

EY Italy Sustainability Report for fiscal year 2024

This document provides an annual overview of the value created for our employees, clients, and the broader community.



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



Shape the future
with confidence

Shape the future with confidence



EY values

All EY employees adhere to a set of shared values that define our identity. These values represent the core beliefs of the entire EY network: they guide our actions and behaviors, shape our work approach, and influence how our professionals deliver services to clients and engage with the community.

We are:

- Individuals who demonstrate integrity, respect, collaboration, and inclusiveness
- Individuals with energy, enthusiasm, and initiative
- Individuals who build relationships based on doing the right thing

Our purpose

Our purpose is building a better working world. The services we offer help foster trust in markets and economies globally. With the expertise of our team, we can uphold our commitments to stakeholders. This way, we play a crucial role in creating a better working environment for our employees, clients, and the community. In a rapidly changing world, our purpose serves as our guiding principle, providing context and meaning to our daily work.

Sustainability

Our global strategy places sustainability at the core of its daily decisions, integrating Environmental, Social, and Governance (ESG) issues into its business activities and considering the impact on the environment, economy, and society, including human rights. We believe this approach is the best way to fulfill our purpose. Since 2021, the reporting on long-term value creation has been expanded, detailing ESG impacts using the World Economic Forum [WEF-IBC Stakeholder Capitalism Metrics](#) and our key performance indicators and incorporating our commitment to the United Nations Global Compact and the Sustainable Development Goals (SDGs). Our global sustainability report is titled [Value Realized FY24](#).

In fiscal year 2021, the legal entities within the EY network in Italy, referred to as "EY Italy," established a Sustainability Committee. This committee is tasked with overseeing sustainability guidelines and objectives and developing an annually updated sustainability plan aligned with global goals. This plan reflects EY Italy strategic vision, addresses global challenges (SDGs), and translates commitments into qualitative and quantitative goals consistent with our purpose and strategy. We aim to create long-term value for clients, employees, and society. This document outlines the sustainability goals achieved by EY Italy in fiscal year 2024 (July 2023-June 2024).

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Letter to stakeholders

Dear stakeholders and colleagues,

It is with great pleasure that I present to you the Sustainability Report for fiscal year 2024 of EY Italy, a detailed account of our ongoing commitment to creating value for our people, our clients, and the community in which we operate.

In a global context characterized by unprecedented environmental, social, and economic challenges, we have continued to pursue ambitious sustainability goals, adopting ethical and transparent work practices and collaborating with partners and suppliers who share our vision: a commitment that has been recognized by high scores in major ESG ratings.

Following our purpose of building a better working world and our values, in FY24 we have continued our commitment to building a culture where everyone can express their best.

In FY24, we have strengthened the paths to value and support our 9,500 people, over 2,000 hired this year: over 554,000 hours of learning provided, expansion of the wellbeing program to promote the wellbeing of our colleagues, promotion of an equitable and inclusive approach capable of offering equal opportunities, also through constant monitoring of the gender pay gap and the parenting policy.

We firmly believe that economic success and social responsibility must go hand in hand. This year, through the EY Ripples skills-based volunteering program implemented by the EY Foundation in Italy, we have positively impacted the lives of 981,000 people and reached over 25,000 direct beneficiaries, thanks to the professionalism and experience of over 2,000 EY professionals involved in projects supporting new generations and the most vulnerable, non-profit organizations, sustainable startups, and the environment.

In FY24, our commitment to building a responsible supply chain and reducing and monitoring our greenhouse gas emissions (-30% of emissions from business travel compared to FY19) continued. These and other achievements are detailed in this report: a collective effort that reflects the contributions of all our colleagues, partners, and stakeholders. We invite you to read the following pages carefully and share your opinions and suggestions with us.

Your participation is crucial to help us continuously improve and achieve our sustainability goals.

Thank you for your continued support and trust in our company. Shape the future with confidence, together.



Best regards,

Stefania Boschetti

Country Managing Partner EY Italia



Main results of the Sustainability Plan achieved in Italy in fiscal year 2024

I. The Country of the future

Social Value

2,094 EY volunteers involved in EY Ripples

96 volunteer initiatives

981 thousand lives positively impacted through EY Ripples

25,376 direct beneficiaries of volunteer initiatives

€576,024.97 distributed to the community by EY Foundation

54% of new hires come from universities outside Milan and Rome

2,086 people hired, of which **43.4% are women**

60% of young people involved in **extracurricular internships** were hired

Car list with only **hybrid or electric vehicles**

100% of energy purchased from **renewable sources**

30% reduction in business travel emissions compared to FY19

GHG inventory and ISO 14064

II. The company of the future

Client Value

+80% of EY employees freely planned their work location

Zero episodes of corruption

Zero complaints for violation of customer privacy

Global program to promote **diversity in the supply chain**

Global supplier **due diligence program on ESG issues**

Plan for **ESG certifications**

Platinum medal Ecovadis

III. The People of the future

People Value

27% of women on **Boards of Directors**

28% of women promoted to partner

Gender pay gap <2%

~20% of employees promoted to a higher rank

65% of employees reported having an **Exceptional EY Experience**

UNI/PdR 125 and 35 DE&I initiatives

Expansion of the **Parents@EY Policy**

~554,500 hours of learning provided

6 EY Badges dedicated to **sustainability**

88% of employees took **sustainability courses**

Total **wellbeing** program - physical, economic, mental, and social

Health and Safety management system

1 Methodological approach

1.1 The Sustainability Plan

1.2 Stakeholders and their engagement

1.3 Material topics



1. Methodological approach

This document represents the third annual sustainability report of EY Italy. The reporting period covers the 12 months from 1 July 2023 to 30 June 2024 (fiscal year 2024 or FY24), including data from previous periods for comparison.

The report aims to describe the sustainability goals achieved during fiscal year 2024 by the legal entities of the EY network in Italy.

Methodologically, this document is based on the pillars of our business strategy: Social Value, Client Value, and People Value - and complies with the Global Reporting Initiative (GRI) Standards, with reference option, the most widely recognized framework for sustainability reporting worldwide.

In line with the GRI, the contents of this document were identified through a materiality analysis, which is the process of identifying "material topics," i.e., those topics that represent the most significant impacts of an organization on the economy, environment, and people, including human rights.

The pillars of the global strategy have been translated into EY Italy commitments to make our country more sustainable (Social Value), integrate sustainability into our way of working with suppliers and clients (Client Value), and develop our people (People Value).

The results presented in the following pages were achieved through the actions of a specific Sustainability Plan, defined, coordinated, and monitored by the EY Italy Sustainability Committee, containing a series of ambitions translated into activities with specific measurable and time-bound targets.

This report is structured and developed according to the Plan presented in the following pages. It was prepared by the Corporate Responsibility & Sustainability function of EY Italy. Although it has not been verified by an independent third party, it was approved by the EY Italy Consortium on 27/01/2025.

I. SOCIAL VALUE: The country of the future

Our approach to making the country more sustainable

Creating long-term value for the society

II. CLIENT VALUE: The company of the future

Our way of working

Creating long-term value for our customers

III. PEOPLE VALUE: The people of the future

Our approach to developing people

Creating long-term value for the people

We extend our gratitude to the EY Climate Change and Sustainability Services team for their methodological support and to the EY Brand, Marketing & Communication team for their graphic review of the document.



1.1 The Sustainability Plan of EY Italy

The Sustainability Plan of EY Italy aligns with the pillars of our strategy: Social Value, Client Value, and People Value. Within the Plan, the following nine macro objectives are broken down into actions and KPIs with specific measurable targets.

I.

The country of the future

Social Value

Contribute to the global goal of positively impacting 1 billion lives by 2030 by engaging EY people in volunteering

Support youth employment across the country by selecting top talents from every Italian region

Contribute to the global goal of becoming net zero by continuing to reduce greenhouse gas emissions in Italy

II.

The company of the future

Client Value

Update, communicate and train our people on our principles and policies in line with our purpose: building a better working world

Integrate sustainability into our operations through the implementation of the ESG certification plan

Support our clients in their sustainability journey and qualify suppliers based on sustainability criteria

III.

The people of the future

People Value

Continue to ensure equal opportunities for professional growth and career advancement for all individuals based on merit and continue to invest in learning and sustainability culture

Promote the wellbeing of EY people through wellbeing initiatives

Support diversity, equity, and inclusion by continuing to monitor the gender pay gap, strengthening gender balance, and including vulnerable individuals

1.2 Stakeholders and their engagement

Stakeholders are essential actors, as they influence, can influence, and are influenced by the activities of EY Italy.

Integrating sustainability issues into the dialogue with stakeholders is of utmost importance, as it helps to strengthen the culture of sustainability and understand the priorities, expectations, and needs of stakeholders.

This allows these elements to be included in the definition of strategic guidelines and the identification of material topics for EY Italy.

The stakeholder engagement strategy involved activities of engagement and listening to some of the main categories of stakeholders, using tools such as webinars, communications, surveys, meetings, feedback collection, etc.

The adjacent map shows the main stakeholders of EY Italy.



1.3 Material topics

EY Italy has considered the guidelines from the GRI Standards and the expectations of its stakeholders to identify its key material topics. This process was carried out using a methodology developed by the EY Climate Change and Sustainability Services team, which involved several steps:

- Understanding the operational context of EY Italy, including its value chain.
- Identifying potential and actual impacts, both positive and negative, using industry standards and benchmarking activities.
- Assessing the severity of these impacts.
- Prioritizing the most significant impacts for reporting purposes.

For each key material topic, a corresponding GRI Standards indicator was identified, as shown in the adjacent table. The management of the impacts associated with each material topic is periodically reviewed and evaluated by the Sustainability Committee.

Additionally, in FY24, EY Italy initiated a double materiality analysis. This analysis not only focuses on the impacts generated but also on financial materiality, which refers to the effects that environmental, social, and governance (ESG) issues can have on the organization's financial and operational performance. These findings will be included in next year's Sustainability Report.

AREA	MATERIAL TOPIC	DESCRIPTION	GRI INDICATOR	PAGE	PILLAR
Governance	Fairness and transparency in business conduct	Anti-corruption measures	GRI 205: ANTI-CORRUPTION	44-47, 81	II. The company of the future
		Anti-competitive behavior	GRI 206: ANTI-COMPETITIVE BEHAVIOR	44-47, 72	
		Impacts related to public policy	GRI 415: PUBLIC POLICY	74	
	Data protection and cybersecurity	Protection of customer data	GRI 418: CLIENTS PRIVACY	48, 49, 81	
Economics	Generation and distribution of economic and social value	Economic value generated	GRI 201: ECONOMIC PERFORMANCE	89	I. The country of the future
		Philanthropic activities and responsible management of the supply chain	GRI 203: INDIRECT ECONOMIC IMPACTS	25-32, 76	
Social	Dissemination of know-how outside the network	Sharing knowledge for the socio-economic development of the country	GRI 203: INDIRECT ECONOMIC IMPACTS	32	I. The country of the future III. The people of the future
	Development of internal skills	Learning and development of skills	GRI 404: LEARNING	65, 66, 83	
	Health and safety	Workplace health and safety measures	GRI 403: WORKPLACE HEALTH AND SAFETY	69, 88	
	Working conditions	Welfare and benefits tools	GRI 401: EMPLOYMENT	33, 67, 68, 84	
	Diversity, equity, and inclusion	Equal opportunities	GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES	59-64, 86, 87	
		Anti-discrimination measures	GRI 406: ANTI-DISCRIMINATION	59-64, 85	
Environment	Fight against climate change	Consumi energetici	GRI 302: ENERGY	39, 79	I. The country of the future
		Emissioni climalteranti	GRI 305: EMISSIONS	34-40, 77, 78	

2

EY Italy

Who we are, how we operate

2.1 Organization and governance

2.2 Partnerships and memberships in Associations

2.3 Risk Management



2.1 Organization and governance

EY Global

Ernst & Young Global Limited (EYG), a UK-based limited liability company, is a global leader in providing assurance, tax, strategy, transaction, and consulting services. EYG oversees the activities of EY member firms across the globe and fosters collaboration among them.

EY Italy

The term EY Italy refers to the Italian entities within the global EY network.



We operate as a global company with a unified strategy, overseen by a common governance structure that coordinates its member firms, including EY Italy, and fosters cooperation among them.

Each member firm is a separate legal entity, with its obligations and responsibilities governed by EYG's regulations, policies, and other agreements.

All EY member firms are dedicated to achieving EY goals, implementing global strategies and plans, and adhering to relevant professional and ethical standards, as well as regulations, methodologies, and policies, including those related to auditing, risk management, independence, knowledge sharing, talent, and technology.

EYG member firms are divided into three geographic areas: Americas, Asia-Pacific, and Europe, Middle East, India, and Africa (EMEIA). These areas consist of multiple regions, which are groupings of member firms based on geography, except for the Financial Services Organization (FSO) Region, which includes financial sector activities of member firms within that Area.

EY Italy is part of the EMEIA Area, which includes EYG member firms in 92 countries. The EMEIA Area is divided into 8 Regions. EY Italy is part of the "Europe West Region" (previously part of the "Mediterranean Region") and, for financial sector activities, of the FSO Region within the EMEIA Area.

The EY Global Executive, led by the CEO and global president, is the highest governing body of EY, focusing on strategy, execution, and operations. The members of the EY Global Executive bring together leaders from across the global EY organization, including those from geographic areas, service lines, and functions.

The Global Governance Council consists of one or more representatives from each Region, client-serving partners from various EY Regions, and an independent non-executive member. Each Region also elects a Regional Partner Forum, whose representatives provide advice and act as a sounding board for regional leadership.

The elected chair of the Regional Partner Forum also represents the Region on the Global Governance Council. In EY Italy, there are several established Committees, including an Operating Committee that ensures the execution of strategic plans and the delivery of transformation programs.

This committee includes two hubs focused on strategic issues related to artificial intelligence and sustainability, as well as the BMC, GCO, and Talent functions. Additionally, there is a Markets Committee, which is transversal and flexible, aimed at supporting the development of commercial strategy, guiding growth investments, and coordinating the commercial actions of services.

1. Includes the following countries: Austria, Belgium, France, Germany, Italy, Liechtenstein, Netherlands, Portugal, Spain, Switzerland, and some African countries.

2. Consists of: Italy, Portugal, Spain, and some African countries.

Legal Entities of EY Italy

EY S.p.A. - primarily focused on audit services

- **EY Valorando S.r.l.** - fully owned by EY S.p.A.
- EY IFI Security S.r.l., EY Business & Technology Solution S.r.l. e EY IPQ S.r.l. were merged into EY S.p.A. during FY24.

EY Advisory S.p.A. - focused on consulting services.

- **EY BGP S.r.l.** - acquired by EY Advisory S.p.A. effective April 2, 2024.
- **EY Jungles S.r.l.** - fully owned by EY Advisory S.p.A.
- **EY Engineering and Technical Services S.r.l.** - fully owned by EY Advisory S.p.A.

Studio Legale Tributario - focused on tax and legal consulting services.

Global Shared Services S.r.l. - provides business support services for EY Italy member firms, 50% owned by EY S.p.A. and 50% by EY Advisory S.p.A.

EY Foundation Ente Filantropico Terzo Settore, with founding members: EY S.p.A., EY Advisory S.p.A., and Studio Legale Tributario.

Associazione Imprenditore dell'Anno - with founding members EY S.p.A., EY Advisory S.p.A., and Global Shared Services S.r.l.

All the entities mentioned are located in Milan, at Via Meravigli 14, except for EY S.p.A., which is located at Via Meravigli 12. The activities of all the Italian entities are conducted in accordance with the policies and strategic guidelines defined by EY globally. Furthermore, the legal entities EY S.p.A., EY Advisory S.p.A., and Studio Legale Tributario have formed the EY Italia Consortium.

The purpose of this consortium is to coordinate the professional activities of the member entities to help ensure strict compliance with the current regulatory and legislative provisions governing their activities, as well as our policies and procedures.

However, the Consortium does not influence the activities of the entities that adhere to it, which remain fully autonomous in performing and achieving their corporate objectives.

The professional activities of EY Italy are conducted nationwide, with 20 offices located in the following cities:





Service Lines

The legal entities of EY Italy provide services in the following service lines:

- Assurance
- Consulting
- Tax and Law
- Strategy and Transactions

Another service line that provides support and services exclusively to the other service lines is CBS (Core Business Services).

Assurance

In Assurance, we focus on providing clients with services related to Assurance activities, including audit and attestation services (Audit), consulting services for financial and regulatory reporting processes (FAAS), and sustainability-related services (CCaSS).

Consulting

In Consulting, we offer organizational, technological, managerial, and operational consulting services. We actively collaborate in the transformation and innovation processes of our clients, both in Italy and internationally in the financial sector.

Tax & Law

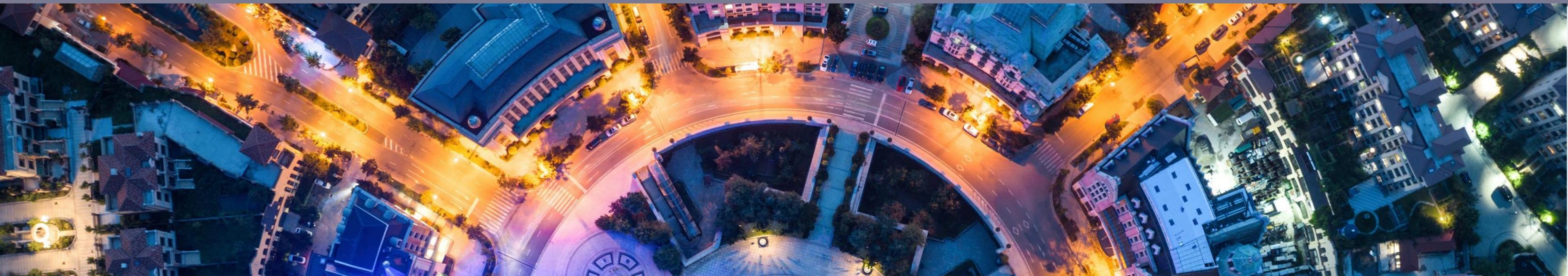
In EY Tax & Legal, we provide consulting services on legal and national and international tax matters, utilizing a global network to best support clients and their needs.

SaT (Strategy & Transactions)

In EY Strategy and Transactions, we assist our clients in acquisitions, mergers, divestitures, and strategic alliances, aiming to support them, assisting both buyers and sellers, throughout the transaction process.

CBS (Core Business Services)

We support business functions by managing finance, information technology, human resources, administrative support, marketing, communication, knowledge, business development, and quality and risk management.



Industries

Consumer and Health

With rising consumer expectations and ongoing digitalization, our clients need to rethink how and where to serve consumers. We help them explore, identify, and implement the right balance of strategic choices that will support their business and maintain their relevance.

Government and Infrastructure

We support government associations and public administrations in implementing digital technologies and creating new ways of working, aiming to achieve better results for citizens and employees. We help societies and economies function better, optimize the return on public investments, keep people, information, and strategic interests safe, and improve public sector capabilities and reimagine work.

Industrials and Energy

In an increasingly complex energy transition context, new opportunities are emerging. EY teams assist clients in navigating transformative changes and addressing challenges arising from global efforts to protect critical resources and strengthen the real economy, uncertainty about the future energy mix, identifying funding sources, managing costs, and developing technological capabilities.

Private Equity

Our private equity teams can help identify, invest in, and transform companies to create more value in our clients' portfolios at every stage of their transaction lifecycle.

Technology, Media and Telecommunications

EY teams support clients in various areas, including creating engaging experiences for employees and customers, retaining skills and talent, protecting data, brand, and company reputation. They support growth by strengthening M&A initiatives and creating and connecting ecosystems of industries, partners, service providers, and customers to build systemic agility.

Financial Services

Now more than ever, financial services must harness the power of technology to transform and grow, meeting future customer expectations. We help clients create stronger and more sustainable financial services.

The Leadership team

Effective 1 July 2024



Stefania Boschetti
Country Managing Partner (CMP)



Donato Ferri
Managing Partner Consulting Europe West



Paolo Lobetti Bodoni
Italy Consulting Leader



Stefano Battista
Deputy Italy Leader e Italy FSO Markets
Leader



Alberto Girardi
Italy Markets & Accounts e BD Leader



Marco Magenta
Italy Tax & Law Leader, Responsabile
Partners' Matters e Europe West Regional
Director of Operations



Marco Daviddi
Italy Strategy and Transactions Leader



Gabriele Grignaffini
Italy COO e CBS Leader



Massimiliano Vercellotti
Italy Assurance Leader

EY Italy, along with its global network, is continuously evolving and is committed to dynamic growth. In this context, it is important to note that the Leadership Team mentioned in this Sustainability Report was elected at the beginning of the new fiscal year 2025, with an effective start date of 1 July 2024. Therefore, although they were not in office during the fiscal year 2024, the current governance was directly involved in the approval of this document. This reflects our commitment to ensuring transparent and responsible management, even through organizational changes.

The presidents of the legal entities



EY S.p.A.

Beatrice Amaturò



EY Advisory S.p.A.

Donato Ferri



Studio Legale Tributario

Alessandro Pacieri



Global Shared Services S.r.l.

Maria Antonietta
Biscozzi



EY Engineering and Technical Services S.r.l.

Marco Daviddi



EY BGP S.r.l.

Luca Grivet Foiaia



EY Valorando S.r.l.

Massimiliano Vercellotti



EY Jungles S.r.l.

Paolo Lobetti Bodoni



Associazione Imprenditore dell'Anno

Enrico Lenzi



EY Foundation Ente Filantropico T.S.

Riccardo Paternò



The Sustainability Committee of EY Italy



Stefania Boschetti
President

Country Managing Partner (CMP)



Tiziana dell'Orto
Secretary

Segretario Generale EY Foundation | EY CR&S Director



Stefano Battista

Deputy Italy Leader e Italy FSO Markets Leader



Fabrizio Lonardi

Finance Director | ITA CFO & EW Controlling Lead



Roberta Rossi

Supply Chain Governance, Risk & Compliance | ESG & Enablement Services



Roberto Giacomelli

Italy Climate Change and Sustainability Services Leader | CCaSS



Barbara Jesari

Partner | Europe West Consulting



Vera Sacchi

General Counsel | Partner Studio Legale Tributario



Alberto Girardi

Italy Markets & Accounts e BD Leader



Monica Mordini

Corporate Health, Safety, Security and Environment Associate Director



Angelo Valter Tresoldi

Partner Risk Consulting | Italy Risk Management Leader



Francesca Giraud

Italy Talent Leader



Ylenia Mortara

Italy Diversity, Equity and Inclusion Leader



Francesca Tazzioli

Italy AWS Director | Workplace Management Leader



Gabriele Grignaffini

Italy COO e CBS Leader



Luigi Neirotti

Data Protection Officer Italy e Italy RIM Liaison



Alessandro Vanoni

Italy Brand, Marketing and Communications Leader

The new EY strategy

Starting from FY25, with the appointment of Janet Truncale as Global Chair and CEO, EY professionals are guided by a new global strategy called "All in".

Through this new strategy, we assist organizations in shaping the future with confidence. We recognize the complex challenges that organizations face: human, financial, environmental, technological challenges, geopolitical volatility, and interconnected issues.

Everything is changing. Everywhere. All the time. The better way to predict the future is to create it. And this requires confidence. We are approximately 400,000 people worldwide, equipped with a wide range of skills and services, and empowered by the EY.ai platform, work together to help clients shape the future.

We believe in this approach and have prominently placed the tagline "Shape the future with confidence" next to our logo. It reflects our commitment to creating new value and building trust in financial markets through any challenges we face collectively.

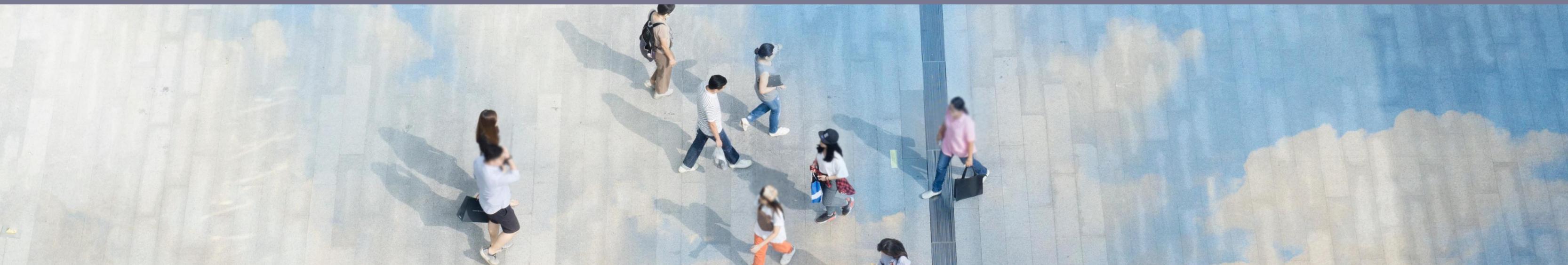


Today, we are more than 9,000 professionals in Italy, and we aim to be key players in the transformation of the country and Italian companies, creating value for businesses, our clients, and the communities in which we operate.

To achieve this, we must continue to transform ourselves, leveraging the quality of our network and the exceptional opportunities that technology offers us, while staying true to our values and our purpose of building a better working world.

We aim to act in the service of sustainable growth, building a culture where everyone can perform at their best. We plan to achieve this through our new strategy, All in, developed through a diverse and inclusive process that has drawn on the vast experience and knowledge within our highly connected global network.

Together, we will help organizations shape the future with confidence. We will continue to ask the best questions to arrive at new and better answers that the future demands.



2.2 Partnerships and memberships in Associations

As a participant in the [United Nations Global Compact \(UNGC\)](#) since 2009, EY across the globe is committed to promoting the United Nations Sustainable Development Goals and aligning its strategy with the ten principles of the UNGC.

Globally, we are a founding member of the [Embankment Project for Inclusive Capitalism](#), which, with the collaboration of over 30 global business leaders, has developed a framework with metrics, principles, guidelines, and tools that enable companies to measure activities that create long-term value and impact a wide range of stakeholders, including customers, employees, suppliers, communities, and shareholders.

EY is a member of the [International Business Council \(WEF-IBC\)](#) of the World Economic Forum and has contributed to the collaborative effort focused on the importance of consistent and comparable ESG reporting.

As part of our commitment to promoting the inclusion of people with disabilities in the workplace, we continue to play a significant role in supporting [The Valuable 500](#) globally, an initiative of 500 organizations dedicated to innovating together for disability inclusion.

In Italy, we have signed the Call to action for an overarching Strategy for a Sustainable Europe by 2030 and the [Charter for Equal Opportunities and Equality at Work - Italian Diversity Charter](#).

With the Charter for Equal Opportunities, along with the Sodalitas Foundation and the signatory companies, we form the Italian delegation within the European Platform of Diversity Charters, promoted by the European Commission to actively combat workplace discrimination.

EY Italy is also a member of [Associazione ForAll](#), a project initiated to map the suppliers of each member company on diversity, equity, and inclusion issues, and subsequently established an association to support companies committed to these issues.

Additionally, EY Foundation:

- Is a member of the Italian Alliance for Sustainable Development (ASviS)
- Actively participates on behalf of EY Italy in the activities promoted by the [Sodalitas Foundation](#), to which we are associated
- Is a member of [Assifero](#), the Italian Association of Foundations and Philanthropic Entities
- Supports and participates in the activities of the Foundation for Digital Sustainability

EY Italy contribution to the Sustainable Development Goals

The EY network has been a partner of the United Nations Global Compact (UNGC) since 2009 and is committed to promoting the Sustainable Development Goals and aligning its strategy and operations with the Ten Principles of the UNGC.



EY Italy directs the actions of the Sustainability Plan to contribute to the achievement of the SDGs applicable to its context and operations. In particular:

- End poverty in all its forms everywhere (SDG 1) with actions implemented by the network through EY Foundation and EY Ripples.
- Ensure healthy lives and promote wellbeing for all at all ages (SDG 3), also thanks to a strong focus on health and safety issues and a comprehensive wellbeing program for EY people and projects supported by EY Foundation.
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (SDG 4) through various Learning offerings available to all EY people and, externally, through EY Foundation and EY Ripples activities.
- Achieve gender equality and empower all women and girls (SDG 5) with specific inclusion and female empowerment projects, and actions to promote, hire, and train women leaders, ensuring equal pay and working conditions.
- Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all (SDG 8) through EY Ripples.
- Reduce inequalities (SDG 10) with DE&I policies and initiatives, EY Foundation activities, and EY Ripples.
- Ensure sustainable consumption and production patterns (SDG 12), conserve and sustainably use the oceans, seas, and marine resources for sustainable development (SDG 14), and protect, restore, and promote sustainable use of terrestrial ecosystems (SDG 15) in partnership with Legambiente.
- Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17). To achieve ambitious goals, one cannot operate alone; therefore, we collaborate with suppliers, clients, and all stakeholders to build a better world for everyone.



2.3 Risk management

EY adopts a global and forward-looking approach to risk management, aiming to protect and enhance its market positioning.

Given the fluid and multidimensional nature through which risks can materialize in any jurisdiction, we benefit from a vast network of professionals who can respond quickly when needed.

Commitment at the Global, Area, Region, and individual member firm levels is essential for active identification and monitoring. Our global risk categories are assessed through regular reviews by senior business leadership and are overseen by the Global Executive (GE).

For example, the Global Chair and CEO of EY is the executive sponsor for key risk categories: Macroeconomic and geopolitical; Insider threat and culture and business conduct.

We have identified 15 key risk categories globally:

- **Business continuity and crisis response**
- **Insider threat and culture and business conduct**
- **Regulatory and public policy**
- **Data protection and data ethics**
- **Cybersecurity**
- **Information technology**
- **Program governance and execution**
- **Third party**
- **Talent management**
- **Service innovation**
- **Macroeconomic and geopolitical**
- **Customer acceptance and continuance**
- **Independence**
- **ESG**

We use Archer, a technology-enabled risk management solution, to manage the planning, monitoring, and mitigation of each key risk category.

Through continuous internal consultation, the ESG risk category has been a focal point and further developed during FY24.

An assessment of processes and controls was conducted across the subcategories of strategy execution, regulatory compliance, climate risk, market relevance, additional third-party acceptance and continuance criteria, and employee sentiment.

For more information, please refer to the [EY Environmental Report](#).

3

The country of the future

Creating long-term value for society

- 3.1** Local communities and relationship with the territory
- 3.2** Employment
- 3.3** Environmental sustainability



Creating long-term value for society

This chapter, the country of the future, aims to describe to our stakeholders and anyone interested our commitment and the goals we have achieved in creating long-term value for society, focusing on the following aspects:

- **Local communities and relationship with the territory:** The first agents of change are individuals. We raise awareness among our people on social and environmental issues to make them more responsible citizens. We provide them with opportunities to support the communities where we operate through skills-based volunteering. This initiative, known as EY Ripples, leverages our skills, talents, and experience to strengthen communities and address some of the most significant social challenges of our time.
- **Employment:** Every year, EY Italy offers new job opportunities to more than two thousand people, particularly enriching itself with young talents under 30 from universities across the country.

Our commitment, combined with smart working policies and the widespread presence of our offices throughout the territory, facilitates the entry into the workforce of all deserving individuals, regardless of their city of origin. We also commit to hiring young talents at the end of their internship period.

- **Environmental sustainability:** With the goal of contributing to the transformation of Italy into a more sustainable country, our committed to reducing greenhouse gas emissions, a priority objective for EY globally. Although our activities do not significantly impact pollutant emissions compared to other industrial sectors, we have expressed our commitment to these goals. For us, reducing emissions means focusing on the mobility of our people, the performance of the buildings that house the offices, the procurement of energy from renewable sources, and, most importantly, involving people so that they become ambassadors of this message even outside the company.



I.

The country of the future Social Value

2,094 EY volunteers involved in EY Ripples

96 volunteer initiatives carried out

981 thousand lives positively impacted with EY Ripples

25,376 direct beneficiaries of the volunteer initiatives

€576,024.97 distributed to the community by EY Foundation

54% of new hires come from universities outside of Milan and Rome

2,086 people hired, of which 43.4% women

60% of young people involved in extracurricular internships have been hired

Car list with only hybrid or electric vehicles

100% of energy purchased from renewable sources

30% reduction in emissions from business travel compared to FY19

GHG inventory and ISO 14064

3.1 Local communities and relationship with the territory

A positive impact on 1 billion lives by 2030: EY Ripples

EY Ripples is our global volunteer program enables its employees to "donate their skills" by leveraging their talent, experience, and expertise to tackle significant social and environmental challenges. EY's overarching goal is to positively affect 1 billion lives through the activities of EY Ripples by 2030.

The EY Ripples program is organized into three main action lines:

- Supporting next-generation workforce: Focusing on empowering the youth.
- Accelerating Environmental Sustainability: Promoting sustainable environmental practices.
- Working with Impact Entrepreneurs: Collaborating with entrepreneurs who drive social change.

In times of need, the Disaster Response action line is activated to address natural disaster relief efforts.

The EY Ripples program is continually growing, incorporating new projects and initiatives to provide EY employees with more opportunities to create social impact.

Action lines of the EY Ripples skills-based volunteer program:



Supporting next-generation workforce



Accelerating environmental sustainability



Working with Impact entrepreneurs

The EY Ripples program has set ambitious global goals to positively impact

250 million people by 2025

1 billion people by 2030

These milestones can only be achieved through collaboration with our clients, partners, suppliers, and alumni.

192 million lives positively impacted since the launch of the program



EY Ripples in Italy and EY Foundation

The global success of EY Ripples is made possible by the dedication of the countries where we operate.

In Italy, the [EY Foundation](#) is responsible for organizing and managing the EY Ripples program, working closely with our global Corporate Responsibility division.

The EY Foundation serves as the operational arm for planning and implementing [Corporate Responsibility](#) programs and projects for EY in Italy, detailed in the [Social Report](#).

The Sustainability Plan outlines the goals that EY Italy aims to achieve with EY Ripples: high-impact social, economic, and environmental initiatives involving EY employees who voluntarily contribute their skills and expertise.

The results are measured by the number of lives positively impacted using the Theory of Change methodology and the number of volunteers involved.

The target of engaging 1,847 volunteers for FY24 has been surpassed, with 2,094 EY volunteers participating.

Moreover, in FY24, EY Foundation distributed €576,025 to the community, including €574,525 in donations and €1,500 in membership contributions.

The following pages provide an overview of the initiatives carried out by EY Foundation in FY24, which are detailed in the [Social Report](#).

EY Foundation's impact indicators for FY24

EY Ripples - corporate volunteering

2,094

EY volunteers in Italy

25,376

Direct beneficiaries in Italy

981 thousand

Lives impacted in Italy

96

Initiatives carried out (of which 11 global initiatives)

115%

Compared to FY24 target volunteers (1,847)

Donations

574,525€ Total euros donated

28 Beneficiary organizations

EY Social Value

232,774 €

Total euros donated

76

Projects presented by EY people

90,774 €

Euros raised through crowdfunding

14,400 Likes

In the realm of skills-based volunteering, we are dedicated to supporting scientific and academic development through pro bono activities conducted by EY employees at universities and colleges. In FY24, 68 EY Italy employees participated in these activities, surpassing the Sustainability Plan's target of involving 20 people.

EY Ripples: Supporting next-generation workforce

SDG FOCUS



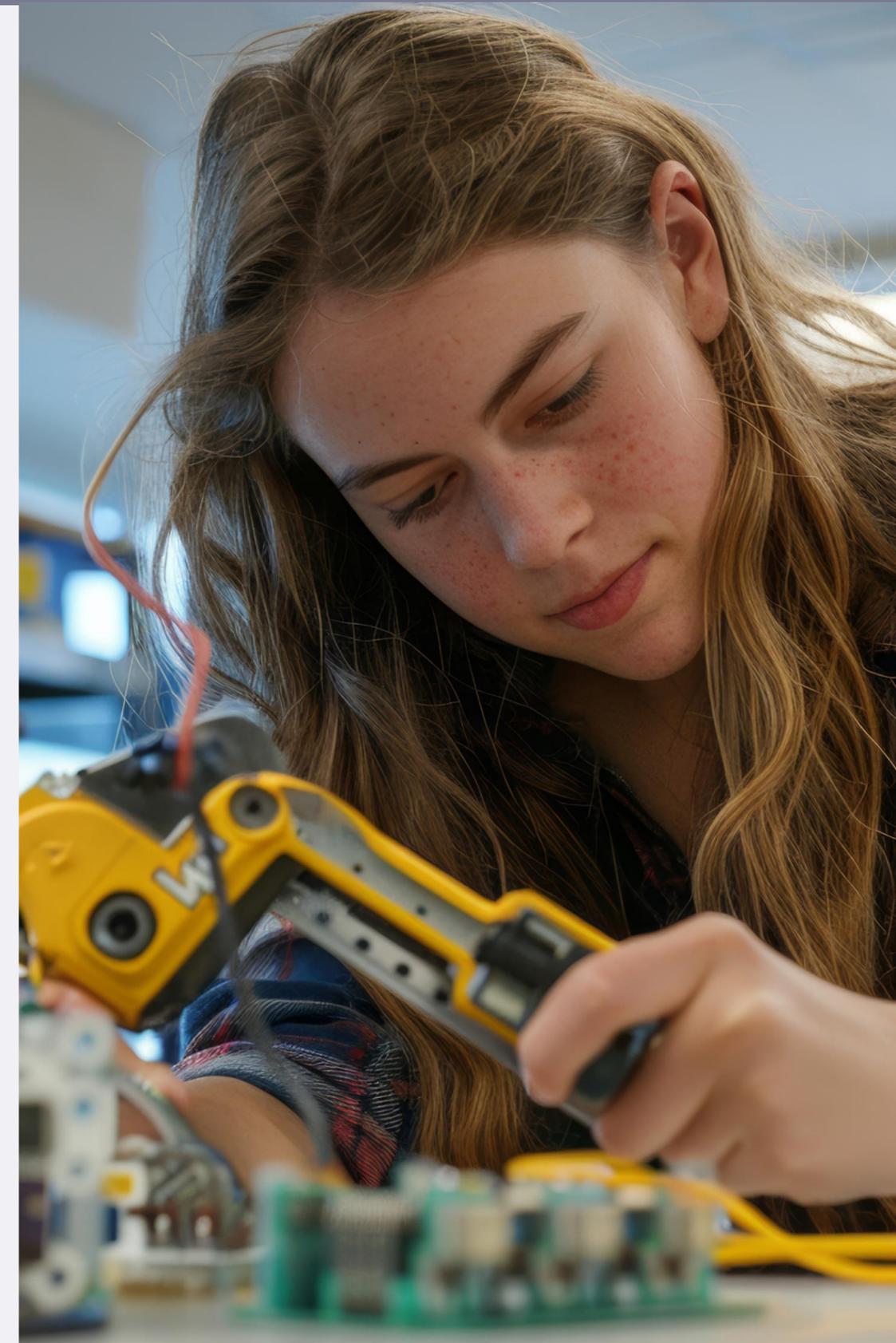
Supporting new generations and individuals in disadvantaged and vulnerable conditions to develop the mindset and skills needed to enter the workforce and promote social mobility.

The selection criteria for projects:

- Support for young people or disadvantaged groups
- Preparation for the future of work
- Support for entry or reintegration into the workforce
- Leveraging the knowledge, skills, and professional experience of EY people

OVERVIEW EY RIPPLES ACHIEVED

	No. of initiatives carried out	No. Of EY volunteers	No. of direct beneficiaries
Supporting next-generation workforce	74	958	9827
Entrepreneurship education	21	259	2502
Digital education	7	113	1919
Mentorship initiatives for adults out of the labor market	1	49	41
Guidance for future choices	29	346	4348
Capacity building for non-profit organizations	13	120	269
Pro bono university lectures	1	68	3250
<i>Initiatives promoted by EY Global</i>	2	3	n.a.



EY Ripples: Accelerating environmental sustainability

SDG FOCUS



Promoting the adoption of behaviors, technologies, and business models that protect and regenerate the environment while unlocking economic opportunities.

The selection criteria for projects:

- Adoption of behaviors, business models, or technologies that protect and regenerate the environment
- Leveraging and developing the knowledge, skills, and professional experience of EY people

OVERVIEW EY RIPPLES ACHIEVED

	No. of initiatives carried out	No. Of EY volunteers	No. of direct beneficiaries
Accelerating Environmental Sustainability	15	1104	13012
Environmental and urban redevelopment	6	959	996
Other initiatives supporting environmental organizations or raising awareness on sustainability	4	48	12016
<i>Environmental Citizen Science initiatives promoted by EY Global</i>	5	97	n.a.



EY Ripples: Working with Impact Entrepreneurs

SDG FOCUS



Supporting startups and young companies with social and environmental impact through capacity building actions.

The project selection criteria:

- Support for startups and growing companies with social and environmental impact, aiming to become economically sustainable within the next 5 years and promoting progress toward one or more SDGs
- Use of EY people's knowledge, skills, and professional experience

OVERVIEW EY RIPPLES ACHIEVED

	No. of initiatives carried out	No. Of EY volunteers	No. of direct beneficiaries
Working with impact Entrepreneurs	7	32	35
Mentorship/capacity building and other initiatives supporting entrepreneurs with social and environmental impact	3	22	25
<i>Mentorship initiatives promoted by EY Global</i>	4	10	10



The Social Value initiative

In FY24, EY Foundation launched the fourth edition of Social Value, a project initiated by the leadership of EY Italy to enable EY employees to propose and select initiatives for funding by the EY Foundation.

Social Value allows all EY employees to propose, share, and select social, environmental, and cultural projects for funding, aiming to merge employee engagement with Corporate Social Responsibility.

The project demonstrates how EY employees are attentive to the needs of the communities they serve.

This year, the projects presented particularly addressed the needs of the new generations and environmental protection.

In this IV Edition, 76 projects were presented in just over a month. The 10 most voted projects received an initial donation of €2,000. Among these 10 projects, the technical jury selected 4 projects to receive an additional €8,000.

For each of the 4 projects selected by the jury, in addition to the above donations, EY Foundation launched a crowdfunding.

Thanks to the dedication and commitment of EY employees and many others, we distributed a total of €232,774, with €90,774 raised through the Rete del Dono crowdfunding platform.

The Social Value Jury - IV edition, selected 4 new projects to support with donations and fundraising, and also chose one of the four winning projects from the previous edition, donating €10,000.

Challenge

Vota i progetti FY24

Vota con il cuore, il tuo like ha un grande impatto!

EY Foundation donerà **2.000 euro** ai primi dieci progetti (votazione aperta solo al network EY italiano).

1. Scorri in fondo alla pagina, troverai tutti i progetti caricati dai tuoi colleghi;
2. Clicca sul progetto che vorresti sostenere e, all'interno del singolo progetto, esprimi la tua preferenza con il tasto "like" (in alto a destra). Vota fino ad un massimo di 10 progetti.

Info: fondazioneeyitalia@it.ey.com

The 4 projects selected by the Jury

Donate a place for **Seconda Navigazione**



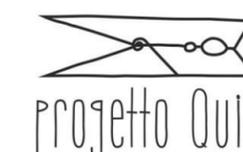
Humus against food poverty - **Fondazione Arché**



In auto con **Fondazione Casa Marta**



Supernova Under 35 - **QUID**



Projects in collaboration with EY Talent in support of the new generations

- **Weschool:** aimed at enhancing entrepreneurial skills, guiding, and preparing students for the job market. The project impacted 38 high school classes in Southern Italy, reaching a total of 695 students.
- **Pathway for transversal skills and orientation (PCTO):** these include three orientation projects delivered by the EY Talent Team with the involvement of guest speakers:
 - In Rome, with the Association Iscritti a Parlare, engaging students from 5 institutes on job search tools, addressing strategic topics such as workplace diversity and transversal skills for future work challenges.
 - In Milan, with Fondazione Sodalitas, as part of the Deploy your talent project, raising awareness on the importance of STEM subjects at ENAIP Giacinti in Milan.
 - In Bari, at the Marconi - Hack Institute, providing tools for job searching, personal branding, and future professions.
- **Bring Your Kids @EY:** the EY offices in Rome and Milan hosted children, relatives of EY employees, involving them in a series of workshops for skill development and empowerment of the new generations.





Scholarships and awards

We support the provision of scholarships and awards to assist academic studies and reward deserving students in socially and economically disadvantaged conditions.

EY has awarded the Angelo Maramai prize, a scholarship for the "Manager of Social Enterprises and Non-Profit Organizations" program at SDA Bocconi.

In FY24, EY Foundation:

- Supported the UNHCR's DAFI project, offering scholarships to deserving refugee or repatriated students to obtain a degree in their country of asylum or origin.
- Participated in the jury of the Entrepreneurship Championships, organized by Junior Achievement Italia, and awarded the special EY ESG Award to the mini-enterprise that excelled in sustainability.
- In collaboration with Luiss University and the Pascale family, awarded 2 graduation prizes in memory of Fabrizio Pascale, a brilliant Luiss alumnus and EY network partner who passed away prematurely.
- Collaborated with the Il Talento all'Opera Foundation, supporting the best university students (Seasonal School of Sant'Anna di Pisa), and assisting those in more disadvantaged social and economic conditions.

Support for culture

EY Foundation has always recognized music as a universal language that transcends diversity and soothes the human soul, a powerful enabler of sustainable change. This year, the Foundation supported:

The Concert of the Philharmonic Orchestra of the Teatro Regio di Torino

Long-standing support for the Philharmonic Orchestra of the Teatro Regio di Torino, choosing to support the concert on April 8, 2024, conducted by Conductor Eun Sun Kim.

AYSO Orchestra

AYSO Orchestra is a youth symphony orchestra founded in 2018 in Puglia to enhance the musical talents of the region's youth. The orchestra consists of about 70 musicians aged between 15 and 25 and has quickly become a reference point among youth orchestras in Italy, attracting musicians from different parts of the country.

Studies and research

We conduct and publish highly relevant and scientifically valuable studies and research on our website, sharing part of its know-how, with the aim of having a positive impact on the socio-economic development of the country.

Below are some works in the field of sustainability carried out in FY24.

Seize the Change, the annual study by the EY Climate Change and Sustainability Services Italy team, which analyzes the most relevant and significant sustainable development trends for the country's businesses.

EY European DEI Index, a study developed in collaboration with FT Longitude based on the perspectives of 900 managers and 900 non-managerial employees from nine European countries, providing insights on how to create and embed a DEI culture in the company.

Female leadership in the world of work, a study conducted by EY Italy on the topic of women in leadership, representing the state of the art in our country.

3.2 Employment

We promote the entry of young graduates into the workforce by facilitating the transition from academia to the professional world through comprehensive theoretical and practical Learning that helps develop future leaders.

In addition to providing robust technical and transversal Learning, EY offers young graduates the chance to engage with a complex organization, allowing them to interact with all internal figures, including the leadership.

Through the performance management process, young employees are encouraged to focus on their strengths and areas for improvement from the early months, challenging themselves with demanding projects.

The recruitment of resources from universities outside Milan and Rome is supported by the extensive presence of EY offices across Italy, the ongoing hybrid work modes, and the establishment of hubs like Bari, Trieste, and Cagliari, which require a strong connection with the territory to foster growth.

Moreover, EY Italy has a Referral policy that outlines how EY employees can refer potential candidates. This referral process provides an additional opportunity to gather profiles beyond the usual recruitment channels. As a token of appreciation, a variable reward is given if the referred candidate joins the organization, based on the professional level assigned to the new colleague.

In FY24, the EY Italy Young Leadership Board continued its activities. This group of professionals under 30 from all Service Lines aims to bring proposals from younger colleagues directly to the leadership.

The Board comprises about 10 rotating spokespersons divided into committees focused on specific topics, such as Future of Work, Innovation, Diversity Equity & Inclusion, Exceptional EY Experience, to help improve what we do and how we do it.

Among the Board's activities in FY24 were the creation of an EY team for the Azzurri Partner Cup and "Gen Integration," an initiative aimed at enhancing generational diversity within EY and fostering an environment of integration and mutual understanding among EY employees of different ages.

43.4%

of the 2,086 people hired by EY Italy in FY24 are women

60%

of young people involved in extracurricular internships have been hired. (FY24 Target: 50%)

54%

of EY Italy's new hires come from universities and schools outside the main centers of Milan and Rome. (FY24 Target: 50%)

3.3 Environmental sustainability

We strive to create a better working world for our clients, employees, and the entire community.

Climate change and nature, including biodiversity loss, resource consumption, and land use, are interconnected issues that require a systemic approach.

The World Economic Forum's Global Risk Report 2024 identifies the four most severe risks of the next decade, all related to climate and nature.

Environmental reporting and transparency standards have significantly advanced, supporting broader engagement and greater transparency on plans and progress.

The EU Corporate Sustainability Reporting Directive (CSRD), the EU taxonomy, and the International Sustainability Standards Board (ISSB) S1 framework are evolving to include mandatory nature-related disclosures, highlighting the increasing integration of nature considerations with corporate governance and reporting.

The EY global environmental report, the [EY Environment Report](#), offers detailed insights into our environmental dependencies and performance, combining climate and nature information into a single report, using the framework established by the Task Force on Climate-related Financial Disclosures (TCFD) and adopted by the Taskforce on Nature-related Financial Disclosures (TNFD).

It provides an integrated source of relevant environmental information for our stakeholders, including our employees, clients, suppliers, regulators, and organizations that set global sustainability standards.

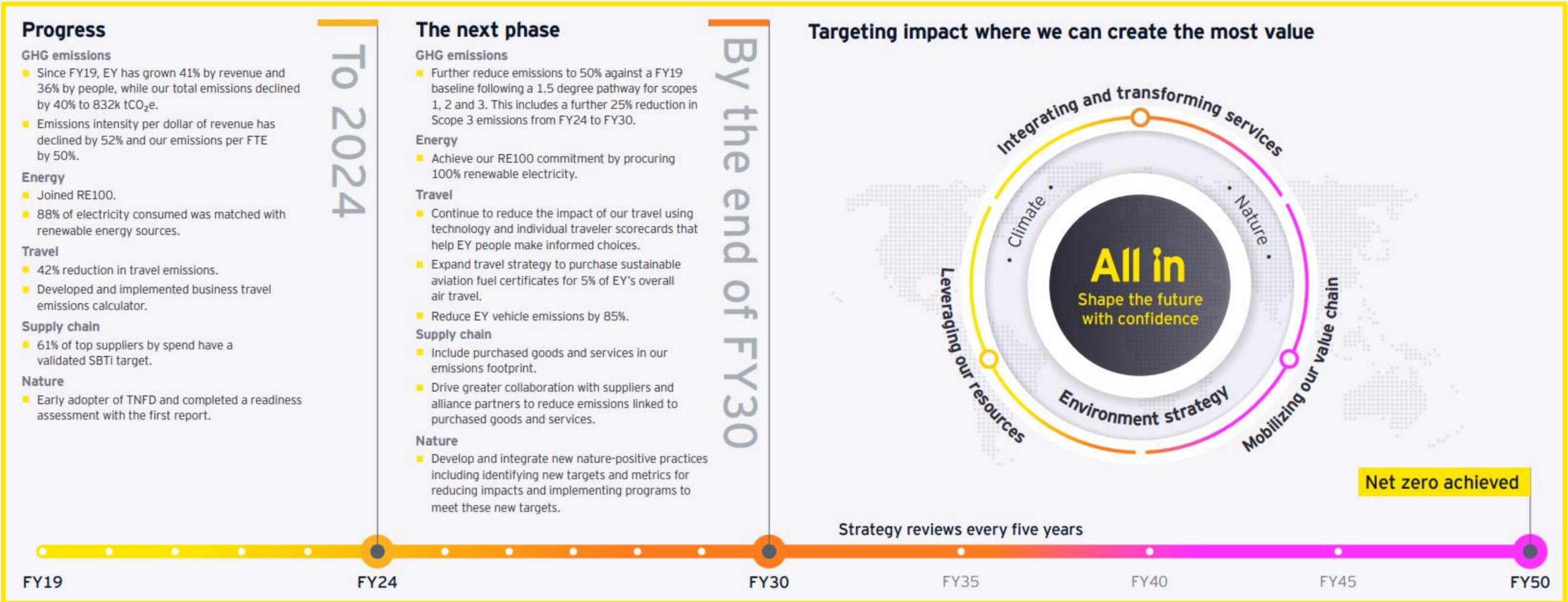
We view the EY Environment Report as a platform to:

- Outline our commitments and demonstrate the progress made and lessons learned to date.
- Support greater integration and collaboration with clients and suppliers.
- Provide greater transparency to support our engagement with clients, regulators, and stakeholders in general.
- Share information and innovations with clients, suppliers, and more broadly with our stakeholders.



Our progress and global goals

The [EY Global Environment Strategy](#) directs actions to continue enabling the decarbonization of our activities in the short term, until the end of FY30, and in the long term, with the goal of achieving net zero in line with the Science Based Targets initiative (SBTi) by FY50. We remain committed to investing in a portfolio of carbon offsets that includes both nature-based and technology-based solutions, and we have developed enhanced due diligence and an internal carbon price to finance investments.



Strategy reviews every five years

FY19 FY24 FY30 FY35 FY40 FY45 FY50



Our commitment at global level

Organization/Commitment		Description of the commitment
NZFSPA	Climate and audit issues	NZFSPA (Net Zero Financial Service Providers Alliance) is a global group of financial service providers committed to supporting the goal of net zero by or before 2050. EY globally is a member of the alliance.
1t.org	Reforestation and emission reduction	EY globally adheres to the World Economic Forum's 1t.org initiative through a biodiversity pledge, aimed at preserving and restoring key habitats by 2030.
CDP	Technical climate disclosure	CDP is the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. Since 2010, EY globally has disclosed its environmental impacts to CDP.
RE100	Commitment EY: purchase 100% renewable energy by 2025	EY globally is a member of RE100, a global initiative that brings together hundreds of large businesses committed to using 100% renewable electricity.
SBTi / Race to Zero	Commitment EY: greenhouse gas emission reduction targets	SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to do their part in fighting the climate crisis. EY has set greenhouse gas (GHG) emission reduction targets. Further details in the EY Environment Report .
TCFD	Climate risk assessment and financial disclosures	The TCFD (Taskforce on Climate-Related Financial Disclosures) recommendations help financial market participants understand their climate risks. EY recognized the importance of TCFD as a supporter in the publication year 2022 (further details can be found in the EY Environment Report).
Taskforce on Nature-related Financial Disclosures early adopted	Commitment EY: financial disclosures on nature-related risk assessment	TNFD supports companies in integrating nature into decision-making processes and shifting financial flows away from activities that harm nature. It provides a framework for identifying, managing, and reporting nature-related impacts, dependencies, risks, and opportunities. EY is one of the 320 organizations publicly committed to being an early adopter of TNFD by fiscal year 2025. EY supports clients in their alignment with TNFD. Further details in the EY Environment Report .
WEF's Alliance for Clean Air	Commitment EY: impact on air pollution	The WEF's Alliance for Clean Air brings together business leaders to measure and reduce air pollutant emissions along the value chain, invest in innovation, and collaborate with policymakers and peers to promote the social, economic, and climate benefits of tackling air pollution. Further details in the EY Environment Report .
WEF – First Movers Coalition	Sustainable aviation fuel (SAF) – Commitment EY: replace 5% of conventional fuel with SAF by 2030	The WEF First Movers Coalition has set ambitious commitments for airlines, air ticket buyers, and air freight transport buyers. As a member of the WEF First Movers Coalition, in March 2022, EY committed to collaborating with airline operators to replace at least 5% of conventional jet fuel with sustainable aviation fuels by 2030. Further details in the EY Environment Report .
WEF – CEO Climate Leaders Alliance	Climate change leadership	The WEF CEO Climate Leaders Alliance is a community of global CEOs committed to increasing climate ambition, accelerating the transition to net-zero, and providing concrete climate solutions in line with the Paris Agreement. Further details in the EY Environment Report .
UN Global Compact	Governance, Anti-corruption, Environment, Workers' Rights, and Human Rights	The UNGC is a voluntary corporate sustainability initiative that acts as a catalyst for transforming businesses through environmental, social, and governance practices. Please refer to EY's disclosure in the UNGC COP Viewer for further details.

Business travel emissions

To reduce business travel emissions, we updated the EY Travel Policy Italy in FY22 to raise awareness among EY employees about minimizing emissions, encouraging them to choose the most emission-efficient solutions based on key principles:

- Evaluate whether the trip can be replaced by a conference call or video conference.
- Consider the number of team members who need to travel simultaneously to a specific destination.
- Avoid, if possible, same day trips by using technologies that support remote communication.
- Check whether repeated trips during the week can be combined into a single trip to reduce travel frequency.
- Avoid, where possible, stopovers in favor of direct flights.
- Prefer the use of rail transport where the route is covered by high-speed connections.

Through Robotic Process Automation, EY employees receive automatic notifications based on the type of trip booked, aimed at:

- Raising awareness of the use of rail transport as an alternative to air travel
- Discouraging "same day trips"
- Encouraging the use of alternative technologies to travel (collaboration tools, telepresence, etc.)
- Evaluating the presence of a large number of resources traveling on the same project (available only for countries using EY STAT)

In FY24, EY Italy reduced its business travel emissions by

30%

compared to the FY19 baseline.



Raising Awareness Among Employees

To create culture and awareness and promote virtuous behaviors both within and outside our network, we are committed to raising awareness among EY employees on sustainability issues.

EY employees receive initial Learning on these topics starting from onboarding. Since 2019, 100% of new hires, during onboarding, receive informative and introductory sessions on the context and contents of the 2030 Agenda in relation to Corporate Responsibility & Sustainability, developed based on and in alignment with the SDGs.

Continuous learning is the central pillar of our learning strategy. EY Learning offer, available to all employees, includes courses on sustainable topics such as inclusion and gender equality (SDGs 5 and 10), health, wellbeing, and innovation (SDGs 3 and 9), climate change, and clean energy (SDGs 7, 12, and 13). Noteworthy are the EY Badges related to sustainability.

Since FY23, the mandatory sustainability course 'Executive Excellence' for management has been added. Additionally, EY Italy offers all its employees the opportunity to participate in urban and environmental redevelopment initiatives through EY Ripples, our global volunteer initiatives.

Home-Work Travel Plans

Managing corporate mobility is crucial for sustainable development in the territory: it has social, environmental, and economic implications, and allows the development of strategies to improve the accessibility of company offices and optimize the costs and times of home-work and work-work travel for our employees.

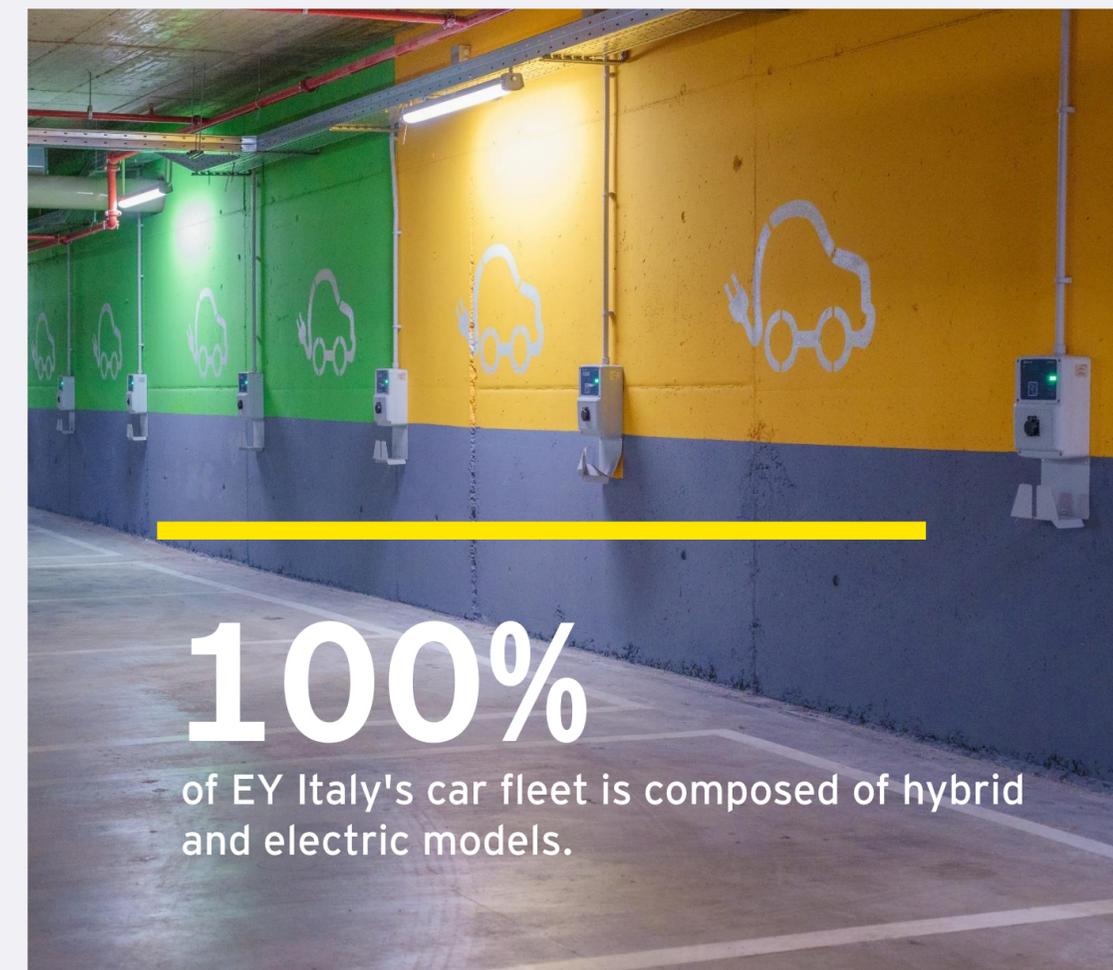
EY Italy, already in FY22, appointed a Mobility Manager and developed Home-Work Mobility Plans for the Milan and Rome offices, with the Bari and Turin offices added in FY23, to understand the travel habits of the target corporate population and identify, manage, and promote potential solutions to reduce private mobility, favoring the growth of sustainable and low-impact means of transportation.

The goal of the Sustainability Plan is to continue this path by extending the scope of the Home-Work Travel Plans to other Italian cities where EY Italy operates.

Car Fleet Conversion

The car list of EY Italy, published in October 2021, marked a significant step toward reducing emissions by including only hybrid and electric vehicles.

In FY24, we continued to maintain a fleet composed exclusively of hybrid and electric models. From FY25, the car list will consist of 60% electric models and 40% hybrid models.



100%

of EY Italy's car fleet is composed of hybrid and electric models.

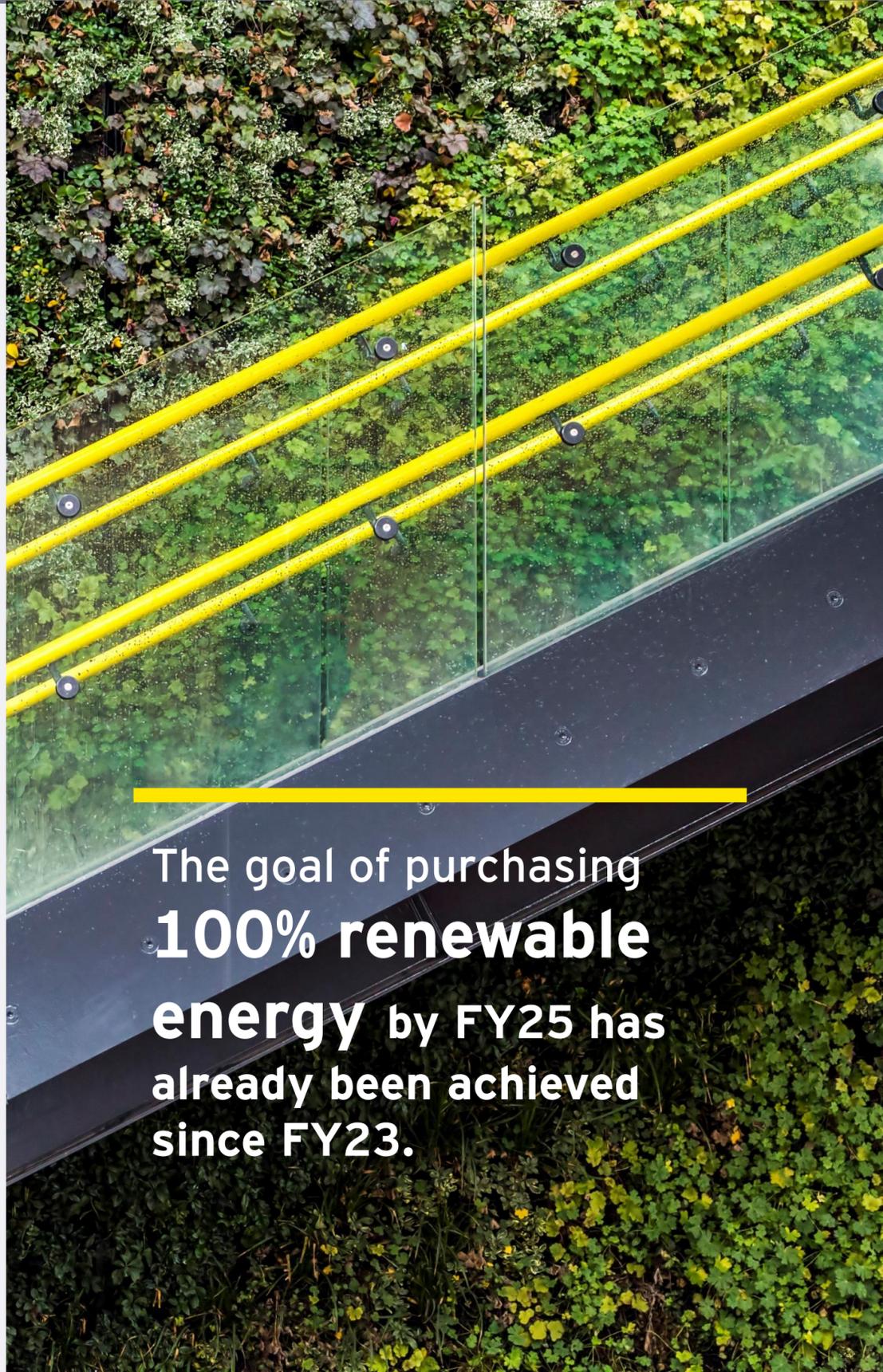
The sustainability of EY offices

Among the actions taken by EY Italy to achieve the global net-zero goal is the reduction of office emissions through:

- The purchase of electricity from renewable sources and the reduction of consumption. The goal of purchasing 100% renewable energy by FY25 has already been achieved since FY23. Regarding the remaining portion of electricity purchased directly from landlords, we have launched an awareness campaign to encourage them to also purchase green energy. Additionally, in the EY offices located in Milan and Rome, there are HVAC systems with temperatures managed through a BMS system set to contain consumption, and lighting is regulated by brightness sensors and presence detectors;
- The use of EcoLabel certified products for cleaning services in the Milan and Rome offices. EcoLabel is the European ecological quality mark awarded by the Ecolabel-Ecoaudit Committee to the most eco-friendly goods and services, thus having a lower environmental impact. To date, about 90% of the products used in the Milan and Rome offices are EcoLabel certified. At the Rome office, we are completing the installation of a product dosing system (refill system), which will reduce both the use of plastic containers, which will be reused, and water, thanks to the use of pre-dosed and concentrated products.

Additionally, in the tender for office painting, we requested the use of certified eco-friendly paints.

- The monitoring of waste produced. Since 2021, EY Italy - which, given the nature of its activities, primarily produces urban waste - has had a waste management procedure to ensure compliance with legal and regulatory requirements on waste management. As a further improvement action in this area, we have launched a pilot project to monitor the amount of waste produced by category and final destination, with data reported in the Annex (The country of the future - Social Value). In November 24, we activated a new service for the collection of WEEE (non-hazardous) that provides for the specific collection of small electronic waste and its recovery, thus reducing the environmental impact of traditional disposal. The WEEE collection service also includes an experimental phase dedicated to the recovery of devices such as headphones and mice, which will be tested, sanitized, and donated to Fondazione Emmanuel to support a digitization project. This initiative not only promotes environmental sustainability through the recycling and reuse of WEEE but also contributes to reducing the digital divide by providing technological tools to those in need. Additionally, we have launched a project to join RENTRI (National Electronic Waste Tracking Registry), which will be completed by January 2025.



The goal of purchasing
**100% renewable
energy by FY25 has
already been achieved
since FY23.**



- Elimination of plastic from offices. Through the "#BetterWorld" initiatives, as part of a broader agreement with Legambiente, EY Italy has committed to eliminating the use of plastic in offices and enhancing and preserving the national territory. Since the beginning of the #BetterWorld project in 2019, recycled aluminum water bottles have been distributed to all employees, and water dispensers have been installed in offices. EY Italy has also eliminated plastic from meeting rooms and vending machines, using compostable cups, tetrapack bottles, and biodegradable stirrers. Thanks to these initiatives, EY Italy has managed to avoid the equivalent of about 340,000 plastic bottles and 300,000 plastic cups and stirrers per year. We have also raised awareness among stationery and catering suppliers about environmental respect.
- Monitoring water consumption. Starting from FY23, water consumption is periodically reported within a data collection and analysis platform used at global level. In FY24, EY Italy recorded water consumption totaling 31,703 cubic meters.

- Donation of goods otherwise destined for disposal. Following the closure of the EY office in Segrate, we prevented the disposal of decommissioned goods, which were not in line with our standards and therefore not reusable. The goods/furniture were donated to ASST Ospedale Niguarda and allocated to the Unipolar Spinal Unit, the Major Burns Center, and the Emergency Management Center, contributing to creating a positive impact in the social field as well. In FY24, our commitment with Fondazione Emmanuel for the reuse of returned EY backpacks, which would otherwise be disposed of, continued.
- Increasing the energy efficiency of the EY office in Bari from class G to class A1, achieved through facade and system replacement works.
- Reducing office density in terms of sqm/person. The office spaces were designed to accommodate only a portion of the corporate population, considering the widespread application of smart working and client visits as common practices: this allowed for a lower occupancy rate and, consequently, a significant improvement in performance in terms of consumption per employee. In FY24, we reduced the density of our offices from 5.6 sqm/person in FY23 to 5.1 sqm/person.

- Raising awareness among the owners of the Milan and Rome offices to adopt the Science Based Target (SBT) system by 2025. Already in FY23, the parent company of the owners published its participation in the SBTi.

The main EY offices, located in Milan and Rome, are LEED (Leadership in Energy and Environmental Design) Gold certified.

LEED is the most widely used sustainable building rating system in the world, considering site sustainability, energy savings, water efficiency, CO2 reduction, and indoor environment.

EY Italy holds the certifications:

ISO 14064:2019
Carbon Footprint

ISO 14001:2015
Environmental Management System

ISO 50001:2018
Energy Management System

4

The company of the future

Our way of working

Creating long-term value for clients

4.1 Agile work

4.2 Ethics, integrity and transparency

4.3 Sustainable supply chain

4.4 Certification, ESG ratings and awards



Creating long-term value for clients

The company of the future must be able to seize every change and turn it into an opportunity. With this chapter, we aim to describe EY Italy commitment to creating long-term value through:

- Agile work, a cornerstone for every future-oriented company focused on the wellbeing of its people. Smart working policies have allowed work to be carried out flexibly, combining professional commitments with personal needs while reducing EY Italy's environmental impact related to travel and commuting.
- Ethics, integrity and transparency. The company of the future helps clients grow, improve, and protect their value. To do this, we offer diversified skills to meet different needs while operating in compliance with principles and policies that ensure high quality through ethical and socially responsible conduct, respecting the principles of responsibility, sustainability, and inclusive growth that we also incorporate into the value chain to achieve the highest standards of business ethics.

We want to ensure our stakeholders have visibility into our operations by adopting transparent governance that allows them to know the policies guiding our activities and the principles we adhere to;

- The sustainability of the supply chain. It is our duty to our clients to ensure the sustainability of our suppliers, for which we have set specific goals related to the supply chain and third parties we collaborate with.
- Certifications and ESG ratings. To ensure the quality and effectiveness of our processes and guarantee high standards of quality to our clients, EY Italy has obtained multiple certifications and ratings in the field of sustainability and has structured a plan to extend their scope.

II.

The company of the future *Client Value*

+80% of EY people have freely planned where to work

Zero incidents of corruption

Zero complaints for privacy violations

Global program for promoting diversity in the supply chain

Global supplier due diligence program on ESG issues

Plan for Certifications on ESG areas

Platinum medal Ecovadis



4.1 Agile work

Flexibility in the approach to work, both in terms of methodology and execution, has been part of our managerial culture for many years.

Smart working means optimizing business results by giving everyone the opportunity to freely plan the place and times to carry out their work activities based on client, business, and personal needs.

The Smart Working Policy aims for maximum flexibility, combined with trust, delegation, empowerment, and accountability. In addition to flexibility in daily work, we promote international mobility programs to support the personal and professional growth of our people.

MOBILITY4U

Our international mobility program for EY people, so they can work in an EY office outside their country, building knowledge and skills and developing a global network and mindset.

JOB PORTABILITY

To meet the needs of our people, in FY23, we introduced Job Portability, which allows them to travel abroad for up to 20 days a year and work remotely from the chosen country.

Raise collective intelligence by giving people more flexibility, ownership and empowerment to manage themselves, their relationships and their projects to live an exceptional experience, perform at their best and to build a better working world.

#EYWorksSmart

Il lavoro da remoto è una delle principali modalità operative abilitate dall'approccio Smart Working. Con questa policy aggiornata **vogliamo fare in modo che ciascun collaboratore sia messo nelle condizioni di poter decidere in autonomia quali siano i luoghi e i tempi di lavoro più funzionali al raggiungimento dei suoi obiettivi.**

Nuova policy Smart Working EY Italia

Che cosa significa per ciascuno di noi?

Che cosa significa lavorare in maniera smart?

Per EY, significa aumentare l'intelligenza collettiva, dando alle persone più flessibilità, responsabilità ed empowerment per crescere, per coltivare le proprie relazioni, per realizzare i propri progetti, così da vivere un'esperienza eccezionale, garantire i risultati migliori e costruire un mondo del lavoro migliore.

Che cosa significa fare Smart Working?

Fare Smart Working non è semplicemente lavorare da casa o fuori ufficio. Per EY fare Smart Working significa ottimizzare i risultati aziendali attraverso l'autonomia e la responsabilizzazione del dipendente e una maggior flessibilità a livello di organizzazione di orari e di spazi.

Comporta quindi dare fiducia, prendersi responsabilità,

focalizzarsi sulla realizzazione ottimale dei progetti. Gli obiettivi da parte di EY sono molteplici: **promuovere una cultura del lavoro basata sui risultati** e non sulla mera presenza; **avere un impatto positivo sull'efficienza** e sulla produttività; **aumentare il benessere delle persone**, e con esso la soddisfazione e il senso di appartenenza; dare una risposta concreta alle esigenze crescenti in termini di **integrazione vita-lavoro**; contribuire alla **salvaguardia dell'ambiente**, diminuendo il pendolarismo e le emissioni di CO2, fare da **apripista tra le grandi società di consulenza**, fungere da **punto di riferimento fra i clienti**.



4.2 Ethics, integrity and transparency

Internal behaviors, that is, the behaviors of EY people, must comply with all applicable regulatory references, including those related to anti-corruption, antitrust, independence, and data protection.

The behaviors of our professionals are governed by various policies aimed at creating a culture of fairness, integrity, and quality. These policies apply to the entire EY Italy population, as well as globally.

Each legal entity within the EY Italy network has a [Modello di Organizzazione, Gestione e Controllo ai sensi del D.Lgs. n. 231/2001](#) (MOG) approved by the Board of Directors of the respective legal entities. The MOG aims to prevent the commission of crimes, identifies the most at-risk activities, emphasizes the obligation to comply with legal regulations, and provides a broad exemplification of cases that could represent corrupt activities.

The [Codice di Condotta Globale](#) is a clear set of standards for our business conduct. It provides the ethical and behavioral framework on which we base our daily decisions. The Code is anchored to our values and is the foundation of everything we do. The Global Code of Conduct provides a set of guiding principles grouped into five categories that cover the breadth of our activities:

1. Working with each other;
2. Working with clients and others;
3. Acting with professional integrity;
4. Maintaining objectivity and independence;
5. Protecting data, information, and intellectual capital.

By upholding the promise of our Code, we protect and enhance our reputation and play a key role in building a better working world for our people, clients, and communities.

All EY professionals are required annually to affirm in writing that they understand and comply with the principles contained in the Global Code of Conduct.

To clearly and transparently define the set of values that we are inspired by to achieve our goals, the [Linee Guida di Comportamento](#) have been prepared, whose observance is of primary importance for reliability, reputation, and customer satisfaction.

Through procedures for monitoring compliance with the Global Code of Conduct and frequent communications, we strive to create an environment that encourages staff to act responsibly, even in cases where unethical behavior must be reported.

Aware that increasing transparency is a value for our stakeholders, we have published the [Principi Generali delle Policy](#) that guide our activities, integrating the information dedicated to governance issues on the EY website.

Whistleblowing

We recognize the importance of providing a safe and confidential channel for reporting illegal activities, irregularities, or conduct in violation of the Organization, Management, and Control Model pursuant to Legislative Decree no. 231/2001, internal and/or external regulations (e.g., anti-corruption, antitrust, etc.), or in any case likely to cause damage or harm, even if only to our image or reputation, and that contributes to prevention.

To this end, each of the legal entities of EY Italy has adopted a management process to receive, investigate, and address reports raised by whistleblowers, outlining appropriate reporting paths and referring to legislative terms for whistleblower protection.

Any partner, employee, manager, client, supplier, or external party can make a whistleblowing report.

We provide all people, both internal and external, with the [EY/Ethics Hotline](#), a means to report, even anonymously, any activity related to unethical, illegal, non-compliant behavior with professional standards, or inconsistent with the Global Code of Conduct and network policies.

We guarantee, regardless of the channels used, the confidentiality of the whistleblower's identity and an alternative reporting channel suitable for ensuring, through IT methods, the confidentiality of the whistleblower in the management of the report.

Retaliatory or discriminatory acts, direct or indirect, against the whistleblower for reasons directly or indirectly related to the report are also prohibited.

Following the report, the delegated subjects conduct a preliminary assessment and, if deemed relevant, initiate a specific investigation with the assistance of specialists depending on the subject matter.

The outcome of the investigation is subsequently submitted to a decision-maker to determine the consequent actions.

EY Italy provides all people and external parties with [Whistleblowing Frequent Asked Questions](#) that contain information on:

- How to make a whistleblowing report;
- The protections available for whistleblowers;
- The process for investigating reports.

Who we are

Our Values

EY/Ethics Hotline

People who demonstrate integrity, respect, teaming and inclusiveness.
People with energy, enthusiasm and the courage to lead.
People who build relationships based on doing the right thing.



Ask a question

Get answers to your questions regarding our Global Code of Conduct.



Make a report online

Speak up regarding actions or behaviors you believe are inconsistent with our Global Code of Conduct.



Make a report via telephone

Speak directly to a communication specialist regarding your question or concern.



Follow up

Check the status of an existing question or concern.

Independence

The EY Global Independence Policy outlines the independence rules for member firms, professionals, and EY staff. This rigorous policy is based on the IESBA Code of Independence and is integrated with more restrictive requirements in countries where local regulations, supervisory authorities, or other professional bodies mandate it.

The policy requires all EY people worldwide to adhere to the independence principles applicable to their specific engagements. In the national regulatory context, these rules ensure compliance with:

- The independence rules established in Legislative Decree January 27, 2010, no. 39;
- The independence rules established in Regulation (EU) no. 537/2014 of the European Parliament and of the Council of April 16, 2014, and Article 19-ter of Legislative Decree 29/2010;
- The principles on independence defined in Auditing Standard no. 100 - "Principles on Auditor Independence";
- The incompatibility rules defined in the implementing regulation of Legislative Decree February 24, 1998, no. 58, adopted by Consob with resolution no. 11971 of May 14, 1999, and subsequent amendments and additions.

We consider and evaluate independence concerning various aspects, including financial relationships and those with our staff; employment and self-employment relationships; business relationships; the admissibility of services provided to audit clients; partner and firm rotation; fee arrangements; prior approval of the competent governance bodies of clients, where applicable, and partner remuneration.

Several application tools and procedures have been developed at the EY Global level to support our company, professionals, and collaborators in complying with independence rules.

Additionally, the timely completion of annual independence Learning is mandatory and carefully monitored.

Non-compliance with independence provisions is considered in decisions regarding professional advancement and remuneration and may lead to other disciplinary measures, including dismissal.



Anti-Corruption

The EY Global Anti-Bribery Policy, along with the guidelines and general principles derived from the adoption of an organizational, management, and control model as per law 231/2001, provides our staff with guidance on certain unethical or illegal activities and stresses the importance of adhering to anti-corruption laws.

It also offers a broader definition of activities that could be considered corrupt. The policy outlines the responsibilities for reporting any discovered cases of corruption. Throughout their careers, all EY employees must complete mandatory anti-corruption Learning.

EY Italy is certified under UNI ISO 37001:2016 for anti-corruption management systems.

Antitrust

Additionally, we have a Global Policy on Competition and Anti-Trust Law Compliance, designed to help EY employees identify situations that might violate competition laws and consult the appropriate corporate functions. This policy also reinforces the principles of the EY Global Code of Conduct.

It prohibits EY employees from sharing information that could impede competition in the markets where we operate. EY Italy has appointed an Antitrust Compliance Officer to oversee this area.

0
incidents of
corruption





Data protection and cybersecurity

We adopt a proactive approach to cybersecurity, implementing technologies and processes to manage and minimize the risk of cyber attacks on a global scale. Our information security and data protection programs, aligned with industry practices and regulatory requirements, are designed to safeguard against unauthorized access to systems and data. We have a dedicated team of internal and external IT specialists who actively monitor and protect our systems.

The implementation and management of data protection and information security programs are handled by two distinct but coordinated groups: the global data protection network and the global information security organization.

Their mission is to protect the information assets of our organization and EY's clients from unauthorized collection, storage, use, disclosure, modification, or destruction.

This is achieved through appropriate policies, standards, guidelines, support procedures, technological and administrative controls, and ongoing Learning and awareness efforts.

We are committed to safeguarding our people, facilities, infrastructure, business processes, applications, and data before, during, and after a catastrophic event, in accordance with ISO 22301.

It employs an information security incident management program to effectively control and resolve emergencies, including a critical cybersecurity vulnerability response program. Disaster response and system recovery procedures for critical service applications have been meticulously planned and tested. We also operate a supplier risk assurance program aligned with corporate due diligence processes in supplier management to cover third-party activities related to information security, procurement, contracts, data protection, and independence.

We maintain an effective governance function and verify the compliance of global data protection and information security programs through formal audits, reviews, and specific programs:

- Security certification process for applications and systems.

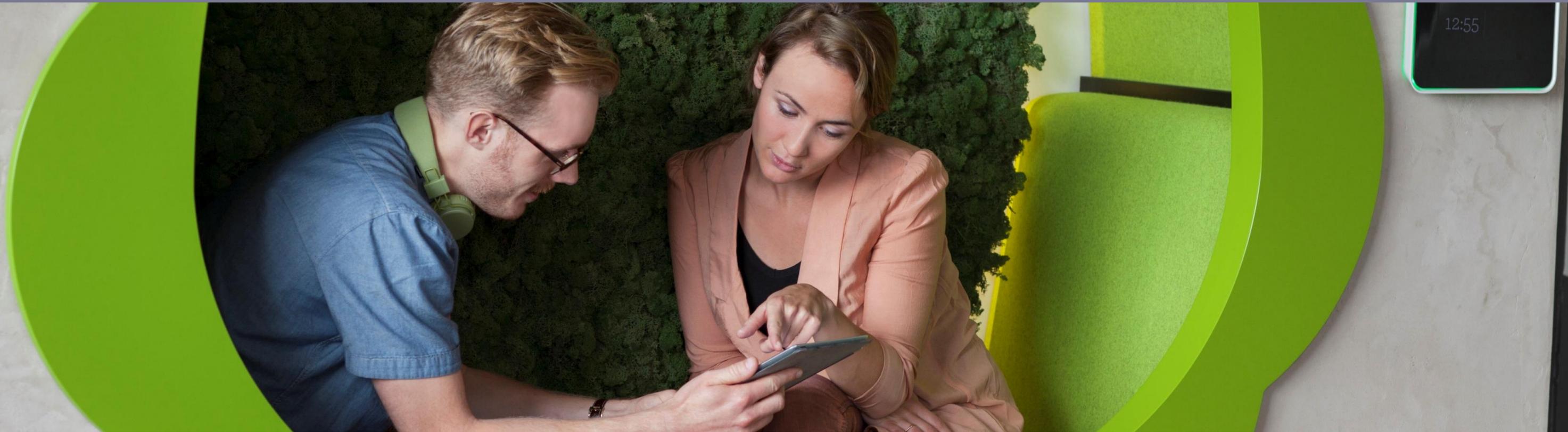
- Privacy and confidentiality impact assessments conducted in collaboration between EY teams developing systems or tools that handle personal data or client information and data protection teams.
- Effectiveness assessments of controls to ensure they are implemented and functioning effectively.
- Information security audits conducted on global technology products, services, and data centers to provide EY teams with a detailed view of information security compliance.

For more details on our approach to data protection, information security, and audit and compliance processes, you can refer to the document [Protecting Your Data](#).

EY Italy holds the following certifications:

ISO/IEC 27001:2013 Information Security Management System;

ISO/IEC 20000-1:2018 IT Service Management System.



EY Italy has appointed a Data Protection Officer.

Various procedures and policies outline the necessary care to be taken with technologies and data, such as the Global Information Security Policy and the Acceptable Use of Technology Policy.

EY professionals must complete annual Learning on data protection and information security and receive periodic reminders about their responsibilities under these procedures and general security practices.

Protecting confidential information is ingrained in daily activities.

Respect for intellectual capital and all other sensitive and confidential information is mandated by the EY Global Code of Conduct.

The Global Data Protection and Confidentiality Policy further elaborates on this approach to information protection and reflects changes in data usage restrictions.

This policy provides additional clarification to those working with us and serves as the cornerstone of a broader guide, which includes key policies on conflicts of interest, personal data confidentiality, and document retention. Other guidelines include social media guidance and information management provisions.

The EY global policy on personal data protection - Personal Data Protection Global Policy - outlines the principles to be applied in the collection, processing, and protection of personal data, including personal data related to personnel (current and past) and clients, suppliers, and consultants, as well as other information considered confidential for the client, third parties, and EY.

This policy adheres to the stringent requirements of European regulations and other applicable laws on the protection and confidentiality of personal data, as well as relevant professional standards that provide the confidentiality framework.

For more information on how we collect and process personal data, you can refer to [l'informativa sulla privacy](#).

Additionally, we have adopted «[Norme vincolanti di Impresa](#)» («*binding corporate rules*») approved by European and UK authorities to facilitate the transfer of personal data within the EY network.

In this context, EY Italy has implemented a specific local policy to address the specific provisions applicable in Italy.

4.3 Responsible supply chain

We are dedicated to building a better working world that fosters sustainable and inclusive economic growth.

Our goal is to minimize the environmental and social impact of our business activities by engaging not only our employees but also our clients, the communities where we live and work, and our supply chain.

We aim to maintain and expand a diverse supplier base that aligns with our legal, ethical, and environmental standards and values. Our global procurement process is governed by the Procurement and Supply Chain Global Policy, which covers all our purchases of goods and services, supplier selection, and procurement.

This policy includes our [Supplier Code of Conduct](#), which outlines the highest standards of legal, ethical, environmental, and employment practices that our suppliers must follow.

Our procedure requires sourcing managers to ensure all suppliers sign the Supplier Code of Conduct.

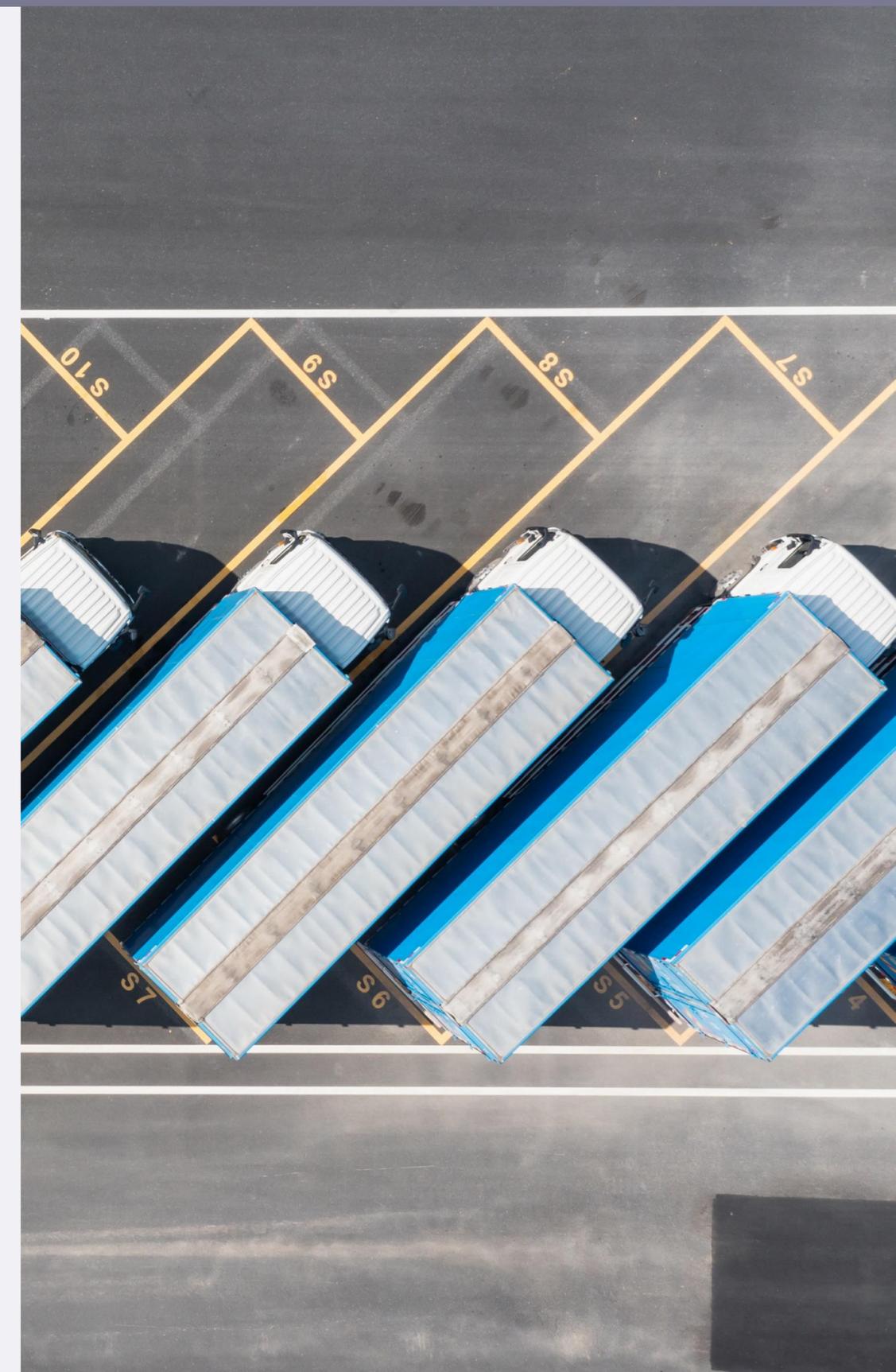
The [Environmental Social Governance Services](#) (ESGS) team, responsible for our sustainable and inclusive procurement strategy, reports directly to the Chief Supply Chain Officer.

The ESGS strategy is based on the following principles:

- Environmental: sourcing sustainably, considering the long-term impacts of each purchase;
- Social: sourcing with a focus on resource efficiency, social responsibility, and economic resilience;
- Governance: being trustworthy by adopting transparent business practices that monitor our impact and sustainable growth.

We incorporate ESG principles into our due diligence processes during the onboarding of new suppliers and regularly monitor and assess high-risk suppliers.

EY Italy is certified under ISO 20400:2017
"Sustainable Procurement - Guidelines".





Supplier Diversity and Inclusion

To foster diversity and inclusion in our supply chain, our sourcing managers are encouraged to invite small and medium-sized enterprises; owned, managed, and controlled by at least 51% by one or more minorities such as women, LGBTQ+ community members, or people with disabilities, in the request for proposals (RFP).

Each year, we set a global diverse spend target to achieve this goal.

Additionally, the ESGS team offers various capacity-building initiatives for these companies, including mentoring, learning, and networking programs.

EY Italy is also a member of [Associazione ForAll](#), a project initiated to map the suppliers of each member company on DE&I issues and subsequently established an association to support companies committed to these issues.

Supporting our value chain suppliers to optimize their environmental impact

Beyond reducing our carbon footprint, we aim to support our suppliers in the fight against climate change, as they play a vital role in our sustainability efforts.

Our global commitment involves empowering our suppliers to adhere to the standards we follow, thereby promoting the highest environmental and ethical standards within our supply chain.

Our objective is to ensure that **75%** of our major global suppliers (by spend) set science-based **emission reduction** targets (SBTi) by 2025.

EY's **supplier ESG due diligence** program encompasses three main areas of the procurement process:

1. Supplier selection

Our sourcing managers are encouraged to include ESG questions in every request for proposal (RFP) and request for information (RFI) during the supplier selection process. These questions cover thematic areas such as the supplier's commitment to climate change, certifications and environmental and social management systems, DE&I, respect for human rights, and how the supplier can support our sustainability commitments. The responses are then reviewed and evaluated.

To support this process, the Environmental Social Governance Services team collaborates with the EY Climate Change and Sustainability Services team to design and implement the **Sustainable Sourcing Framework**. This framework provides guidance on the main ESG risks for products and services and the additional questions that we recommend sourcing managers include in the RFP. All sourcing managers have been trained on the use of this document, which is updated periodically.



2. Supplier Onboarding

During onboarding, suppliers are required to answer a series of ESG questions, which are reviewed and evaluated. Suppliers are assessed based on the following factors:

- Adherence to the Supplier Code of Conduct;
- Respect for human rights and environmental standards;
- Effectiveness in implementing environmental and social policies and programs;
- DE&I program and supplier diversity program.

Suppliers whose scores meet our minimum criteria are classified as sustainable. Suppliers with low scores and significant spend are considered for a more in-depth ESG assessment.

3. ESG Assessment

We continue to seek ways to minimize ESG risks in our supply chain. With this goal, in FY21, we launched a project to evaluate some suppliers in our supply chain. Using the tool developed by the EY Climate Change and Sustainability Services team, the "EY ESG Risk Tool," which provides a risk assessment (from low to high) on ESG issues, including modern slavery and child labor, we identified the suppliers to be included in the FY22 ESG Assessment pilot project.

In FY22, we invited the identified suppliers, including 18 EY Italy suppliers, to participate and respond to a series of questions about their ESG policies, processes, and practices on the following key topics: ESG governance, greenhouse gas emissions, resource use and management, human rights and modern slavery, harassment and discrimination, diversity, equity and inclusion, supplier due diligence.

Following the responses provided, follow-ups were conducted with some suppliers to receive clarifications, understand any gaps, and share areas for improvement and best practices. Specifically, in FY23, we worked with six EY Italy suppliers who participated in the pilot in FY22, sharing the score and improvements achieved. We encouraged further improvements, and the three suppliers who received a red or yellow score were subjected to an additional assessment.

The ESG Assessment did not take place in FY23 but was relaunched and extended to additional suppliers in FY24. We invited approximately 150 suppliers, including 14 EY Italy suppliers, who are high-risk and high-spend, to participate in the assessment through the Supplier Gateway platform.

As with the FY22 pilot project, suppliers are responding to questions about their ESG policies, programs, and impacts, including human rights and DE&I issues, and we will work with them to encourage improvements.

This assessment will be conducted annually, and the number of suppliers included will increase each year. The evaluation process is as follows:

- If the supplier scores 66% or higher, they are invited to complete the survey after 12 months.
- If the supplier scores 65% or lower, the ESGS team reviews the non-compliances and, working with the relevant procurement manager and stakeholders, coordinates with the supplier to confirm an improvement plan. The supplier is invited to complete the survey after 12 months.

Additionally, we have invited 80 high-risk and high-spend suppliers, including 18 EY Italy suppliers, who have already obtained the Ecovadis sustainability rating to share their assessment, and we are reviewing the Ecovadis sheets to reduce survey duplication.

In FY25, we will hold discussions with those who present areas for improvement. Please note that other suppliers with global contracts, whose services/products may benefit EY Italy, have also participated in this activity.



Learning of EY Global supply chain services people on ESG topics

Annually, we organize the Responsible Sourcing Week, a series of Learning sessions on ESG topics, primarily aimed at sourcing managers, to train them on required actions and inspire them on ESG topics. The Responsible Sourcing Week of FY24 further strengthened our commitment to sustainability, providing our workforce with the tools and knowledge necessary to navigate the evolving landscape of environmental, social, and governance requirements. The sessions delivered, adapted to different geographies, included topics such as recognizing signs of modern slavery, biodiversity, biofuels, and LGBTQ+ rights.

In FY24, all professionals in the EY Supply Chain Services team received Learning on Sustainable Procurement through our online learning tool, which includes concepts applicable to human rights, such as supplier due diligence. Overall, 94% of all EY Supply Chain Services staff completed the Learning, and 56% of the EY Supply Chain Services team members completed the "Introduction to Business and Human Rights" Learning course.

Learning sessions were conducted at the category level, including Learning for the EY Travel Meetings and Events team and a course for the EY Brand, Marketing, and Communication team.

Supplier learning on ESG topics

Our high-risk and high-spend suppliers have been trained on human rights and emission reduction.

Focus on Emissions

As part of our supplier engagement efforts, we provided Learning on science-based targets in February 2024, including our expectations of suppliers, definitions of emission reduction, and a guide on how to set targets.

Focus on Human Rights

In June 2024, we provided Learning focused on human rights, primarily aimed at high-risk and high-spend suppliers. This included our expectations of suppliers, what human rights are, how the EY Supplier Code of Conduct should be interpreted and met, and what a best practice program looks like.

Preparation for ESG regulations

To prepare for compliance with sustainability regulations such as the CSDDD (Corporate Sustainability Due Diligence Directive), we are conducting an assessment of our processes and any gaps in areas such as supplier risk mapping, supplier due diligence, Learning, and policies. At the end of this process, we will create an action plan to strengthen the various areas. In FY25, we will also update our Sustainable Sourcing Framework.

Attention to sustainability in supplier selection is still very high, here are some examples:

- All the **technological devices** we distribute to our people in Italy, PCs and smartphones, are **leased from GHC Meridian**, a supplier that ensures attention to sustainability and circular economy principles.
- In **Milan and Rome**, at our request, cleaning service suppliers use **EcoLabel certified products**.
- For the **cleaning service** of EY offices in **Milan and Monza**, we rely on "Il Portico," a cooperative established to provide an effective response to the need for work and reintegration into social life for disadvantaged people and people at risk of marginalization. This has created new permanent jobs for **32 disabled people of 13 different nationalities**, constituting a successful example of integration. Similarly, at the EY office in Brescia, we have entrusted the cleaning services to the social cooperative Andropolis.

4.4 Certifications, ESG ratings and awards

EY Italia is committed to responsibility, quality, and maintaining the highest standards in business management and corporate activities. This commitment is demonstrated through the acquisition and maintenance of certified management systems and sustainability ratings. EY Italia holds several key certifications in sustainability and has outlined a specific program within its sustainability plan to expand these certifications. Being certified offers several benefits:

- It reduces risk levels by implementing effective prevention and protection measures.
- It provides added value to both public and private clients.
- It increases awareness among all parties involved in the management system, including compliance with applicable legislative requirements.
- It enhances the ability to verify and control supplier performance.

Below, we list the sustainability ratings and certifications currently held, which are subject to ongoing verification to ensure their maintenance. [ESG certifications](#) are publicly available.



ESG ratings obtained

In FY24, EY Italia received high scores in [Sustainability Ratings](#), which are assessment tools that evaluate a company's performance in environmental, social, and governance (ESG) aspects. These ratings involve a thorough analysis of how the company handles its responsibilities toward the environment, human rights, working conditions, corporate ethics, and economic sustainability. Achieving these Ratings helps identify strengths and areas for improvement in ESG matters and allows the company to communicate its commitment to sustainable practices to different stakeholders.

Ecovadis



- EY Advisory S.p.A.



- EY S.p.A.



- Studio Legale Tributario

Open-es

Scoring sostenibilità
95/100

- EY Advisory S.p.A.
- EY S.p.A.
- Studio Legale Tributario
- EY BGP S.r.l.

Synesgy

ESG SCORE: A
Excellent level of Sustainability

- EY Advisory S.p.A.
- EY S.p.A.
- Studio Legale Tributario



ESG awards received

The tangible actions we implement are acknowledged with various external awards. On the right, we present the awards that EY Italia received in FY24.

Top Employer

For the sixteenth year in a row, we have been recognized as a Top Employer! This certification highlights companies that excel in good practices and certified processes in human resources. Moreover, for the first time, EY has achieved the seventh position in the top 10 certified companies.

Potential Park Talent Communication

This year, we have been recognized in the Top 10 for employers with the best HR communication, securing the sixth position overall in the Potentialpark Ranking among 90 competing companies. We stood out as the only Big Four firm to be ranked in the top 20 across all categories.

Recognition of the Corporate Volunteering Charter by Legambiente

Legambiente has awarded us the Corporate Volunteering Identity Card, managed by the EY Foundation, which encapsulates the sustainability journey undertaken by the company.

SDGs Leaders Awards

The SDGs Leaders Awards are highly esteemed accolades given to the Leadership Teams of companies that have established new benchmarks of excellence through initiatives focused on creating a better and more sustainable future.

Best Internship Repubblica degli Stagisti

Once again, we have been recognized for our outstanding performance in directly hiring individuals under 30 and for initiating the highest number of apprenticeship contracts.

Welcome. Working for refugee integration of UNHCR

Recognition for the substantial effort shown in advancing initiatives aimed at the employment of refugees. This achievement is due to the collaboration between EY Talent and EY Foundation.

Volontari@work of Fondazione Terzjus

The award showcases the collaboration between the corporate sector and social initiatives. The jury recognized EY for the EY Ripples program, which was implemented with the support of EY Foundation.

Sport Senza Frontiere Award

By taking part in the Rome and Milan marathons through EY Foundation, we have supported the JOY Camp project, which is specifically targeted at young people facing social vulnerability.

100 Best Company to Work for

EY has made it into the "100 Best Companies to Work for" list by Great Place to Work, a research, technology, and consulting firm that evaluates workplaces by gathering and analyzing employees' feedback and overall experience.

National Award Carla Guglielmi

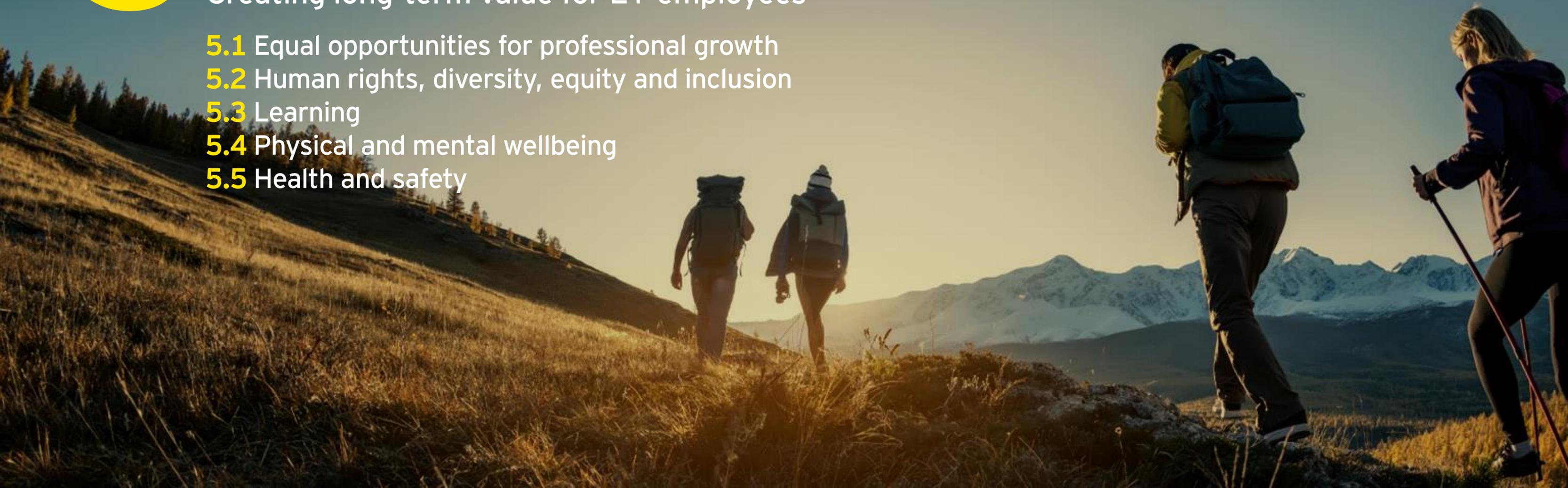
Awarded by the Secretary General of EY Foundation for the fundraising efforts supporting "Riding the Blue", an innovative project focused on equine-assisted therapy for treating Autism Spectrum Disorder (ASD) in children.

On a global scale, we have been recognized as a leader in the sustainability consulting market by [Verdantix](#).

5 The people of the future

Our approach to developing people
Creating long-term value for EY employees

- 5.1 Equal opportunities for professional growth
- 5.2 Human rights, diversity, equity and inclusion
- 5.3 Learning
- 5.4 Physical and mental wellbeing
- 5.5 Health and safety





Creating long-term value for EY people

We are composed of individuals who are dedicated every day to building a better working world. Focusing on people means creating value for all EY employees, both now and in the future, by committing to various areas:

- **Equal opportunities for professional growth**, based on merit and irrespective of gender. To ensure there are no gender pay disparities, we continuously monitor the gender pay gap, aiming to keep it below 2%;
- **Human rights, diversity, equity and inclusion**. We strive to create and maintain a work environment free from discrimination that promotes diversity and respect for human rights, focusing on reducing inequalities and providing opportunities for young people. Additionally, we have developed policies to protect parenting and support the return from maternity leave, as well as implemented various projects to foster and create a culture of inclusion;

- **Learning**, which is one of our foundational pillars for personal and professional growth. We provide all the tools to train knowledgeable and qualified professionals who can offer the best skills and meet the diverse needs of our clients while being mindful of sustainability issues;
- **Physical and psychological wellbeing**, because caring for our people means looking after their health and wellbeing, both physically and mentally, offering various wellbeing programs among other things;
- **Health and safety**, to ensure a healthy workplace and protect the health and safety of our people.

All this because EY is committed to its promise to guarantee all EY network employees **"The exceptional EY experience – it's yours to build"**.



III. People of the future *People Value*

27% of women on
Boards of Directors

28% of women
promoted to partner

Gender pay gap <2%

~20% of employees
promoted to a higher
rank

65% of employees
reported having an
Exceptional EY
Experience

UNI/PdR 125
and 35 DE&I
initiatives

Expansion of the
Parents@EY Policy

~554.500
hours of Learning
delivered

6 EY Badges focused
on sustainability

88% of employees
completed
sustainability courses

Total wellbeing
program - physical,
economic, mental, and
social

Health and Safety
management system



<2%
Gender pay gap

5.1 Equal opportunities for professional growth

Gender disparity remains a significant challenge for the global community. Achieving gender equality and empowering women and girls is crucial for progress, the full development of human potential, and sustainable development.

Aligned with the 2030 agenda goals, we offer equal opportunities to all employees and continuously monitors salaries to ensure there is no gender pay gap, intervening where necessary to address any disparities.

The gender pay gap at EY Italy in FY24, calculated as: [(average annual fixed male compensation) - (average annual fixed female compensation)] / (average annual fixed male compensation) (per rank) is less than 2%, in line with the goal set within the Sustainability Plan.

To further enhance gender balance in the workforce, in FY24, through the Sustainability Plan, we achieved the following results in Italy:

- 43% of women hired (51% in FY23);
- Increased the presence of women on the Boards of Directors of EY Italy companies to 27%;
- 28% of women promoted to partner.

Our culture and values help equal opportunities to be provided to all professionals, regardless of gender and other diversities, to eliminate gaps due to personal characteristics and guarantee opportunities based on merit and individual skills.

Additionally, we have policies in place to protect parents and specific programs to promote the inclusion of women, especially in male-dominated sectors.

Each year, through the **EY People Pulse**, we gather and listen to the feedback of all our employees, aiming to continuously improve and provide the best possible EY experience.

In FY24, 65% of EY employees in Italy reported having an **Exceptional EY Experience** through the EY People Pulse (FY25 target: 70%).

Performance management

The topic of internal career opportunities is also constantly monitored. Globally, specific KPIs are established to ensure equal opportunities for promotion within individual divisions.

Our clients evaluate the results and recognition we achieve in the market, which are concrete evidence of the value we provide through the professionalism of our people. The same criteria are used in measuring performance and determining the career paths of EY employees: we use feedback to gain insights into the professionalism of our people, the measurable impacts, and the value they bring.

We have a **performance management framework called LEAD**, which supports the careers of our people, inspires their growth, and recognizes the value they contribute. Through continuous feedback and growth perspective discussions with counselors, LEAD helps individuals align with our strategy, understand the firm's expectations, and focus on their future career paths. An individual's dashboard provides a snapshot of performance across the dimensions of Transformative Leadership, including quality, risk management, technical excellence, and engagement metrics.

The feedback received during an annual cycle is aggregated and used as input for compensation and reward programs. At the core of the framework are the conversations between counselee and counselor, which cover various topics such as understanding the diversification of career paths, creating an inclusive and fair environment, and pursuing Learning and new experiences. These conversations help identify further growth opportunities and build future-oriented skills.

The performance management framework extends to partners, principals, executive directors, and directors and applies to all EY member firms worldwide. This reinforces the global business agenda by continuing to link performance to broader goals and values. The process includes goal setting, continuous feedback, personal growth and an annual performance review. The documentation of partners' goals and performance is the cornerstone of the evaluation process. A member firm's partner's goals are articulated on six global and local priority indicators in six parameters, the most important of which is quality.

Percentage of promotions to higher ranks among the total eligible population by Service line in FY24:

Assurance

26,8%

Consulting

21%

SaT

26,6%

Tax & Law

20,1%

CBS

8%





5.2 Human rights, diversity, equity and inclusion

We believe that respecting human rights is essential to our purpose of building a better working world. The EY Global Human Rights Statement is grounded in our Code of Conduct and reflects our commitment to upholding the fundamental rights of all human beings.

Our Human Rights Policy is based on the Universal Declaration of Human Rights, related treaties and declarations, and the broader ethical principles underlying their development.

Our approach to respecting and defending human rights is guided by the United Nations Principles on Business and Human Rights, which state that businesses have the responsibility to:

- Avoid causing or contributing to negative impacts on human rights through their activities and address such impacts if they occur;
- Seek to prevent or mitigate negative impacts on human rights that are directly linked to their operations, products, or services by their business relationships.

Beyond avoiding and mitigating potential harm, we aim to proactively support and promote human rights for the benefit of the communities in which we operate, raising human rights awareness throughout the EY network for the benefit of all people and those they interact with.

We are committed to supporting the human rights of EY employees. Specifically, in line with our **Inclusion and Non-Discrimination Policy**, we are committed to respecting the following human rights, which we have identified as most relevant in our work environment:

- **Health and safety** – The right of all individuals to a physically and psychologically safe work environment;
- **Labor rights** – The right of all individuals to fair and favorable working conditions, with attention to providing appropriate support based on needs;
- **Diversity, equity, and inclusion** – The right of all individuals to be respected and valued for their uniqueness, offering them equal career opportunities and the development of their potential.

[The full text of the EY Global Human Rights Statement](#)

[The full text of the EY Modern Slavery Statement](#)

Our global commitment to Diversity, Equity, and Inclusion (DE&I) is outlined in the [EY Global Executive \(GE\) Diversity, Equity and Inclusiveness Statement](#),

To track our progress on DE&I initiatives, we utilize the Global DE&I Progress Report (previously known as Tracker), a tool that measures diversity and inclusiveness across various dimensions, both visible and invisible, including individuals' personal experiences.

The Global DE&I Progress Report serves as a crucial management tool that fosters consistent DE&I actions and propels the organization forward collectively.

The metrics include assessing career diversity, work experience, and gender representation in leadership roles. Furthermore, it analyzes aggregated data on gender and cultural background differences from internal surveys to understand how inclusiveness is perceived.

We continue to observe collective advancements throughout the organization and pinpoint areas where we can concentrate our efforts to bridge gaps and ensure our people have access to inclusive and equitable experiences.

The diversity we encounter daily with our colleagues is an opportunity for enrichment and a valuable asset. Our aim is to create an environment that encourages innovation and allows everyone to grow and express themselves fully, contributing to the development of a more tangible diversity of thought. Each year, we develop a range of projects and initiatives to foster a culture based on respect and the appreciation of each individual's uniqueness, ensuring that everyone can be their true selves.

Since 2019, EY Italy has established a team dedicated to Diversity, Equity & Inclusion. The focus on DE&I has broadened to encompass sexual orientation and gender identity, the inclusion of disabilities (both visible and invisible, temporary and permanent) and vulnerabilities, multiculturalism and generational diversity, gender equity, promoting a healthy and effective balance between private and work life, always maintaining a comprehensive approach that considers the intersectionality of diversity.

EY Italy has implemented a **Child Labor Management Procedure** that details the criteria and methods adopted to ensure that child labor is neither used nor promoted and to define the intervention methods in case it is detected among its suppliers.

To ensure a consistent approach globally, we utilize the **DE&I Roadmap and Culture Change Continuum**, our DE&I strategy and methodology, developed by the EY Global Steering Committee for Diversity, Equity and Inclusion.

EY Italy holds the following certifications:

- UNI ISO 30415:2021 - Human Resource Management - Diversity and Inclusion;
- UNI/PdR 125:2022 - Gender Equality.

We are also signatories of the **Carta per le Pari Opportunità e l'Uguaglianza sul Lavoro - Italian Diversity Charter** of Fondazione Sodalitas.

Our **Policy against discrimination, harassment, and bullying in the workplace** promotes fair and respectful treatment of all individuals, defining what constitutes discrimination, intimidation, bullying, and harassment, and providing examples of inappropriate behaviors. It includes various forms of diversity, such as ethnic origin, sexual orientation, gender identity, disability, age, religion, political opinion, social origin, etc. The policy offers practical guidance on how to report inappropriate behavior, whether formally or informally, and emphasizes that all reports will be handled impartially, promptly, and confidentially, without any risk of retaliation.

Since FY23, EY Italy has implemented the **Diversity, Equity & Inclusion Policy**, which outlines the strategy and actions to promote diversity, equity, and inclusion within the network. In FY24, in Italy, we conducted **35 DE&I initiatives** (28 in FY23), including, but not limited to:

- **"Bring Your Kids at EY"**, a special open day where we opened the doors of our offices in Milan, Rome, and Bari to the families of EY employees;
- **"Inclusive Hiring Academy"**: an internal Learning project focused on the inclusion and inclusive management of individuals with disabilities and vulnerabilities at EY;
- **"Evolving toward Inclusive Organizations"**: an event held on the International Day of Persons with Disabilities to launch the Inclusive Hiring Academy project, featuring interviews with influential figures in the Italian disability community, and a theatrical performance with CambiScena involving EY colleagues with visible and invisible disabilities;
- **"4weeks4inclusion"**: a series of webinars and events dedicated to promoting diversity and inclusion, organized by TIM with over 200 partner companies, held over 4 weeks.

- **“World Mental Health Day”**: creation of videos displayed on our internal screens to promote the psychological support and management consultation service, and to encourage participation in the webinar “Mental Safety. The transformative power of feeling safe.”
- **“I said no. Together against gender violence”**: a webinar against gender violence where, through a dialogue with the authors of the book of the same name, we explored the various forms gender violence can take, how to find the courage to seek help, make your voice heard, and regain control of your life.
- **“Mom, Dad: I'm gay!”**: an event organized by Unity Italy in collaboration with Parks and Agedo, where we explored situations where we might find ourselves as spectators or protagonists of significant revelations about the personal lives of our loved ones. Is there a better way to react? How to choose the right words? What to do immediately after? How to provide support? How to manage your curiosity while respecting the person speaking to you?
- **“Pride Month”**: networking events organized by Unity Italy, with participation in the parades in Milan and Rome and illuminating the EY headquarters in Rome with the colors of the rainbow.

In EY Italy, there are also several Employee Resource Groups (ERGs), affinity groups created and managed on a voluntary basis by colleagues of different ranks and professions who share common interests or backgrounds and wish to contribute to creating a welcoming and inclusive work environment.

The affinity groups pertain to various dimensions of DE&I:

- People with disabilities (DiversAbility).
- LGBTQI+ (Unity network).
- Cultural Diversity (Minds from the Globe).
- Different generations (Young Leadership Board).
- Women and allies network (WANI and You Movement).



EY

Congrats on your BABY

Nel farti i nostri più sinceri auguri, ti ricordiamo le opportunità che EY ha pensato per te!

- Asilo Nido e Baby Sitter**
Rimborso fino a 4.500 € ai genitori per spese di asili nido e servizi di baby sitter, entro i 36 mesi dalla data di ingresso in famiglia.
employee-relations-help-desk-mil@it.ey.com
- Buddy e Planning agevolato**
Possibilità di scelta di un buddy per agevolare il rientro al lavoro e di planning agevolato su clienti "vicini" geograficamente al proprio domicilio/sede di lavoro.
Talent Consultant & Service Line
- You Care You Learn**
Il programma di self-learning per comprendere come poter applicare nel lavoro le competenze trasversali acquisite durante l'esperienza di cura della propria famiglia.
Talent Consultant & Service Line
- Progression e Promotion**
Per entrare in valutazione sono sufficienti 3 mesi di lavoro svolto nel FY!
Talent Consultant & Service Line
- Allattamento**
2h al giorno di allattamento fino al compimento del 1° anno di età del bambino.
+8h di permesso per l'inserimento all'asilo nido o alla scuola dell'infanzia.
employee-relations-help-desk-mil@it.ey.com
- Congedo di Paternità EY**
In aggiunta ai 10 giorni di congedo di paternità obbligatorio previsti dalla legge, EY riconosce ulteriori 10 giorni di congedo di paternità, che possono essere usufruiti entro il 3° anno di età del figlio.
employee-relations-help-desk-mil@it.ey.com
- Congedo parentale**
Il congedo parentale (ex maternità facoltativa) per i genitori, entro i primi 12 anni di vita del bambino per un periodo complessivo tra i due genitori non superiore a 10 mesi (11 mesi in alcuni casi particolari).
employee-relations-help-desk-mil@it.ey.com

EY

Another significant activity in FY24 was the update of the **Parents@EY Policy**, which included several key changes:

- The inclusion of the possibility to request activation in cases of adoption and foster care
- The increase of the parent bonus from €3,500 to €4,500 for childcare expenses (nurseries, babysitting), within 36 months from the birth or adoption of each child
- The provision of 8 hours of paid annual leave for both parents, for each child, to be used for nursery and preschool integration
- Breastfeeding leave
- The introduction of a Buddy system to help new mothers reintegrate into work and the possibility of easier planning for geographically "close" clients
- Self-learning opportunities to leverage the soft skills acquired during caregiving experiences and apply them in a professional context

We foster a culture of parenting and the shared involvement of both parents in family care: it grants new fathers with children (natural, adoptive, foster) an additional 10 days, in addition to the 10 days of paternity leave mandated by law. In FY24, we also established dedicated rooms for breast milk extraction at our offices in Milan, Rome, and soon Bari. These spaces provide EY mothers with a comfortable and private place during the workday.



In addition to the structured learning offered by the EY Learning team, all our people have the chance to delve into or explore new topics through freely accessible **e-learning platforms**.

EY Badges

We provide the opportunity to acquire and certify skills that will be strategic for the future.



EY Tech MBA

We offer everyone the opportunity to access:

- ▶ EY Tech MBA Program
- ▶ EY Masters in Business Analytics Program
- ▶ EY Masters in Sustainability Program

Platforms for continuous learning

We aim to promote a culture of continuous learning to improve daily.

In recent years, we have significantly increased our investments in sustainability Learning. Besides offering the opportunity to pursue a **master in sustainability**, we have enhanced our Learning offerings on the EY Badges

platform, which now features **6 EY Badges specifically focused on sustainability:**



In addition to the previous courses available to all EY employees, the teams that specifically work on sustainability-related topics, such as the Climate Change and Sustainability Services team, receive dedicated technical Learning. Other courses have been and will be provided for additional specific needs, such as **impACT week**, a week of Learning for all Assurance professionals on ESG topics.

As an additional Learning tool, we have included a module in the **onboarding** process for all new hires that explains the basic concepts of sustainability and the SDGs, highlighting the importance of the topic and establishing a common foundation.

In FY24,

88%

of EY Italy employees participated in

sustainability courses.

(77% in FY23)

5.4 Physical and psychological wellbeing

We have always prioritized the wellbeing of our people. To this end, we have developed a holistic and flexible approach to wellbeing, offering a wide range of opportunities.

Our approach focuses on total wellbeing, encompassing the four dimensions of individual and collective wellbeing: physical, economic, mental, and social.

Launched on 1 October 2021, for all EY Italy employees, the EYxTe program combines flexible benefits, programs, and agreements to address all needs, following the logic of total wellbeing.

The program is centered on an intranet portal designed for immediate consultation and use by all employees. In FY24, we introduced a change, Learning, and communication program inspired by neuroscience, aimed at the entire company.

In addition to Learning content, inspirational moments with prominent speakers were shared.

Finally, EY chose Carol, the first digital primary care service in Italy, allowing EY employees and five of their family members to access health care services for free from their mobile phones, ensuring practical and efficient medical assistance that saves time, money, and effort.

PHYSICAL WELLBEING

We want EY employees to take care of themselves, their bodies, and the wellbeing of those closest to them, providing everyone with the right tools to do so effectively, anywhere and anytime.

Free online fitness, vouchers for gyms and swimming pools with FlexEYgift, courses and personal trainers, on-demand nutritionist, reimbursement for specialist visits, health care assistance, digital doctor, and much more.

MENTAL AND EMOTIONAL WELLBEING

We support mental and emotional wellbeing, enabling EY employees to integrate professional and personal life in a healthy and sustainable way.

Mindfulness courses and classes, in-depth sessions on key mental and emotional wellbeing topics, and free psychological support 24/7.



SOCIAL WELLBEING

Building and maintaining positive and satisfying relationships is essential for a serene and motivating work environment. The sense of belonging and feeling understood and valued are crucial for collective wellbeing. We provide theoretical and practical tools to create spaces of psychological safety, where employees can express themselves and their needs. Social wellbeing also has a broader meaning. Our purpose is building a better working world. For this reason, we believe that contributing to the community and the country's system is essential, not only through our daily professional activities but also by encouraging pro bono skills volunteering. This creates an impact that drives the change we want to see in the world, thanks to EY Ripples and the activities of the EY Foundation.

ECONOMIC WELLBEING

We aim to provide the security of a continuously growing economic horizon, with dedicated compensation and benefit plans.

Meal vouchers, mobility sharing agreements, vouchers for Learning, travel, mobility subscriptions, online purchases, reimbursement for specialist visits, health care assistance, company credit card, insurance, parent bonuses, platforms to deepen your passions and expand your language skills, and much more.

PHYSICAL WELLBEING

- A network of over 2,200 gyms and sports facilities in Italy, live streaming group workouts, individual sessions with qualified personal trainers, and more than 30 partner apps, through discounted subscriptions.
- Wellbeing for Good for EY, the walking, running, and functional training program with specialized trainers in Bari, Rome, and Milan.
- Supplementary health care that allows booking and receiving specialist services at affiliated facilities.
- Carol, the first digital primary care service in Italy that allows you to access health care services for free and conveniently from your mobile phone.

MENTAL AND EMOTIONAL WELLBEING

- Free psychological support, a personal, protected, and structured space where you can receive psychological consultations in total confidentiality to address personal or work-related difficulties.
- Free Management Consultation service dedicated to team managers.
- Mindfulness and meditation to promote wellbeing.

SOCIAL WELLBEING

- Corporate volunteering activities through the EY Ripples program.

ECONOMIC WELLBEING

- Meal vouchers usable in restaurants and local shops, supermarkets, and for online shopping.
- Corporate agreements for travel, shopping, leisure, finance, health and sports, culture, home, technology, Learning, and much more.
- Flexible benefit with FlexEYgift, the flexible benefit that caters to diverse needs, enhancing each person's individuality, from grocery shopping to fuel, from the gym to medical visits, to cinema and personal education, and much more.
- Parent Policy and parent bonuses, which provide reimbursements for expenses incurred for nurseries, babysitters, and other educational services (e.g., playrooms) and family assistance.
- Corporate credit card.
- Personal car insurance.
- Professional and extra-professional accident insurance, through which we guarantee, via insurance policy or membership in a collective welfare and assistance fund, insurance for permanent disability and death resulting from an accident, even if not work-related.
- Agreement for pension consultancy and tax assistance services.





5.5 Health and safety

EY Italia is committed to ensuring high standards of workplace safety to protect the health and safety of its people.

To this end, an integrated management system compliant with the requirements of the ISO 45001 standard has been implemented for all EY Italia offices, and for the main EY Italia offices that host more than 80% of the network's population and where all processes involved in the activities referred to by the standards are allocated, the ISO 45001:2018 certification "Occupational Health and Safety Management System" has been obtained.

The methodologies used for identifying work-related hazards and assessing risks are described in the company's Risk Assessment Document (DVR). The document includes the identification of all risks to which workers are exposed and the related improvement measures implemented by the company.

At the management system level, a risk assessment process and an improvement plan have been created, annually reviewed by company management, which formalizes the results of these assessments in a Management Review document.

To effectively manage health and safety issues, EY Italia has created an internal organizational function "HSSE & EY Italy Management Systems Certification" and appointed experts in occupational health and safety with the required professional qualifications, including a Head of the Prevention and Protection Service (RSPP), the Competent Doctor, and Prevention and Protection Service Officers (ASPP).

Additionally, there are Workers' Safety Representatives (RLS), emergency management officers, and supervisors. A specific mandatory Learning plan is applied to all the aforementioned roles and, more generally, to all EY Italia employees.

Regarding the reporting of hazards and dangerous work-related situations, the integrated management system includes a procedure for managing findings: non-conformities, accidents, complaints, and reports, which outlines the process for managing and reporting non-conformities related to health and safety issues, including accidents and near misses. The "EY Ethics Hotline" is also available, allowing employees to report any irregularities, thereby contributing to improved safety management.

Moreover, the Health Surveillance Program ensures that policies are applied to allow remote work for individuals in vulnerable conditions and during pregnancy to protect their health.

The network also has an emergency management procedure for handling workers in dangerous situations within company premises.

Regarding worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, the participation of RLS in periodic meetings, the company risk assessment process, and the review of DVRs is highlighted.

The company intranet features a SharePoint with sections dedicated to management systems and certifications and health and safety.

In addition to prevention and risk reduction, EY Italia promotes employee health through insurance coverage, a free psychological support service, a telemedicine service, corporate sports activities, and the comprehensive wellbeing program described in the previous section.

6

GRI Content Index

Declaration of Use

EY Italia has documented the information cited in this GRI content index for the period 1/07/2023-30/06/2024 with reference to the GRI Standards.

Utilized GRI 1

GRI 1 - Fundamental Principles - version 2021

GRI 2: General Disclosures 2021

1. The organization and its reporting practices

GRI Indicator	Disclosure	Section	Direct Response	SDG
2-1	Organizational details	Organization and governance	-	-
2-2	Entities included in the organization's sustainability reporting	Methodological approach	-	-
2-3	Reporting period, frequency, and contact point	Methodological approach	-	-
2-4	Restatements of information	-	<i>Any changes are appropriately indicated within the report and in the corresponding section</i>	-
2-5	External assurance	Methodological approach	-	-

2. Activities and workers

2-6	Activities, value chain, and other business relationships	Organization and governance, Responsible supply chain	-	-
2-7	Employees	Annex - The people of the future	-	8, 10
2-8	Non-employee workers	Annex - The people of the future	-	8, 10

3. Governance

2-9	Governance structure and composition	Organization and governance	-	-
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4. Strategy, policies, and practices

2-22	Statement on sustainable development strategy	Letter to Stakeholders	-	-
2-23	Policy commitments	Ethics, integrity and transparency	-	16
2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing	-	16
2-28	Membership associations	Partnerships and association memberships	-	-

5. Stakeholder engagement

2-29	Approach to stakeholder engagement	Stakeholders and their engagement	-	-
2-30	Collective agreements	-	<p><i>100% of employees are covered by national collective bargaining agreements (CCNL):</i></p> <p><i>a) Employees - CCNL Terziario</i></p> <p><i>b) Managers - CCNL Terziario or CCNL Dirigenti Industria (for those promoted or hired as managers before 10/2013)</i></p>	8

**GRI 3: Material Topics 2021**

GRI Indicator	Disclosure	Section	Direct Response	SDG
3-1	Process for determining material topics	Stakeholders and their engagement, Material topics	-	-
3-2	List of material topics	Material topics	-	-
GRI 201: Economic Performance 2016				
3-3	Management of material topics	Letter to Stakeholders	-	-
201-1	Direct economic value generated and distributed	Annex - Financial value	-	8
GRI 203: Indirect Economic Impacts 2016				
3-3	Management of material topics	Local communities and relationship with the territory	-	-
203-1	Infrastructure investments and services supported	Annex - The country of the future	-	1, 3, 8
GRI 205: Anti-corruption 2016				
3-3	Management of material topics	Ethics, integrity and transparency	-	-
205-3	Confirmed incidents of corruption and actions taken	Annex - The company of the future	-	16
GRI 206: Comportamento anticompetitivo 2016				
3-3	Management of material topics	Ethics, integrity and transparency	-	-
206-1	Legal actions related to anti-competitive behavior, trust activities, and monopoly practices	-	<i>During FY24, there were no incidents of anti-competitive behavior, antitrust, and monopoly practices.</i>	16

**GRI 302: Energy 2016**

GRI Indicator	Disclosure	Section	SDG
3-3	Management of material topics	Environmental sustainability	-
302-1	Energy consumption within the organization	Annex - The country of the future	7, 8, 12, 13

GRI 305: Emissions 2016

3-3	Management of material topics	Environmental sustainability	-
305-1	Direct (Scope 1) GHG emissions	Annex - The country of the future	3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) GHG emissions	Annex - The country of the future	3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) GHG emissions	Annex - The country of the future	3, 12, 13, 14, 15

GRI 401: Employment 2016

3-3	Management of material topics	Employment	-
401-1	New employee hires and employee turnover	Annex - The people of the future	5, 8, 10

GRI 403: Occupational Health and Safety 2018

3-3	Management of material topics	Health and safety	-
403-1	Occupational health and safety management system	Health and safety	8
403-2	Hazard identification, risk assessment, and incident investigation	Health and safety	8
403-4	Worker participation, consultation, and communication on occupational health and safety programs	Health and safety	8, 16
403-5	Worker learning on occupational health and safety	Health and safety	8
403-6	Promotion of worker health	Health and safety	3
403-9	Work-related injuries	Annex - The people of the future	3, 8, 16

**GRI 404: Learning and Education 2016**

GRI Indicator	Disclosure	Section	Direct Response	SDG
3-3	Management of material topics	Learning	-	
404-1	Average hours of learning per year per employee	Annex - The people of the future		4, 8

GRI 405: Diversity and Equal Opportunity 2016

3-3	Management of material topics	Equal opportunities for professional growth, Human rights, diversity, equity and inclusion	-	
405-1	Diversity in governance bodies and among employees	Annex - The people of the future		5, 8

GRI 406: Non-discrimination 2016

3-3	Management of material topics	Human rights, diversity, equity and inclusion	-	
406-1	Incidents of discrimination and corrective actions taken	Annex - The people of the future		5, 8

GRI 415: Public Policy 2016

3-3	Management of material topics		<i>None of EY Italia's legal entities financially support political parties, elected representatives, or candidates for public office</i>	-
415-1	Political contributions	-		16

GRI 418: Privacy dei clienti 2016

3-3	Management of material topics	Data protection and cybersecurity	-	
418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data	Annex - The company of the future		16



7 Annex

The data reported in this section refers to EY Italia

The country of the future - Social value

Community Investments

GRI203-1

	FY22	FY23	FY24
EY Volunteers	1.186	1.840	2.094
Initiatives carried out	42	72	85
Value distributed to the community* (€)	476.481	500.207,30	576.024,97

*The value distributed to the community by the EY Foundation in FY24, thanks to the support of EY Italia, amounts to €576,024.97, of which €574,524.97 in donations, €0 in social sponsorships, and €1,500 in association contributions.

Lives impacted

	FY22	FY23	FY24
Totale	482.000	802.000	981.000

The figures for "lives impacted" include the evaluation of direct and indirect beneficiaries of EY Ripples initiatives. For instance, they encompass both the leaders of impact enterprises and their customer base, weighted according to the depth and breadth of the impact attributable to our support.



Greenhouse gas (GHG) emissions in metric tons of CO2 equivalent (tCO2e)

	FY19	FY22	FY23	FY24
Total emissions Location Based	13.691	11.259	13.300	14.058
Total emissions Market Based	14.214	11.256	12.411	13.385
Scope 1	314	489	791	1.178
Scope 2 Location Based	1.144	1.311	1.111	990
Scope 2 Market Based	1.668	1.308	222	316
Scope 3	12.233	9.459	11.398	11.891

GRI305-1

GRI305-2

GRI305-3

Greenhouse gas (GHG) emissions by Legal Entity in tCO2e

Scope	Category	FY24	EY S.p.A.	EY Advisory S.p.A.	Studio Legale Tributario	Global Shared Services S.r.l.	Engineering and Technical Services S.r.l.	EY Jungles Srl	EY BGP Srl	EY Valorando Srl
Scope 1	Natural Gas	122	49	53	17	2	0	-	1	0
	Company Vehicles	653	319	319	0	3	4	-	6	0
	Diesel	1	0	1	0	0	0	0	0	0
	F-gas leakages	402	88	254	42	13	1	0	4	0
Scope 1 total		1.178	456	626	59	18	5	0	12	1
Scope 2	District Heating	21	20	0	-	-	-	-	0	0
	Electricity - Location Based	969	283	525	106	40	3	2	10	0
	Electricity - Market Based	295	93	155	26	16	1	2	3	0
Scope 2 total (Location Based)		990	303	525	106	40	3	2	10	0
Scope 2 total (Market based)		316	113	155	26	16	1	2	3	0
Scope 3	Purchased Goods & Services	73	25	35	8	3	0	0	1	0
	Capital Goods	590	189	298	66	27	2	2	6	0
	Fuels and energy related emissions	390	247	111	23	4	1	0	4	0
	Waste	204	65	103	23	9	1	1	2	0
	Business travels	8.043	4.045	3.033	588	283	7	5	79	4
	Commuting	2.079	666	1.052	232	95	6	7	20	1
	Remote Working	513	161	260	48	23	1	14	5	0
Scope 3 total		11.891	5.397	4.892	987	445	18	29	117	6
Total (Location Based)		14.058	6.157	6.043	1.152	504	26	31	138	7
Total (Market Based)		13.385	5.967	5.673	1.072	480	24	30	132	6

Greenhouse gas emissions (GHG)

CALCULATION METHODOLOGY

To accurately report the emissions and removals of GHG generated, the EY Italy network has identified the main sources of emissions, following the GHG Protocol Corporate Accounting and Reporting guidelines. The relevant emission categories were identified based on their significance through a multi-criteria analysis. The reporting boundaries include the following categories for which GHG emissions have been quantified.

Given that the activity does not involve production plants and is mainly office-based at headquarters or client sites, the most impactful categories are: emissions from business travel (especially from private cars and airplanes); from employee commuting and teleworking, and from electricity consumption. Following a process to improve reporting, due to third-party audits conducted for some of the Legal Entities of the EY Italy network, from FY24, GHG emissions generated by overnight stays during business trips have also been included in the calculation. All emissions have been categorized as non-biogenic. Additionally, emissions from land use change are not considered as all EY Italy network offices are located in urban areas and are not newly built. For FY24, the following categories have been calculated:

Scope	Source	Emission Factors	Assumptions
Scope 1	STATIONARY COMBUSTION: natural gas, diesel	National standard parameters table: Coefficients used for the CO2 emissions inventory in the national UNFCCC inventory. DEFRA 2023 - Fuels	Consumption has been estimated where bills are not available. An annual quantity of LPG consumed equal to a percentage of the tank capacity at the Milan and Rome offices is assumed.
	MOBILE COMBUSTION: company-owned vehicles	DEFRA 2023 - Fuels	-
	REFRIGERANT GAS: recharge of refrigerant liquid in refrigeration equipment.	DEFRA 2023 - Refrigerant & other	-
Scope 2	ENERGY SUPPLY: electricity and thermal energy.	ISPRA 2023 (location-based approach) AIB 2023 (market-based approach) Defra 2023 - Heat and steam	Consumption has been estimated where bills are not available.
	ASSOCIATED WITH PURCHASED PRODUCTS: purchase of office or IT goods	Ecoinvent 3.10	-
	ASSOCIATED WITH LEASED PRODUCTS for IT use: leasing of office or IT goods.	Ecoinvent 3.10	-
	ELECTRICITY AND THERMAL ENERGY: emissions associated with the upstream phases of the fuels used for the production of electricity and thermal energy.	Defra 2023 - WTT fuels Defra 2021 WTT - UK electricity & overseas Defra 2023 - WTT - heat and steam	-
	WASTE: emissions related to the disposal of waste produced during office activities.	Defra 2023 - Waste	As for urban waste, it has been estimated based on the average data of the quantity of municipal waste generated in Italy per person measured by Eurostat in 2022 multiplied by the number of employees.
Scope 3	FROM TRANSPORT: business travel with non-company cars, train, airplane, taxi, and urban public transport, upstream phases emissions of the fuels and combustibles considered in Scope 1 emissions and for business travel with private cars (considered in this category).	Defra 2023 - Business travel - air Defra 2023 - Business travel - land	-
	ASSOCIATED WITH OVERNIGHT STAYS during business trips	Defra, SIC Multipliers 2021 - Indirect emissions from the supply chain	
	FROM COMMUTING: home-work commute of employees by car, train, bus, or other means of transport.	Defra 2023 - Business travel - land	The primary data, thanks to which it was possible to estimate the emissions associated with this category, comes from a survey conducted by EY Italy during 2022 on commuting and teleworking.
	ASSOCIATED WITH EMPLOYEE SMART WORKING.	National standard parameters table: Coefficients used for the CO2 emissions inventory in the national UNFCCC inventory. ISPRA 2023 (location-based approach)	The primary data, thanks to which it was possible to estimate the emissions associated with this category, comes from a survey conducted by EY Italy during 2022 on commuting and teleworking.

Internal energy usage within the organization

GRI 302-1

Fuel consumption from non-renewable sources									
	UdM	FY22	FY23	FY24	UdM	FY22	FY23	FY24	Fonte
Natural gas (used for heating workspaces)	Sm3	147.128,31	119.630	65.084	GJ	5.292,96	4.292,85	2.355,37	
Methane (used for vehicle fuel)	Sm3	0	0	-	GJ	-	-	-	
Diesel (used for heating workspaces, powering generators, fire pump engines, pressure washers)	l	290	234	254	GJ	10,42	8,41	9,05	Defra
Diesel (used for vehicle fuel)	l	51345	70.769,23*	75.906	GJ	1.845,35	2.542,56*	2.701,27	
Gasoline (used for vehicle fuel and includes the consumption of hybrid and plug-in cars)	l	8408	35.666,24*	117.041	GJ	274,05	1.158,44*	3.777,29	
Total fuel consumption from non-renewable sources					GJ	7.422,78	8.002,26	8.842,99	-
Indirect energy consumption									
	UdM	FY22	FY23	FY24	UdM	FY22	FY23	FY24	Fonte
Purchased electricity consumption	kWh	5.165.744,86	4.467.143,79	4.100.291,92	GJ	18.596,68	16.081,72	14.761,05	
<i>of which is from certified renewable sources</i>	kWh	2.391.301,04	4.010.299,79	3.511.048,26	GJ	8.608,68	14.437,08	12.639,77**	Defra - tab conversion
Purchased heat consumption	kWh	241.960,73	81.507,42	116.525,39	GJ	871,06	293,43	419,49	
Total indirect energy consumption					GJ	19.467,74	16.375,14	15.180,54	-T
Total energy consumption					GJ	26.890,52	24.377,40	24.023,53	-

*The data related to diesel and gasoline consumption for the fiscal year 2023 has been updated following an improvement in the calculation methodology.

**We purchase 100% of our energy from renewable sources. The residual share of electricity from non-renewable sources is due to the fact that for some office spaces, it is not directly EY Italy that purchases the energy.



Waste generated by category in FY24 (Kg)

Paper	Plastic	Organic	Mixed	Total
6.629	12.116	5.894	69.667	94.307

Waste generated by destination in FY24 (Kg)

Landfill	Reuse R13/Donation	Incineration	Recycling	Biological treatment/compost	Other	Total
16.975 (18%)	4.715 (5%)	16.975 (18%)	27.349 (29%)	21.691 (23%)	6.601 (7%)	94.307

The company of the future - Client value

Confirmed incidents of corruption and measures taken

	FY22	FY23	FY24
Total number and nature of confirmed corruption incidents	0	0	0

Founded complaints regarding customer privacy violations and data loss

Complaints	FY23	FY24
Total number of documented complaints received for customer privacy violations	0	0
- of which received from external parties	0	0
- of which received from regulatory bodies	0	0
Thefts or losses		
Total number of identified thefts or losses of customer data	3	2*

*Violations resulting from unauthorized sharing of personal data. No notification to the Data Protection Authority. The incidents have been reported in the Data Breach Register.

Certifications and policies for Legal Entity

	EY Advisory S.p.A.	EY S.p.A.	Studio Legale Tributario	Global Shared Services S.r.l.	EY Engineering and Technical Services S.r.l.	EY Jungles S.r.l.	EY BGP S.r.l.
ISO 9001:2015	✓	✓	✓		✓	✓	✓
ISO 37001:2016	✓	✓	✓				
ISO 26000:2020			✓				
ISO 27001:2022	✓	✓	✓				✓
ISO 9241:2022	✓						
ISO 20000-1:2018	✓						✓
ISO 20400:2017	✓						
ISO 50001:2018	✓	✓					
ISO 14064-1:2019	✓	✓	✓	✓			
ISO 14001:2015	✓	✓	✓	✓			
ISO 45001:2018	✓	✓	✓	✓			
SA8000:2014	✓						
ISO 30415:2021	✓	✓	✓				
UNI/PdR 125:2022	✓	✓					
Integrated Management Systems Policy	✓	✓	✓	✓			

Certain certifications necessitate the creation of specific internal bodies to guarantee and monitor adherence to regulations. In particular, the following bodies have been established:

- Social performance team
- Gender equality steering committee
- Compliance function for anti-corruption

The people of the future – People value

Learning

	FY22	FY23	FY24
Learning hours provided	344.027	439.981	554.492
Learning hours per person	52,5	47	57

Average learning hours for the major Legal Entities

	FY22	FY23	FY24
EY S.p.A.	84	70	87
EY Advisory S.p.A.	39	35	41
Studio Legale Tributario	35	41	48
Global Shared Services s.r.l.	26	29	35

Average learning hours per person by gender

	FY22	FY23	FY24
Donna	50	46,1	57
Uomo	54,9	50,7	57

Average learning hours per person by rank

GRI404-1

	FY22	FY23	FY24
Partners/Principals/Executive Directors/Directors	42,3	43,6	56
Senior Manager/Associate Director	53,3	52,9	68
Manager/Assistant Director	60,0	54,1	65
Supervisory Associate/Senior Associate/Senior	51,5	43,6	51
Staff/Assistant/Associate	58,9	55,9	66
Intern	17,6	21	16
Administrator	5,5	19,7	18

GRI404-1

Total number and rate of new hires by age group and gender

GRI401-1

	Gender	Age	FY22	FY23	FY24	Trend FY23-FY24	
New employees hired from July 1st to June 30th	Women	< 30 years	1.000	898	645	-28%	
		Between 30 and 50 years	245	302	240	-21%	
		> 50 years	6	8	21	163%	
	Total number of women			1.251	1.208	906	-25%
	Men	< 30 years	1.146	831	740	-11%	
		Between 30 and 50 years	314	316	371	17%	
		> 50 years	20	18	69	283%	
	Total number of men			1.480	1.165	1.180	1%
	Total number of people			2.731	2.373	2.086	-12%

The count includes partners, employees, and permanent SLT consultants, but excludes interns and contractors.

Number of employees as of June 30th by gender and age group

	Gender	Age	FY22	FY23	FY24	Trend FY23-FY24
	Women	< 30 years	1.466	1.709	1.891	11%
		Between 30 and 50 years	1.328	1.363	1.664	22%
		> 50 years	185	134	262	96%
	Total number of women			2.979	3.206	3.817
	Men	< 30 years	1.461	1.607	1.857	16%
		Between 30 and 50 years	1.513	1.689	2.006	19%
		> 50 years	236	216	362	68%
	Total number of men			3.210	3.512	4.225
Total number of employees			6.189	6.718	8.042	20%

Total number and turnover rate by age group and gender

GRI401-1

	Gender	Age	FY22	FY23	FY24	Trend FY23-FY24	
Employment terminations from July 1st to June 30th	Women	< 30 years	423	359	359	0%	
		Between 30 and 50 years	276	331	236	-29%	
		> 50 years	7	8	4	-50%	
	Total number of women			706	698	599	-14%
	Men	< 30 years	406	379	349	-8%	
		Between 30 and 50 years	379	313	268	-14%	
		> 50 years	30	13	20	54%	
	Total number of men			815	705	637	-10%
	Total number of people			1.521	1.403	1.236	-12%

The count includes partners, employees, and permanent SLT consultants, but excludes interns and contractors.

Number of people as of June 30th by Legal Entity

	FY22	FY23	FY24
EY S.p.A.	1.988	2.231	2.896
EY Advisory S.p.A.	2.537	3.536	4.576
Studio Legale Tributario	741	807	1.007
Global Shared Services s.r.l.	310	347	415
EY Engineering and Technical Services s.r.l.	10	12	27
EY Jungles s.r.l.	N/A	36	30
EY BGP S.r.l.	N/A	N/A	372
EY Valorando S.r.l.	N/A	N/A	18
Total number of people			9.341



Total number of employees by gender and contract type



Contract		Gender	FY23	FY24
Permanent (headcount)	Full-time	Men	3.579	4.158
		Women	3.151	3.608
	Part-time	Men	9	10
		Women	77	80
	Employees on variable hours contracts	Men	0	0
		Women	0	0
	Total	Men	3.588	4.168
		Women	3.228	3.688
		Totale	6.816	7.856
	Fixed-term (headcount)	Full-time	Men	81
Women			269	124
Part-time		Men	1	3
		Women	3	5
Employees on variable hours contracts		Men	0	0
		Women	0	0
Total		Men	82	57
		Women	272	129
	Total	354	186	

Including Partners, Associates, and SLT consultants.

Total number of non-employee workers by gender and contract type



Contract		Gender	FY23	FY24
Temporary workers (headcount)		Men	25	7
		Women	18	6
	Totale		43	8
Interns (headcount)		Men	173	204
		Women	148	195
	Totale		321	399
Contractor		Men	nd	nd
		Women	nd	nd
	Total		873	892

Instances of discrimination and corrective actions taken



	FY23	FY24
Total number of discrimination incidents	3*	10
Number of incidents reviewed by the company	2	10
Number of action plans executed	2	10
Number of action plans executed, with results verified through ongoing internal management reviews	2	10
Number of incidents no longer under measures	2	10

*One incident was reported on the last day of FY23. After investigations conducted in FY24, the incident was not considered founded.

Employee percentage distribution by category, gender, and age group

	Women (%)			Men (%)			Under 30 years old (%)			Between 30 and 50 years old (%)			Over 50 years old (%)		
	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24
Client-serving															
Partner	16	17	18	84	83	82	0	0	0	47	50	45	53	50	55
Executive Director	17	19	21	83	81	79	0	0	0	81	74	68	19	26	32
Senior Manager	37	36	37	63	64	63	0	0	0	94	92	89	6	8	11
Manager	44	43	43	56	57	57	6	5	6	90	91	86	3	4	8
Senior	48	49	47	52	51	53	51	48	50	46	50	47	3	2	3
Staff/Assistant	52	53	52	48	47	48	84	83	83	15	17	16	1	1	1
Administrative	72	98	100	28	2	0	14	15	13	55	35	35	31	50	52
EY internal support services include: Leadership, Technology; Talent; Finance; BMC; Markets; Risk Management															
Director	64	57	57	36	43	43	0	0	0	36	46	21	64	64	79
Associate Director	30	43	51	70	57	49	0	0	0	63	57	63	37	43	37
Assistant Director	77	70	69	23	30	31	0	0	0	73	76	72	27	24	28
Supervising Associate	68	69	73	32	31	28	6	65	2	63	31	64	30	4	34
Senior Associate	68	65	60	32	35	40	5	58	8	62	33	50	33	8	42
Associate	66	65	67	34	35	33	49	42	41	40	13	43	11	45	16

Including associates and SLT consultants.

Distribution of Board of Directors members by gender and age group

GRI405-1

	Women (%)			Men (%)			Under 30 years old (%)			Between 30 and 50 years old (%)			Over 50 years old (%)		
	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24	FY22	FY23	FY24
EY S.p.A.	33,3	33,3	33,33	66,6	66,6	66,66	0	0	0	33,3	33,3	14,3	66,6	66,6	85,7
EY Advisory S.p.A.	40	40	40	60	60	60	0	0	0	50	30	33,3	50	70	66,7
Studio Legale Tributario	20	20	20	80	80	80	0	0	0	0	0	0	100	100	100
Global Shared Services S.r.l.	33,3	33,3	33,3	66,7	66,7	66,7	0	0	0	0	0	0	100	100	100
EY Engineering and Technical Services S.r.l.	0	0	0	100	100	100	0	0	0	33,3	33,3	0	66,7	66,7	100
EY Jungles S.r.l.	-	0	33,3	-	100	66,7	-	0	0	-	66,7	66,7	-	33,3	33,3
EY BGP S.r.l	-	-	20	-	-	80	-	-	0	-	-	0	-	-	100
EY Valorando S.r.l.	-	-	0	-	-	100	-	-	0	-	-	33,3	-	-	66,7
EY Foundation Ente Filantropico TS	0	25	25	100	75	75	0	0	0	0	0	25	100	100	75
Associazione Imprenditore dell'Anno	0	0	33,3	100	100	66,7	0	0	0	20	20	33,3	80	80	66,7

Workplace injuries



	Calendar year 2022	Calendar year 2023
Hours worked	9.249.560,5	10.938.353,7
Total number of recordable workplace injuries, including fatalities	14	16
of which commuting accidents (only if the transport was organized by the company and the trips occurred within working hours)	10*	12*
Total number of workplace injuries with serious consequences (>6 months of absence), excluding fatalities	0	0
of which the number of fatalities	0	0
Rate of recordable workplace injuries	1,51	1,46
Rate of workplace injuries with serious consequences	0	0
Fatality rate	0	0

The analysis focused solely on employees, as other contract types are not under the company's control and are not covered by INAIL protection.

*Most of the recorded injuries are commuting accidents, which is due to 80% of the workforce working at client sites and frequently traveling. The number of commuting accidents has statistically increased due to the rise in employee numbers. As a corrective measure, a safe driving guide has been prepared and distributed to all staff.

Required learning courses on health and safety and management systems



Course Title
Employer's Delegate (DDL)
Newly Appointed Safety Prevention and Protection Manager (RSPP)
Safety Prevention and Protection Manager (RSPP)
Newly Appointed Prevention and Protection Service Officers (ASPP)
Annual Update for Prevention and Protection Service Officers (old ASPP appointment)
Emergency Management Officers - Low Risk Firefighting (AGE)
Emergency Management Officers - Low Risk Firefighting Update (AGE) every three years
Emergency Management Officers - High Risk Firefighting (AGE)
Emergency Management Officers - High Risk Firefighting Update (AGE) every three years
Emergency Management Officers - First Aid (AGE)
Emergency Management Officers - First Aid Update (AGE) every three years
Newly Elected Workers' Safety Representative (RLS)
Annual Update for Workers' Safety Representative (RLS)
Workers - Safety and Prevention Course
Workers - Safety and Prevention Course Update (every five years)
Supervisors - Health and Safety Course
Supervisors - Health and Safety Course Update (every five years)
Managers - Health and Safety Course
Managers - Health and Safety Course Update
UNI EN ISO 14001:2015 - Environmental Management System
UNI ISO 45001:2018 - Occupational Health and Safety Management Systems. Internal learning guide
UNI EN ISO 14064: Integrated Management System for Environment, Health and Safety at Work and Social Accountability. Internal learning guide
Guide on the Anti-Corruption Management System (UNI ISO 37001:2016)
SA 8000 - Corporate Social Responsibility Management Systems. Internal learning guide

Financial value

Economic value generated and distributed by the main Legal Entities of EY Italy (in thousands of euros)

EY S.p.A.	FY23	FY24
Generated economic value	398.037	461.139
Production value	397.332	459.406
Investment income	-	0
Other financial income	705	1.733
Extraordinary income	-	-
Distributed economic value	382.092	439.482
Operating costs	256.796	292.342
Value distributed to employees	117.381	140.999
Value distributed to capital providers	464	37
Value distributed to the public administration	3.148	1.638
Value distributed to shareholders	3.178	3.142
Value distributed to the community	1.125	1.324
Economic value retained	15.945	21.657
Net profit (or loss) for the year (excluding dividends)	461	-212
Depreciation / Provisions / Impairments / Revaluations	14.398	18.440
Deferred taxes	1.086	3.429

EY Advisory S.p.A.	FY23	FY24
Generated economic value	525.409	599.634
Production value	524.887	599.047
Investment income	474	410
Other financial income	48	177
Extraordinary income	-	0
Distributed economic value	517.978	590.822
Operating costs	314.215	340.063
Value distributed to employees	195.615	238.805
Value distributed to capital providers	810	774
Value distributed to the public administration	3.644	6.397
Value distributed to shareholders	3.399	3.828
Value distributed to the community	294	955
Economic value retained	7.431	8.812
Net profit (or loss) for the year (excluding dividends)	568	-508
Depreciation / Provisions / Impairments / Revaluations	6.690	9.657
Deferred taxes	173	-337

The document was drafted by the Corporate Responsibility & Sustainability function with the assistance of professionals from the EY Sustainability Team - Climate Change and Sustainability Services.

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women

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40% between 30 and 50



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