

Pay gap report 2025



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The better the answer.
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Introduction

We are pleased to share our 2025 pay gap report.

We are proud to have a workforce that reflects the broad diversity of thought, skills, backgrounds and experiences which is increasingly important to businesses in a fast-changing global market. We recognise that by harnessing the power of diverse perspectives through inclusiveness for all, we inspire confidence, fuel growth and create value for our clients.

Inclusiveness is a longstanding business priority. It is embedded in the All in global strategy, supported by the EY values and Global Code of Conduct, which provide the ethical and behavioural framework on which we base our decisions every day. Inclusiveness is key to creating exceptional experiences for our people, driving sustainable long-term growth, providing innovative solutions to our clients' challenges, and engaging with our communities and stakeholders.

We value transparency and fairness, and as such the annual pay gap report is one of the ways we hold ourselves accountable for progress on our commitment to achieving parity across all groups within EY UK. In this report we'll share an overview of the representation within EY UK and a selection of our top achievements and external recognition for 2025; and share more about our ongoing inclusiveness journey and what we are doing to make this a reality for all.

Pages 2-3 share an overview of our diversity and a selection of the top achievements and external recognition for 2025.

Pages 4-5 outline our progress so far and the actions we are taking to drive lasting change.

Pages 6-9 detail our 2025 gender pay gap and additional pay gap findings. We remain committed to voluntary pay gap reporting across ethnicity, disability, sexual orientation and social mobility.

Pages 11-15 detail our statutory gender pay gap reporting for individual EY entities in the UK.

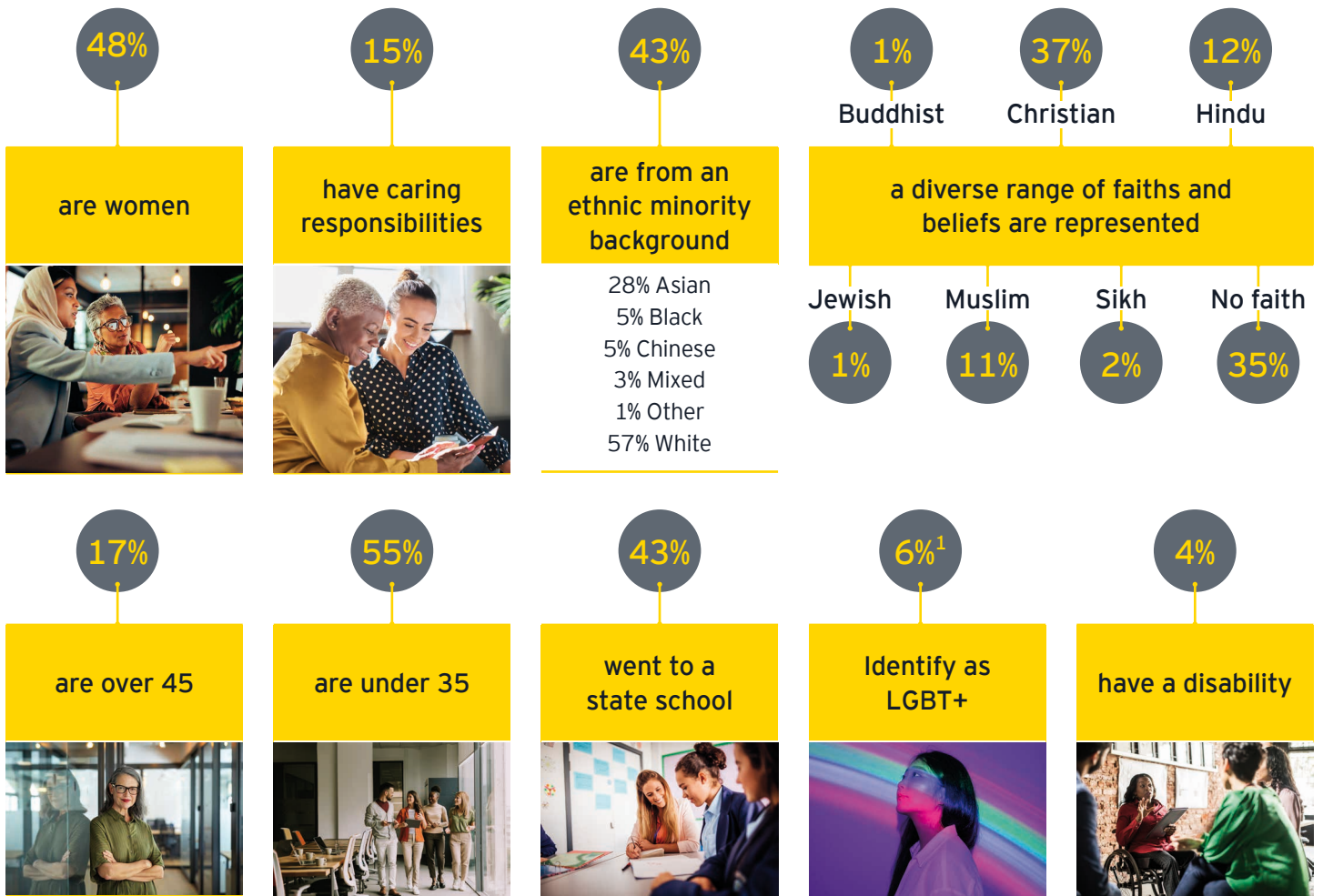
Looking ahead, we reaffirm our commitment to reducing our pay gaps and fostering a truly inclusive environment where all our people can thrive. We believe that inclusiveness is about everyone – it takes everyone and it benefits everyone.

In this report, 'EY UK' refers to all EY people located in the United Kingdom.
In this report, the 'UK Firm' refers to Ernst & Young LLP.

Achievements

We're incredibly proud that EY UK is a diverse workplace.

In 2025, of the people who have self-identified, we see that ...



A great place to work

79%* of EY UK people agree with the statement "I feel free to be myself"

62% of EY UK people feel their experience is exceptional

*79% women, 79% men

Source: EY UK internal employee engagement survey October 2025.

Note: Due to rounding, the percentages may not total 100%.

1 Representation numbers taken from the population used in the EY UK 2025 Impact Report, with the exception of (1) which is taken from the Whole GB population used in the 2025 pay gap report.

External recognition

The UK Firm has received several awards and accreditations for Diversity, Equity and Inclusiveness initiatives and role models.

Company achievements

Government Disability Confidence Scheme 2024

- Level 2 status

Stonewall Workplace Equality Index 2024

- Gold award, Top 100 employer

BITC 2024

- The Times Top 50 Employer for Gender Equality

Social Mobility Employer Index

- Top 75 employer for 2025

Parental Fog Cross – Industry Index 2024

- Fully Visible Employer Badge

National Equality Standard 2024

- Passed the assessment

Mayor of London Good Work Standard 2024

- Promotion to excellence level

Individual achievements

Social Mobility Awards

- Top 10 Social Mobility movers and shakers;
Chris Woolard, the partner sponsor EY & EY Foundation
Social Mobility Network



Progress so far

In 2018, the UK Firm set bold representation targets to significantly shift the make-up of our UK partnership by 2025. Our original commitment, set in 2019, was to achieve **40% women partners** and **20% ethnic minority partners** of which **15% are Black** by July 2025. The UK Firm has made progress, and as of July 2025 reached **29% women partners** and **19% ethnic minority partners** (including 9.4% Black partners*) – falling short of those ambitious goals. The UK Firm remains committed to this ambition and we are launching a re-invigorated Inclusion strategy in FY26 to accelerate change and ensure our partnership better reflects the society we serve.

*Partner numbers have been taken from the EY UK 2025 Impact Report.

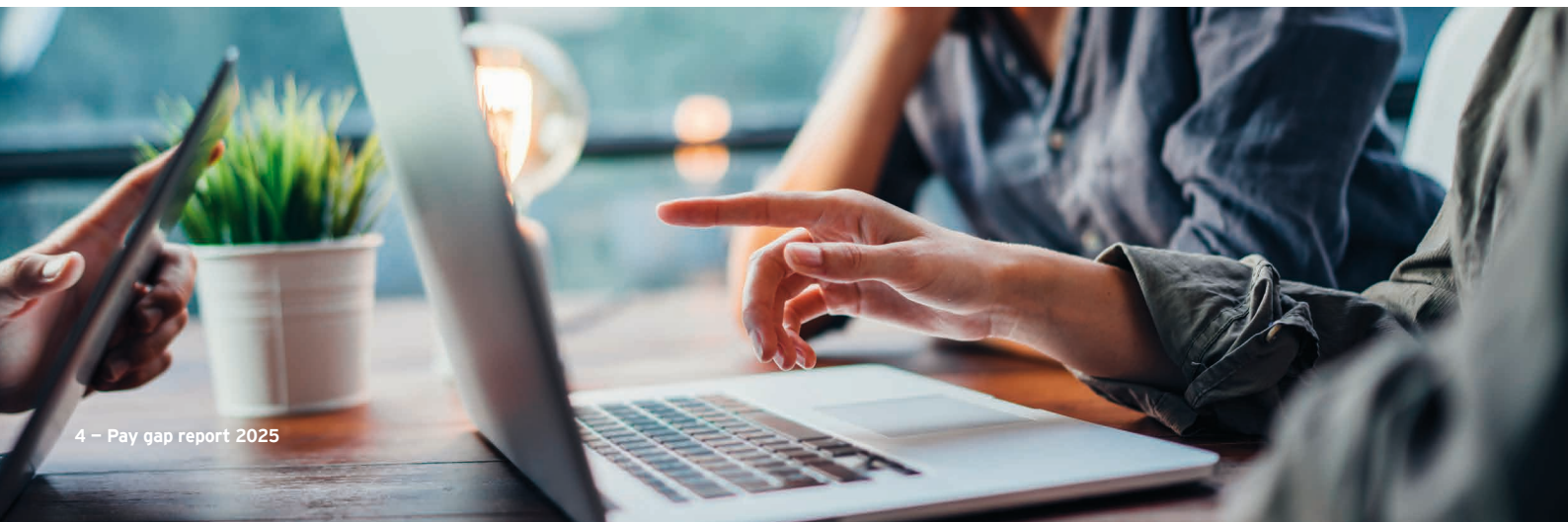
Together, we have maintained a long-standing commitment to advancing diversity, in all its forms, and building an inclusive culture for EY UK people. Why? Research has shown that organisations which have diverse workforces and inclusive cultures are more likely to be successful, innovative, agile and resilient to change. However, the key factor is inclusiveness – diversity of thought, skills, backgrounds and experiences can only thrive when we all feel included, heard and valued. The UK Firm uses representation data to assess our progress towards parity, and we are proud of the progress achieved so far. However, the journey toward full representation – particularly for women and Black professionals at partnership level – remains ongoing. Building a culture of inclusiveness, in which everyone feels respected and supported, remains a priority for us.

Actions are driving progress

EY in the UK is committed to taking meaningful action to build a diverse, equitable and inclusive organisation. We regularly review the impact of our efforts and adjust our focus accordingly. Our actions to advance diversity are guided by the principles outlined below.

4 guiding principles to promote diversity

Ambitions	We set clear expectations for the business and our leaders
Differential investment	We equip all talent to fulfil their potential
Focus on partnership and pipeline	We track diversity within our talent mapping
Evidence-based practices	We remove barriers at every stage of the career journey



The more diverse an organisation, the more crucial inclusiveness becomes. In respect of EY UK people, efforts are focused on embedding a culture in which all voices, experiences and backgrounds feel included. In the most recent People Pulse survey*, 79% of our people (79% of women and 79% of men) agreed with the statement: "I feel free to be myself". For those who don't strongly feel this way, we use the data to shape the following actions to address any gaps.

*People Pulse survey covers EY UK, as per our October 2025 people survey.

4 actions to create inclusiveness

Inclusiveness by design	Proactively drive behavioural change by embedding inclusion into our people processes
Education and awareness	Upskill our people, at all levels, to lead inclusively, fairly and with empathy
Networks and communities	Invest in safe spaces and celebrate difference
Reporting routes	Encourage a speak-up culture through accessible and supportive reporting

We know that building inclusion into the environment is the most effective way of creating sustainable change. The focus on systemic change, powered by data driven insights, maximises equitable opportunities for all groups.

4 actions to create equity

Pay gap action plan	Identify key drivers and opportunities to improve proportional representation
Closing the equitable opportunities gap	Monitor and investigate to increase equity in the allocation of work experiences, and invest in high-quality, actionable feedback to enable progression for all groups
Debias talent processes	Establish behavioural guardrails to increase transparency and confidence in the fairness of our processes, sustaining equitable experiences across all groups
Inclusive policies	Invest in policies, like flexible working, to disrupt narrow definitions of and routes to 'success'

2025 gender pay gap findings

Gender summary

The Whole GB pay gap shows that the mean pay gap has narrowed slightly by -1.0 percentage points, and the median has also narrowed by -2.2 percentage points. These reductions, although modest, indicate that ongoing actions taking place are having a positive impact on reducing the gender pay gaps.

Whole GB refers to all employees located in Great Britain employed by any member of the EY network in Great Britain (including entities with fewer than 250 employees who are not required to report pay gap data). It also includes partners of the UK Firm in Great Britain (excluding partner secondees or those partners whose remuneration is not determined by the UK Firm).

The partner only pay gap this year shows that the mean has widened by 0.2 percentage points and the median has narrowed by -1.0 percentage points.

Pay gap	2024		2025		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole GB	29.4%	17.1%	28.4%	14.9%	↓ -1.0%	↓ -2.2%
Partners only	12.8%	21.4%	13.0%	20.4%	↑ 0.2%	↓ -1.0%

Mean gender pay gap
The difference between the average hourly earnings of men and the average hourly earnings of women.

Median gender pay gap
This is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

Note: Due to rounding there may be a plus/minus difference in trending shown compared to 2024/25 numbers displayed. In the '% Points Closer to Zero' column, a negative number (downward green arrow) signifies that the pay gap has narrowed compared to last year, while a positive number (upward red arrow) indicates that the gap has widened.



2025 pay gap findings continued

Additional pay gaps

Transparency is crucial for demonstrating commitment and driving accountability.

Alongside mandatory gender pay gap reporting, we also report pay gap data for ethnicity, disability, sexual orientation, and social mobility.

As with the gender pay gap, pay gaps across other diversity characteristics tell us where we need to achieve better representation of some of our communities.

Ethnicity summary

The ethnicity pay gap reports on the differences between the average pay, and therefore the distribution, of different ethnic groups across the workforce. We disaggregate ethnic minority groups because we know that the experience of each group is different. This difference is reflected in the data and helps to target interventions more effectively. The ethnicity disclosure rate for our Whole GB population is 91.4%.

Representation of ethnic minority employees is highest across junior grades, where there is greater opportunity to diversify more quickly and in larger numbers. This uneven distribution across seniority levels contributes to our overall ethnic minority pay gaps. Further, some ethnic groups are less represented and are therefore more likely to see fluctuations in the data. We will continue the focus on providing equitable opportunities to strengthen and sustain our talent pipeline.

Ethnicity

Pay gap	2024		2025		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole GB						
Ethnic minority	37.7%	21.1%	36.8%	20.0%	↓ -0.9%	↓ -1.1%
Asian	35.9%	18.7%	35.3%	16.9%	↓ -0.5%	↓ -1.8%
Black	48.8%	25.3%	44.8%	22.9%	↓ -4.0%	↓ -2.4%
Chinese	52.3%	46.6%	53.2%	43.5%	↑ 0.9%	↓ -3.1%
Mixed	27.4%	19.5%	24.4%	14.4%	↓ -3.0%	↓ -5.1%
Other	4.0%	6.8%	2.1%	0.9%	↓ -2.0%	↓ -5.9%
Partners only						
Ethnic minority	17.5%	23.1%	19.1%	25.5%	↑ 1.6%	↑ 2.4%

Note: Due to rounding there may be a plus/minus difference in trending shown compared to 2024/25 numbers displayed.

In the '% Points Closer to Zero' column, a negative number (downward green arrow) signifies that the pay gap has narrowed compared to last year, while a positive number (upward red arrow) indicates that the gap has widened.

2025 pay gap findings continued

Disability summary

The disability pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report as having a disability or not. With low representation of individuals who self-identify as having a disability (4% of our workforce), fluctuations will be seen in the data. We will continue to encourage more of our people to self-identify; our current self-identification rate is 62.1%. We're confident that our actions are making a positive impact.

Disability

Pay gap	2024		2025		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole GB						
Disability	5.8%	8.0%	6.8%	9.1%	↑ 0.9%	↑ 1.1%

Sexual orientation summary

The sexual orientation pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report their sexual orientation as heterosexual compared to those who self-report another sexual orientation. The sexual orientation disclosure rate is 38.1% and of those who have reported, 5.6% tell us that they identify as lesbian, gay or bisexual (LGB). We are pleased that this community is well-represented at EY UK, and that the mean pay gap has narrowed, however we acknowledge the potential for fluctuations in the data.

Sexual orientation

Pay gap	2024		2025		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole GB						
Sexual orientation	16.0%	4.8%	11.9%	7.7%	↓ -4.1%	↑ 2.9%

Note: Due to rounding there may be a plus/minus difference in trending shown compared to 2024/25 numbers displayed.

In the '% Points Closer to Zero' column, a negative number (downward green arrow) signifies that the pay gap has narrowed compared to last year, while a positive number (upward red arrow) indicates that the gap has widened.



2025 pay gap findings continued

Social mobility summary

The social mobility pay gap reports on the differences between the average pay, and therefore distribution, of those who self-report their socioeconomic background based on key indicators. We compare indicators of lower, versus higher, socioeconomic background. 53.8% have self-reported the type of school that they attended and 53% have self-reported their parents' education status. Of these, 45.2% went to a state school, 56.9% have a parent with a degree or equivalent.

The pay gap is calculated by comparing the different school types listed in the table below to those who self-report attendance at an independent or fee paying school. The data of those who tell us that their parents did not attend university is compared to those who tell us that their parents did attend university. Given its intersectional nature, we recognise the critical importance of focusing on socio-economic background as part of the efforts to enhance diversity, equity and inclusiveness. The Social Mobility strategy allows us to drive meaningful progress across a range of social demographic groups within the organisation.

Social mobility

Pay gap	2024		2025		Mean % points closer to zero	Median % points closer to zero
	Mean	Median	Mean	Median		
Whole GB – school type						
Selective on academic, faith or other grounds	-5.2%	-7.7%	-4.1%	-3.4%	↓ -1.2%	↓ -4.3%
Attended school outside the UK	-0.1%	-2.8%	2.4%	0.0%	↑ 2.3%	↓ -2.8%
A state-run or state-funded school	6.2%	8.0%	7.9%	9.6%	↑ 1.7%	↑ 1.6%
Whole GB – parental degree						
Parental degree or equivalent	-0.2%	4.3%	0.1%	5.1%	↓ -0.1%	↑ 0.7%

Note: Due to rounding there may be a plus/minus difference in trending shown compared to 2024/25 numbers displayed.

In the '% Points Closer to Zero' column, a negative number (downward green arrow) signifies that the pay gap has narrowed compared to last year, while a positive number (upward red arrow) indicates that the gap has widened.

Statutory gender pay gap reporting for individual EY entities



1. EY LLP statutory gender pay gap and ethnicity pay gap

The full statutory gender pay gap (GPG) figures are presented below, with the addition of the voluntary corresponding ethnicity pay gap figures. In line with the statutory legislation, these statistics relate to employees only and do not include partners.

Full pay relevant employees contained in the gender pay gap report for Ernst & Young LLP: **15,420**

Gender pay and bonus gap

	2025
Pay gap	
Median	8.7%
Mean	12.8%
Bonus gap	
Median	12.9%
Mean	21.3%

Percentage receiving a bonus: 93.5% women and 91.4% men

Proportion of males and females by pay quartiles

2025	Female	Male
Upper	41.0%	59.0%
Upper Middle	49.5%	50.5%
Lower Middle	51.9%	48.1%
Lower	50.5%	49.5%

Ethnicity pay and bonus gap

	2025
Pay gap	
Median	11.1%
Mean	16.2%
Bonus gap	
Median	40.9%
Mean	35.8%

Percentage receiving a bonus: 91.1% Ethnic minority and 94.1% White

Proportion by pay quartile

2025	Ethnic minority	White
Upper	32.0%	68.0%
Upper Middle	51.4%	48.6%
Lower Middle	52.6%	47.4%
Lower	45.8%	54.2%

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Christabel Cowling
UK Chief Financial Officer

Note: Due to rounding, the percentages may not total 100%.

Statutory gender pay gap reporting for individual EY entities continued

Full statutory gender pay gap (GPG) figures are presented on the following pages for each of our UK entities. In-line with the statutory legislation, these statistics relate to employees only and do not include partners.

2. EY Professional Services Ltd

Full pay relevant employees contained in the gender pay gap report for EY professional services: **457**

Gender pay and bonus gap

	2025
Pay gap	
Median	19.3%
Mean	18.4%
Bonus gap	
Median	-14.3%
Mean	26.8%

Proportion of males and females by pay quartiles

2025	Female	Male
Upper	23.7%	76.3%
Upper Middle	29.8%	70.2%
Lower Middle	43.9%	56.1%
Lower	47.0%	53.0%

Percentage receiving a bonus: 95.1% women and 96.6% men

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



Jon Hughes
UKI Client Service Partner – EY Professional Services

Note: Due to rounding, the percentages may not total 100%.

Statutory gender pay gap reporting for individual EY entities continued

3. EY Global Services Ltd

Full pay relevant employees contained in the gender pay gap report for EY Global Services Ltd: **394**

Gender pay and bonus gap

	2025
Pay gap	
Median	14.9%
Mean	13.0%
Bonus gap	
Median	11.0%
Mean	16.7%

Percentage receiving a bonus: 97.2% women and 96.3% men

Proportion of males and females by pay quartiles

2025	Female	Male
Upper	39.4%	60.6%
Upper Middle	46.5%	53.5%
Lower Middle	52.0%	48.0%
Lower	68.4%	31.6%

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.

Gavin Jordan

Gavin Jordan
Global Vice Chair – Finance & Treasury

Note: Due to rounding, the percentages may not total 100%.

Statutory gender pay gap reporting for individual EY entities continued

4. EYGS LLP

Full pay relevant employees contained in the gender pay gap report for EYGS LLP: **460**

Gender pay and bonus gap

	2025
Pay gap	
Median	7.0%
Mean	12.1%
Bonus gap	
Median	-19.7%
Mean	1.8%

Proportion of males and females by pay quartiles

2025	Female	Male
Upper	50.4%	49.6%
Upper Middle	63.5%	36.5%
Lower Middle	57.4%	42.6%
Lower	69.6%	30.4%

Percentage receiving a bonus: 96.6% women and 94.6% men

Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.

Gavin Jordan

Gavin Jordan
Global Vice Chair – Finance & Treasury

Note: Due to rounding, the percentages may not total 100%.





Methodology: 2025 pay gap reporting

The following information details how we have prepared the metrics set out in our 2025 pay gap report. The basic approach is in line with the requirements set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (henceforth referred to as the Regulations) and utilises the Statutory Guidance on *gender pay gap reporting: guidance for employers* issued by UK Government Equalities Office (henceforth referred to as the Guidance).

Whilst the Regulations and Guidance focus on gender pay gap metrics for employees, we have utilised the same approach in calculating non-statutory pay gaps for other diversity characteristics – i.e., used the same base population, pay and bonus data when calculating ethnicity, disability, sexual orientation and social mobility pay gaps.

Employees and equity partners

The statutory report covers EY employees in Great Britain¹ as of 5 April 2025 and is in line with ‘relevant employees’ and ‘full pay relevant employees’ as defined in the Regulations. Independent Non-Executive Directors are on payroll, yet do not fall under the definition of an ‘employee’ and have been removed. This approach applies to statutory and non-statutory reporting elements. Equity partners do not fall under the Regulations; however they are included in our voluntary disclosures.

Whole GB refers to all employees located in Great Britain employed by any member of the EY network in Great Britain (including entities with fewer than 250 employees who are not required to report pay gap data). It also includes partners of the UK Firm in Great Britain (excluding partner secondees or those partners whose remuneration is not determined by the

UK Firm). In compliance with the Regulations, we also publish mandatory gender pay gap metrics for individual UK entities that have more than 250 relevant employees. For the current reporting year, four entities met this criterion, and their statutory metrics can be found in the ‘statutory gender pay gap reporting for individual EY entities’ section of our 2025 report.

Pay and bonus

For relevant and full pay relevant employees, pay and bonus used is as set out in the Regulations and Guidance for “ordinary pay” and “bonus pay.” Whilst equity partners’ remuneration differs from that of employees (they are not ‘paid’ but instead take a share of profits), we have calculated their remuneration based around their regular earnings during the reporting year. This is based on data available as of October 2025 and is not subject to any subsequent adjustments.

We include monetary amounts received by our employees from our staff recognition programme, Applause, in the bonus calculations. This programme provides the opportunity for all employees to recognise and thank colleagues who demonstrate our values and behaviour during their daily working lives. This can be in various ways, from a simple ‘Thank you’ to awarding a small monetary award (on average around £25 for each award).

For our pay gap metrics, we include Applause awards given during April 2025 (as this covers the pay period relating to the snapshot date of 5 April 2025) and for bonus metrics, we include awards given between 6 April 2024 and 5 April 2025 (which matches the bonus period as set out in the Regulations).

¹ As employment matters are devolved in Northern Ireland, the duties under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are related to Great Britain only.

Methodology: 2025 pay gap reporting continued

Diversity

The following details diversity characteristics that have been used in our statutory and non-statutory pay gap reporting. In all instances, this is based on information that has been disclosed to us (disclosure rates for each characteristic are available in the pay gap report). People can select one option per diversity characteristic.

Gender

In our main HR system, our people can disclose their gender identity via the following options:

- * Man (Cisgender)
- * Man (Transgender)
- * Non-Binary
- Prefer not to answer
- * Woman (Cisgender)
- * Woman (Transgender)

We also have a separate section in our system which captures 'gender', with the options of:

- * Female
- * Male
- Others
- Undeclared
- Unknown

Those who have selected categories with an asterisk (*) are included in our gender pay gap figures. We first refer to the 'gender identity' dataset, reverting to 'gender' if an individual has completed the second dataset only. Man (Cisgender and Transgender)/Male are included under the male category, Woman (Cisgender and Transgender)/Female are included under the female category. All other individuals are excluded from the calculations, in line with the Regulations and Guidance.

Ethnicity

For our non-statutory pay gap ethnicity reporting we provide metrics at two levels of detail; on an ethnic minority compared to White colleagues basis and by disaggregating our ethnic minority population and providing a metric for each group compared to our White colleagues.

The table provided in Annex 1 at the end of this document details how we combine individual ethnicity categories for the purpose of our pay gap reporting.

Disability

In our main HR system, our people can disclose their disability status via the following question:

Do you consider yourself to have a disability or long-term condition (physical or mental)?

Response options:

- * No
- Prefer not to say
- * Sometimes (my condition fluctuates)
- * Yes – both physical and mental
- * Yes – mental
- * Yes – physical

Those who have selected categories with an asterisk (*) are included in our non-statutory disability pay gap figures. The three 'Yes' categories and 'Sometimes (My Condition Fluctuates)' are grouped under a wider category of people with disabilities. 'No' is included under the category of people without disabilities. All other individuals are excluded from the calculations.

Methodology: 2025 pay gap reporting continued

Sexual orientation

In the main HR system, EY UK people can disclose their sexual orientation via the following question:

How would you describe your sexual orientation?

Response options:

- * Bisexual
- * Gay/Lesbian
- * Heterosexual
- * Other
- Prefer not to answer

Those who have selected categories with an asterisk (*) are included in our non-statutory sexual orientation pay gap figures. Bisexual, Gay/Lesbian and Other are included under the LGB+ category. All other individuals are excluded from the calculations.

Social mobility

We produce two non-statutory social mobility related pay gaps, one based on school type attended, the other on parental degree status.

In our main HR system, our people can disclose the type of school they attended via the following question:

Which type of school did you attend for the majority of your time between the ages of 11-16?

Response options:

1. * A state-run or state-funded school
2. * Attended school outside the UK
3. I don't know
4. * Independent or fee-paying school
5. Non-selective
6. Prefer not to say
7. * Selective on academic, faith or other grounds

Those who have selected categories with an asterisk (*) are included in our school type social mobility pay gap figures. All other individuals are excluded from the calculations. Note: We do not currently include those selecting their school type as 'non-selective'. This is simply because currently only a small

number of our people (less than 30) fall under this category. We will keep this under review in future years.

In our main HR system, our people can disclose their parental degree status via the following question:

At age fourteen, had any of your parent(s) or guardian(s) completed a university degree course or equivalent (e.g., BA, BSc or higher)?

Response options:

- I don't know
- * No
- Prefer not to say
- * Yes

Those who have selected categories with an asterisk (*) are included in our parental degree social non-statutory mobility pay gap figures. All other individuals are excluded from the calculations.

Data sources

People data

The EY UK people data used for the pay gap reporting, employment status and diversity characteristics, are all sourced from our internal core HR reporting system as of the snapshot date of 5 April 2024. This database is maintained by our HR teams. In the case of diversity information (gender, ethnicity, disability, sexual orientation, and social mobility) contained within this system, this data is provided by our employees and equity partners, either from information captured during the joining process or via a self-service facility where our people can update their information at any time. For the diversity characteristics we collect data on, our people can opt to leave selections blank or select 'prefer not to say'.

Pay and bonus data

For employees, the pay and bonus data used for the pay gap report is sourced from our third-party payroll provider. The pay data is subject to regular reviews by internal HR teams and reconciled each month prior to pay day. In addition to this data, we have also included monetary amounts received via our staff recognition programme, 'Applause'. This is sourced from the provider who administers the scheme on our behalf. For equity partners, the pay amounts used are provided by our internal Partner Finance team..

Methodology: 2025 pay gap reporting continued

Calculations

The basis of the calculations used in the pay gap report for the gender-based metrics are as those specified in the Guidance: *gender pay gap reporting: guidance for employers*.

For all other diversity characteristics, we have taken a similar approach to that laid out for gender. Specifically, the calculations used are based on those identifying under the following characteristics:

Ethnicity: a comparison of average pay/bonus % (mean and median) for ethnic minority compared to White.

Disaggregated ethnicity (Black and other ethnicities): a comparison of average pay/bonus % (mean and median) for each individual ethnicity minority compared to White (e.g., Asian compared to White, Black compared to White).

Disability: a comparison of average pay/bonus % (mean and median) for disabled compared to non-disabled.

Sexual orientation: a comparison of average pay/bonus % (mean and median) for LGB compared to heterosexual.

Social mobility, school type: a comparison of average pay/bonus % (mean and median) for those under each school type, compared to those who attended an Independent/fee-paying school (e.g., state run school compared to Independent/fee-paying and selective on faith or academic compared to Independent/fee-paying).

Social mobility, parental degree: a comparison of average pay/bonus % (mean and median) for those who at aged fourteen had a parent with a degree, compared to those who did not.

The pay gap report is subject to a range of internal reviews, with each Statutory disclosure being signed-off by an appropriate senior person.



Methodology: 2025 pay gap reporting continued

Annex 1: ethnicity categories

In the main HR system, EY UK people can disclose their ethnicity via the options shown in the first column of the table below. The below ethnicities are based on UK Census categories. We group these as per columns two and three for the purposes of our ethnicity pay gap reporting:

Ethnicity	Ethnicity grouping (Ethnic minority/White)	Ethnicity grouping (Ethnic minority disaggregated)
Asian		
Bangladeshi	Ethnic minority	Asian
Indian	Ethnic minority	Asian
Pakistani	Ethnic minority	Asian
Any other Asian background	Ethnic minority	Asian
Black		
African	Ethnic minority	Black
Caribbean	Ethnic minority	Black
Any other Black background	Ethnic minority	Black
Chinese	Ethnic minority	Chinese
Mixed		
White + Asian	Ethnic minority	Mixed
White + Black African	Ethnic minority	Mixed
White + Black Caribbean	Ethnic minority	Mixed
Any other Mixed background	Ethnic minority	Mixed
Prefer not to say	Not included in ethnicity pay gap	Not included in ethnicity pay gap
Other Ethnic group	Ethnic minority	Other
Other Ethnic group – Arab	Ethnic minority	Other
White		
Channel Islands	White	White
English	White	White
Irish	White	White
Irish Traveller	White	White
Scottish	White	White
Welsh	White	White
Any other background	White	White

Any individual who has not provided a response to this section in our HR system is excluded from the calculations.



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.

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