

# EY US 2024 Impact Report



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



Shape the future  
with confidence

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**Letter from Julie Boland**

As an organization committed to shaping the future with confidence, we understand the complexity of the challenges ahead.

We must consider our broader responsibilities to our stakeholders, to society, and to the planet.

Building trust – across capital markets, within communities, and in our own teams – is at the heart of what we do. That trust is essential to creating a world where people can thrive.

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We are in the business of navigating through change and complexity. That's what our stakeholders expect from us, and what we expect from ourselves. So when we say we shape the future with confidence, it's because we are creating that future for ourselves.

**Julie Boland,**  
EY Americas  
Managing Partner  
and US Managing  
Partner



Shaping the future with confidence is something that requires hard work, vision, passion, and, most of all, commitment. We are all in for creating an environment where people feel supported personally and professionally and where they can grow their skills and thrive in their careers. We are committed to building up the communities where we live and work and developing solutions that address our planet's most pressing issues. We uphold the governance and professional integrity essential to trust in our free markets. All of us, working together, combining our abilities, standing shoulder to shoulder with our stakeholders, are all in to do the work required.

This report is about our commitment and the actions we take every day at EY US. Maintaining it requires discipline, strategy, organizational excellence, consistency, measurement and a commitment to high performance.

We know there will always be short-term obstacles. But our purpose endures. Our values remain firm. And our progress continues.

We are in the business of navigating through change and complexity. That's what our stakeholders expect from us, and what we expect from ourselves. So when we say we shape the future with confidence, it's because we are creating that future for ourselves. We set clear goals, develop effective strategies, take measured action, and adjust as necessary to make sure we achieve what we intend. That's how we create value. That's how we build confidence. And that's how we aim to make a meaningful difference for our people, our society, and our planet.



**Julie Boland**

EY Americas Managing Partner and US Managing Partner

# About EY US

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

Our teams work across a full spectrum of service lines in Assurance, Consulting, Tax and EY-Parthenon. Fueled by industry sector insights, a globally connected, multidisciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

We engage with a broad array of internal and external stakeholders as we gather insights that help inform our strategy. These include our clients, our people, the communities where we work and live, nonprofit organizations we collaborate with, and our suppliers.

Ernst & Young LLP (EY US, the US firm or we) is a member of Ernst & Young Global Limited, a UK company, and is an independent professional services practice and separate legal entity, based in the United States (US). References to “EY Global” or “the global organization” throughout this report refers to the EY global network of independent and legally separate professional services practices throughout the world.





# About this report

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EY US shares a strong sense of purpose – to build a better working world for our clients, our people, our communities, our stakeholders and the planet. The EY Impact Report: 2024 provides an in-depth look at how EY US is making progress toward creating sustainable long-term value. Unless otherwise stated, the information and data presented in this report cover the 2024 fiscal year (July 1, 2023 to June 30, 2024).

This report covers topics that align with the relevant topics identified in the global EY organization’s double materiality assessment (DMA) and references the United Nations Sustainable Development Goals (SDGs). This DMA is a global process and involves teams from across EY global operations, including the US, and informs US strategy and voluntary reporting efforts. See page 62 of the [EY Global Value Realized Report](#) for more information.

We are especially proud of the individual contributions of our more than 50,000 people across the US – from the value we create through our work with clients, to our culture of care and inclusion, to professional growth through learning and upskilling, to our support for the communities where we live, work and volunteer, to the impact we have on our planet and its long-term health.

# We focus this report on four areas of activity:

## **Our people**

Here we provide a detailed look at the way we enable our people to shape their future with confidence by helping them develop through professional growth, empowering them to achieve personal fulfillment and support them in creating value.

## **Our society**

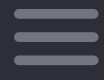
Here we explore the many ways in which EY US contributes to our society and our communities. We focus on our volunteer programs as well as our support of entrepreneurs and innovators – both those who have already achieved great things and those who are working to create solutions previously never before imagined.

## **Our planet**

Here we detail our commitments to meeting our global organization's goals of sustainability and environmental stewardship. We share progress in measuring and reducing our own environmental impact and highlight some of the actions we've taken to meet these goals. We highlight our firmwide approach to supporting clients who seek our assistance with sustainability strategies and goals.

## **Our governance**

Here we outline our governance, ethics and compliance practices. We share the programs that govern how we maintain a culture of rigorous accountability and professional ethics, and how we invest in creating and inspiring trust in our work and our people.



# A data snapshot – Our values, our strengths, our results

## People

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**26**

Consecutive years on Fortune 100 Best Companies to Work For® list

**51k+**

employees, partners and principals across the US

**40+**

benefit programs to support physical, emotional, financial and social wellbeing

**3.4m**

hours devoted to learning

## Society

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**30k+**

participants in EY Ripples volunteer initiatives

**156k**

volunteer hours

**9.2m**

lives impacted through EY Ripples programs

**\$46m**

in charitable contributions

## Planet

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**100%**

of all EY US office electricity usage is matched by purchases of Renewable Energy Credits (RECs)<sup>1</sup>

**30**

offices located in LEED Gold and Platinum certified buildings

**6**

EY US offices have rooftop beehives to help support declining bee populations and promote biodiversity

<sup>1</sup> We retire renewable energy credits (RECs) equivalent to our estimated office electricity consumption.

# People

We are only as strong as our people, and so we focus as an organization on cultivating an environment where all of our people can shape their future with confidence. We continue to push ourselves to find new ways to do this.





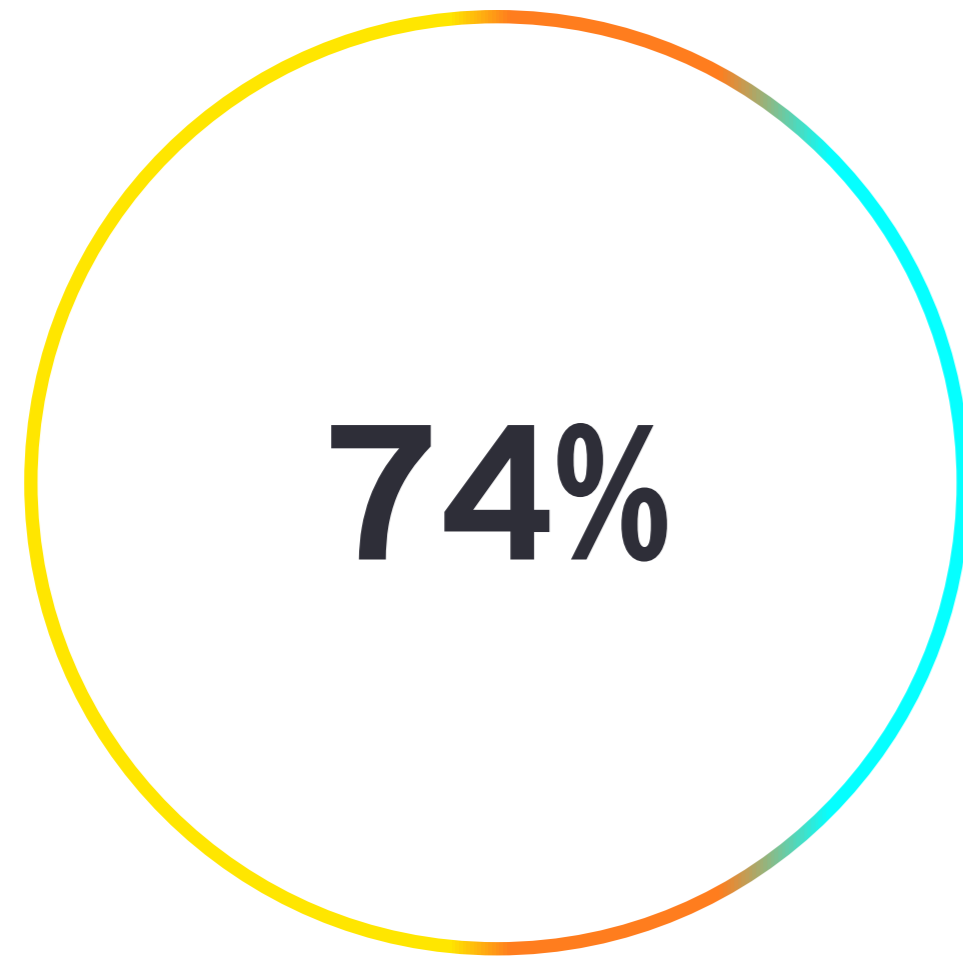
It starts with helping our people “develop an extraordinary you” – giving them every opportunity to develop future-focused skills and have world-class experiences, and inspire more people to become leaders at every level of our organization. It continues with the principle of “empowering an extraordinary you” through programs that support the physical, emotional, social and financial wellbeing of our people and teams. Our third key commitment is “fueling an extraordinary you” through diverse and globally connected teams.

We are proud to be an industry leader in recruitment, retention, training and leadership development.





# Attracting and engaging talent



of our people indicated their EY experience is exceptional (Source: July 2024 People Pulse survey.)

Each year, thousands of new people, from recent graduates to experienced hires, join EY US. In FY24, just under 13,000 professionals began a new role with us, and our goal is to make sure that each one of them is given every opportunity to learn and grow professionally.

## **Broadening our talent pipeline**

Our Talent Attraction and Acquisition team aims to recruit and hire across educational backgrounds, professional experiences, skills and certifications. We maintain an active program to recruit experienced professionals and executives into all levels of our organization. This includes having an active presence at many conferences and gatherings of accounting, technology and business professionals across the country.

We have also established relationships with more than 300 campuses across the country, with a focus on recruiting from colleges and universities with strong business-oriented programs – these include major land grant universities, leading private schools, community colleges, internationally recognized research universities, Historically Black Colleges and Universities, and Hispanic Serving Institutions.

One of these recruiting efforts is an Innovation Challenge, aimed at attracting top talent to meet our growth goals. Teams of students at Norfolk State University and Hampton University participate in the Challenge, where they are introduced to a public sector problem. Participants are taught our design thinking methodology and are paired with EY US professionals as mentors to guide them as they develop potential solutions. Students, acting in the role of consultants, are able to test their academic knowledge in a real-life challenge and learn how their skills could be put to work right away in rewarding professional services careers.

“This competition reinforced my skills in leadership, strategic thinking, pitching, and teamwork. More than that, it gave me a glimpse into the fast-paced world of consulting and innovation, and I can’t wait for more opportunities like this in the future!” shared one student.

Early and sustained interactions with EY US play a big role in student decisions to apply and accept offers from our firm, and recruitment efforts like these help students build meaningful relationships with our EY US people early in their college career.



### 360 Careers: Reshaping the early career experience

We recognize that careers are shaped by continuous learning and a diverse set of challenges. In 2024, we set out to create a bold initiative to support and engage early-career professionals – people who are preparing to enter our profession as well as those who are in their first years on the job.

The result is 360 Careers, which reimagines the experience of our early career EY US professionals. Designed initially for accounting and business technology majors in our Assurance and Tax practices, 360 Careers offers real-world experience to gain a deeper understanding of our business and our clients' businesses.

Through skills-based experiences called “expeditions,” we support our people’s career interests. They have access to a dedicated community that helps them through the first few years of their EY US career, making sure they can acquire the technological skills and capabilities they need – whatever their career path. Our goal: Empower more people to enter the profession of accounting and do so with confidence and the greatest possible opportunity for success.



## Meet George

Assurance Staff  
Ernst & Young LLP



# Participant story

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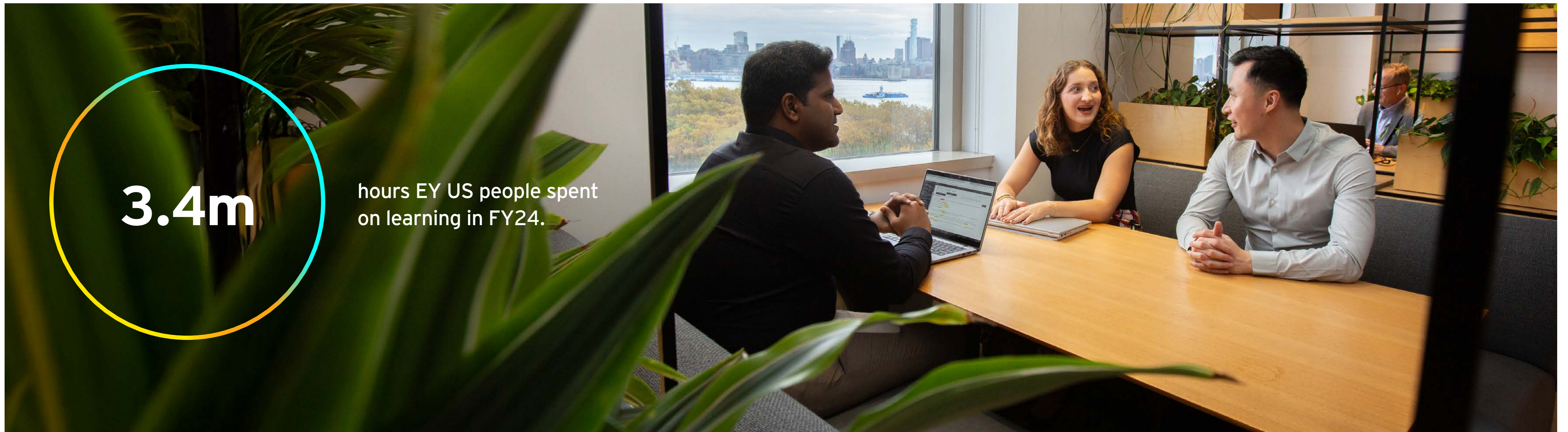
George, a recent joiner, came to EY US through our audit practice and was immediately put on a specific client project. There, he was part of our Proof of Concept for 360 Careers and spent several weeks working with our tech risk practice for the same client. "I was on for eight weeks – and that was great. Those first couple weeks, you're trying to figure everything out. But by the end, I've figured things out, and I was able to contribute."

George's experience demonstrates the impact 360 Careers will have on our early career CPA professionals. We're giving them the opportunity to explore options in our various practices and geographies like a playground, rather than feel like they're stuck in one channel forever. The results are clear: At one school where we consistently ranked #4 in campus recruitment, we've risen to #1 as the top employer of choice.



# Learning and development, from the start

We want it to be easy for anyone at EY US to develop themselves as leaders, learn new skills, explore new areas and reach their fullest potential. We foster curiosity, continuous learning and integrity. Our philosophy starts with the human experience, is grounded in science and augmented by technology. This approach equips our teams with critical and durable skills, builds leaders of the future and unleashes our collective impact.



**3.4m**

hours EY US people spent  
on learning in FY24.



### **Bridging the gap to CPA licensure**

The EY Career Path Accelerator provides an affordable and accessible alternative for students to meet the education requirements for CPA licensure in their state. More than 1,100 people have enrolled in the program since its launch, and the EY Foundation has awarded over \$1 million in need-based scholarships.

### **Empowering our people through skills and credentials**

Since we launched EY Badges – our program to promote and certify learning new skills – we have awarded more than a half-million EY Badges to our people. EY Badges is a virtual, on-demand learning platform that delivers credentials in the form of a badge. We were the first professional services organization to offer digital badges globally, covering topics such as analytics, cybersecurity, innovation, sustainability, wellbeing and leadership. In 2024, over 7,300 of our US people were awarded EY Badges.

Relatedly, our fully accredited corporate degrees are free to all of our global organization's nearly 400,000 people in more than 150 countries, including the US, regardless of role or position. The EY Tech MBA, Master's in Data Analytics, and Master's in Sustainability are offered in association with Hult International Business School.



What I loved about the [Career Path Accelerator] course portion is that it was done through an international business school and the classes are tailored to what I needed in my career. There was a leadership class, digital, sustainability and data visualization. All of those are real-world applicable classes that I can use in my career. Also, there was a cohort, so automatically, I started my EY career with a network from the EY Career Path Accelerator. A lot of people who work at EY US are ambitious, driven, and people who really push you to think bigger and learn more about yourself, and be the best for your client and continue to learn and grow in your career.

#### **Kathryn**

Assurance Senior  
Ernst & Young LLP



## Activating for AI

In 2024, the global EY organization launched EY.ai, a unifying platform that brings together human capabilities and artificial intelligence (AI) to help clients transform their businesses through confident and responsible adoption of AI.

EY.ai leverages leading-edge EY technology platforms and AI capabilities, with deep experience in strategy, transactions, transformation, risk, assurance and tax – all augmented by a robust AI ecosystem.

Global investments of US\$1.4b provided the foundation for the EY.ai platform. These investments have supported the embedding of AI into proprietary EY technologies like EY Fabric – used by 60,000 EY Global clients and more than 1.5 million unique Global client users, as well as helping secure a series of EY Global technology acquisitions with supporting cloud and automation technologies. As part of this launch, we also rolled out EYQ, our own secure large language model, and coordinated our efforts with alliance partners including Dell Technologies, IBM, Microsoft, SAP, ServiceNow, Thomson Reuters and UiPath.

We are also encouraging EY people to explore AI on their own terms through a customized AI learning and development program. Putting humans at the center of the transformation has led to 83% of the global EY workforce completing foundational AI learning. In the US, more than 1,300 of our people completed EY Badges in AI in 2024. The success of this approach is further

evidenced by the high user adoption rate of EY.ai EYQ, which stands at over 81%, with more than 85 million prompts processed in just nine months globally. Additionally, the EY global developer community, now equipped with AI tools, has contributed over 4.1 million lines of code in a little over a year, showcasing a shift toward more agile and innovative development practices.

In addition, we're using AI to help equip the next generation with the capabilities they'll need when entering the workforce. Through the EY Academic Resource Center, which provides free curricula to colleges and universities across the country, we created an AI-powered simulation so that students can learn what it's like to audit an organization. Through the simulation, students receive a scenario and have to interview the client to obtain the needed information. Once completed, they're given immediate feedback from the AI on their line of questioning, how they conducted themselves, and areas they may have missed or should focus on in the future. Combined with gamification of the simulation, students learn how to interact with clients, account for incomplete information, and experience the real-world realities of auditors.



**\$1.4b**

Global investments to provide the foundation for our EY.ai platform.

# Empowering an extraordinary you

We view employee wellbeing as a holistic issue – requiring involvement at every level of the firm. We were one of the first organizations to create the position of Chief Wellbeing Officer, and [Frank Giampietro](#) in that role has worked with other key leaders to build a culture of care where our people and teams feel supported, recognized, prepared, energized and empowered at work.

## Wellbeing: Evolving our approach to meet people's needs

Several years ago, as part of our focus on wellbeing, we launched our EY Way of Working Fund, and it has received significant attention and recognition, particularly as our people were returning to work or some kind of hybrid-work arrangement after the pandemic. Now, recognizing that we will continue to build and evolve the way we work, we have evolved that benefit and relaunched it as Extraordinary You Funds. The benefit provides a Wellbeing reimbursement of up to \$1,000 toward activities,

experiences, vacations and products that promote health and happiness (e.g., meal delivery services, fitness equipment), a Connection-related reimbursement of up to \$500 to help people create moments that matter with colleagues (e.g., commuting costs and pet care for in-person meetings and events) and a reimbursement of up to \$1,500 for backup care when their regular care arrangements fall through. Through it, our partners, principals, managing directors and directors also have access to \$2,500 to spend on teaming activities like networking, team building and EY US-related social gatherings.

“

The Wellbeing Fund has helped me get workout equipment to help with my weight loss journey. I'm a mom so having a gym at home is very helpful with how busy life is.

“

I used the EY Wellbeing Fund to register for two marathon swims. Signing up for these swims kept me motivated to stay active this summer! EY US' emphasis on wellness and the flexibility working here provides allowed me to train all year and finish well!

### Supporting our people through every life stage

Our benefits are aimed at supporting our people through life's many milestones. For example, we offer 16 weeks of fully paid parental leave for all new parents whether welcoming a child through birth, surrogacy, adoption or legal guardianship. Additionally, our Pathways to Parenthood benefit provides monetary assistance to help cover expenses related to infertility, surrogacy, adoption and egg and sperm preservation.

EY Assist offers up to 25 no-cost counseling and mental health coaching sessions per year to EY US professionals and each family member in their household. We offer programs that encourage mindful collaboration and leadership across our organization, including access to daily mindfulness drop-in sessions. And we offer free access to financial advisors.

### Hybrid work: Promoting sustainable work habits

As part of the US firm's commitment to wellbeing, we encourage what we call "predictable flexibility" so that work is done efficiently, effectively and collaboratively. We have adopted a hybrid work approach that is flexible, team-led and leader-enabled, so our people can connect and collaborate more easily while maintaining a work style appropriate for their roles and their clients' needs.

We continue to enrich our hybrid way of working. This includes new tools and resources for people and teams to come together for moments that matter, while maintaining flexibility in where and how they work. In fact, we have found that teams that spend 40% to 60% of their time together in person report the optimal balance of collaboration and flexibility. We also provide flexible time off and annual weeklong winter and summer breaks for the entire US firm, so that our people can disconnect at the same time.

### What our people say

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Nothing can replace in-person interactions. Whether you're talking with a client, figuring out a problem, mentoring a colleague, or just chatting over lunch. Performing these actions in person is almost always more effective and often more fun. I have never been a fan of going to an office for the sake of 'face time' but, with a hybrid model, I think we get the best of both worlds. We can work together when it provides value but work remotely when we need to focus.



## Measuring wellbeing: The Vitality Index

Our research shows that EY US professionals feel fulfilled and ready to face their day when they have health, connection and a sense of meaning. To further our wellbeing journey and to better understand the level of wellbeing our teams are experiencing, we developed the EY Vitality Index to help them thrive both in and outside of the workplace. It measures experiential data – for instance, whether people feel supported, if they see opportunities to learn and grow and if they feel their contributions are valued. It also measures operational data – the number of hours they're working, if people are receiving recognition awards and time-off utilization. The Index also pinpoints leading indicators that can predict periods of peak and low wellbeing.

Taking frequent breaks boosts happiness and retention: We found that people who take an average of five or more vacation days per quarter have the best overall wellbeing. We also know that it increases their likelihood of staying at EY US by 1.6 times.

EY US leaders and talent professionals can review this data and take immediate action linked to improvements in specific measures captured by the index. We track our scores closely because they correlate closely with retention – the higher the Vitality Index score, the more likely someone will stay with us.



We are also supporting other organizations to measure their wellbeing. For example, one of our higher education clients is also using the Vitality Index, which has allowed them to pinpoint vitality gaps and take proactive measures to address them, focusing on physical, mental, emotional, financial, and social aspects of wellbeing.



Our Atlanta, Houston, and Tysons offices all achieved WELL Certification at the Gold level in March 2023. These offices join our already certified Los Angeles, Hoboken and One Manhattan West offices. The WELL Building Standard<sup>®</sup> is a performance-based system that recognizes buildings that are designed with a focus on air, water, nourishment, community, thermal comfort, lighting, movement, sound, mind, materials and innovation.

# Inclusion & belonging

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At EY US, we combine our talents to innovate and support our clients' success. Our strength lies in both our services and the relationships we build through inclusion and teaming. When everyone feels valued for their unique skills and perspectives, collaboration thrives and innovation flourishes.

A critical goal of our inclusion efforts is connection: How we treat each other on a daily basis is the most important indicator of our culture. EY US people recognize they each have a responsibility to each other – to be good colleagues and to be respectful of each other.

Of course, in an increasingly complex world, we each have a continued role in shaping our culture – by leading through our actions

and creating spaces where everyone can experience a sense of belonging. We are supporting this through elevating conversations that create allyship, bringing people together in safe spaces and continuing to build awareness of how we all can learn from each other.



## Expanding allyship

Cultivating an inclusive culture is a daily practice. To support our team in this endeavor, we have introduced a proactive allyship framework that incorporates practical concepts and gamification.

Traditionally, allyship has been understood as leveraging power, relationships or influence to support the inclusion of those without. However, we have expanded this definition to encompass behaviors and decisions made by anyone in our organization that promote belonging and fairness for all.

Our framework encourages and empowers our colleagues to listen, learn and be thoughtful when interacting with teammates and clients. These small but intentional behaviors enhance engagement, business outcomes and employee experiences.

Clint, a partner in our consulting service line, was an early adopter of the proactive allyship framework. He shared, “Our business is so hard, we go so fast. Proactive allyship is a reminder that we need to walk slow, be present and take time out to get to know our people. Work differently, work smarter and one of the ways we do this is by knowing each other better.”

For us, allyship isn’t just about good intentions. It’s about meaningful actions that strengthen connections and cultivate relationships, creating a workplace where everyone feels seen, valued and empowered.

## Business Resource Groups: Inclusiveness in action

Our EY Business Resource Groups (BRGs) are an important part of our long-standing commitment to creating an inclusive culture where all our people can feel like they belong. They are open to anyone, and 40% of our US people are involved in at least one BRG.

These mission-driven groups inspire conversation, connection and community. For instance, our newest BRGs, the Middle East and North African Community (MENAC), the Jewish Community (EYJC) and the Muslim Community (MC) proved to be critical at a time when our people sought safe spaces to discuss the impact of the global conflict on their own lives. These forums for empathetic discussion have long been a way for us to provide proactive and positive avenues to build a sense of connection with each other during times of difficulty.

Additionally, when our BRGs want to honor the identities, histories and issues critical to their group, we find a way to provide a safe space or celebrate as a firm. For example, during Women’s History Month, we held a fireside chat with EY Americas Area Managing Partner and US Managing Partner, Ernst & Young LLP, Julie Boland about the leadership lessons she’s learned in her career. And for Black History Month, during a webcast about the intersection of black art and innovation, EY Black Professional Network colleagues who are artists shared how their craft influences their professional lives.

“I loved the personal stories, letters that were read and the action items they suggested to support these brave men and women in the future,” said one attendee during a Veterans Day webcast hosted by the Veterans Network, which highlighted EY US veterans and military members discussing their time in service.

### Our 12 Americas BRGs:

- Abilities Professional Network
- Black Professional Network
- Latinx Professional Network
- International Cultural Exchange Community
- Jewish Community
- Middle Eastern & North African Community
- Muslim Community
- Pan Asian Professional Network
- Professional Women’s Network
- Today’s Families Community
- Unity Network
- Veterans Network



**Meet Ramone**  
Consulting,  
Senior Manager  
Ernst & Young LLP

### How conversations create belonging

Ramone, a consulting senior manager in our Atlanta office, helped launch a Black Professional Network (BPN) sub-group within his business unit. There, he and other BPN members have been able to share their perspectives and experiences not only with each other, but with others at the firm.

Sometimes, these discussions open up new understanding: “Before I grew locs, I actually had curly hair. And in a discussion, I brought up the fact that every morning I look in the mirror and then consider whether or not my hair is too much for work. Is it professional enough? Will the client, will my leaders within the practice take me seriously with my hair? And when I disclosed that reality to the partners, one of them said, ‘You know, Ramone, I never once thought about my hair coming to work, and the fact that that is a point of concern that you think about every single day is mind-blowing. I will take ownership of making sure that I understand that concern for all of our candidates and our people.’”

## Sharing stories of social mobility

Where someone comes from should never limit where they can go in their career or in life. At the global EY organization, we believe in the power of different perspectives and eliminating obstacles to opportunity. This belief is at the heart of our “All in” strategy.

To help people anywhere see that they can achieve their potential as professionals, we’ve placed increasing emphasis on the topic of social mobility – the concept that a person’s socio-economic circumstance changes over time.

We produced and shared a series of short films featuring EY US colleagues and alumni from around the world to inspire more conversations around social mobility. Each film documents personal stories about the individual’s socio-economic background, and how it shaped their access to resources, opportunities and career growth. The videos have helped drive valuable exchanges and reflections within our firm and in our broader client ecosystem. Learning from our colleagues’ experiences enables us to take actions that make our shared spaces more inclusive. This helps us make sure all – not just some – can thrive at work.



**Hear from Josh** about how he’s navigated social stigma around his socio-economic background.

We are creating conversations, amplifying positive narratives, and suggesting new ways for all of us to build more inclusive environments especially at work. Our culture is shaped by the way we show up for one another. Every day, in big and small ways, we work to create an environment where everyone can belong and thrive. By valuing and learning from each other’s perspectives, we’re collectively building a culture our people can take pride in.

# Society

As a leading professional services organization, we are passionate about the power of individuals acting alone or together to solve problems, serve communities and make lives better where we work and live.





That passion and generosity is part of our heritage and our brand – we are champions for entrepreneurs and innovators. Specifically, we believe their solutions are some of the best ways we can promote opportunity, skills development, dynamic communities and solutions to some of the toughest problems our nation faces.

Through our relationships, knowledge, experience, tools and resources, we can help entrepreneurs and social innovators at all levels of society. And we are proud that we do this work in many ways.

**\$46m+**

Donations to various nonprofit and charitable organizations in FY24



# Supporting entrepreneurs and game-changers

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Entrepreneurs have an outsized impact on our nation – providing the prosperity, innovation and dynamism essential to thriving communities. Our efforts are comprehensive and headlined each year by the Strategic Growth Forum, where we invite some of the nation’s most influential business leaders and entrepreneurs together to forge the future.

The Strategic Growth Forum gives entrepreneurs and innovators of all business sizes and industries the opportunity to learn how to supercharge growth, chart the future of their business and the economy, forge alliances, pursue transactions, develop as leaders and tap into the experiences of inspiring individuals and game-changers. The Forum concludes with the Entrepreneur Of The Year National Awards celebration, the largest gathering of entrepreneurs in America.

And because entrepreneurship forms a critical launchpad for economic opportunity and prosperity, we believe in making sure small and medium enterprises are given every chance to succeed.

Since 2008, we’ve brought together under-resourced entrepreneurs for leadership development, coaching and capital alignment with the goal of empowering high-impact founders to transcend barriers and scale their businesses. One event we do this through is POWER Up, which encourages in-depth conversations on topics such as cultivating authentic confidence, expanding networks and mastering effective communication.

## Entrepreneurs with impact

Out of the thousands of entrepreneurs who have participated in EY entrepreneur programs over the past 40 years, three notable ones from 2024 are:

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### Kim Folsom | Founders First Capital Partners

Founders First Capital Partners is a mission-driven, alternative investment platform committed to fostering social impact and cultivating an inclusive economy. With a strategic emphasis on cultivating premium-wage job opportunities and fostering wealth creation within underserved communities, Founders First champions an intentional pathway for these businesses to evolve into mid-market enterprises.



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### Jason Brown | The Brown Report LLC

The Brown Report is a stock market education company that teaches individuals how to invest in the stock market, remove the fear and overwhelm while minimizing the risk. They offer online courses, live trading, coaching and an online stock market community forum to network with other traders and investors.



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### Cassandra Morales Thurswell | Kitsch

Kitsch is revolutionizing the nearly \$100 billion hair care industry with sustainable products, including solid shampoo and conditioner bars that eliminate the need for plastic bottles and heatless curlers that don't require electricity. To reduce waste beyond its supply chain, Kitsch has partnered with a company that removes the equivalent of one shampoo bottle worth of plastic from oceans and coastlines for every bar purchased.



# From ripples to a wave

EY Ripples is the EY signature global corporate responsibility program and has a global ambition of positively impacting 1 billion lives. It engages EY people in advancing the United Nations Sustainable Development Goals and focuses our people's efforts to bring positive change in three primary areas:

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1

Supporting the **next generation workforce**. We seek to help young people and underserved groups build the skills they need to ensure all have access to succeed in our competitive and fast-changing global economy.

2

Working with **impact entrepreneurs**. We seek to help scale enterprises that prioritize community empowerment, economic development and environmental regeneration.

3

Accelerating **environmental sustainability**. We seek to promote the adoption of new business models, technologies and behaviors that protect and regenerate the environment.

In FY24, we had more than 30,000 participants in the US in 1,300+ Ripples initiatives, comprising a total of more than 140,000 volunteer hours and impacting millions of lives.

### **Ripples in action: Why it matters**

Ripples can make a major difference, both to the communities we serve and to our own people. We work with a variety of nonprofit organizations aligned to the three focus areas above.

### **Supporting the next generation**

One such organization is a global nonprofit that supports the next generation where students are given unique learning experiences to ignite their entrepreneurial mindset. Through it, EY US professionals support an annual innovation challenge, which celebrates youth entrepreneurship and the power of innovative ideas. In a recent challenge, students were asked to “design a solution to utilize artificial intelligence and entrepreneurship to create sustainable, inclusive and peaceful communities.” The challenge elicited more than 200 submissions from 600 students – proof that there is significant interest and passion for building great organizations and solving the biggest problems.

### **Working with impact entrepreneurs**

Another nonprofit organization EY US supports is focused on solving social problems by educating, accelerating and investing in a range of impact entrepreneurs. EY US people volunteered their time to provide valuable coaching on achieving sustainable profitability and scaling their enterprises effectively. This tapped into the expertise of our people, it also tapped into their passion. “The experience of mentoring and coaching

startups means I can help others improve their business, and I also get to refine my craft as a consultant,” said Bora, a Tax professional.

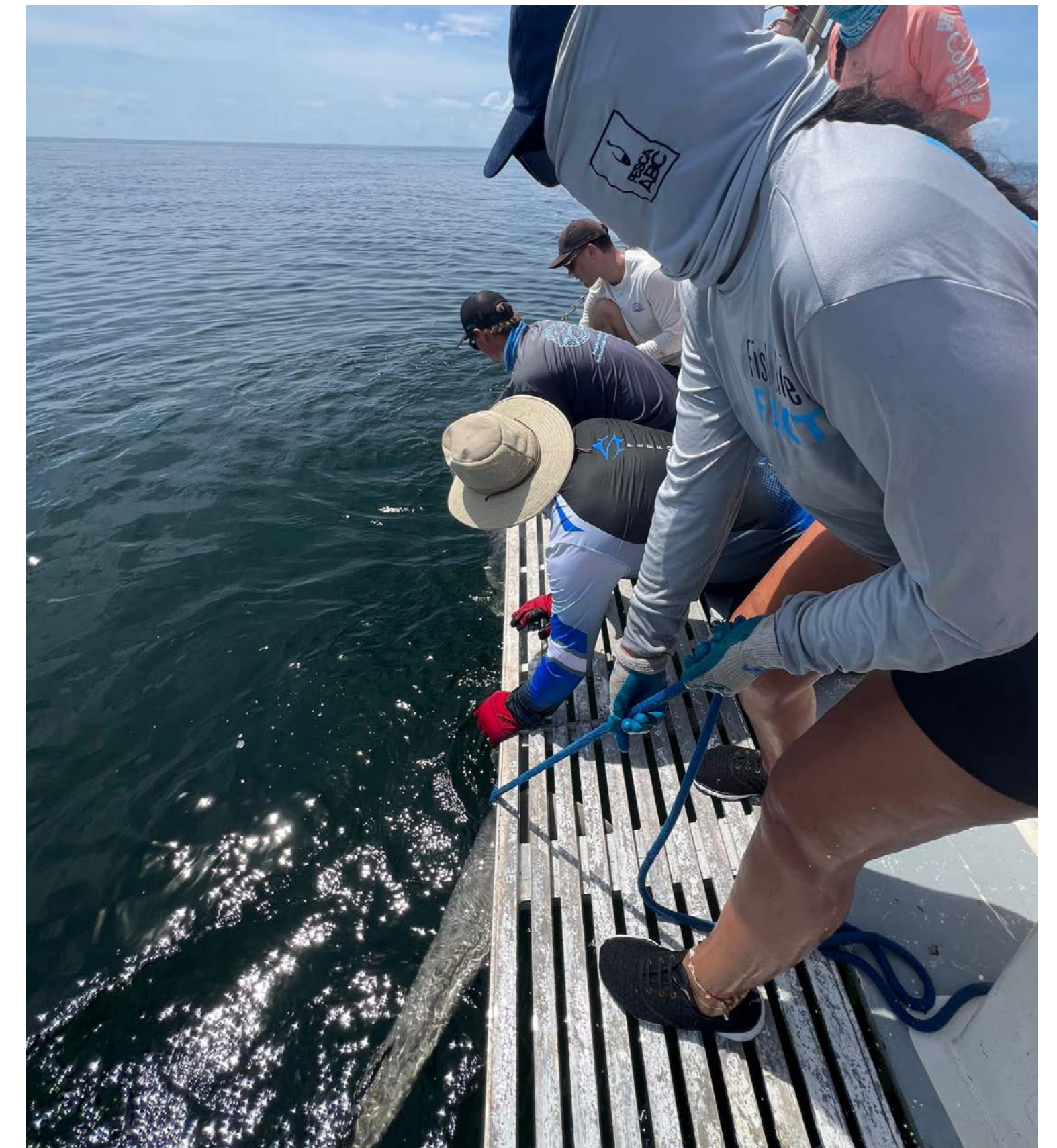
### **Accelerating environmental sustainability**

EY US has continued our collaboration with a nonprofit organization that connects scientists with people interested in learning about how to conserve our planet. One of our ongoing volunteer programs involves the deployment of our own people to support researchers whose work is crucial to safeguarding critical habitats, conserving biodiversity and promoting the sustainable use of natural resources. High-performing EY professionals participate in weeklong environmental expeditions, during which they conduct hands-on research and develop leadership skills while working on teams.

Since 2009, we have successfully facilitated 56 expeditions and logged more than 35,000 volunteer hours. Expeditions have taken volunteers around the globe to support diverse ecosystems from studying the habitat ecology of forest owls across the Western US to exploring how sea turtle populations reveal ocean health in Costa Rica.

On one recent expedition in Sarasota, Florida, an EY Americas team tracked the health and abundance of sharks. The EY professionals worked with a marine laboratory and scientists to use AI to maximize the impact of research projects. They also caught and tagged sharks to help gather data to contribute to the longest-running shark abundance survey in the nation

and to inform state wildlife conservation decisions. “This trip opened my eyes to the often-dire conditions our marine ecosystems are in and how valuable research and thoughtful community action can be,” said Carson, an EY US Consulting manager. “[It] inspired me to work to protect our planet, starting with thoughtful consumer decisions.”



### **Connecting to service**

Each day, we are amazed at the energy and enthusiasm of our people both at work and in their lives away from work. EY Connect Days are firmwide volunteer days of service in which our people engage broadly within the communities where we work and live. Last year, more than 19,000 EY people across the US volunteered with hundreds of nonprofit organizations, putting our skills, our muscles and our hearts to work.

EY Connect Day is a chance for our people to build confidence in their skills and their ability to help others. When our people work on community-wide problems, they return to their client and sector work with renewed focus and passion. This makes EY Connect Day one of the most powerful professional development programs we have, which at the same time supports the growth of our professionals and provides exposure to the people doing critical work in our communities.

### **Funding community goals**

The EY Foundation made gifts of more than \$22 million through a variety of programs that address access to education, technology, health care, the environment and economic opportunity.



### Building an inclusive supplier network

Promoting a high-quality supplier network requires that we identify promising and high-quality suppliers in communities where we work and live who can help us meet our business goals.

Inclusive procurement is one way we enhance supply chain resiliency and foster innovation. We aim to provide equal opportunities to small and medium entrepreneur-led businesses and offer them mentoring, education, networking and access to scholarship programs to accelerate their growth and development.

As these companies grow, our relationships support their continued growth and profitability.

“

EY staff have been fantastic ambassadors, helping us navigate the landscape, know where to focus our time, and even sponsoring us in various ways. It’s wonderful to build a relationship with the most entrepreneur-centric of the Big Four.

**Ben Brooks**, Founder & CEO | PILOT Inc.

“

From the beginning, the EY organization has transcended the conventional client-provider dynamic, establishing itself as a vital partner in our journey. Your support has been crucial in enabling our workforce management and staffing solutions to not only be recognized but to flourish. This partnership has been pivotal in advancing our technology-driven, global platform, keeping us at the forefront of innovation in workforce solutions.

**Justin P. Christian**, Founder & CEO | BCforward

“

Our journey with the EY organization spans over 10 years — it’s not just a business relationship. It’s a collaboration forged in trust and mutual growth. We’ve evolved alongside EY organization, becoming not only a reliable vendor but a strategic friend, dedicated to addressing the most pressing technology and business needs.

**Kim Girards**, President & CEO | Ergonomic Group, Inc.

# Planet

Addressing complex sustainability issues requires a multidimensional strategy. First and foremost, we are actively working toward ways to reduce our own environmental operational footprint. We are doing so by engaging our people, teaming with suppliers, and understanding and addressing our environmental risks. We have also placed sustainability at the core of our “All in” strategy, and we support our clients on their own sustainability journeys.



# Reducing our footprint

We have been on a journey to reduce our environmental footprint for several years. In FY21, the EY global organization announced a commitment to reduce greenhouse gas (GHG) emissions by 40% from across the EY network by 2025 from FY19 levels.

This commitment was achieved in FY24; the global EY organization reduced absolute market-based Scope 1 and 2 emissions by 40% and Scope 3 travel emissions by 42% from baseline. The US member firm supported this global commitment by reducing absolute US Scope 1, 2 and 3 travel emissions by 39% from the US baseline.

Read more about the global EY organization commitments, governance, and key areas of operational focus in the [EY Global Environment Report](#).

40%

Reduction in greenhouse gas (GHG) emissions from across the EY network by 2025 from FY19 levels.

## **Business travel**

We recognize that travel is an essential element of our business model. Nevertheless, we continue to explore ways to responsibly reduce our business travel emissions meaningfully while maintaining exceptional client service. We have been experimenting with various approaches since the COVID-19 pandemic. In FY24, our GHG emissions related to travel were 45% below our FY19 baseline – this reduction by EY US helped the global EY network to achieve its goal of reducing emissions by 35% for business travel by FY25.

Despite meeting the FY24 target and reducing emissions from baseline, EY US has seen an increase in business travel emissions from FY23 to FY24. This increase has primarily been driven by more business travel post-pandemic. We continue to explore emissions reduction investments, lower emissions travel options and ways to improve our data collection and calculations.

For example, we have developed guidance on how, when and why we should travel for client engagement delivery, business development and internal activities. We also regularly review and update our US travel policy to encourage travel options that are less emissions-intensive, such as rail over air travel when possible. Additionally, our leaders are provided business travel emissions progress on a quarterly basis, and individuals can view their emissions when booking and through individual travel dashboards.

## **Carbon offsets**

To address emissions that are difficult to abate, the global EY organization continues to invest in a carbon offset portfolio. All offset projects that the EY global organization has invested in meet either Verra or Climate Action Reserve criteria for quality offsets and are independently verified. Projects include forest protection, renewable energy, clean cookstoves, peatland protection, regenerative agriculture, blue carbon, biochar and construction material. EY US's share of these global EY investments represents offsets of 379,596 metric tCO<sub>2</sub>e. See the appendix for further details.

### Energy efficient workspaces

Our Scope 1 and 2 emissions are generated largely from the energy we use in our offices, and we are making significant improvements in bringing down those emissions. Our Real Estate Services team is actively looking to lease in LEED-certified buildings, which helps us lower office-based GHG emissions. Currently, 30 of our offices are in LEED Gold and Platinum certified buildings, which meet higher standards for energy efficiency as set by the LEED organization.

Purchased electricity usage makes up the largest component of the energy we use in our offices. All (100%) of our electricity needs are attributable to renewable energy. Specifically, we retire renewable energy credits (RECs) equivalent to our estimated electricity consumption. These RECs are generated by two wind farms in Texas, with which we have renewable energy virtual power purchase agreements. Our portion of the wind farm projects added 375,650+ MWh of renewable energy to the grid in Texas during FY24, more than double our entire electricity footprint.

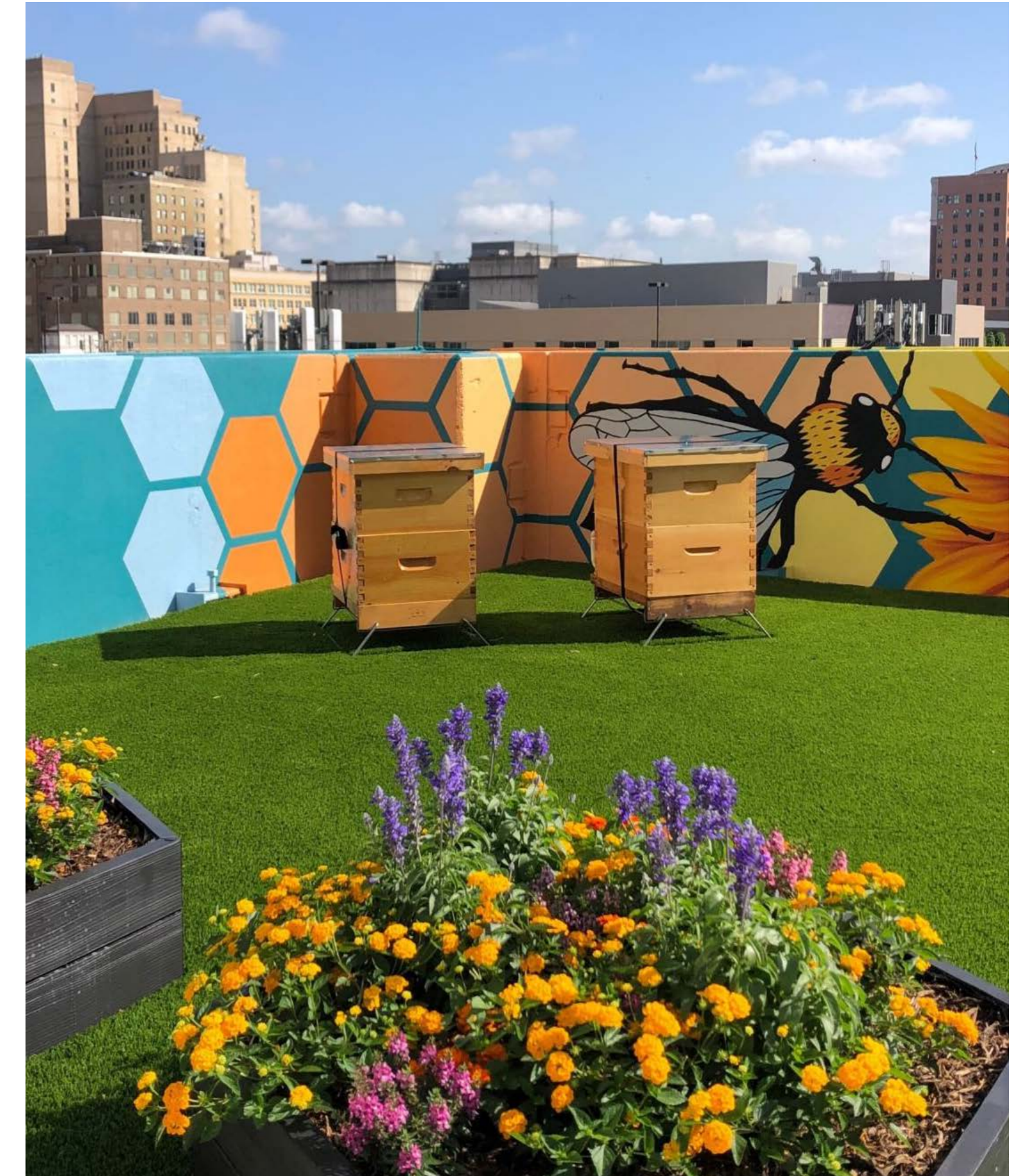
### Pushing paper and other waste out

Paper has always played a central role in our day-to-day business, but lately, we're cutting back. A digital economy means we can store and analyze documents without requiring vast reams of paper. And whatever paper we do use, we have arranged with our document storage vendor to have it shredded and pulped for recycling. Altogether, our paper reduction and recycling efforts reduce pollution, preserve landfill space and save trees, water and energy resources.

In FY24, this program shredded and recycled 1,563 metric tons of paper, avoiding 9,806 bags of waste. In addition, we seek to refurbish, reuse and recycle as many of our computers as possible; in FY24, we returned more than 35,000 computers to lessors for reuse and resale.

### Supporting beehives and urban biodiversity

Rooftop beehives live at six EY US offices to help support declining bee populations and promote biodiversity.



### Our people lead the way

We have supported an employee-driven Eco-Innovators network in the US that enables our people across our offices to pursue sustainability efforts. There are 1,100 participants in the US involved in the network, developing ideas, awareness and enthusiasm around sustainability.

In FY24, our Eco-Innovators members pursued a variety of sustainability efforts such as reporting of office-by-office energy and waste statistics, bring-your-own-mug coffee chats, clothing and an ornament exchange, and Connect Day projects focused on sustainability goals. They have also launched a US-wide program that encourages our people to learn how to use responsible gardening practices to landscape their own homes and community gardens to promote wildlife habitat.

Additionally, we regularly host challenges to encourage our people to address and solve some of the world's most pressing sustainability-related challenges. One example is the EY Open Science AI & Data Challenge, an annual EY Global competition. During the challenge, university students, early-career professionals, and our people develop data models using artificial intelligence and computing technology to create open-source solutions to address critical climate issues.

Since the first challenge began in 2021, over 34,000 participants from 143 countries have signed up to tackle pressing issues such as preserving biodiversity and managing wildfires. In FY24, the challenge was to help build coastal resilience. By using high-resolution satellite data, participants developed models to detect storm damage, making possible more efficient and effective support for disaster response and recovery efforts in coastal communities.

EY US manager Kayla was inspired by her first volunteer experience as a citizen scientist in one of our EY-sponsored expeditions in Mexico to become even more active on sustainability issues. Now, as part of our EY Eco-Innovators program in Arizona and New Mexico, she has gained valuable leadership experience and is helping promote sustainability efforts every day. Our work on climate-related projects involves more than 18,000 of our people and is positively impacting more than a half-million lives.



participants from 143 countries have signed up to tackle pressing issues such as preserving biodiversity and managing wildfires.

“

I got a chance to extend my passion for the natural world to combating climate change, while growing my career. Now I can pass that knowledge and tools to teams across the firm.

**Kayla**

Assurance Manager  
Ernst & Young LLP

# Assessing our environmental risk

In 2025, we have started to perform regular climate risk assessments to understand physical and transition risks and opportunities. We embed these in our regular US risk processes. Our scenario analysis approach considers relevant climate-related risks and opportunities to our US firm under two climate scenarios and three time horizons. Our approach draws on the EY Global scenario analysis, as described in the [2024 EY Global Environment Report](#).

The global EY organization is one of 320 organizations that committed to adopting the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), a private sector-led effort to enable businesses seeking to assess and report their exposure to nature-related risks. EY Global has since published its own TNFD-aligned report as part of its FY25 reporting. A complete understanding of this process and its findings can be found in the 2024 EY Global Environment Report.

In addition, the EY Global Supply Chain Services team seeks to identify and mitigate environmental risks in our supply chain. Work in this area has included the development of the EY Global Sustainable Sourcing Framework, a practical guide for sourcing managers on how to integrate environmental considerations into Requests for Proposals and information requests, as well as supplier selection.



# Supporting the sustainability journeys of our clients

Across the entire EY organization, we work with clients who seek our support to manage their own sustainability strategy, data, risk, governance and goals. This work draws on the talents and industry-specific insights of all our service lines – Assurance, Consulting, EY-Parthenon and Tax. There is no single starting point for sustainability, and every company comes to us with a unique operating context and set of challenges and opportunities. Our firmwide approach to supporting our clients considers where they are today and aims to deliver pragmatic ways to achieve their desired impact.

This approach is defined by three key stages:

- **Defining strategy:** Setting a credible and authentic sustainability strategy and transition plan
- **Accelerating action:** Embedding sustainability across operations, supply chain and ecosystems
- **Enabling transformation:** Optimizing the business enablers to deliver against sustainability strategy by enabling transparency and transformation

For more than two decades, our Climate Change and Sustainability Services (CCaSS) practice, the nucleus of our sustainability services, has supported companies across sectors interested in embedding sustainability into their organizations. This has included designing sustainability strategies, implementing sustainability programs and managing the risk and opportunities arising from sustainability issues, as well as improving business performance and disclosing progress to stakeholders.

“

Delivering innovative solutions to the sustainability challenges of our clients requires technical knowledge, business acumen and sector insights. At EY US, we appreciate that the needs of our clients are continuously evolving to match stakeholder expectations, and we invest in our people, solutions and resources to improve our capabilities and support their journeys.

**Dr. Velislava Ivanova**

EY Americas Chief Sustainability Officer, EY Global Strategy and Markets Leader, Climate Change and Sustainability Services

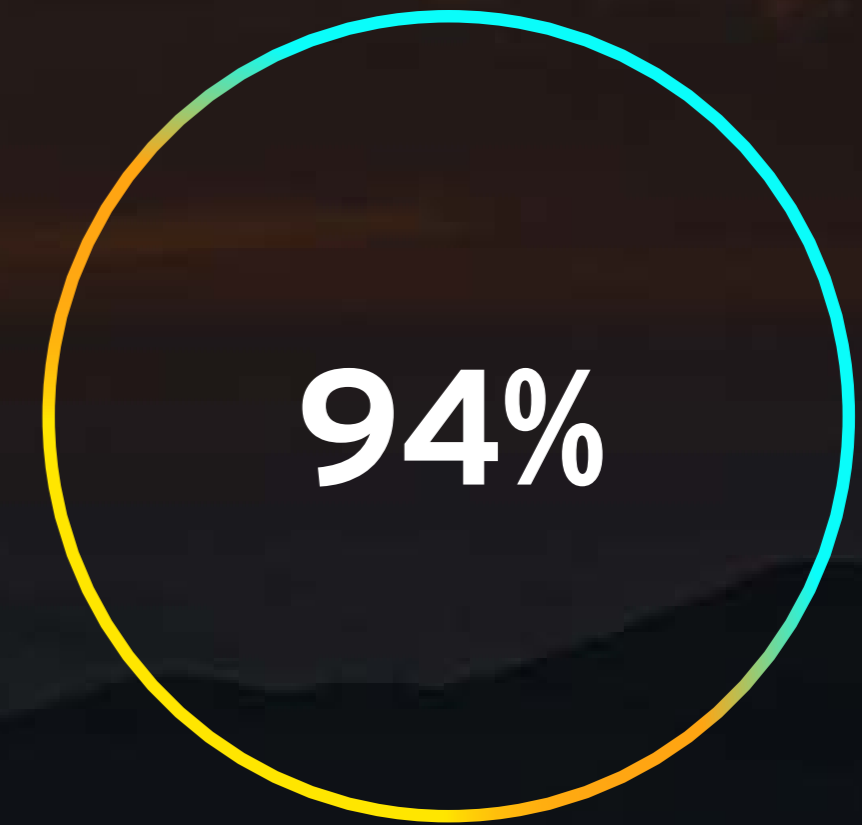
Our client-specific successes illustrate the breadth and depth of our sustainability capabilities, for instance:

- Helping a maker of alternative and specialty parts identify how to reduce scope 1 and 2 emissions with insights into operations and business outcomes
- Reviewing a consumer products company's nature-related risks and opportunities for its beauty products unit, including palm and coconut oil supply chain issues
- Providing limited assurance to a cloud-based software provider over scope 1, 2 and 3 emissions
- Providing due diligence support on a major oil and gas company's acquisition of a carbon capture, utilization and storage pipeline operator
- Helping conduct a human rights risk assessment for a global pharmaceutical company and developing a roadmap to implement due diligence throughout the organization
- Assessing and creating a list of gaps in supply chain traceability for a multinational automotive supplier to address so it can become a leader in responsible supply chain practices

### Taking a pulse on nature risk

The second annual EY Nature Risk Barometer, released in October 2024, provides insights into the state of nature-related disclosures for stakeholders who are interested in learning about this evolving topic. The barometer benchmarks business reporting against the 14 Taskforce on Nature-related Financial Disclosures (TNFD) recommendations finalized in 2023. The 2024 barometer assessed 369 companies from 10 different sectors in the US, Canada and Latin America in anticipation of COP16 in Cali, Colombia in 2024.

Our findings indicate a growing number of companies assess and disclose their nature-related impact and reliance – 94% of companies we benchmarked are reporting on at least one TNFD recommendation, though the average coverage score is 75% and the average alignment score (extent to which a company's disclosures align with TNFD recommendations) is just 19%, suggesting further transparency is needed. When disclosure occurs, it is often correlated with increased action. [Here is a link to the full report.](#)



of companies assessed have disclosed against at least one TNFD disclosure pillar

# Governance

Every day, our firm is committed to quality in who we are and everything we do. We act and operate with integrity because people and institutions are counting on us – not just what we deliver but how we do our work every day. At every level of our firm, our shared values, rigorous adherence to the highest standards and commitment to doing the right thing are the foundation of our culture.

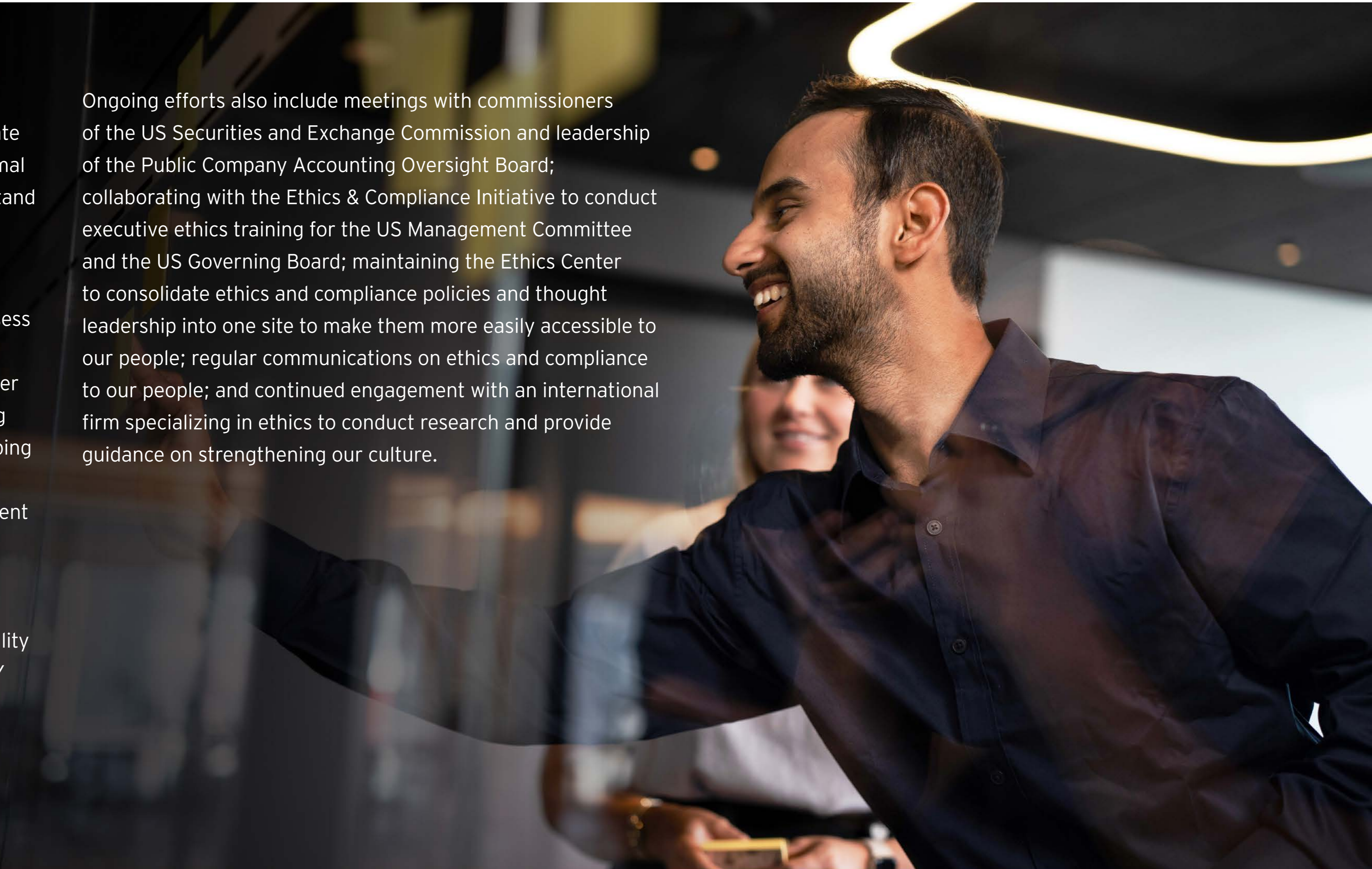


EY US leadership sets the tone from the top and ensures we make the necessary commitments and investments to operate with integrity across the organization. Through a mix of formal training and informal on-the-job learning, EY people understand that quality and professional responsibility starts with them.

### **Dedication to continuous improvement**

As we evolve our structure and governance we regularly assess and update our policies, communication, training, learning and development. The US Chief Ethics and Compliance Officer (CECO), who reports directly to the Americas Area Managing Partner and US Managing Partner, is responsible for developing and maintaining our ethics and compliance programs, also focusing on integrity. Our CECO oversees our risk management processes and chairs the Americas Ethics Oversight Board (AEOB) and Ethics, Compliance & Risk Management Subcommittee of the US Management Committee. Senior leadership also reinforces the importance of performing quality work, complying with professional standards, adhering to EY policies and leading by example.

Ongoing efforts also include meetings with commissioners of the US Securities and Exchange Commission and leadership of the Public Company Accounting Oversight Board; collaborating with the Ethics & Compliance Initiative to conduct executive ethics training for the US Management Committee and the US Governing Board; maintaining the Ethics Center to consolidate ethics and compliance policies and thought leadership into one site to make them more easily accessible to our people; regular communications on ethics and compliance to our people; and continued engagement with an international firm specializing in ethics to conduct research and provide guidance on strengthening our culture.



# Code of conduct

Our Global Code of Conduct (the Code) sets the standard for how EY people are expected to behave and interact in the workplace, how relationships are built with colleagues, clients, and other stakeholders, how services are delivered, and how we at EY US preserve our strong reputation. The Code and additional ethics-related policies are essential to the way we operate and enable us to understand and maintain integrity, independence, accountability and transparency in everything we do. We expect all EY people to understand and abide by the Code and all ethics-related policies, including completing related learnings in a timely and appropriate manner. In the US, we reinforce these behaviors in both training and messaging across the firm.



of EY employees are required to complete an annual declaration affirming they have read, understand and will act in accordance with the Global Code of Conduct.<sup>2</sup>

<sup>2</sup> Due to our ever-changing workforce, some EY people may not have completed trainings or the annual Code declaration prior to our reporting, as those requirements may not have been due yet, resulting in statistics that may show marginally under 100%.

## We maintain and enforce ethics-related policies, some of which include:

- Anti-Bribery Global Policy
- Competition and Anti-Trust Law Compliance Global Policy
- Conflict of Interest Global Policy
- Global Data Protection and Confidentiality Policy
- Hospitality and Gifts Global Policy
- Insider Trading Global Policy
- Reporting Fraud, Illegal Acts and Other Non-compliance with Laws, Regulations and EY Code of Conduct Global Policy (NOCLAR)

# Human rights

At EY US, we believe upholding human rights is fundamental to our purpose of building a better working world. We draw our understanding of these rights from the Universal Declaration of Human Rights, its related treaties and declarations, and the broader ethical reasoning behind their development. Our approach to respecting and upholding human rights is informed by the United Nations Guiding Principles on Business and Human Rights.

These principles state that businesses have a responsibility to avoid causing or contributing to adverse human rights impacts through their own activities, address such impacts when they occur, and to seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts. We are also a participant in the United Nations Global Compact and one of our leaders sits on the board for the USA Network of the UNGC.

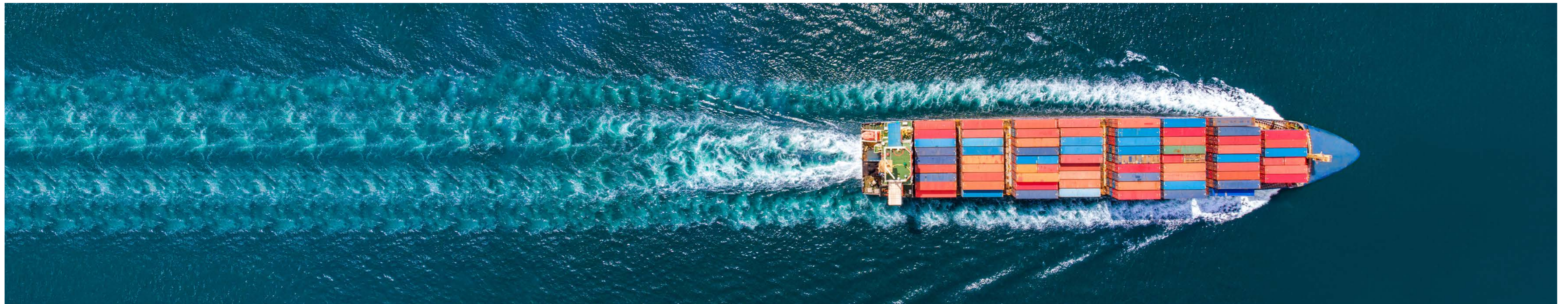


# Managing risks in our supply chain

Our suppliers are a critical part of our governance and compliance structure and processes. Earlier in the report, we refer to the ways in which EY Supply Chain Services (SCS) provides strategic purchasing and business services and seeks to identify and mitigate environmental risks from procurement activities. SCS has also established key performance indicators for measuring continuing progress.

The EY Supplier Code of Conduct sets the expectations for our suppliers on ethics and integrity, environmental sustainability, human rights, and anti-discrimination. All suppliers are asked to verify their adherence to the standards at the request-for-information or request-for-proposal stage and again at the time of contract execution.

Newly onboarded suppliers go through social and environmental checks, including sharing documentation of their measures to protect against modern slavery and their own vendor due diligence processes. These responses inform the detailed assessments of suppliers.



# Our impact leaders

Overseeing the EY US firm, including all issues related to our people, communities and planet, is the US Management Committee (USMC). Significant matters of business policy, risk management, including climate-related risk and regulatory compliance are the purview of the US Governing Board in conference with the US Managing Partner. Read more about our global governance in the [EY Global Value Realized Report](#).

## Overseeing our people efforts

The effort to create exceptional and transformative experiences for EY Americas people is led by [Ginnie Carlier, EY Americas Vice Chair - Talent](#).

## Overseeing our community impact efforts

The EY Americas Community Impact team, inclusive of the EY Foundation, is led by [Ellen Glazerman, Executive Director of EY Foundation, EY Americas and Director of Community Impact](#).

## Overseeing our planet efforts

The EY Americas Sustainability team is led by the [EY Americas Chief Sustainability Officer, Dr. Velislava Ivanova](#) and the [EY Americas Sustainability Leader, Jennifer Leitsch](#). [Bill Strait, EY Americas Vice Chair of Finance & Operations](#), guides the sustainability strategy and shares progress with the USMC.

## Overseeing our ethics and compliance

The strategic planning for day-to-day operations of ethics and compliance matters are managed by [Tony Jordan, EY Americas and US Chief Ethics and Compliance Officer](#). These include championing the ethical culture, values and standards throughout the organization.



# Appendix



## Facts and figures

<b>Workforce data<sup>a</sup></b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
<b>Total workforce</b>	<b>54,127</b>	<b>53,532</b>	<b>51,598</b>
<b>By service line:</b>			
Assurance	11,806	11,965	14,164
Tax	10,908	10,878	9,701
Consulting	19,388	18,972	16,722
EY-Parthenon	4,322	4,118	4,209
Practice support/CBS	7,703	7,599	6,802

<b>Partner and principal data<sup>b</sup></b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
<b>Total partners and principals</b>	<b>3,771</b>	<b>3,901</b>	<b>3,688</b>

<sup>a</sup> All ranks, excluding partners and principals, interns and contractors as of August 31, 2024.

<sup>b</sup> All partners and principals as of August 31, 2024.

<b>Formal learning and engagement</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Total learning hours delivered	3.1m	3.5m	3.4m
Average learning hours per person	57	58	59
Total investment in learning	\$105.2m	\$111.8m	\$120.4m
Total per full-time employee (including travel) <sup>a</sup>	\$2.1k	\$2.1k	\$2.1k
% of employees completing annual review process <sup>b</sup>	86%	88%	90%

<b>Promotions</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Total promotions <sup>c</sup>	17k	8.5k	8.6k
Promotions to partner or principal	259	200	150

<sup>a</sup> All ranks, excluding interns and contractors as of August 31, 2024.

<sup>b</sup> All ranks, excluding interns and contractors. The percentage is lower than our target of 100% participation due in part to ongoing hiring, transitions, mobility and leave-of-absence plans.

<sup>c</sup> All ranks from staff to managing director, excluding employees in San Juan, Puerto Rico, interns and contractors.

<b>US hires and turnover</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Total job applications <sup>a</sup>	388k	328k	369k
New employee hires <sup>b</sup>	15k	7.8k	7k
Employee turnover rate <sup>c</sup>	17%	10%	11%

<b>GHG emissions<sup>d</sup></b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Total emissions (mtCO2e)	177k	243k	293k
Scope 1 GHG protocol (mtCO2e)	260	390	590
Scope 2 GHG protocol (mtCO2e) - location-based	32k	28k	23k
Scope 2 GHG protocol (mtCO2e) - market-based		640	890
Scope 3 GHG protocol (mtCO2e)	145k	215k	269k
Scope 3 travel emissions (mtCO2e)	82k	151k	203k
Scope 3 other emissions (mtCO2e)	62k	64k	66k

<sup>a</sup> All ranks, excluding executives and contractors.

<sup>b</sup> All ranks, excluding interns and contractors.

<sup>c</sup> Rolling 12-month turnover calculated based on total voluntary separations over the average headcount for the 12-month period (FY22: August 2021-August 2022; FY23: August 2022-August 2023; FY24: August 2023-August 2024).

<sup>d</sup> Emissions are calculated in line with the EY global carbon footprint methodology as described in the EY Global Environment Report 2024. Scope 2 emissions are calculated using the location-based methodology for FY22, FY23 and FY24. Scope 2 market-based emissions are calculated for FY23 and FY24 (not calculated in FY22). The Scope 3 emissions categories included in the EY US footprint are business travel, commuting, remote work, waste, and fuel- and energy-related activities.

<b>Energy</b>	<b>FY23<sup>a</sup></b>	<b>FY24</b>
Grid electricity consumption (kWh)	54m	47.4m
Heat usage from combined heat and power (kWh)	210k	98.7k
Chilled water usage from combined heat and power (kWh)	1.3m	1.9m
Diesel fuel usage (L)	2.1k	870
Natural gas usage (m2)	210k	287k

<b>Office sustainability</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Number of leased offices in Platinum and Gold LEED-certified buildings <sup>b</sup>	30	29	30
Number of WELL Gold Certified offices	3	6	6
Number of Eco-Innovators	900	750	1.1k

<sup>a</sup> FY22 data not disclosed due to improved data availability and FY23 data restated due to overestimation and improved data availability for the previous reporting year.

<sup>b</sup> The EY organization has chosen to only report LEED Platinum and Gold certifications in FY24 that meet more stringent criteria. FY22 and FY23 numbers have been restated to reflect only LEED Platinum and Gold certifications. EY US has a total of 114 leased offices as at year-end FY2024.

Lives impacted <sup>a</sup>	FY22	FY23	FY24
<b>Total</b>	<b>4m</b>	<b>10.5m</b>	<b>9.2m</b>
<b>By Sustainable Development Goal (SDG)</b>			
SDG 1: No poverty	25k	106k	-
SDG 2: Zero hunger	7k	2k	4k
SDG 3: Good health and wellbeing	8k	66k	245k
SDG 4: Quality education	1.8m	4m	4.5m
SDG 5: Gender equality	13k	849k	83k
SDG 6: Clean water and sanitation	47k	16k	27k
SDG 7: Affordable and clean energy	-	30k	3k
SDG 8: Decent work and economic growth	1.1m	1.5m	2.1m
SDG 9: Industry, innovation and infrastructure	36k	-	39k
SDG 10: Reduced inequalities	139k	682k	971k
SDG 11: Sustainable cities and communities	218k	197k	140k
SDG 12: Responsible consumption and production	242k	94k	9k
SDG 13: Climate action	131k	80k	99k
SDG 14: Life below water	8k	-	2k

<sup>a</sup> "Lives impacted" figures encompass evaluation of both direct and indirect beneficiaries of EY Ripples initiatives (e.g., both the leaders of impact enterprises and the customer base they serve) and are weighted according to the depth and breadth of impact that can be attributed to EY support. The impact of each initiative is also mapped to the most relevant SDG, based on ultimate impact. The lives impacted by each SDG can vary from year to year given the wide range of EY Ripples initiative offerings at the local office level.

<b>Lives impacted<sup>a</sup></b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
SDG 15: Life of land	55k	30k	15k
SDG 16: Peace, justice and strong institutions	6k	30k	3k
SDG 17: Partnerships for the goals	165k	2.9m	875k
<b>By EY Ripples Pillars</b>			
Supporting the Next Generation	2m	5.5m	2.7m
Working with Impact Entrepreneurs	1.6m	4.7m	6.1m
Accelerating Environmental Sustainability	400k	228k	406k
<b>Community contributions</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Hours invested by EY people <sup>b</sup>	211k	234k	156k
Total participants at EY Ripples volunteering initiatives <sup>c</sup>	20k	34k	30k
Value of time contributions <sup>d</sup>	\$18.6m	\$21.4m	\$15.2m
Cash contributions <sup>e</sup>	\$54.4m	\$60.1m	\$46m
<b>Total</b>	<b>\$80m</b>	<b>\$81.5m</b>	<b>\$61.2m</b>

<sup>a</sup> "Lives impacted" figures encompass evaluation of both direct and indirect beneficiaries of EY Ripples initiatives (e.g., both the leaders of impact enterprises and the customer base they serve) and are weighted according to the depth and breadth of impact that can be attributed to EY support. The impact of each initiative is also mapped to the most relevant SDG, based on ultimate impact. The lives impacted by each SDG can vary from year to year given the wide range of EY Ripples initiative offerings at the local office level.

<sup>b</sup> Hours reported include time contributions including and beyond EY Ripples (e.g., other skilled and traditional volunteering activities and pro bono activities).

<sup>c</sup> Total participants include the number of participants for each event (i.e., some people attended multiple events so are counted multiple times in this figure).

<sup>d</sup> Represents the translated monetary value of hours invested by EY people. Hours represents time contributions including and beyond EY Ripples (e.g., other skilled and traditional volunteering activities and pro bono activities).

<sup>e</sup> EY US and Ernst & Young Foundation donations.

<b>Procurement training</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Percentage of buyers across all locations who have received training on sustainable procurement <sup>a</sup>	100%	100%	94%

<b>Client engagements</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Number of clients served	19k	20k	19k
Number of engagements delivered	160k	165k	166k

<b>Revenues<sup>b</sup></b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Total revenue	\$19.2b	\$21.5b	\$21.8b

<sup>a</sup> In 2024, a drop occurred due to technical issues with some contractors accessing the training. Due to our growing workforce, some newly hired EY US people may not have had the chance to complete trainings prior to our reporting, so the total is marginally under 100%.

<sup>b</sup> This includes all revenue generated by EY US people.

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