

# CEO Pay Ratio FY24

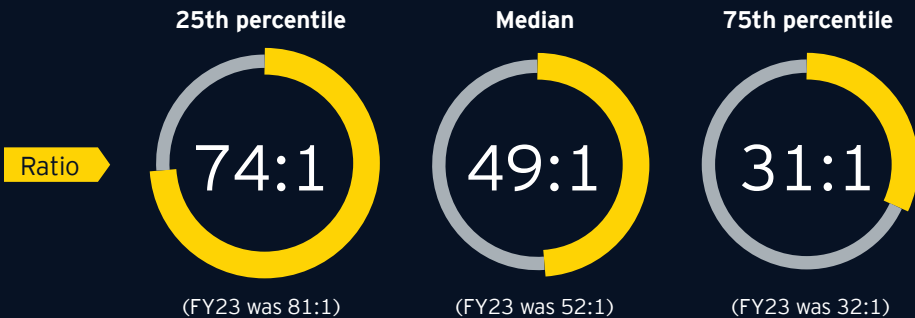
February 2025

# EY

Shape the future  
with confidence

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

For the FY24 financial year\*, EY's pay ratios are as follows



Pay ratios indicate what the 'CEO' earns in comparison to workers at different points within their organisation, namely compared to the 75th, median and 25th percentile (i.e., those at the top quarter, the middle and bottom quarter of earners in their organisation). Hywel Ball is EY's CEO equivalent for reporting at FY24.

EY operates a partnership structure and therefore does not fall under the scope of the regulations, but the firm has chosen to publish the data nonetheless.

This move is in keeping with EY's commitment to maintain a fair, equitable and transparent approach to pay. We have published this data because, although it is not a requirement, we feel it is important to hold ourselves to account.

We want all our people, from all backgrounds, to have access to and understand this data, as part of helping them to make informed choices about their career paths. We want them to have transparency throughout their career journey and therefore greater ability to access the route to becoming a Partner if this is what they aspire to.

\*Our figures have been determined based on those with the firm as at the end of June 24

## EY | Building a better working world

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

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

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

All in to shape the future with confidence.

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

© 2025 EYGM Limited  
All Rights Reserved.

EYSCORE 000591-25-UK  
UKC-037355.indd 01/25. Artwork by Creative UK.  
ED None

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

**[ey.com](https://ey.com)**