island of Ireland, we are creating and strengthening connections within the business community, helping to build networks, drive economic growth and open up new employment opportunities.

Dublin: Ferga Kane, Government and Infrastructure Partner

This year we sponsored the Dublin Chamber AGM dinner and Q1 Business Outlook Survey and supported submissions to infrastructure public consultations.

Northern Ireland: Judith Savage, council member

We were delighted to sponsor a Future of Skills event sharing our knowledge on AI impacts for roles as well as supporting numerous other events including the Festival of Business and President's lunch.

Waterford: Ronan Clinton, Finance Partner

EY is the official finance partner of Waterford Chamber of Commerce. We were proud to sponsor the Diaspora Dinner, Business Dinner Awards and the Annual Chamber Golf Classic.

German Irish: Grit Young, VP and patron

This year we supported: a trade visit to Brussels to meet Irish parliamentarians and the Head of Digitisation for the European Commission; a visit to Berlin to meet 150 chambers worldwide and launch a report on Irish-German trade flows; and meetings with the new Irish government, focusing on diversifying Irish trade routes.

Limerick: Éanna Brennan, board member

Éanna's appointment coincides with the rotation from the board of Leanne Storan, Tax Partner in EY Limerick, a member since 2020.

Other chamber memberships

EY is also an active member of Carlow, Ennis, Galway, Kilkenny, Shannon and Tipperary chambers of commerce.



EOY Alumni Jim Barry receiving the Outstanding Contribution to Business Award at the EY sponsored Cork Chamber Dublin Dinner.

L to R: Ronan Murray, EY Ireland Managing Partner Frank O'Keeffe, Jim Barry, CEO Barry Group, Cork Chamber President Rob Horgan and former minister Simon Coveney

Cork Chamber

Ronan Murray, EY Cork Office Managing Partner and EY Parthenon Corporate Finance Partner, completed his seventh and final year as an active member of the Cork Chamber of Commerce board and executive committee.

Planet



Chapter 03



By reducing our own impact on the environment – and supporting our clients to do the same – we aim to build a community focused on sustainability that conserves and protects our natural world for future generations.

Throughout FY25, we continued to demonstrate our commitment to the environment through our ongoing work to decarbonise our own business.

In an era of evolving standards, our focus this year has been on creating awareness and building sustainability capabilities across our employees and our clients. We recognise that no role is immune to the impact of climate change and that continuous development of sustainability skills is essential, not only to enable more rewarding careers but also to strengthen our ability as an organisation to drive change.

Supported by the EY Global Environment Strategy, we continue to embed

sustainability learning opportunities across all levels of our organisation. This is key to ensuring our people can engage meaningfully with clients, regulators and stakeholders on the risks and opportunities of a rapidly changing world.

Key initiatives this year included the Four Futures immersive experience and our online sustainability masterclass, aimed at deepening awareness and driving behavioural change. We also sponsored high profile events including the 2025 ESG Summit and the Energy Ireland Conference, while our dynamic Sustainability Network continued to drive forward the sustainability agenda within our workplace.



Supporting environmental sustainability

31%

Reduction in carbon footprint since FY19

63%

Reduction in carbon intensity tCO₂e per employee since FY19

220

Participants in Student Sustainability Challenge

10

Charities in receipt of disposable cup levy

3

Free sustainability masterclasses

47

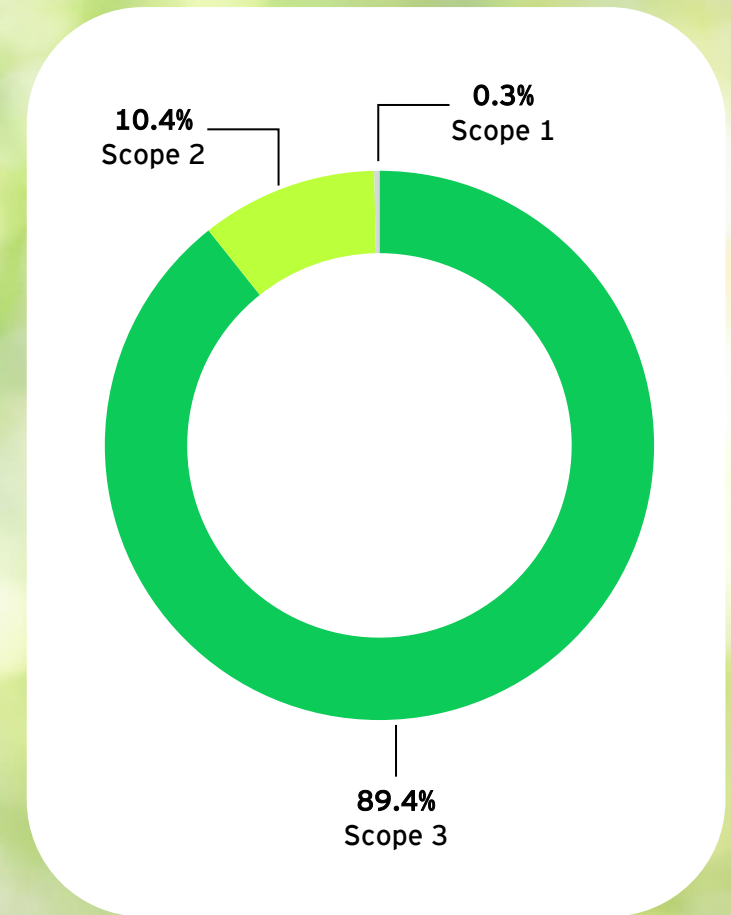
Four Futures sessions

612

Client attendees at Four Futures

70

Solar lights assembled for children



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

Scope 2 (location based): indirect emissions (purchased electricity)

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

Our new global strategy: an overview

The EY Global Environment Strategy sets out a clear pathway for meaningful emissions reductions. Our near-term target is to halve our emissions by FY30, with a long-term ambition to reach net zero by FY50 through a 90% absolute reduction in GHG emissions against our FY19 baseline.

These targets reflect our commitment to deliver deep, sustained reductions while investing in robust, high-integrity offset strategies to address residual emissions.

The strategy takes an all-of-environment approach, focusing on:

Climate – GHG emissions reduction and energy management

Nature – Addressing pollution, waste, water use, ecosystem conservation and restoration

We are also increasing emphasis on our value chain, introducing a new purchased goods and services emissions reduction target.

In parallel, we will continue to invest in nature-based solutions, building on our track record since 2020, and supporting transparency and trust in voluntary carbon markets. Looking ahead, we will expand our focus areas to include green IT, sustainable buildings, air pollution, biodiversity, waste reduction and water consumption. These priorities will be underpinned by robust data collection, clear target-setting and long-term investment strategies aligned with global best practices.

Through these actions, we aim not only to accelerate EY's environmental performance but also to play a leading role in building the skills, awareness and collaborative solutions needed to address the climate and nature challenges facing society.

A greener head office

Plans are under way for our new EY Ireland head office at Wilton Park, Dublin. Already home to LinkedIn Ireland, the area is well served by public transport, in line with our commitment to supporting sustainable commuting. The development also boasts excellent sustainability credentials, including extensive green infrastructure, energy-efficient design and water-saving technology.



BER Target A3



NZEB Compliant



LEED Platinum v4 - shell & core



WELL Gold certification (v2 2018)



Target ILFI Zero Carbon Certification



Wiredscore Platinum Certification

Raising awareness of sustainability

Our focus this year has been on educating our staff and our clients on sustainability, providing both knowledge and actionable ideas for the behavioural changes that can make the most impact.



Four Futures

First launched at COP28, EY Four Futures is an immersive experience designed to support clients in testing their current sustainability strategy, identifying levers of change and unlocking action to tackle the challenges ahead.

Based around four different sustainability pathways, it explores the potential impact of each on communities, business and policymakers:

1. **Business as usual:** Describes a future where current systems continue evolving along today's trajectory.
2. **Transform:** Envisions a future where we go beyond maintaining the status quo, with governments, businesses and communities taking transformative, regenerative actions.
3. **Collapse:** Imagines a breakdown of current systems, including supply chain disruptions, societal breakdown and widespread instability.
4. **Constrain:** Envisions draconian regulation and societal controls to manage resources and environmental impact, potentially at the cost of freedoms and economic vitality.

Four Futures bridges the gap between climate data and real-world impact through powerful storytelling and emotional engagement. It enables the audience to contextualise scientific information while experiencing the tangible effects of our choices on future generations.

A Four Futures event held in Dublin in November provided a platform for meaningful dialogue, collaboration and inspiration, empowering participants to envision and shape a future that is sustainable, digital, inclusive and resilient. Attendees left with a renewed sense of purpose and commitment to driving positive change in their organisations and communities.

Thought
provoking
and sobering”

Four Futures
attendee

ESG Summit

In April 2025, EY proudly sponsored the ESG Spring Summit in Dublin, hosted at Croke Park. The summit served as a significant platform for discussions on ESG issues, featuring key insights from speakers such as Derarca Dennis, Head of Climate Change and Sustainability Services (CCaSS). The summit highlighted the importance of bridging the gap between setting targets and executing the practical steps required to achieve them, fostering a collaborative approach to sustainability and responsible governance.



Energy Ireland Conference

EY Ireland was pleased to serve as a Gold sponsor of the Energy Ireland Conference, held in June 2025 at Croke Park. This year's conference focused on implementation and delivery, with the aim of advancing Ireland's energy goals and promoting sustainable practices within the industry.

One of the highlights was the presentation by David Cashman, EY Ireland Business Consulting Director, on "The critical role of the active customer in driving the energy transition". David shared valuable insights from EY's analysis, emphasising the importance of engaging both residential and business customers in the energy transition.



Sustainability Masterclass

EY's Sustainability Masterclass is a free and globally accessible webinar series, also available as video modules, designed for business leaders looking to deepen their understanding of ESG fundamentals and strategic decarbonisation, as well as ensuring compliance with regulations such as the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards.

In the first month of launch, the EY Sustainability Masterclass page recorded 156% more time spent on-page than comparable EY web pages, reflecting strong visitor engagement. Since launch, the series has attracted 653 page views, with 386 unique visitors and the videos have been viewed 1,465 times underscoring sustained business interest in practical sustainability.

386
UNIQUE VISITORS

1.4k
VIEWS

Climate Change & Sustainability Services (CCaSS)

The sustainability landscape continues to evolve rapidly, shaped not only by expanding ESG mandates, but also by significant shifts in political and regulatory momentum. The recent EU Omnibus revision illustrates how sustainability regulation can evolve, highlighting the need for companies to adapt with resilience, ensuring that their sustainability strategies are not only compliant but also value-creating.

In 2025, we saw the first wave of companies navigate their CSRD obligations. CCaSS has been at the forefront of supporting our clients, helping them to prepare, structure and deliver reporting that meets regulatory requirements while building the foundation for long-term strategic advantage.

While regulatory uncertainty can create hesitation, leading organisations are using this moment to strengthen their foundations and accelerate their transformation.

Four themes are emerging as critical priorities for businesses in 2025:

- **Strengthening the foundations:** Companies are investing in robust sustainability data architecture, governance and assurance processes – making ESG information as reliable, traceable and auditable as financial data.
- **Shifting from compliance to confidence:** ESG reporting is no longer just a regulatory exercise. Done well, it builds stakeholder trust, supports decision-making and drives alignment across the enterprise.
- **Driving resilience and insight:** Enhanced reporting unlocks better cross-functional conversations and helps organisations rethink risk and opportunity, turning sustainability data into strategic intelligence.
- **Recommitting to ambition:** With regulatory deadlines shifting, many companies are revisiting and revitalising their commitments in critical areas such as decarbonisation, circularity, biodiversity and human rights.

Our CCaSS team combines skills spanning engineering, science and finance – with deep expertise in regulatory and policy developments. This multidisciplinary strength enables us to help clients respond to immediate reporting demands while positioning sustainability at the heart of their long-term business strategy.



I work with many sustainability pioneers who've already done the hard yards. They've built the business case, secured senior sponsorship and significantly restructured their operations. The work isn't finished — of course — but many are further ahead than their competitors and have accepted the short-term costs of that lead because they believe in its long-term value.”

Derarca Dennis
Partner, Head of CCaSS

EOY Sustainability Winner 2024

Duncan O'Toole, founder of Captured Carbon Ltd, was the recipient of the 2024 EY Entrepreneur of the Year™ Sustainability award, which recognises the critical importance of innovative leadership in meeting our collective sustainability challenges. Captured Carbon Ltd is the primary broker of green power and gas contracts in Ireland and advises the majority of Ireland's energy retailers on how best to meet their renewable electricity targets. It also trades carbon on behalf of large emitters that wish to reduce their carbon emissions.



EY Ireland Sustainability Network

The Sustainability Network (EYSN) continued pushing for environmental adjustments in our operations, boosting EY's profile on sustainability issues and empowering our people with skills and knowledge to both live more sustainably and support our clients to do the same.

Sewing Club

Partnering with the Grafton Academy of Fashion and Design and the DE&I Network, EYSN launched a monthly Sewing Club in April 2025. Employees can bring in clothes for mending or altering and learn sewing techniques from Grafton students, contributing to SDG 12 (Responsible Consumption and Production). The club underpins the intersectional nature of sustainability, bringing colleagues together in the pursuit of a greener world. EYSN worked with the Unity Network to raise awareness of International Day Against Homophobia, Biphobia and Transphobia.



Community Clean Ups

In July, EYSN ran a CSR collaboration with Clean Coasts in Cork, where 13 volunteers learned about coastal conservation and collected 5kg of rubbish from Fountainstown Beach over an afternoon. The network also leads fortnightly clean-ups of the canals in the vicinity of the Harcourt office.

Solar Buddy

Solar Buddy is a global initiative which provides solar-powered lights to children in developing countries who lack access to reliable electricity. Once assembled, lights are distributed to children in need, enabling them to study at night, improving their educational outcomes and enhancing their overall wellbeing. EY ran two Solar Buddy initiatives this year, with around 70 volunteers helping assemble the solar lights

Water awareness

Over summer, the Network worked closely with the CCaSS team to develop and roll out a water awareness campaign. As water scarcity increases in Ireland and across the globe, the campaign focused on researching and collating evidence-backed statistics, reviewing and analysing EY's current water usage and surveying EY people on their current water awareness and use practices.

The campaign kicked off with a powerful webinar, supported by Charlie Coakley of Uisce Éireann, exploring the importance of water as a resource and looking at how our everyday habits shape its availability and sustainability.

Sustainability Challenge

The network were delighted to repeat the EY Student Sustainability Challenge, engaging university students from across the country to identify solutions to the world's most pressing issues whilst learning from EY's experts in sustainability. Shortlisted teams were invited to a series of workshops with EY's internal experts and winners awarded a mentoring opportunity with EY senior leadership.

One of the winning topics this year was Period, a female-led venture tackling menstrual hygiene challenges in Tanzania. The team presented an innovative approach of transforming banana waste into affordable sanitary pads. This idea not only addresses a critical health issue but also empowers local women and promotes sustainability.

MAKING AN IMPACT

“I feel like
I’m helping
to bring about
real change

When I first joined EY I was in the Business Consulting team, but I always knew my future lay in sustainability. Joining the Sustainability Network was a way for me to develop skills in this area and demonstrate my passion. I've been co-chair since December 2023.

I think probably my favourite initiative of the year has been our Sewing Club. Fast fashion is a significant driver of climate change and an initiative like this teaches people practical skills to help move away from that while having a cup of tea. We also ran a water awareness campaign which again focused on the small changes people can make in their own daily lives that, combined, add up to something much bigger.



Being part of the network has helped me develop my leadership skills and connect with people that share my values. I joined EY because I wanted to be able to influence how systems work, and in this role I feel I can do that. One of our ongoing initiatives is engaging with our pensions team on how to maximise sustainable investment options. To be part of something like that, where I feel like I'm helping to bring about real systemic change, has had a really positive impact on me.

Colm Maye
Senior Sustainability
Consultant



Our Progress

■■■

Chapter 04

Reporting against the WEF-IBC Stakeholder Capitalism Metrics

The EY global organisation remains committed to advancing the principles of stakeholder capitalism through the promotion of ESG reporting standards. As a member of the World Economic Forum's International Business Council (WEF-IBC), we continue to collaborate in this mission to standardise disclosures and improve transparency.

EY Ireland has been reporting under the WEF-IBC Stakeholder Capitalism framework locally since our FY22 Societal Value Report. Adopting the WEF-IBC metrics in our ESG reporting has enabled us to grow our societal value strategy and expand our data and metrics to better reflect our impact on stakeholder capitalism.

Our updated report and index below demonstrate our impact against the WEF-IBC metrics, providing insights into the various areas in which we have made a meaningful contribution. We acknowledge that certain metrics may require more context, and we strive to provide a more nuanced understanding wherever possible.

We take pride in our ongoing commitment to promoting stakeholder capitalism and are determined to make a positive difference in the communities in which we operate.



Material topics

The topics that matter most to EY Ireland and our stakeholders

Understanding which sustainability topics matter most – both to our business and to society – is at the heart of EY Ireland's strategy for creating long-term value. Our first formal materiality assessment in 2023 established a clear baseline of the ESG issues most relevant to our operations, clients and broader stakeholders.

In 2025, we took this work further through an interactive workshop with internal stakeholders, exploring emerging trends, reflecting on the current business and societal landscape and considering how these developments are reshaping our material topics. The insights gathered have helped us refine our priorities, ensuring our sustainability strategy remains forward-looking, impactful and relevant in a rapidly evolving world.

EY Global has already conducted a comprehensive double materiality assessment, looking at both the impacts of sustainability issues on the business and the impacts of the business on society and the environment. While the full adoption of double materiality reporting was temporarily delayed, this next phase represents an exciting step forward in transparency and accountability, reinforcing our commitment to lead with purpose and create positive impact for the next generation.



The results of our most recent materiality assessment identified the following 15 topics as material to EY Ireland*:

- Audit quality, quality of services and trust in capital markets
- Climate change and sustainability impact through client services
- Diversity, equity and inclusiveness
- Employee remuneration and wellbeing
- Global governance and geopolitics
- Integrity, ethics and independence
- Operational environmental footprint
- Our clients and engagement assessments
- Our workplace culture, purpose and experience
- Privacy, data and cybersecurity
- Responsible AI and technical innovation
- Shaping public discourse and engagement
- Social equity and community impact
- Talent attraction and growth
- Talent development and growth

*Ordered alphabetically, not by order of importance.

Governance

Theme	Metric	EY Ireland disclosure
Governing purpose	Setting purpose	<p>At EY, our purpose is <i>Building a better working world</i>. 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 our people, for our 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.</p> <p>All in is the EY Global Strategy to shape the future with confidence – to lead our stakeholders through this extremely complex, rapidly evolving AI and technology driven era, and create new value for EY clients, people and society.</p> <p>For more information please visit About us EY - Ireland.</p>
	Purpose-led management	<p>At EY, we're committed to creating an environment where everyone can bring their best selves to work.</p> <p>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.</p> <p>The EY purpose is to build a better working world, which means one where differences are valued, practices are equitable and everyone experiences a sense of belonging—where people are inspired to team and lead inclusively in their interactions every day. That’s why DE&I continues to be a strategic priority at EY.</p>

Governance

Theme	Metric	EY Ireland disclosure
Quality of governing body	Governance body composition	<p>The governance body overseeing sustainability and ESG at EY encompasses a variety of functions and groups, each with distinct roles but unified in advancing EY's sustainability and corporate responsibility goals. Some of the functions and groups are:</p> <p>EY Global Sustainability Executive:</p> <ul style="list-style-type: none">▪ Corporate Responsibility Governance Council (CRGC)▪ Responsible Business function, reporting to the CRGC▪ EY Global Diversity, Equity and Inclusiveness Steering Committee▪ EY Global Risk Management <p>Please refer to our EY Transparency Report 2025 EY - Ireland for a detailed outline of our leadership team.</p>
Ethical behaviour	Anti-corruption	<p>In addition to the annual training on the EY Code of Conduct, EY has a suite of policies and guidance to address conflicts of interest and financial crime, including the Anti-Bribery Global Policy and the Hospitality & Gifts Global Policy, supported by robust training and communications programme.</p> <p>Annual training on financial crime learning is mandatory for all EY people.</p> <p>EY also has a global policy codifying the requirement that EY people report any concerns about corruption or other behaviour that does not comply with the EY Global Code of Conduct or applicable laws and regulations (the NOCLAR Policy, or reporting fraud, illegal acts and other non-compliance with laws, regulations and the EY Global Code of Conduct).</p> <p>In addition to a strong internal culture, we practice in a highly regulated environment that includes rigorous reporting obligations of unlawful conduct (including self-reporting). The EY Global Anti-Bribery Policy is accompanied by an anti-corruption compliance program, which is reviewed on a quarterly basis and applicable to all EY partners and employees.</p> <p>For more information, please refer to Our Global Code of Conduct EY - Global.</p>

Governance

Theme	Metric	EY Ireland disclosure
	Protected ethics advice and reporting mechanisms	<p>The EY organisation provides mandatory annual training on the EY Global Code of Conduct and its associated ethics programme, supported by communications throughout the EY network of member firms. The EY/Ethics Hotline provides EY people, clients and others a means to report confidentially any activity or concern that may involve unethical or illegal behaviour that is inconsistent with the EY Global Code of Conduct, or to ask questions about ethical concerns. All reports received are given careful attention and all reports are acknowledged in a timely way. A link to the hotline is prominent on EY internal websites and is also available through an external link. Reports may be submitted in any language.</p> <p>EY/Ethics Hotline is operated by an independent external organisation, NAVEX, which provides confidential and, if so desired, anonymous hotline reporting solutions for organisations worldwide. NAVEX collects information from the reporter and then passes the report to EY escalation channels for follow-up and investigation. NAVEX preserves the anonymity of a reporter if the reporter so desires.</p> <p>According to the EY Global Code of Conduct, the EY organisation does not permit retaliation of any kind for good faith reports of perceived illegal or unethical behaviour. Also set forth by the EY Global Code of Conduct is the understanding that no client or external relationship is more important than the ethics, integrity and reputation of the EY organisation, and we will withdraw from working for any clients that put EY people under undue pressure or threaten them in exercising their professional duties, and employees are encouraged to speak up whenever they are aware of such behaviour.</p> <p>The EY NOCLAR Policy (reporting fraud, illegal acts and other non-compliance with laws, regulations and the EY Global Code of Conduct) also provides guidance on both internal and external mechanisms for reporting concerns. The EY organisation additionally has global guidance which establishes that member firms are responsible for implementing procedures to receive, investigate and resolve complaints and allegations about: (a) failures to perform engagements in accordance with laws, regulations, and professional standards to which they are subject; and (b) non-compliance with the EY policies including those with respect to relevant ethical requirements.</p>

Governance

Theme	Metric	EY Ireland disclosure
Stakeholder engagement	Material issues impacting stakeholders	<p>In FY25, EY Ireland updated its materiality assessment by actively involving the company's leadership and internal stakeholders through a targeted workshop and extensive market research.</p> <p>The initiative was strategically designed to achieve a more nuanced comprehension of the critical issues that directly influence EY Ireland's performance and where the organisation can make the most meaningful contributions to environment, society and its stakeholders. The current update to the materiality assessment can be found on page 60.</p>
Risk and opportunity oversight	Integrating risk and opportunity into business process	<p>EY Ireland maintains a risk register which is used on an ongoing basis to monitor and manage its most significant risks. Our risk management approach includes an assessment of each significant risk, including risk drivers, impacts and the associated control environment, with regular updates to the profile and material changes in the current and anticipated management of the risks being reported through the firm's risk governance framework. Through our risk management approach, we identify, assess and manage both upside (opportunities) and downside (risks) relating to ESG which include considerations such as climate change, the firm's corporate social responsibility agenda and other matters such as DE&I commitments. Details of the firm's approach to ongoing risk management is published within our Transparency Report.</p> <p>EY Transparency Report 2025 EY - Ireland</p>

Prosperity

Theme	Metric	EY Ireland disclosure
Community and social vitality	Total tax paid	<p>The FY25 total tax contribution for EY Ireland was €200.5m, incorporating corporate income taxes, VAT & 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	In 2025, we contributed €583,739 in social investment. More information on EY Ireland's investment in societal initiatives is outlined on pages 10 to 32.
Employment and wealth generation	Economic contribution	Our comprehensive economic impact, which encompasses a range of contributions, is documented and presented on page 36 offering stakeholders a clear view of our commitment to fostering economic growth and prosperity across the island of Ireland.
	Absolute number and rate of employment	Information on our headcount, rate of employment and attrition rates can be found on pages 72–73.
	Financial investment contribution	<p>Our investment strategy is founded on the pillars of our All in strategy, and aims to not only create financial value, but to create value for our clients, our people and our society. Our total capital expenditure for FY25 was €4.3m. The investments made in FY25 includes the asset under construction for the new Dublin HQ.</p> <p>In FY25, EY Ireland continued to invest in innovation and creation of new solutions and services for clients using technology and data.</p>
	Infrastructure investments and services supported	Information on our infrastructure investments into AI labs and EY Wavespace™ and our services supported through innovation and technology investments, is detailed on pages 46–47.

People

Theme	Metric	EY Ireland disclosure
Dignity and equality	Diversity and inclusion	<p>Information on our Diversity, Equity and Inclusion (DEI) programmes and initiatives can be found throughout the Society section.</p> <p>Further statistics on our DE&I performance can be found in our <i>EY in numbers</i> section (page 70-76).</p>
	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.</p> <p>The most recently published gender pay gap as at 30 June 2024 shows our median hourly pay gap at 9.2% and mean hourly gap at 10.2% between men and women.</p> <p>Our pay gap report is published every year in December and details for our current year will be available in December 2025. For further information about our results please refer to EY Ireland Gender Pay Gap EY – Ireland.</p>
	Pay equality	<p>The EY organisation is committed to pay equity for EY people as part of broader social equity efforts driven through our talent processes. This focus on pay equity enables us to advance on the broader topic of pay equality. Equity in opportunities, advancement and compensation is a business imperative and we work hard to promote fair practices for all EY people. In direct support of this, we have processes and policies that focus on equitable compensation. An employee's compensation is designed to be competitive in the market based on the role they are performing and to be connected to an individual's knowledge, skills, experience and performance, while being equitable internally.</p> <p>For further information about our results please refer to EY Ireland Gender Pay Gap EY – Ireland.</p>
	Risk for incidents of child, forced or compulsory labour	<p>We manage these issues through our Global Human Rights Statement and Global Code of Conduct.</p>

People

Theme	Metric	EY Ireland disclosure
Health and wellbeing	Health and safety	The health and safety of EY people is paramount and is supported by EY global and local policies and procedures in place to ensure workplace safety. Refer to the “Focus on Wellbeing” section of the Report for more detail.
	Employee wellbeing	Information on our employee wellbeing programmes can be found on page 27.
Skills for the future	Training provided	In 2025 we delivered 247,500 learning and development hours to our employees. This equates to 45.3 hours average learning hours per person. More information on training and development provided for employees can be found on page 28.

Planet

Theme	Metric	EY Ireland disclosure
Climate change	Greenhouse gas (GHG) emissions	<p>Information on our GHG emissions for FY25 can be found on page 75.</p> <p>EY Global published the EY Environment Report 2024, encompassing our decarbonisation plan, including near- and long-term targets. This publication provides detailed information and reporting on our environmental performance and supports transparency, knowledge sharing and wider client and stakeholder collaboration and engagement. Further information can be found here EY Environmental Report</p>
	GHG emissions targets	<p>To further enhance our sustainability efforts, EY has undertaken a comprehensive review of our carbon ambitions, leading to the evolution of our goals in line with the latest net zero guidelines by Science Based Targets initiative (SBTi). Our updated strategy includes a near-term target to halve our emissions by FY30, coupled with a commitment to implement deep and sustained reductions over time. Ultimately, we aim to achieve net zero by FY50, which entails a remarkable 90% reduction in GHG emissions, all measured against our FY19 baseline.</p> <p>More information on EY Ireland GHG emissions progress can be found on page 75.</p>
	Task Force on Climate-Related Financial Disclosures (TCFD) implementation	<p>TCFD implementation is guided by EY Global on behalf of member firms. For more information on the global EY climate approach, please refer to the EY Global Value Realized 2025 Report page 105.</p> <p>EY Value Realized 2025 EY - Global</p>
Freshwater availability	Water consumption and withdrawal in water-stressed areas	<p>EY's primary use of public water supplies in our office buildings is for drinking and sanitation purposes.</p> <p>For more information on our Global Aqueduct Water Risk Assessment, please refer to page 106 of the EY Value Realized 2025 report. EY Value Realized 2025 EY - Global</p>

Planet

Theme	Metric	EY Ireland disclosure
Nature loss	Land use and ecological sensitivity	<p>Annually at a global level, EY conducts an analysis to review EY office locations to understand if they are in or adjacent to key biodiversity areas. This year’s analysis used the internally developed EY NAT tool to conduct the assessment. This is a geospatial tool that collates data from more than 35 nature-related maps to automate the identification of biodiversity and nature-related impacts.</p> <p>The analysis determined that no EY Ireland offices directly intersect with key biodiversity areas.</p> <p>EY locations 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, comply with internal governance and enable the workforce.</p>

EY in numbers

EY is committed to creating value for our stakeholders in a sustainable and responsible manner. This section presents a statistical overview of our ESG performance as per our Societal Value Strategy. The tables included provide key data on our efforts to reduce our environmental impact and foster a diverse and inclusive workplace culture.

We believe transparency and accountability are critical to driving meaningful progress on ESG issues. By sharing these metrics, we hope to provide stakeholders with a clear picture of our ESG performance and our commitment to continuous improvement.

Societal value metrics

Formal learning (IOI)¹

	FY24	FY25	
Average learning hours per person	44.9 hours	45.3 hours	↑ 0.9% increase
Average training and development expenditure per full-time employee	€963	€1,052	↑ 9.2% increase
Learning hours delivered	212,939 hours	247,505 hours	↑ 16.2% increase

Average hours of formal learning per EY person according to rank

Rank	FY25
Partner/Principal/Executive Director & Directors	53.3
Senior Manager/Associate Director	35.5
Manager/Assistant Director	44.0
Supervisory Associate/Senior Associate/Senior	46.6
Intern/Staff/Assistant/Associate	55.7

Average hours of formal learning per EY service line

Service line	FY25
Assurance	70.5
Tax	41.0
Consulting	31.6
SaT	35.7
CBS	12.5*

*CBS service line is non-client facing so has fewer technical training compliance requirements

FY25 promotions (IOI)

	FY25	Women	Men
Total EY promotions	1,642	789	851
Promotions to Partner/Principal and Non-equity Partner	35	15	20
Promotions to Director/Senior Manager	182	78	104
Promotions to Manager/Supervising Associate	441	226	215
Promotions to Senior/Senior Associate	619	297	322
Promotions to Associate	365*	173	190

*Two employees recorded in our HR system as at the end of FY25 with no gender identifier or a gender other than male/female

Total new equity partners since FY24

		Women	Men
ROI	Total (#)	2	5
	Total (%)	29%	71%

Societal value metrics

IOI recruits and applications

Ranks	Total New Hires	Experienced Hires	Students/ Grads
Intern	423		423
Staff/Associates/Seniors	742	494	248
Supervising Associates/Assistant Managers/ Managers/Assistant Director	310	310	
Senior Manager/Associate Director/Director/ Executive Director/Partner	172	172	
Total	1,647	976	671

EY total applications in FY25: 99,476

IOI headcount – overall and by gender²

	FY24	FY25	
Women	2,527	2,680	↑ 6.00% increase
Men	2,660	2,770	↑ 4.00% increase
Overall	5,196*	5,460**	↑ 5.08% increase

*Nine employees recorded in our HR system as at the end of FY24 with no gender identifier or a gender other than male/female.

**Ten employees recorded in our HR system as at the end of FY25 with no gender identifier or a gender other than male/female.

ROI headcount – overall and by gender²

	FY24	FY25	
Women	2,058	2,165	↑ 5.20% increase
Men	2,173	2,258	↑ 3.91% increase
Overall	4,237*	4,431**	↑ 4.58% increase

*Six employees recorded in our HR system as at the end of FY24 with no gender identifier or a gender other than male/female.

**Eight employees recorded in our HR system as at the end of FY25 with no gender identifier or a gender other than male/female.

Headcount by region

	FY24	FY25	
Belfast/ Derry/Londonderry	959	1,029	↑ 7.00% increase
Dublin	3,472	3,589	↑ 3.00% increase
Regions*	765	842	↑ 10.00% increase
Overall	5,196	5,460	↑ 5.00% increase

* Regions refer to Cork, Waterford, Limerick and Galway offices.

Societal value metrics

FY25 workforce data by region

	Belfast	Dublin	Regions*	Grand Total
Intern	21	219	86	326
Staff/Associate/Senior/Senior Associate	509	1,134	301	1,944
Supervising Associate/Assistant Manager/Manager	292	1,164	239	1,695
Senior Manager/Director/Partner	207	1,072	216	1,495
Total	1,029	3,589	842	5,460

*Regions refer to Cork, Waterford, Limerick and Galway offices

Year-over-year workforce data by level and by gender³

	FY24		FY25			
	Women	Men	Women	Men	Women	Men
Intern	44.76%	55.24%	46.93%	53.07%	↑ 4.85% increase	↓ 3.93% decrease
Staff/Associate/Senior/Senior Associate	51.00%	48.74%	51.83%	48.17%	↑ 1.63% increase	↓ 1.18% decrease
Supervising Associate/Assistant Manager/Manager	51.90%	47.91%	52.42%	47.58%	↑ 1.01% increase	↓ 0.70% decrease
Senior Manager/Director/Partner	42.44%	57.49%	42.54%	57.46%	↑ 0.24% increase	↓ 0.06% decrease

IOI attrition rate – overall and by gender

	FY24	FY25	
Women	17.9%	16.6%	↓ 1.3% decrease
Men	19.3%	20.6%	↑ 1.3% increase
Overall	18.1%	18.7%	↑ 0.6% increase

ROI attrition rate – overall and by gender

	FY24	FY25	
Women	18.7%	17.4%	↓ 1.3% decrease
Men	20.6%	21.1%	↑ 0.5% increase
Overall	19.1%	19.4%	↑ 0.3% increase

Societal value metrics

EY Ripples – lives impacted⁴

		FY24	FY25	
ROI	Lives impacted *	97,764	456,449	↑ 367% increase
	Participants	658	688	↑ 4.6 % increase

**In FY25 we supported a large impact hive and provided project support for Rethink Ireland which by its very nature impacted significantly more lives. Rethink Ireland (previously Social Innovation Fund Ireland) supports the most innovative non-profit organisations working in communities across the country. Normalising for this outlier (Rethink initiative 353k), performance is up 5.8% on last year.*

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Greenhouse gas emissions (ROI)⁵

	FY19 baseline	FY20	FY21	FY22	FY23	FY24	FY25
Total emissions (tCO ₂ e)	4,655	2,299	814	2,025	4,923	3,832	3,218
Emissions per employee (tCO ₂ e/headcount)	1.95	0.93	0.3	0.58	1.18	0.90	0.73
Scope 1 GHG protocol (tCO ₂ e)	24	52	11	9	10	7	8.7
Scope 2 GHG protocol (tCO ₂ e) – location-based	469	388	299	369	430	352	333
Scope 3 GHG protocol (tCO ₂ e)	4,162	1,859	503	1,647	4,483	3,473	2,876

GHG emissions methodology:

EY's GHG emissions are calculated based on the GHG Protocol developed by the World Resources Institute and World Business Council for Sustainable Development. At a local level our methodology includes 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.

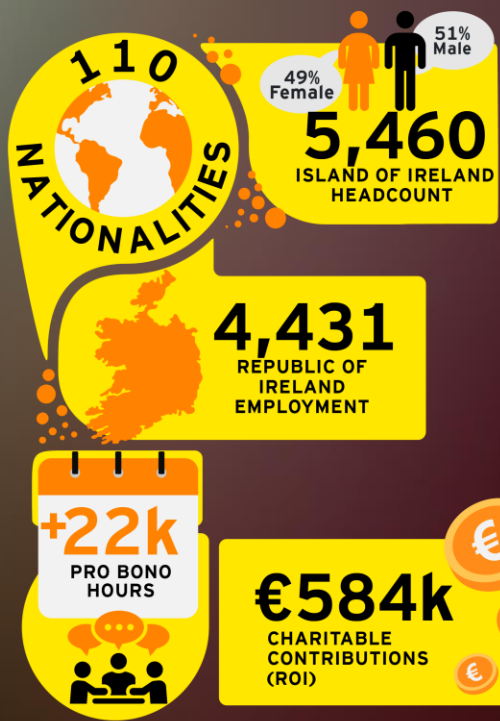
Calculation considerations:

- Intensity metrics are calculated using headcount data instead of FTE in line with previous year reporting.
- EY applies the most up-to-date emission factors from each source. No changes have been made to the sources of emission factors; updates only reflect the latest published factors from those sources. In FY25, air travel emissions are based on the updated DEFRA factors, which reflect a decrease due to revised flight data following the COVID-19 pandemic. Prior-year figures have not been restated. In essence the new factors reflect higher occupancy rates on flights and thus less emissions applied to individual flights.

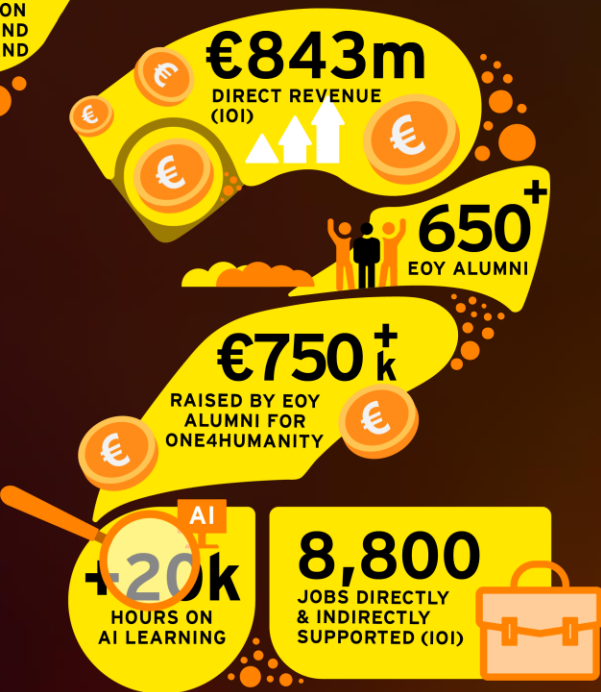
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Notes to our EY numbers

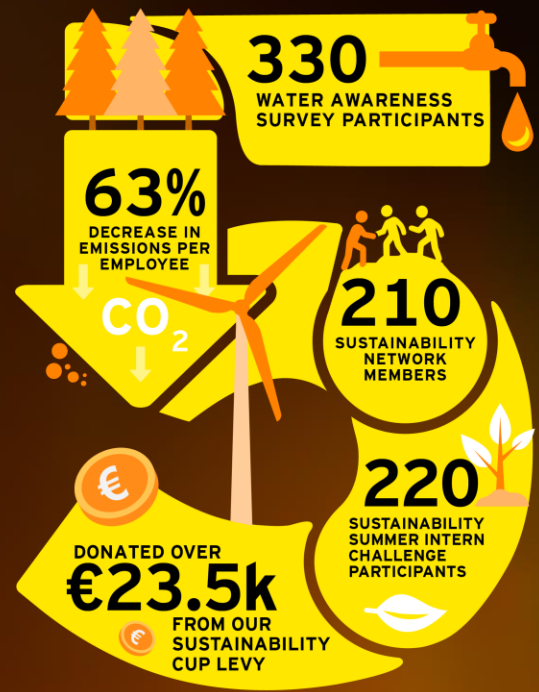
- 1 Average learning hours includes those recorded in our learning portal, Success Factors, only. It excludes hours not recorded in Success Factors, such as those spent by employees studying for professional qualifications and external certifications or completing EY Badges. Average training and development 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. This may explain why some figures for M/F don't add up to the total.
- 3 For workforce data by level and gender, at the end of FY25 our HR system included the following staff with either no gender identified or gender other than male/female: Staff/Associates 0.33%, Seniors/Senior Associates 0.39%, Supervising Associates/Assistant Managers 0.16% and Managers 0.19%.
- 4 For further details on lives impacted methodology, please refer to our EY Value Realised 2025 page 97.
- 5 Our greenhouse gas calculation methodology is outlined on page 75.



SOCIETY



PROSPERITY



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